

***United States v. City of Newark, et al.,
Civil Action No. 16-1731 (MCA) (MAH)***

CONSENT DECREE

Independent Monitor - Second Quarterly Report

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Independent Monitor
October 6, 2017**



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I. INDEPENDENT MONITOR'S AUTHORITY UNDER THE CONSENT DECREE

Paragraph 183 of the Consent Decree entered into between the United States Department of Justice ("DOJ") and the City of Newark ("City") requires that, "[t]he Monitor will file with the [United States District Court for the District of New Jersey] quarterly written, public reports covering the reporting period." The Consent Decree specifies that the reports must include:

- a. a description of the work conducted by the Monitor during the reporting period;
- b. a listing of each Consent Decree requirement indicating which requirements have been: (1) incorporated into implemented policy; (2) the subject of sufficient training for all relevant Newark Police Division, Newark Department of Public Safety ("NPD" or "Division") officers and employees; (3) reviewed or audited by the Monitor to determine whether they have been fully implemented in actual practice, including the date of the review or audit; and (4) found by the Monitor to have been fully implemented in practice, and the date of this finding;
- c. the methodology and specific findings for each audit or review conducted, redacted as necessary for privacy concerns. An unredacted version will be filed under seal with the Court and provided to the Parties. The underlying data for each audit or review will not be publicly available but will be retained by the Monitor and provided to either or both Parties upon request;
- d. for any requirements that were reviewed or audited and found not to have been fully implemented in practice, the Monitor's recommendations regarding necessary steps to achieve compliance;
- e. the methodology and specific findings for each relevant assessment conducted; and
- f. a projection of the work to be completed during the upcoming reporting period and any anticipated challenges or concerns related to implementation of the Agreement.

The Monitoring Team will assess the City's progress in implementing, and achieving compliance with, the Consent Decree; report on the status of implementation to the Parties, the Court, and the public; work with the Parties to address any barriers to compliance; and

assist the Parties to informally resolve any disputes or differences. (*See* Consent Decree ¶ 183.)

II. INTRODUCTION

In 2014, the DOJ issued a report concluding that NPD officers engaged in a pattern or practice of unconstitutional policing, including theft by officers, unlawful stops and arrests, excessive use of force, and retaliation against individuals who exercise their First Amendment rights. In light of these findings, on March 30, 2016, the DOJ, NPD and City entered into a Consent Decree with the intention of transforming NPD into a twenty-first century police force. The Consent Decree requires NPD to implement significant reforms, including new policies and procedures, additional trainings, and increased accountability through accurate record keeping and transparency.

On May 5, 2016, Peter Harvey was appointed as the Independent Monitor. The Independent Monitor is required to assess the City's and NPD's implementation and compliance with the Consent Decree and to release quarterly public reports describing NPD's progress during that reporting period. Mr. Harvey served as Attorney General for the State of New Jersey during the time that the New Jersey State Police was subject to a federal consent decree between the State of New Jersey and the DOJ. He leads a team of locally and nationally-recognized Subject Matter Experts ("SMEs"), consisting of former law enforcement professionals, community advocates, and leading academics. Therefore, this report refers to the Monitoring Team when addressing the work that the Consent Decree requires of the Independent Monitor.

This is the Independent Monitoring Team's Second Quarterly Report, which covers the time period from February 1, 2017 through May 31, 2017. The Report summarizes the Monitoring Team's activities during the reporting period, provides a detailed status update on

the City and NPD's progress, and describes the tasks and audits that will be addressed in the upcoming reporting period.

For a more extensive discussion of the City, the NPD, the Monitoring Team, and the Consent Decree, please refer to Section III of the First Quarterly Report.

III. SUMMARY OF PRIOR QUARTER'S ACTIVITIES (FEBRUARY 1, 2017 THROUGH MAY 31, 2017)

On February 17, 2017, the Independent Monitor filed the First-Year Monitoring Plan with the Court. The Monitoring Plan sets forth a detailed road map for how the Parties will implement the Consent Decree's requirements for the first year of monitorship. These efforts will serve as a foundation for complete compliance with the Consent Decree within five years. The Monitoring Team has both set forth below a summary of the Monitoring Team's work since February 1, 2017, and provided a more detailed status update in Section IV.

A. Overview of NPD's Compliance with the Consent Decree to Date

For an overview of NPD's status with respect to relevant Consent Decree paragraphs that the Monitoring Team has reviewed during the Reporting Period, please see **Appendix A**. When reviewing Appendix A, the reader will note both NPD's achievements and deficiencies regarding such Consent Decree requirements as revising and writing policies; developing scenario-based training materials for NPD personnel; and administering training to NPD personnel.

B. Policy Revisions and Review

As articulated in the Monitoring Plan, the Independent Monitor's primary goal for year one of the Consent Decree is for NPD, the Parties, and Newark community members to review and revise NPD's policies. More to the point, NPD must build the capacity to identify policy gaps and develop a process to revise existing policies or write new ones as the law

changes or as best policing techniques evolve. For the Use of Force policy, for example, NPD has agreed to draft the policy from scratch, rather than revising its existing policy. During the past reporting period, this work has consumed a substantial portion of the Parties' time and effort. The Parties and Monitoring Team have developed a collaborative process for policy evaluation and revision under the Consent Decree, known as the "Path Forward." The Path Forward sets forth these seven steps:

- **Step 1:** "kick-off" meeting with the Parties and Monitoring Team to discuss the policy to be revised and existing best practices for that subject area. The Monitoring Team and DOJ provide NPD with resources to assist it in drafting the policy.
- **Step 2:** NPD creates a draft policy. During the drafting process, NPD may reach out to the Monitoring Team, City, and DOJ for guidance and technical assistance. The draft policy is vetted internally with the Newark Public Safety Director, and, once approved, circulated to the Monitoring Team, City, and DOJ for review.
- **Step 3:** the Monitoring Team, DOJ, and City review and provide comments to NPD's draft.
- **Step 4:** if necessary, NPD revises the draft to incorporate the comments.
- **Step 5:** certain policies, as revised, are vetted with Newark community members.
- **Step 6:** if necessary, NPD revises the draft policy based upon the received comments.
- **Step 7:** the Monitoring Team and DOJ review and approve the policy.

1. Growing Pains

NPD is in the early stages of developing its ability to draft multiple, complex policies simultaneously, and is hindered by a lack of experience and capacity in this area. Policy writing is not easy. It requires both knowledge of policing best practices and the ability to convey those ideas clearly, succinctly, and simply. While NPD has begun the process of drafting

and revising a number of its policies and, after the reporting period concluded, finalized both the Use of Force and Bias-Free Policing General Orders (i.e., policies), a significant portion of policy-writing work remains.

As discussed in greater detail below, NPD's policy-writing work was slowed down by DOJ's, NPD's, and the City's decision, with which the Monitoring Team agreed, to create a master calendar for completing all of the policy revision or creation work required under the Consent Decree to allow for a more orderly and effective process. The Parties' inability to agree on a master calendar contributed to the policy revision process being delayed.

C. Surveys and Focus Groups

During this reporting period, the Monitoring Team built upon last quarter's efforts to conduct a "reliable, comprehensive, and representative survey . . . of the Newark community's experience with and perceptions of NPD and public safety." (Consent Decree ¶ 22.) The Monitoring Team completed four survey initiatives this quarter, each of which is attached to this report: (1) a probability survey¹ of the Newark community, (**Appendix B**); (2) a survey of incarcerated individuals arrested by NPD officers, (**Appendix C**); (3) a non-probability survey² of the Newark community, (**Appendix D**); and (4) a series of focus groups comprised of NPD officers, (**Appendix F**). Each survey is described in greater detail in Section V(K) of this report.

Through these surveys, combined with the initial police survey and suppression hearing analysis provided in last quarter's report, (*see* First Quarterly Report Appendices D, F),

¹ A "probability" survey is a survey that uses a random sampling technique to produce a representative sample of a general population. This technique allows statistically valid conclusions to be drawn about the general population from the survey results.

² In a "non-probability" survey, survey takers are not randomly selected. As a result, a non-probability survey does not produce a representative sample or allow for statistically valid conclusions to be drawn about the general population.

the Monitoring Team has developed a comprehensive and in-depth snapshot and baseline of the Newark community's and NPD officers' attitudes, beliefs, and perceptions of policing in Newark. This information will provide a baseline from which the Monitoring Team, City, DOJ, NPD, and the Newark community can measure the effectiveness of NPD's implementation of the Consent Decree in the years to come.

The Monitoring Team has one additional survey project planned for the next quarter: a survey of people who commute to work in Newark, but live elsewhere.

D. Compliance with Consent Decree and First-Year Monitoring Plan Deadlines

Upcoming audits conducted by the Monitoring Team will provide detailed assessments of NPD's practices and implementation of the Consent Decree requirements. In this quarterly report and in the attached compliance chart (*see Appendix A*), the Monitoring Team assessed NPD's progress with meeting the deadlines set out in the Consent Decree and the First-Year Monitoring Plan. NPD's compliance with these deadlines is assessed using the following categories: (1) not assessed, (2) initial development, (3) preliminary compliance, (4) operational compliance, and (5) non-compliance.³ Each of these terms is defined below.

1. Not Assessed

"Not Assessed" means that the Monitoring Team did not assess the Consent Decree provision during this reporting period. Acceptable reasons for why a requirement was not assessed may include that the deadline has not passed or some other substantive reason.

³ During the audits, the Monitoring Team will also review NPD's progress using two additional criteria which are *not* applicable here: administrative compliance and full compliance.

2. Initial Development

“Initial Development” means that during the auditing period, NPD has taken meaningful steps toward achieving compliance with a Consent Decree requirement that is not yet scheduled for completion. Initial Development will be noted only if NPD’s efforts are consistent with established timeframes in the Monitoring Plan or Consent Decree. Where NPD was expected to have achieved at least Initial Development during the auditing period, and has not, NPD has been found not to be in compliance.

3. Preliminary Compliance

“Preliminary Compliance” means that during the reporting period, NPD has developed, and the Independent Monitor, DOJ, and City have approved, respective policies or standard operating procedures (“SOPs”) and related training materials that are consistent with a Consent Decree requirement. This category only applies to SOPs and training.

4. Operational Compliance

“Operational Compliance” means that NPD has satisfied a Consent Decree requirement by demonstrating routine adherence to the requirement in its day-to-day operations or by meeting the established deadline for a task or deliverable that is specifically required by the Consent Decree or Monitoring Plan. NPD’s compliance efforts must be verified by reviews of data systems, observations from the Monitoring Team, and other methods that will corroborate its achievement. In this report, the Monitoring Team only will assess NPD for compliance with established deadlines.

5. Non-Compliance

“Non-Compliance” means that NPD has either made no progress towards accomplishing compliance, or has not progressed beyond Initial Development at the point in

time when NPD is expected to have at least achieved Preliminary Compliance for the reporting period.

IV. DETAILED STATUS UPDATE (FEBRUARY 1, 2017 – MAY 31, 2017)

A. Use of Force

Section VIII of the Consent Decree requires NPD to develop and implement policies and training and review its investigatory mechanisms to ensure that the use of force by NPD officers is consistent with the United States Constitution as well as applicable state and federal law. The Monitoring Team, spearheaded by Dr. Wayne Fisher, is working with the Parties to support these efforts.

NPD is in the process of drafting three new general policies to address these requirements: (1) Firearms and Other Weapons, (2) Reporting, Investigation and Review, and (3) Use of Force. NPD will also be required to revise an additional six ancillary policies which will supplement or impact the Division's use of force. (Consent Decree ¶¶ 66-67.)

1. Use of Force Policy

During the past quarter, NPD has focused on revising and finalizing the Use of Force General Order. This policy lays out the philosophical underpinnings of the NPD's use of force and delineates the circumstances under which force may be used and the appropriate level and types of force that may be used under the circumstances. To this end, during the reporting period, the Parties and the Monitoring Team held numerous telephonic calls and in-person meetings to discuss the policy. Throughout the drafting process, the Monitoring Team and Dr. Fisher provided feedback and technical assistance to NPD through a review of use of force policies from other jurisdictions to use as a guide when creating its own policy. The Monitoring Team's efforts included ensuring that the policy complied with the New Jersey Attorney

General's guidelines for officer's use of force. The Monitoring Team was encouraged by the productive working relationship NPD and DOJ developed over the course of these revisions.

The policy includes new reporting requirements designed to increase accountability and transparency to the Newark community. Officers will be required to file a report and notify a supervisor who was not involved in the incident every time they use physical force, mechanical force, or enhanced mechanical force.⁴ Officers will also be required to report certain uses of constructive authority, including each time an officer's firearm is unholstered in the presence of a member of the public, exhibited in the presence of a member of the public, or pointed at a person.

Officers who witness the use of force by another officer will be required to file a use of force report. The current policy also creates a duty to intervene for officers who observe the use of force outside the parameters of the General Order.

After the reporting period closed, the Monitoring Team assisted NPD in organizing a forum to present its draft revised Use of Force Policy to the community for its review and input. After evaluating the community's feedback and making additional changes deemed necessary, NPD submitted the policy to the DOJ and the Independent Monitor, and the policy was approved.

2. Use of Force Training

Last reporting period, with assistance from Former Commissioner Robert Haas and the Monitoring Team, NPD identified an external source funding earmarked by the Violence Reduction Network ("VRN"),⁵ a project of the Bureau of Justice Assistance, which is overseen

⁴ Mechanical force is defined as the use of a device or substance, other than a firearm.

⁵ VRN has been re-named the National Public Safety Partnership ("PSP").

by CNA, a federally-funded research and development center. Initially, NPD decided to leverage these resources in the form of training and technical assistance to meet the Consent Decree's requirements for the use of force training. After consulting with the Monitoring Team, NPD selected a subject matter expert with significant expertise in developing cutting-edge curricula for use of force training.

However, after CNA had invested a substantial amount of time and effort into developing a scope of work plan for the funding, CNA was informed that the overall cost to complete the project would have exceeded the spending threshold permitted by DOJ financial guidelines. As a result, CNA put the project out for a Request of Proposals. Due to the extended period of time it would take CNA to complete this process, NPD reassessed its decision with respect to hiring an outside expert. As of May 30, NPD was evaluating its own internal resources and capacity to develop this training within the Division.

Given these delays, NPD is unlikely to meet the deadlines for the use of force training set forth in the Consent Decree and the First-Year Monitoring Plan.

The Monitoring Team will evaluate the curriculum and training materials for NPD's proposed use of force training to determine whether the educational materials meet the Consent Decree's requirements. As discussed above, however, the Monitoring Team is concerned with NPD's capacity to develop such a critical curriculum in a compressed time period and continues to advise NPD to retain or engage a subject matter expert to provide assistance with training on the use of force. Public Safety Director Anthony Ambrose recognizes

this challenge and appears to be amenable to seeking funds from the City to hire a consultant with expertise in designing and teaching modern use of force training.⁶

The City will need to support Director Ambrose with adequate resources to retain a qualified expert who can help the next generation of NPD trainers develop modern materials.

3. Policy for Reporting and Investigating NPD Force Incidents

The First-Year Monitoring Plan requires NPD to create and implement a General Order establishing an All Force Investigation Team (“AFIT”) by February 1, 2017.⁷ Currently, NPD intends to place AFIT as an independent unit in NPD’s Internal Affairs department. The Monitoring Team and the Parties agreed that this AFIT policy would necessarily be impacted by the Use of Force General Order. Therefore, the Monitoring Team approved NPD’s decision to delay drafting the AFIT policy until the Use of Force General Order has been finalized. The Monitoring Team also recognized that NPD would not possibly meet the February 1, 2017 deadline for establishing the AFIT and writing the policy that would govern its investigations, and agreed that NPD’s failure to do so would not result in a finding of non-compliance.

NPD also is required under the Consent Decree to (1) adopt a use of force reporting system and a supervisor use of force report that requires individual officers to provide accounts of their uses of force and (2) create and implement a multi-disciplinary unit to conduct

⁶ NPD is also aware that the use of force training requirement contains three elements: (1) ensuring that all NPD Members read and understand the new policy, and certified that they have done so; (2) administering a training bulletin that provides a basic overview of the policy to NPD Members as an interim training measure; and (3) conducting scenario-based classroom training on use of force.

⁷ Both the Consent Decree and the First-Year Monitoring Plan refer to this unit as the Serious Force Investigation Team (“SFIT”). NPD has chosen to expand the scope of the unit’s responsibilities by having AFIT conduct administrative reviews of *all* use of force incidents and re-named it accordingly. The Monitoring Team has no objection to this approach.

criminal and administrative investigations of serious force incidents and determine whether these incidents raise policy, training, tactical or equipment concerns. (Consent Decree ¶¶ 75, 79, 90.)

During the last quarter, NPD was in the process of drafting the Reporting, Investigation and Review General Order. This policy will address the creation and implementation of AFIT and NPD's use of force reporting more generally. A preliminary draft of this policy was substantially completed.

B. Stop, Search, and Arrest

The Consent Decree requires NPD to conduct all investigatory stops, searches, and arrests in a manner that is consistent with the United States Constitution as well as applicable state and federal law (*See* Consent Decree § IV.) As part of implementing this requirement, NPD officers must: (i) document all of their investigatory detentions and inquiries of individuals; (ii) articulate in their reports why they have reasonable suspicion for stopping individuals in a specific and clear manner in their reports; and (iii) properly document why they have probable cause for an arrest by the end of their shifts. (*See* Consent Decree ¶¶ 26, 28, 42.) In addition, NPD must revise its stop, search, and arrest policies by September 4, 2017. (*See* Consent Decree ¶ 5; Monitoring Plan App'x A at 8.)

NPD's adherence to the Consent Decree's policy and reporting requirements for stop, search, and arrest are fundamental to its achieving compliance with this section of the Consent Decree. Without up-to-date policies that encompass all of the Consent Decree's requirements, NPD officers will not know what they need to do on a day-to-day basis to do their work in conformance with Consent Decree requirements. Without proper reporting, the Monitoring Team will not be able to analyze whether NPD is conducting its stops, searches, and arrests in a lawful manner that complies with the Consent Decree's requirements.

During the Second Quarter, the Monitoring Team, led by SME Former Deputy Commissioner Philadelphia P.D., Kevin Bethel, worked with NPD, the City, and DOJ to begin revising NPD's stop and arrest policies. The Monitoring Team also requested NPD to provide the total number of select stop, search, and arrest reporting forms that were generated during the first year of the monitorship, which the Monitoring Team will use to develop a methodology for assessing NPD's stop, search and arrest reporting practices during the next quarter.

1. Policy Revision

On March 27, 2017, the Parties and Monitoring Team members held the "kick-off" meeting to discuss revisions to a number of NPD's current General Orders relevant to its stop, search and arrest policies: (1) G.O. 04-12 - Search and Seizure; (2) G.O. 09-03 - Arrest Procedures; and (3) G.O. 97-8 - Field Stop, Voluntary Contact Reporting. At the meeting, the Parties agreed that NPD would prioritize revising G.O. 09-03 - Arrest Procedures and G.O. 97-8 - Field Stop, Voluntary Contact Reporting to create comprehensive, revised stop and arrest policies before beginning to revise its search and seizure policy.

Subsequently, to promote long-term efficiency, the Parties agreed to create a master calendar for completing all of the policy revision work required under the Consent Decree, which necessarily resulted in a slowing down of the progress on the policy revision process. Ultimately, the Parties (City, NPD, and DOJ) were unable to agree upon a master calendar for completing policy-revision work. Instead, the Parties agreed to prioritize three policies (Community Policing; Stop, Search, Arrest; and Property and Evidence Control) for review and revision. Although NPD submitted revised versions of both G.O. 09-03 - Arrest Procedures and G.O. 97-8 - Field Stop, Voluntary Contact Reporting to the DOJ and City for review and comment in mid-April, the Parties subsequently agreed that additional work would be necessary before these two policies will be ready for the next level of review. Therefore, as of

this reporting period, DOJ and City had not provided NPD with written comments regarding the revised documents.

2. Reporting Document Requests

In anticipation of auditing the NPD's stop, search and arrest reporting practices, in May 2017 the Monitoring Team requested that NPD provide the total number of Field Inquiry Reports, Consent to Search Forms, Arrest Reports, Tour Assignment Sheets, and Incident Reports generated for the time period May 5, 2016 through May 31, 2017.⁸ The Monitoring Team will use the information provided by NPD to develop a methodology for conducting a baseline assessment of whether NPD officers are properly reporting its stop, search, and arrest activity; articulating reasonable suspicion for stops; and documenting probable cause for an arrest by the end of their shifts. Depending on the amount of data and time requirements for review, the Monitoring Team may focus on a subset of these requirements and conduct additional assessments in future quarters.

C. Training

During this reporting period, the Monitoring Team examined NPD's training administration and development capabilities, personnel, and record-keeping practices. Training continues to be a challenging area for NPD, as it is for any police department endeavoring to modernize its training techniques. NPD has pronounced deficiencies in this area, but has committed to making improvements.

⁸ After the reporting period, the Monitoring Team amended its request to cover the time period May 1, 2017 through May 31, 2017 so that the Monitoring Team's analysis focused on NPD's most current practices.

1. Training Administration and Capacity

NPD lacks a sufficiently experienced training team. As a result, it has had to rely on individuals without meaningful experience in developing adult, scenario-based training materials. Moreover, the training team is not large enough to train all of NPD's officers in the time periods required under the Consent Decree. NPD's lack of capacity continues to present a considerable obstacle towards accomplishing *any* training by the prescribed deadlines. Furthermore, several key personnel have transferred—either temporarily or permanently—out of two units which play a central role in training administration: the Consent Decree Implementation Unit and the Training Division. Such personnel include the Captain of the Training Academy, the Captain's Executive Officer of the Training Academy, the Sergeant in charge of training recordkeeping, and the Special Assistant to the Public Safety Director, who served as the Training Director. The Training Director role has yet to be replaced.⁹ Under these circumstances, to meet the training requirements under the Consent Decree, NPD will have to hire outside experts who have delivered training courses to major metropolitan police departments. At the suggestion of the Monitoring Team, NPD has begun to search internally and externally for additional help to develop training in the short term while continuing to build its own training development capacity.

Simply put, the City must allocate adequate funds to NPD to hire multiple training experts to (a) develop adult, scenario-based training materials; (b) assist NPD in building its capacity to write and teach modern training techniques; and (c) teach the first generation of

⁹ On October 17, 2016, NPD hired a Special Assistant to the Public Safety Director, who served as NPD's Training Director. After seven months in this role, the Special Assistant resigned effective May 30, 2017. As explained in the First Quarterly Report (pp. 16-17), the Monitoring Team was optimistic that the Special Assistant would “spend the majority of his time on developing and implementing trainings for NPD.” Disappointingly, this was not the case.

modern policing training to NPD personnel. Absent this resource commitment, it is unlikely that NPD can properly train on the revised or new policies in development.

2. Training Recordkeeping Practices

The Monitoring Team's assessment of the Training Division's recordkeeping practices is ongoing. SME Robert Wasserman conducted a preliminary inspection of NPD's training programs files over the last five years, and the SMEs from the Independent Monitor's Data Systems Improvement team interviewed NPD personnel. The inspection and interviews revealed what appear to be inadequate recordkeeping practices. In particular, although NPD maintains a file for each training program, it does not maintain curricula materials or instructor guides for any of the programs. Instead, NPD teaches from and maintains only PowerPoint presentations, which are stored only on the Training Captain's desktop computer. As an initial step toward improving NPD's training practices, the Monitoring Team recommended that NPD purchase tools for evaluating audience response with so-called "clickers," which are teaching devices that enable instructors to rapidly collect and analyze student responses to questions in real time during classes. The clickers will improve NPD's ability to track trainees' understanding of the training materials during training courses, which will, in turn, allow the training instructor to tailor the content of the training course based on the trainees' responses. After the reporting period, NPD purchased a set of the recommended clickers.

As to other types of training records, NPD does not maintain a digital management system for training administration. NPD appears to keep vital training records in spreadsheets, paper files, and folders, which are often only on a single desktop computer. While some NPD personnel have access to more complete training records via *IAPro*, training personnel do not routinely have access to *IAPro*.

D. Property and Evidence Management¹⁰

To prevent theft of civilian property and evidence by NPD officers, the Consent Decree requires NPD to maintain policies and procedures for the proper intake, storage, and release of property and evidence seized by NPD officers. (*See* Consent Decree ¶ 110.) Last quarter, the Monitoring Team reported that compliance with this section of the Consent Decree would be difficult for NPD to achieve without a new property and evidence storage facility. During this quarter, NPD has taken steps to secure a new facility, while at the same time working on much needed upgrades to its current property storage and management systems. NPD has also undertaken substantive revisions of its property management policies and procedures. The Monitoring Team has supported these efforts by identifying property and evidence best practices and providing technical assistance in policy writing.

1. Pursuit of a New Property and Evidence Storage Facility

The City needs to construct a new property and evidence storage facility. While doing so is a long-term goal, it does not excuse or obviate the need for upgrades to the current facility. The Monitoring Team is encouraged by the initial steps taken by NPD toward acquiring a new facility. NPD has provided City officials with the specifications it needs in a new facility that satisfies best practices, including square footage, shelving capacity, dedicated spaces for different types of property, and security apparatuses. The Monitoring Team ensured that NPD's

¹⁰ Previous filings by the Independent Monitor have referred to this area as "Internal Affairs: Theft" rather than "Property and Evidence Management." Section X of the Consent Decree addresses theft prevention, which encompasses both Internal Affairs and property management components. Property management, however, does not fall within NPD's Internal Affairs function. To better reflect NPD's practices, the Internal Affairs component of theft prevention (Consent Decree ¶¶ 106-09) will be monitored as part of Internal Affairs: Complaint Intake and Investigation, while the property and evidence management function (Consent Decree ¶¶ 105, 110, 111) will be monitored under this heading.

requested specifications satisfied the International Association for Property and Evidence standards, New Jersey Attorney General Guidelines regarding evidence and property management, and International Association of Chiefs of Police property and evidence storage facility construction standards.

2. Property Room Audits

During this reporting period, NPD completed a full audit of all cash, jewelry, and bulk narcotics evidence, by the Property Control Officer, who has the rank of Captain and was assigned, along with a Lieutenant, to oversee NPD's reform. These assignments provide NPD with appropriate levels of supervision to ensure internal controls are being employed and audits are performed in accordance with policy. NPD submitted the results of the audit to the Monitoring Team and DOJ for review. (*See First-Year Monitoring Plan App'x A at 14; Consent Decree ¶ 111.*)

The Monitoring Team's review of the NPD's first audit has revealed a number of issues. Several pieces of evidence were improperly removed from sealed bags. This is a breach of NPD's existing protocol and generated ongoing internal investigations into the circumstances of the tampering. Further, approximately 21% of items were missing from their proper locations. A search of the facility for the missing items or for documentation of their whereabouts is ongoing. These issues will guide the Monitoring Team's upcoming audit of property and evidence management.

NPD also submitted an inventory inspection and auditing plan for future audits to the Monitoring Team and DOJ for review. The plan calls for an inventory of all property and evidence within the property room. The Monitoring Team is doubtful, however, that such an inventory can be completed in a timely fashion given the extremely large number of items currently maintained (approximately 1.4 million items), the lack of resources in the property and

procurement division necessary to complete the inventory, and the lack of air conditioning and lighting in property storage areas. The Monitoring Team has requested that NPD provide a more concise written methodology for the completion of the full audit.

NPD's audit plan also calls for the immediate purging of items that have been stored for longer than required by the New Jersey Attorney General's Guidelines. Proper disposal of the aged items will alleviate the property room's shortage of storage space. Before NPD may destroy any property, however, it must consult with and obtain approval from the Essex County Prosecutor's Office ("ECPO") and ensure that any property destruction complies with the New Jersey Attorney General's guidelines.¹¹ This process also ensures that active matters will not be compromised by mistaken destruction of property or evidence. NPD is currently waiting on approval from the ECPO to destroy hundreds of firearms and thousands of narcotics seizures that are no longer of evidentiary value. Purging these items will reduce the total amount of property and evidence maintained by NPD, which will allow NPD to complete its full-scale inventory sooner and maximize storage space for items of greater evidentiary value.

3. State of Current Property Facilities

During the reporting period, NPD has also taken steps to improve its current property facility and management systems. (*See* Consent Decree ¶ 110.) NPD completed the installation of interior fencing in its primary property storage facility to restrict access to the property processing area. NPD also solicited proposals from vendors to install an electronic door locking system as well as video cameras to control access to all of its property storage locations, a development that is of paramount importance to securely storing property and evidence. NPD purchased five additional consoles from which to operate the Automated Evidence Management

¹¹ Homicide evidence is retained indefinitely.

Inventory Control System (“AEMICS,” also known as “BEAST”), which will allow property to be tracked readily at various points of intake throughout NPD’s precincts. Problems persist, however, in integrating the NPD’s previous electronic inventory system, the Records Management System, with the newer BEAST system. NPD, with assistance from the Monitoring Team, continues to work with outside vendors on resolving this issue and harmonizing the two inventory systems.

On May 16, 2017, the Monitoring Team toured NPD’s new central Municipal Processing & Prisoner Processing Center located at 480 Clinton Avenue, which took on the operations of the recently-closed cell block facility on Green Street. This tour allowed the Monitoring Team to gain an understanding of the work flow currently in place for processing prisoner property, and how this property moves from intake to storage. The Monitoring Team observed that this facility is modern and secure, with electronic locking mechanisms, ample lighting, and video surveillance.

However, the tour also revealed organizational inefficiencies that make property processing at this location needlessly complicated. Specifically, at least *three* NPD subdivisions are responsible for different aspects of the chain of custody process: (1) the Municipal Arrest Processing Unit (“MAPS”) for processing prisoner property, (2) Property & Evidence for processing evidence, and (3) the Crime Scene Unit for processing firearms. These divisions have overlapping responsibilities in this area, yet operate under *separate* commands and do not receive identical training regarding property and security. MAPS personnel, for example, have not received training on the BEAST system. Following the site visit, the Monitoring Team raised these issues with NPD, and NPD has made initial inquiries into combining and simplifying these functions.

4. Property and Evidence Management Policies

During the reporting period, NPD provided the Monitoring Team and DOJ revised General Orders (i.e., policies) in the areas of (1) property and evidence packing and storage, (2) custody and inventory of prisoner's personal property, and (3) evidence and property management. On April 28, 2017, NPD, the Monitoring Team, City, and DOJ met to discuss these policies and provide recommendations to NPD regarding a methodology for further policy revision to move toward Consent Decree compliance. DOJ provided NPD with written edits to these policies, which NPD is in the process of incorporating. These policies are not yet in final form. However, the NPD Property Control Officer has promulgated several directives for the Property & Procurement command that reinforces policy and best practices as it relates to internal controls and transparency. Another policy meeting will be scheduled in this area for next quarter.

E. Internal Affairs: Complaint Intake and Investigation

Internal Affairs remains an area of great importance to the Monitoring Team. Community feedback and our own experience indicate that a strong system of internal investigation and accountability is vital to maintaining community trust and implementing the reforms mandated by the Consent Decree. During this quarter, NPD has made substantial efforts to revise its policies governing Internal Affairs, and the Monitoring Team has prepared to examine NPD's Internal Affairs case files to evaluate the methodology of past Internal Affairs investigations.

The Monitoring Team observed a number of issues in NPD's current Internal Affairs system that we believe have contributed to the undesirable Internal Affairs outcomes identified by DOJ in its 2014 report. For example, Office of Professional Services ("OPS"), NPD's unit charged with conducting internal investigations of NPD officers and employees,

suffers from a lack of resources. During this quarter, only seven officers were assigned to OPS, one of whom was on detail to *another* non-Internal Affairs assignment. This staffing structure does not appear to be adequate given NPD's existing docket of internal and external complaints. Additionally, most of the officers assigned to OPS have received little, if any, internal affairs-focused training. Some have no previous experience in detective or investigatory work.

As will be discussed further below, NPD lacks a clear and coherent Internal Affairs policy, and has no training or operations manual specific to OPS. There also is no existing training program focused on the interaction between NPD and the ECPO, a key relationship in the investigation of complaints where criminal conduct is alleged against an officer. Most importantly, there is no apparent rank- or compensation-based incentive structure to encourage OPS service, and no clear career trajectory for officers leaving OPS. Additionally, there is no structure to prevent former OPS officers from experiencing retaliation after they return to the general force. The combination of these inadequacies results in a weak and ineffective Internal Affairs system. The Monitoring Team hopes that as NPD continues to revise its Internal Affairs policies and procedures, each of the above issues will be addressed.

1. Internal Affairs Policy Review

NPD's complaint intake and investigation policy is largely contained within one General Order (i.e., policy) currently titled G.O. 05-04. The Monitoring Team received a revised version of G.O. 05-04 on February 16, 2017. On March 7, the Monitoring Team, NPD, and representatives of the City and DOJ met to review the revised policy and provide feedback on areas of the Consent Decree that had not been adequately addressed. As a result, NPD provided updated versions of G.O. 05-04 on March 20. The parties met again on April 28 to further discuss the policy, and the DOJ provided NPD with written edits to the updated version.

Upon further review, the Monitoring Team and DOJ agreed that G.O. 05-04 needs to be substantially reorganized and rewritten for NPD to arrive at a clear and useful policy statement. As presently constituted, G.O. 05-04 incorporates a wide range of disparate policy areas and procedures, including, for example, OPS organizational structure, investigatory techniques, records management, and reporting requirements. NPD should give additional consideration regarding how best to organize and memorialize these topics in General Orders and, separately, in operating manuals. NPD should also consider how to more effectively incorporate the requirements and spirit of the Consent Decree in the new policy and operating manual. To that end, the Monitoring Team and DOJ agreed that NPD is in need of an outside consultant to help accomplish these goals, and resolved to provide technical assistance to NPD in finding a suitable candidate. We will report on these efforts in future quarterly reports.

2. Internal Affairs Case Review

During the reporting period, the Monitoring Team prepared to conduct a comprehensive review of NPD's completed OPS cases from 2015 and 2016. The purpose of this review is to provide insight into NPD's historical approach to identifying, classifying, investigating, and tracking allegations of misconduct by its members and, where misconduct is proven, its commitment to holding its members accountable in an appropriate and consistent fashion. This review will allow the Monitoring Team to develop a baseline from which to assess NPD's progress in complaint investigation, with particular emphasis on investigations of alleged domestic violence and discrimination by NPD officers on the basis of race, gender, and sexual orientation. This information will also aid the Monitoring Team in assessing NPD's progress towards delivering constitutional and bias-free police services.

To conduct this review quickly and efficiently, the Monitoring Team selected a sample of approximately 160 case files out of more than 1,300 available to review. These cases

were identified through both targeted selection and random sampling of relevant categories, informed by the goals set forth above. The cases to be reviewed involve complaints of (i) differential treatment, (ii) officer demeanor, (iii) neglect of duty, (iv) domestic violence, (v) sexual harassment, and (vi) cases where parallel criminal investigations by the ECPO were likely to have taken place.

F. Internal Affairs: Discipline

During this quarter, the Monitoring Team had several meetings and communications with NPD's Consent Decree Implementation Unit and the City's Attorney to discuss revisions to the draft Disciplinary Process General Order ("Directive"), which also incorporates the creation of a Disciplinary Matrix. The original concept of the Disciplinary Matrix was to be developed within 90 days of the Operational Date of the Consent Decree, (October 10, 2016). NPD has achieved the initial step of developing the Disciplinary Matrix. There are still, however, several procedural steps that need to be achieved prior to formal promulgation of the Directive, such as final approval by DOJ and the Independent Monitor, consultation with the unions, training on the application of the directive, and the oversight processes required to assure the appropriate application of the Disciplinary Matrix. These procedural steps are discussed in more detail below.

1. Disciplinary Process General Order and Disciplinary Matrix

Last quarter, the Monitoring Team provided NPD with a sample directive to show NPD how to incorporate a Disciplinary Matrix into NPD's Rules & Regulations. Given that Consent Decree Paragraph 155 requires that NPD will "conduct annual reviews of its disciplinary process and actions," the Monitoring Team recommended that NPD's Directive identify the process by which it will conduct its annual reviews.

There have been several modifications to this Directive to ensure that NPD satisfies the requirements of Paragraphs 154 and 155 of the Consent Decree. Specifically, NPD has added language to address audits for compliance with the application of the Disciplinary Matrix (discussed below) and has incorporated guidance from seminal administrative law proceedings to assist it in effectively identifying and applying aggravating and mitigating factors to individual disciplinary matters.¹² Doing so will help NPD to properly articulate its rationale for disciplinary decisions, and it will also provide notice to individual officers and serve to satisfy reviewing bodies of NPD's consideration and balancing of the appropriate factors prior to imposing discipline.¹³

NPD is required, under Paragraph 153 of the Consent Decree, to implement disciplinary guidance for each type of potential violation of NPD's Rules & Regulations. As mentioned above, NPD has drafted a Disciplinary Matrix for inclusion within the Directive to provide objective standards and defined categories for disciplinary action for potential violations of NPD's Rules & Regulations. The Disciplinary Matrix also provides a schedule identifying the factors that will be utilized as potential mitigating and aggravating factors—describing at what stage, and by whom, those factors will be applied.

During this quarter, the Monitoring Team made recommendations to assist NPD in complying with Paragraph 154 of the Consent Decree, which requires NPD to establish “a unified system for reviewing sustained findings and applying the appropriate level of discipline.”

¹² See *Douglas v. Veterans Administration*, 5 MSPR 280 (1981) (recognizing the authority of the federal equivalent to state civil service commissions to modify or reduce agency penalties in certain circumstances). In setting the standards by which the authority to modify agency penalties should be exercised, the *Douglas* decision identified several criteria that disciplinary bodies should balance and consider to ensure that penalties are reasonable. See *id.* at 331-32. These criteria are commonly referred to as the “Douglas factors.”

¹³ See *id.*

The Monitoring Team recommended that the directive specify that each notice of disciplinary action identify the specific rules, regulations, policies, procedures, and/or practices that were violated and the facts supporting each charge.¹⁴ Additionally, the Monitoring Team recommends that the Directive address the procedures under which these reviews will be conducted, for example:

- who is responsible for conducting the analysis (by position within NPD);
- what matrices will be used in making those assessments (the analytical process);
- where are these reviews channeled/routed within the organization before *being* forwarded to the Civilian Complaint Review Board (“CCRB”);
- what are the components of those reviews (usually specifying that once the analysis is done, who is interpreting the results and what recommendations will be made in response);
- if corrective actions or measures are recommended/identified, who (what entity) is responsible for ensuring that those recommendations get implemented, and the corrective measures are having the intended effect; and
- if patterns or concerns are identified, how will those corrections be made and how will they be monitored for future compliance.

Before the directive can be formally adopted and training conducted, NPD must receive final approval from both DOJ and the Monitoring Team. Moreover, consultation with the unions and the oversight processes required to assure the appropriate application of the Disciplinary Matrix must be completed.

¹⁴ During the Monitoring Team’s review of NPD’s disciplinary process, it became apparent that NPD uses the disciplinary category “Neglect of Duty” as a catch-all charge. As it was explained to the Monitoring Team, NPD has used this charge whenever an NPD personnel’s offense does not align with a specific charge for a perceived offense or violation of NPD’s directive system. Many offenses, which range from what could reasonably be viewed as “major” or “minor” violations, have been categorized as “Neglect of Duty” over the years. This broad definition enables NPD to treat like offenses or violations differently. The Monitoring Team is of the view that, as currently used, “Neglect of Duty” cannot be accurately mapped onto the Disciplinary Matrix.

Presently, both the patrol officers and superior officers unions have submitted letters objecting to parts or all of the Disciplinary Matrix. Based on this development, NPD will likely be involved in protracted discussions with both unions prior to the full promulgation and implementation of the proposed disciplinary process. Given that the Directive specifically carves out a role for civilian oversight, and the fact that there is ongoing litigation between the Fraternal Order of Police, Newark Lodge No. 12 (“FOP”), and the City, the Monitoring Team recommends that NPD wait to seek final approval of the Directive and Disciplinary Matrix until the City has either reached an agreement with the FOP or the court determines the scope of the powers of the current CCRB.

2. Training on Disciplinary Process

Once the Directive is approved, NPD must implement a series of trainings for NPD members. To do so, the Monitoring Team suggests that NPD develop a training curriculum for the Directive for all commanding officers that addresses the following: (a) the methods to be used to ensure uniform application of the Disciplinary Matrix, (b) uniform interpretation of what is meant by aggravating and mitigating factors, (c) how those factors are to be applied when imposing sanctions, and (d) written documentation requirements whenever formal discipline is imposed. Any commanding officers—*i.e.*, any NPD member who will serve in the capacity of a hearing officer or who has been authorized to impose disciplinary sanctions—expected to implement the provisions contained within the directive will need to be trained on the processes contained within the directive.

All middle managers and supervisors also must receive formal training on the application of the disciplinary process. The training should also extend to those officers assigned to OPS. Finally, rank and file officers and other NPD members subject to the disciplinary

process should be apprised of the new directive through training bulletins and other supplemental materials.

In accordance with Paragraph 11 of the Consent Decree, NPD must submit a comprehensive set of instructional guidelines to be reviewed and approved by DOJ and the Monitoring Team prior to the implementation of any training. The Monitoring Team recommends that the instructional guidelines be developed while any pending consultation with the unions is being resolved. Once the training plan and associated training materials have been approved, a member of the Monitoring Team will observe the trainings.

G. Community Policing and Bias-Free Policing

1. Community Policing and Bias-Free Policing Training

During the prior quarter, NPD made progress in creating a curriculum and training plan for Phase I of the two-day community policing and bias-free policing training required under Consent Decree Paragraph 14. As previously discussed in the First Quarterly Report, NPD entered into an agreement with the Virginia Center for Policing Innovation (“VCPI”), a non-profit institute and reputable training organization, to develop the community policing and bias-free policing training curriculum on NPD’s behalf. This training is being funded by a grant from DOJ’s Community Oriented Policing Services (“COPS”) office. Phase II of the training will address the training requirements contemplated in Paragraph 63 of the Consent Decree.¹⁵

¹⁵ It is estimated that it will take NPD four months to cycle through Phase I training for all of its officers, starting in October 2017 and running through until March of 2018 (taking into account the holiday season disruptions).

On April 17, 2017, VCPI provided an initial draft of the curriculum for NPD's review. The Monitoring Team, led by SMEs Former Cambridge P.D. Commissioner Robert Haas and Robert Wasserman, provided technical assistance by assessing the draft curriculum to determine whether it is sufficiently comprehensive to address the letter and the spirit of the Consent Decree's community policing and bias-free policing requirements. The SMEs concluded that the draft curriculum provides a solid *introduction* to the key concepts of community policing and how bias-free policing relates to them. The VCPI training, however, lacks any Newark or NPD-specific context. Both the Monitoring Team and NPD agreed that, although Phase II of the community policing and bias-free policing training will address NPD-specific policies and strategies with respect to these subject matter areas, further efforts are necessary to make the Phase I training relevant to NPD personnel and Newark's residents. Feedback from Newark community leaders, discussed in more detail below, further underscored the need for such context. After assessing the draft curriculum and, in light of community feedback, the Monitoring Team recommended that NPD take steps to incorporate local context and community input into the Phase I training curriculum once it receives a final version from VCPI.

Despite NPD's progress in developing a training curriculum with the assistance of VCPI, several obstacles remain towards starting the training. As a result, the training will not begin before the revised July 9 deadline. First, commencement of training has been stalled, in part, because the COPS Office of DOJ, as of the prior quarter's end, has yet to approve the VCPI curriculum for use, which is a requirement of VCPI's COPS Office grant. Second, due to increased demand for patrol officers during the summer months, NPD has decided to forego training of these officers until the fall. To this end, the Monitoring Team suggested that NPD

use any opportunity provided before the end of summer to train the command staff and, additionally, to use the summer to prepare a training team to deliver the training to the rest of the Division in the fall.

Lastly, as noted above, NPD's training capacity continues to be a significant hurdle to achieving compliance with the Consent Decree. There are few NPD officers with adequate knowledge of community policing philosophical underpinnings and operational principles to teach their peers on the subject. Also, few NPD officers are adequately trained in any type of modern policing training techniques. While a number of NPD officers have now attended a state course on training skill development, they have not applied those skills in the classroom. Further assessment of individual officers' training skills will be necessary before the community policing training course is rolled out in the fall. Recognizing these deficiencies, NPD submitted a request to VCPI for trainers to teach the initial training sessions. NPD is currently awaiting VCPI's response. Furthermore, it is unclear whether NPD has any present capability to amend the training materials, once finalized by VCPI, to contextualize the content and ensure that the training can be effectively delivered in a two-day course. During the next reporting period, the Monitoring Team will continue to monitor the development of Phase I of the community policing and bias-free policing training.

2. Community Feedback on Community Policing and Bias-Free Policing Training Materials

The Monitoring Team, under the leadership of SMEs Former Cambridge Police Department Commissioner Robert Haas, Ryan Haygood, and Andrea McChristian (New Jersey Institute for Social Justice ("NJISJ")) and Robert Wasserman, coordinated a two-day community review of the draft VCPI curriculum for Phase I of the community policing and bias-free policing training on May 15 and May 16, 2017. The community meetings, facilitated by the

former Special Assistant to the Director, aimed to elicit general feedback from Newark's community leaders on the draft curriculum and identify ways to make the curriculum more Newark-specific. Attendees included representatives of the NPD Consent Decree Unit and Training Division, DOJ, the Monitoring Team, and Newark community leadership organizations including the ACLU of New Jersey, Hetrick-Martin Institute, La Casa de Don Pedro, My Brother's Keeper-Newark, Ironbound Community Corporation, New Community Corporation, Newark Anti-Violence Coalition, Newark Youth Court, and YouthBuild Newark.

During the meetings, attendees provided suggestions to improve the VCPI curriculum, including potentially modifying the course content to address issues concerning NPD interactions with youth and the LGBTQ community, biases within NPD, residents with mental health issues, immigration status, and restorative justice. Attendees voiced concern that the voluminous course material may be difficult for trainees to digest during the two-day training and requested community involvement earlier in the training development process.

3. The Strategic Plan, and Community-Oriented Policing and Bias-Free Policing Policies

NPD is continuing its development of a Community Policing Strategic Plan, which, as explained in more detail in the First Quarterly Report, is Director Ambrose's vision for NPD to become a model of innovative, community-oriented policing. The Strategic Plan, once final, will be incorporated into the community policing training.

During this reporting period, the Parties and the Monitoring Team met several times and communicated extensively to complete drafts of the Community-Oriented Policing and Bias-Free Policing policies. The Community-Oriented Policing policy will be tailored to the Strategic Plan, so a new draft of the policy will be completed once the Strategic Plan is finalized.

In late-March 2017, the Parties and Monitoring Team, led by SME Former Philadelphia P.D. Deputy Commissioner Kevin Bethel, met to discuss revisions to the Bias-Free Policing policy. By the close of the second quarter, a draft of the Bias-Free Policing policy had been approved by the Parties and the Monitoring Team. After the review period, the draft policy was released for review and comment by the Newark community during a community forum. NPD revised the policy, and the policy was subsequently approved by the DOJ and Independent Monitor. The forum and subsequent review process will be discussed in the next quarterly report.

4. NPD Community Policing On-Site Orientation

To complement the upcoming community policing training, the Monitoring Team, specifically SMEs Former Philadelphia P.D. Deputy Commissioner Kevin Bethel and Former Cambridge P.D. Commissioner Robert Haas, provided technical assistance by arranging an on-site orientation for NPD's Community Service Officers ("CSOs") with the Philadelphia Police Department ("PPD") to expose the CSOs to the PPD's community policing practices, which took place after the reporting period. The Monitoring Team originally envisioned a two-day on-site visit, but NPD reduced the orientation to one day, which took place in July 2017. Throughout the day, personnel from PPD presented on the following topics: (a) policing and community relations; (b) using a problem-solving approach; and (c) using social media for community engagement. Attendees also participated in a roundtable discussion concerning the role of community policing officers and attended a Captain's community meeting. Five NPD CSOs (one from each precinct), two precinct-level command officers, a sergeant from the NPD Training Division, two members of the NPD Consent Decree Implementation Unit, and a representative from the Director's office attended the on-site orientation. The Monitoring Team will report on this training in greater detail in the next quarterly report.

5. Staffing Allocation and Personnel Protocol

Dr. Craig Fraser, Former Director of Management for the Police Executive Research Forum (“PERF”), the consultant identified by NPD to conduct an allocation study necessary to staff an expanded, Division-wide community policing strategy, has commenced his assessment of NPD’s staffing allocation and deployment.

H. Community Engagement and Civilian Oversight

1. Civilian Oversight Entity

Pursuant to Paragraph 13 of the Consent Decree, the City has until July 12, 2017 to implement a Civilian Oversight Entity, whose duties and responsibilities “shall, at a minimum, include the substantive and independent review of internal investigations and the procedures for resolution of civilian complaints; monitoring trends in complaints, findings of misconduct, and the imposition of discipline; and reviewing and recommending changes to NPD’s policies and practices, including, but not limited to, those regarding use of force, stop, search, and arrest.” As reported during the last quarter, the City established a CCRB by Ordinance on March 16, 2016, with the expectation that the CCRB would also assume the responsibilities of the Civilian Oversight Entity. However, the City and the FOP are in ongoing litigation as to the powers of the CCRB under New Jersey state law, and the CCRB remains partially enjoined by order of the Superior Court of New Jersey. The CCRB is only permitted to review NPD’s policies and procedures and develop recommendations to those policies and procedures, but will not submit those recommendations to the Federal Monitor or any other outside party without further court order. Hence, the CCRB is not currently permitted to fulfill the role envisioned by the Consent Decree. Thus, there has been no change to the implementation of the Civilian Oversight Entity.

During this quarter’s status conference before The Honorable Madeline Cox Arleo on June 1, 2017, the City explained that the CCRB litigation is still in the discovery stage

and that it expects the judge to set an aggressive dispositive motion schedule soon. Once those motions are decided, the City will have a better sense as to whether it can move forward using the CCRB members for the Civilian Oversight Entity. In the interim, the City agreed that it will send drafts of all revised NPD policies to the members that comprise the CCRB for review and comment. The City agreed that it will seek an amendment to the current injunctive Order if the CCRB has comments on the draft policies for the Independent Monitor.¹⁶

2. Community Events

A core mission and requirement for the NPD under the Consent Decree is to establish strong relationships with community members and encourage an open dialogue between the NPD and the communities it serves. Such a relationship has not previously existed with most communities in the City. During this quarter, the Monitoring Team has done a significant amount of planning and outreach to ensure community members have a forum to provide comments—positive or negative—and suggestions for improving community-policing relationships. The Monitoring Team also has had numerous discussions with the Parties about methods for community outreach. From those discussions, the Monitoring Team drafted a Community Engagement Protocol as well as a Community Engagement Contact List, which includes over 100 Newark-based community organizations identified by NPD precinct location. The Monitoring Team, through NJISJ, uses this list to alert Newark community members of upcoming events and projects concerning the Newark Consent Decree.

During this quarter, the Monitoring Team sought community feedback on its First-Year Monitoring Plan. The Plan, which was agreed to by the Parties, was posted on the

¹⁶ The City sought an amendment of the Order to allow the CCRB to share their comments regarding the Use of Force and Bias-Free Policing policies with the Parties and Independent Monitor.

Independent Monitor's and NPD's websites along with a feedback form. The Plan remained on the Independent Monitor's website for 21 days, after which time, the Plan was filed with the Court and formally adopted.

3. Community Fora

The Monitoring Team subsequently held an event to present the First-Year Monitoring Plan to the public. On behalf of the Independent Monitor, NJISJ hosted a community forum with La Casa de Don Pedro, located at 23 Broadway Newark, NJ 07104 on March 28, 2017 from 6:30 pm – 8 pm. Approximately 50 people were present for the event. Raymond Ocasio, Executive Director of La Casa de Don Pedro, translated the program in Spanish. Ryan Haygood of NJISJ provided background information on the Consent Decree and Monitoring Team, outlined the initiatives set out by the Monitoring Team in the First-Year Plan, and answered questions from attendees.

4. NPD Meetings with the Community

With respect to meetings between NPD and the community, the Monitoring Team has facilitated meetings to discuss draft policies and training curriculum. During this quarter, NJISJ prepared white papers of NPD's draft revised policies for community review. After the reporting period, the Monitoring Team assisted NPD in putting together a forum to present its draft revised policies for Use of Force and Bias-Free Policing, which will be discussed in the next quarterly report. To learn more about the status of policy revisions in those areas, please refer to sections IV(A)(1) and IV(F).

I. Surveys

1. Community Probability Survey Final Report

As required by Consent Decree Paragraphs 22 and 23, during the last quarter, the Monitoring Team worked with Ashley Koning, Ph.D., and her team at the Eagleton Center for

Public Interest Polling, part of the Eagleton Institute of Politics at Rutgers, The State University of New Jersey (“Eagleton”), to design and conduct a survey about Newark residents’ experiences with and perceptions of the NPD and public safety. Eagleton conducted the survey among a “probability” (randomly drawn) sample of the City’s residential adult (18 years or older) population. (*See* Consent Decree ¶ 22.) Eagleton administered the survey to over 600 Newark City residents and provided an Executive Summary of the results. (*See* Appendix E to the First Quarterly Report.) During this quarter, Eagleton completed its analysis of the data and published its Final Report. (***See Appendix B.***) The community probability survey provides a wealth of information on Newark residents’ opinions and beliefs about the NPD. The survey shows, for example, that 80% of Newark residents want to see an increase in the number of NPD officers patrolling their neighborhood; that residents of the East Ward are least likely to give NPD a positive performance rating, while residents of the Central Ward and older residents are most likely to do so; and that 35% of Newark residents say they have never had a positive experience with NPD.

2. Non-Probability Community Survey

In addition to the Community Probability Survey, the Monitoring Team—with the help of Team Members Ryan Haygood, and Andrea McChristian from NJISJ, and Delores Jones-Brown, Ph.D., —prepared a modified version of Eagleton’s Community Probability Survey that all City residents were allowed to complete (“Non-Probability Community Survey”).

In February 2017, NJISJ hosted several dinners with community representatives to discuss methods to reach the Newark community and space for the Monitoring Team to come out and survey the community. As a result of these dinners, NJISJ set up events at the following community spaces between March 4, 2017 – April 1, 2017:

- Saturday, March 4, 2017 from 12 pm – 2 pm at **Training, Recreation and Education Center**, located at 55 Ludlow Street Newark, NJ 07114
- Saturday, March 11, 2017 from 12 pm – 2 pm at **Bethany Baptist Church**, located at 275 W Market Street Newark, NJ 07103
- Saturday, March 18, 2017 from 12 pm – 2 pm at **West Side Park Community Center**, located at South 13th Street and 18th Avenue Newark, NJ 07103
- Saturday, March 25, 2017 from 3 pm – 5 pm at **Ironbound Community Corporation**, located at 29 Cortland Street Newark, NJ 07105
- Saturday, April 1, 2017 from 3 pm – 5 pm at **La Casa de Don Pedro**, located at 23 Broadway Newark, NJ 07104

During these events, community members were able to meet with members of the Monitoring Team as well as participate in the Non-Probability Community Survey to provide the Monitoring Team with their experience with and perceptions of NPD and public safety. The Monitoring Team collected surveys between March 4, 2017 and May 22, 2017. The surveys were printed and made available to the Newark community in English, Spanish, and Portuguese. The survey was also made available online.¹⁷ The majority of the surveys collected were completed by hand. Through the Monitoring Team's community events and NJISJ's street surveying, the Monitoring Team collected over 150 surveys (the survey report is attached as **Appendix E**.) The survey report summarizes the results from both the online and printed version collected. Because this survey was not administered to a scientifically-drawn sample, these results are not scientific.

3. Custodial Arrestee Survey

During this quarter, the Monitoring Team, under the leadership of Dr. Todd Clear and his team at the Rutgers School of Criminal Justice, developed a survey to assess the

¹⁷ The survey was available online from March 4, 2017-April 20, 2017. The online version of the survey was in English only.

attitudes, perceptions, and experiences of people arrested by NPD. (*See* Consent Decree ¶ 23(b).) The survey was administered between February 13, 2017 and February 21, 2017 to 57 individuals incarcerated at the Essex County Correctional Facility while awaiting trial. The survey questions focused on five key themes related to police conduct and procedural justice: (1) professionalism, (2) fairness, (3) effectiveness, (4) trust, and (5) the obligation to obey officers' commands. Dr. Clear's full report and analysis of the survey results is attached as **Appendix C**. In general, the arrestees surveyed had a negative perception of NPD's professionalism and relationship with the community, and a majority of those surveyed believed that NPD officers lie about observing criminal behavior, that NPD officers make up reasons to pull over drivers, and that race and ethnicity negatively affects how arrestees are treated by NPD officers. The survey participants displayed a relatively strong perception of NPD's legitimacy and their own obligation to obey NPD officers' directives.

4. Police Focus Groups

The Monitoring Team, under the direction of Genna Jones and her team at the Rutgers School of Criminal Justice, administered a series of focus groups comprised of NPD officers. (*See* Consent Decree ¶ 24.) The purpose of the focus groups was to gain further insight into the results of last quarter's Police Survey. (*See* First Quarterly Report Appendix D.) Five focus groups were conducted, with three groups of patrol officers, one group of special unit and plain-clothes officers, and one group of supervisors. These group discussions focused on officer attitudes and perception, within-department bias, favoritism, use of deadly force, fear of criticism, media coverage, department leadership, and community support. Ms. Jones's report and summary of the focus group discussions is attached as **Appendix F**. The discussions revealed that, in general, officers perceive a high degree of nepotism and favoritism in NPD, and feel that their ability to advance professionally depends upon maintaining personal connections

that will afford them preferential treatment, rather than upon the merit of their own work performance. The focus group participants generally displayed a desire to engage in community policing, and many participants viewed the Consent Decree as an opportunity to learn better policing practices and receive better training.

J. Data Systems Improvements: Early Warning and Records Management Systems

The Monitoring Team has encouraged NPD to retain Information Technology (“IT”) staff, contractors, or consultants dedicated solely to assisting NPD in its operations. During this quarter, the Monitoring Team continued to work with NPD to consider a platform that allows for integrated and uniform data entry, and to understand NPD’s current capacity to provide data for the Monitoring Team’s upcoming audits and assessments.

1. Systems Integration

During the last quarter, the Monitoring Team evaluated NPD’s data collection practices *via* a review of various NPD technology systems, including the Computer Aided Dispatch (“CAD”) system, the Records Management Systems (“RMS”) and the Early Warning System (“EWS”). After completing those evaluations, the Monitoring Team created Data Dictionaries (or Baseline Matrices) to identify which data elements are currently being collected in each respective NPD system, and to identify current gaps in NPD’s data collection. The Monitoring Team created Data Dictionaries for the following Consent Decree Task Areas: Stop, Search, and Arrest; Use of Force; Training; Internal Affairs-Complaint Intake and Investigation and Discipline; and Internal Affairs-Theft and Property. These Data Dictionaries were created to assist the Monitoring Team with upcoming Baseline Audits of NPD’s systems, and to highlight for NPD those data elements that are required by the Consent Decree, but are not currently being collected. The Monitoring Team also created these Data Dictionaries to support the

identification, validation and process related to each data element listed, *e.g.*, who collects the information, when it is documented, the location of the NPD member at the time of documentation, whether the data is collected electronically or in paper format, and identification of the system into which the data is entered.

NPD and the Monitoring Team have also met several times and communicated frequently to carefully review the data collection requirements in the Consent Decree and to create a plan for implementing new data entry protocols. Further, the Monitoring Team created a Data/IT summary report that includes the original assessment methodology used to evaluate each system, NPD's accomplishments to date, gaps in collection, recommendations, and a discussion of resources.

2. Early Warning System

An EWS is not a device or particular type of software. Rather, it is a compilation of information that allows a manager or supervisor to examine several categories of data to determine whether an officer is engaging, or at risk of engaging, in a pattern of behavior that is contrary to NPD policy or constitutional principles. This data compilation requires that police interactions with the public be accurately documented and entered in a system that allows a manager to review the conduct on a historical basis.

Until the NPD can revamp its technology and collect all of the data elements required by the Consent Decree, NPD will not be able to create and implement the kind of EWS called for by the Consent Decree. Thus, it is still the Monitoring Team's view that the City must commit substantial funding and resources to address NPD's technological deficiencies.

The Monitoring Team has provided technical assistance regarding NPD's systems integration and EWS, led by the Rutgers Police Institute, and specifically Tom O'Reilly, Linda

Tartaglia, Dr. Mary Eckert, Dr. Rosalyn Bocker Parks, Maria Cardiellos, as well as Zachary Ginsburg, Julio Thompson, and Former Los Angeles P.D. Chief Information Officer (“CIO”) Maggie Goodrich.

3. Records Management System

The Consent Decree requires the City to provide NPD with sufficient funding and personnel to implement and maintain a RMS (Consent Decree ¶ 163) that will make more efficient and effective use of NPD’s data (Consent Decree ¶ 162). A law enforcement agency’s vision for technology must be driven by its operational objectives and goals for public safety. If implemented properly, a law enforcement agency can leverage data to ensure resources and services are deployed in the right place, at the right time; provide accurate and timely data to the field officer, management and the community alike to enable data-driven decision-making and situational awareness; and improve how the community and the police interact.

NPD has determined that it will move to procure an RMS solution that includes CAD functionality, as the current legacy system in place at NPD is a CAD/RMS combination system. The first step in identifying a CAD/RMS that will meet NPD’s needs is to document the business and operational requirements of the NPD. This will require identifying a consultant/consulting group with experience in the selection of law enforcement technology to review the draft requirements created by NPD and to perform a Gap Analysis to ensure the CAD/RMS selected will meet the needs of the NPD, eliminate duplicative data entry and manual processes, improve data accuracy, and enable the NPD to adopt best practices.

The Monitoring Team is hopeful that, with the selection of a qualified consultant/consulting group, the NPD can successfully select and implement a CAD/RMS that will ultimately lead to the effective use of data for the management of the Department.

K. In-Car and Body-Worn Cameras

The Consent Decree requires NPD to equip all marked patrol cars with video cameras and the majority of officers to wear body cameras and microphones. The use of cameras to record law enforcement activity is intended to increase transparency and police accountability. Future stages of the NPD body-camera program will be supported by a \$372,500 matching grant awarded from the Bureau of Justice Assistance within the DOJ.

1. In-Car and Body-Worn Cameras Pilot Program

NPD began piloting its In-Car and Body-Worn cameras program on May 1, 2017 in the Fifth Precinct. To support this pilot program, Panasonic donated sixty-five *Arbitrator* body-worn cameras and fifteen *Arbitrator* dashboard cameras, altogether worth \$350,000, to NPD. Panasonic technicians trained NPD personnel on the operations of the cameras after the reporting period. For the initial roll out, NPD only deployed four body-worn cameras, but the pilot will ultimately be scaled up to include sixty body-worn cameras and a minimum of fourteen in-car cameras.

The pilot is intended to give NPD an opportunity to test-drive the technology and identify potential technical, logistical and policy issues. The Monitoring Team, led by Former Philadelphia P.D. Deputy Commissioner Kevin Bethel and Former Los Angeles P.D. CIO Maggie Goodrich, is providing advice and technical assistance in connection with these efforts. Over the next quarter, the Monitoring Team will continue to meet with NPD personnel and track the progress of the pilot to confirm that NPD is developing best practices and capturing the information necessary to ensure that the program will be scaled up effectively.

2. In-Car and Body-Worn Cameras Policy Revision

The Consent Decree requires NPD to develop a policy regarding the footage and audio recordings from its in-car and body-worn cameras by November 1, 2017. (*See Consent*

Decree ¶¶ 104; Monitoring Plan App'x A at 8.) This policy must address which cars and officers are exempt from the policy's general requirements. (See Consent Decree ¶ 103.)

During the last quarter, NPD continued to make progress in drafting the Division's body-worn camera policy. The current draft policy addresses the retention and upload of recordings, access, use and dissemination of recordings, data control and management, and activation of body-cameras, among other issues. As is required under the grant, the Bureau of Justice Assistance has reviewed and made comments to the policy through multiple rounds of revisions. NPD is currently in the process of incorporating requirements related to dashboard cameras to the policy. In the next quarter, NPD will consult with the DOJ and the Monitoring Team on additional revisions to the policy.

A draft of the policy is available on the NPD website at <http://npd.newarkpublicsafety.org/bodyworncamera/policy>. NPD worked to compile some community feedback on this draft policy in conjunction with Rutgers University for purposes of securing the grant.

V. NEXT QUARTER ACTIVITIES (JUNE 1, 2017 – SEPTEMBER 30, 2017)

A. Training

During the next reporting period, the Monitoring Team will complete an audit of NPD's training records on the Consent Decree. NPD is currently developing its use of force training, though it completed only a marginal part of this during the prior quarter. The Monitoring Team is hopeful that NPD will retain and use the assistance of an experienced professional to help design and teach the use of force training materials. The Monitoring Team will report on NPD's progress towards developing use of force training in the next quarterly report. As NPD continues to develop new policies, the Monitoring Team will report on roll call trainings, training bulletins, and any other training devised to teach NPD officers about the new

policies. Finally, with assistance from the Monitoring Team, NPD completed a two-day Internal Affairs training module administered by the New Jersey State Police on June 27 and 28, 2017. We will report on that training in next quarter's report.

B. Review and Revision of NPD Policies

Reviewing and revising NPD's policies remains a priority for the Monitoring Team. As described above, the Parties have worked together with the Monitoring Team to prioritize and schedule the next round of policy reviews. In the following reporting period, the Parties plan to prioritize their review of the policies addressing Community Policing, Stop Search and Arrest, and Property Control and Evidence Control. The Monitoring Team will continue to provide technical assistance and to encourage NPD to both develop its own capacities in policy writing and training and to identify external resources of support and expertise.

C. Audits, Compliance Reviews, and Outcome Assessments

The Consent Decree requires the Monitoring Team to conduct compliance reviews and audits to determine whether the City and NPD are implementing and complying with the terms of the Consent Decree. (Consent Decree ¶ 173.) In addition, the Monitoring Team is required to conduct outcome assessments to determine whether implementing the Consent Decree's requirements is resulting in constitutional policing that facilitates cooperation and trust between NPD and Newark community members. (Consent Decree ¶ 174.) The Monitoring Team is required to submit its proposed monitoring methodology to the Parties at least 45 days before beginning any review, audit, or outcome assessment. The Parties then have 30 days to advise the Monitoring Team whether they have comments or concerns about the proposed methodology. After receiving this input, the Monitoring Team can modify the

methodology or explain to the Parties in writing why the methodology is staying the same.

(Consent Decree ¶ 180.)

In the next quarter, the Monitoring Team will begin its first audit and compliance review. On May 17, 2017, the Independent Monitor gave notice to the Parties regarding the methodology it would use and the four areas it would audit: (1) stop, search and arrest; (2) training; (3) internal affairs; and (4) property and evidence management.

In the area of stop, search and arrest, the Monitoring Team anticipates assessing whether officers are articulating reasonable suspicion for stops in a specific and clear manner in their reports (Consent Decree ¶ 26); whether NPD is documenting all investigatory detentions, all field inquiries and mere inquiries (Consent Decree ¶ 28); and whether NPD is completing all relevant information in arrest reports and properly documenting the probable cause for an arrest by the end of their shifts (Consent Decree ¶ 42). For training, the Monitoring Team anticipates auditing whether the NPD is “maintain[ing] complete and consistent training records for all officers.” (Consent Decree ¶ 12.) In Internal Affairs, the Monitoring Team will assess whether NPD’s complaint forms discourage the submission of complaints.¹⁸ (Consent Decree ¶ 115.) In the area of property management, the Monitoring Team will assess whether NPD is maintaining proper policies and procedures for the intake, storage, and release of property. (Consent Decree ¶ 110.)

¹⁸ The Monitoring Team has chosen to take a deliberately limited approach to auditing NPD’s Internal Affairs investigative practices due to Internal Affairs’ complexity and ongoing efforts to substantially revise NPD’s Internal Affairs policy. *See* Part IV(D)(1). The Monitoring Team will conduct a more detailed and exhaustive assessment in this area in future audits.

VI. CONCLUSION

The Monitoring Team remains encouraged by NPD's initial implementation efforts. While issues of capacity and expertise in the areas of policy writing and training on revised or new policies have slowed progress in some areas, NPD has successfully achieved operational compliance in others. In areas where progress has stalled, NPD has been quick to identify the causes of non-compliance and has worked well with the DOJ to set more achievable deadlines. NPD has also been highly receptive to DOJ's substantive input, guidance from other jurisdictions, the Monitoring Team's technical assistance, and, importantly, community feedback. The Monitoring Team applauds those efforts, and believes that they will allow NPD to regain ground in areas that have slipped and to otherwise maintain a course toward compliance in the near future. NPD's Consent Decree Implementation Unit is vital to these goals and to NPD's achieving compliance with the Consent Decree. It is the Monitoring Team's hope that the Implementation Unit is viewed as a cornerstone of police improvement within the Division as well as one of its highest-priority units.

The Monitoring Team will build on the work done this quarter, with a continued focus on policy revisions and training. We also look forward to initiating the first round of audit and compliance reviews and sharing the results in future quarterly reports.

VII. APPENDICES

- A. Deadline Compliance Chart**
- B. Probability Community Survey Final Report**
- C. Custodial Arrestee Executive Report**
- D. Non-Probability Community Survey**
- E. Non-Probability Community Report**
- F. Police Focus Groups Analysis**

APPENDIX A

Consent Decree Compliance and Implementation

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I. Use of Force

Achievement	Deadline for Achievement	Status	Discussion
Develop Use of Force Policy: NPD will develop and implement a use of force policy or set of policies that cover all force techniques, technologies, and weapons that are available to NPD officers. The policy or policies will clearly define each force option and specify that unreasonable use of force will subject officers to discipline. (§§ 66-74)			
NPD will review and revise its current use of force policy or policies to ensure compliance with Consent Decree.	March 2, 2017	Non-Compliance	See Second Quarterly Report, Section IV(A)(1).
NPD will ensure that officers have received, read and understand their responsibilities pursuant to the policy or procedure and that the topic is incorporated into the in-service training required. (§ 11)	Within 60 days after approval of SOP	Not Assessed	The SOP was not approved during this quarter.
NPD will provide drafts of new or revised training plans or training curricula related to the requirements of the Consent Decree to the Monitor and DOJ for review and approval prior to implementation. (§11)	Within 60 days after approval of SOP	Initial Development	See Second Quarterly Report, Section IV(A)(2).
NPD Use of Force Reporting and Investigation: NPD will adopt a use of force reporting system and a supervisor Use of Force Report, separate from the NPD's arrest and incident reports, and which includes individual officers' accounts of their use of force. (§§ 75-85)			

Use of Force Continued

Achievement	Deadline for Achievement	Status	Discussion
NPD will develop a mechanism by which use of force and citizen interaction complaints are reviewed by training staff to form the basis of changes in training to address the issues arising from these complaints.	January 9, 2017	Non-Compliance	NPD has failed to develop this mechanism. Discussions are underway as to whether it should be included in the upcoming policies addressing Internal Affairs issues.
NPD will establish a Serious Force Investigation Team (“SFIT”) to review Serious Force Incidents, conduct criminal and administrative investigations of Serious Force incidents, and determine whether incidents raise policy, training, tactical, or equipment concerns. Lower or intermediate force incidents will be investigated by line supervisors. (§§ 78 - 84, 86-94)			
NPD will create and implement (1) a General Order establishing the SFIT to ensure sufficient staffing consistent with § 92 of the Consent Decree; and (2) General Orders establishing line supervisors’ responsibilities to investigate lower and intermediate use of force incidents.	February 1, 2017	Non-Compliance	See Second Quarterly Report, Section IV(A)(3).
NPD will ensure that officers have received, read and understand their responsibilities pursuant to the policy or procedure and that the topic is incorporated into the in-service training required. (§ 11)	Within 60 days after approval of General Orders	Not Assessed	The General Order was not approved during this quarter.
NPD will provide drafts of new or revised training plans or training curricula related to the requirements of the Consent Decree to the Monitor and DOJ for review and approval prior to implementation. (§11)	Within 60 days after approval of General Orders	Not Assessed	The General Order was not approved during this quarter.

Use of Force Continued

Achievement	Deadline for Achievement	Status	Discussion
NPD will maintain a Use of Force Review Board (“UFRB”) to conduct timely, comprehensive and reliable reviews of all Intermediate and Serious Force incidents, in accordance with the requirements set forth in the Consent Decree. (§§ 88, 95, 96, 98, 102)			
NPD will create a General Order establishing the UFRB to ensure that it is staffed consistent with Consent Decree provisions, and to ensure that the responsibilities assigned are consistent with Consent Decree provisions.	May 1, 2017	Non-Compliance	See Second Quarterly Report, Section IV(A)(3).
NPD will ensure that officers have received, read and understand their responsibilities pursuant to the policy or procedure and that the topic is incorporated into the in-service training required, which will provide the UFRB with 8 hours of training. (§§ 11, 97)	Within 60 days after approval of General Order	Not Assessed	The General Order was not approved during this quarter.
NPD will provide drafts of new or revised training plans or training curricula related to the requirements of the Consent Decree to the Monitor and DOJ for review and approval prior to implementation. (§ 11)	Within 60 days after approval of General Order	Not Assessed	The General Order was not approved during this quarter.

II. Stops, Searches and Arrests

Achievement	Deadline for Achievement	Status	Discussion
Data Analysis Protocol: NPD will develop a protocol for comprehensive analysis of stop, search and arrest data, subject to the review and approval of the DOJ and Monitor. (§ 53)			As a result of the Monitoring Team's review of NPD's data systems, it is apparent that these deadlines will need to be extended. See Second Quarterly Report Section IV.I.1; First Quarterly Report Section V.I.
NPD will review its current data capacity and identify the gaps between its current data capacity and the capacity required by the Consent Decree.	December 1, 2016	Not Assessed	See above.
NPD will develop categories, and fields for capturing the data required by the Consent Decree.	December 1, 2016	Not Assessed	See above.
NPD will create protocol for comprehensive analysis of stop, search and arrest data.	April 3, 2017	Not Assessed	See above.
NPD will ensure that officers have received, read and understand their responsibilities pursuant to the policy or procedure and that the topic is incorporated into the in-service training required. (§ 11)	Within 60 days after approval of protocol.	Not Assessed	The protocol was not approved during this quarter.
NPD will provide drafts of new or revised training plans or training curricula related to the requirements of the Consent Decree to the Monitor and DOJ for review and approval prior to implementation. (§11)	Within 60 days after approval of protocol.	Not Assessed	The protocol was not approved during this quarter.

Stops, Searches and Arrests Continued

Achievement	Deadline for Achievement	Status	Discussion
Data Report: NPD will issue a report summarizing and analyzing the data collected on its stops, searches, arrests, and uses of force. The report will also set forth the steps taken by the NPD to correct problems and build on successes indicated by the data. (¶ 168)			
NPD will provide draft report to Monitor and Parties.	May 12, 2017	Not Assessed	See “Data Analysis Protocol” above.
NPD will finalize the report based on feedback from the Monitor and Parties.	July 1, 2017	Not Assessed	The deadline has not passed. The Monitor will assess this requirement in a future report.

III. Theft

Achievement	Deadline for Achievement	Status	Discussion
Implement Chain of Custody and Inventory Policy: The NPD will ensure that in all instances where property or evidence is seized, the responsible officer will immediately complete an incident report documenting a complete and accurate inventory of the property or evidence seized, and will submit the property or evidence seized to the property room before the end of tour of duty. (§§ 105, 110)			
NPD will create a chain of custody and inventory policy or policies to ensure compliance with paragraph 110 of the Consent Decree.	April 1, 2017	Non-Compliance	NPD revised its chain of custody policies by the deadline, but they have not been approved by the Monitor or DOJ. See Second Quarterly Report, Section IV(C)(4).
NPD will ensure that officers have received, read and understand their responsibilities pursuant to the policy or procedure and that the topic is incorporated into the in-service training required. (§ 11)	Within 60 days after approval of SOP	Not Assessed	The SOP was not approved during this quarter.
NPD will provide drafts of new or revised training plans or training curricula related to the requirements of the Consent Decree to the Monitor and DOJ for review and approval prior to implementation. (§11)	Within 60 days after approval of SOP	Not Assessed	The SOP was not approved during this quarter.
NPD Internal Review of Disciplinary Files: NPD will review the disciplinary histories of its officers who routinely handle valuable contraband or cash, especially those in specialized units, to identify any patterns or irregularities indicating potential risk of theft by officers. (§ 107)			

Theft Continued

Achievement	Deadline for Achievement	Status	Discussion
NPD will provide a report to the Monitor and supporting documents identifying officers handling contraband or cash.	May 17, 2017	Operational Compliance	See First Quarterly Report, Section V(C)(6).
Transfer of NPD officers: To the extent permitted by law and NPD's collective bargaining agreements, NPD officers identified as having a sustained complaint of theft, or two not sustained or unfounded complaints of theft occurring within one year, will be moved out of positions where those officers have access to money, property, and evidence. (§ 108)			
NPD shall transfer all officers meeting the criteria set forth in § 108, or provide written explanations as to why an officer cannot be transferred under the law or a collective bargaining agreement.	Date to be determined based on City's review of legal requirements and collective bargaining agreements	Operational Compliance	See First Quarterly Report, Section V(C)(6).
NPD Audits: NPD will conduct and document periodic audits and inspections of the property room and immediately correct any deficiencies. (§ 111)			
NPD will create an audit and inspection plan to ensure compliance with Consent Decree, subject to approval by the DOJ and Monitor.	December 28, 2016	Operational Compliance	See First Quarterly Report, Section V(C)(1).
NPD will conduct first audit and inspection of all cash, jewelry, and bulk receipts of narcotics in the property room.	January 31, 2017	Operational Compliance	The audit was not completed in full before the deadline, but has since been completed. See Second Quarterly Report, Section IV(C)(2).

IV. Internal Affairs: Complaint Intake and Investigation

Achievement	Deadline for Achievement	Status	Discussion
Within 180 days of the Operational Date [January 9, 2017], NPD will create a training curriculum and/ or training bulletins for police personnel, including dispatchers, to properly handle complaint intake, including how to provide complaint materials and information; the consequences for failing to take complaints; and strategies for turning the complaint process into positive police-civilian interaction. (¶ 116)			
NPD will ensure that officers have received, read and understand their responsibilities pursuant to the policy or procedure and that the topic is incorporated into the in-service training required.	January 9, 2017	Non-Compliance	See First Quarterly Report, Section V(D).
NPD will provide drafts of new or revised training plans or training curricula related to the requirements of the Consent Decree to the Monitor and DOJ for review and approval prior to implementation. (¶11)	January 9, 2017	Non-Compliance	See First Quarterly Report, Section V(D).
Within 365 days of the Operational Date [July 12, 2017], NPD and City, in collaboration with the civilian oversight entity or other community input, will develop and implement a program to publicize to the Newark Community about how to make police misconduct complaints. (¶ 112).			

Internal Affairs: Complaint Intake and Investigation Continued

Achievement	Deadline for Achievement	Status	Discussion
NPD and City will make forms and other materials outlining the complaint process and OPS contact information available on their websites and appropriate government properties. (§ 113)	Ongoing	Operational Compliance; Not Assessed	Operational compliance as to NPD's website, which provides OPS contact information, outlines the complaint process, and provides a complaint submission form. The Monitor will further assess this requirement during compliance audits.
NPD and City, in collaboration with civilian oversight entity, will prepare enabling directives and protocols establishing the program.	April 3, 2017	Non-Compliance	NPD is unable to collaborate with civilian oversight entity due to court-ordered injunction issued in ongoing litigation.
Transparent Complaint Process: NPD revise its policies to prohibit practices that discourage complainants and witnesses from coming forward, including the requirements set forth in paragraph § 115.			
NPD will review and revise its policies for releasing complaints and misconduct allegations to make such complaints and allegations publicly available and ensure compliance with the Consent Decree.	March 3, 2017	Non-Compliance	See Second Quarterly Report, Section IV(D)(2).
NPD will ensure that officers have received, read and understand their responsibilities pursuant to the policy or procedure and that the topic is incorporated into the in-service training required.	Within 60 days after approval of SOP	Not Assessed	The SOP was not approved in this quarter.

Internal Affairs: Complaint Intake and Investigation Continued

Achievement	Deadline for Achievement	Status	Discussion
NPD will provide drafts of new or revised training plans or training curricula related to the requirements of the Consent Decree to the Monitor and DOJ for review and approval prior to implementation. (§11)	Within 60 days after approval of SOP	Not Assessed	The SOP was not approved in this quarter.
NPD Misconduct Reporting and Investigation Process: NPD will require that all officers and employees report allegations of criminal behavior or administrative misconduct by another NPD officer toward a member of the public, that they may observe themselves or receive from another source, to a supervisor or directly to OPS for review and investigation. When a supervisor receives such allegations, the supervisor will promptly document and report this information to OPS. (§ 119)			
NPD will create an OPS Notification protocol to ensure compliance with the Consent Decree	May 1, 2017	Non-Compliance	See Second Quarterly Report, Section IV(D)(2).
NPD will ensure that officers have received, read and understand their responsibilities pursuant to the policy or procedure and that the topic is incorporated into the in-service training required.	Within 60 days after approval of protocol.	Not Assessed	The protocol was not approved in this quarter.
NPD will provide drafts of new or revised training plans or training curricula related to the requirements of the Consent Decree to the Monitor and DOJ for review and approval prior to implementation. (§11)	Within 60 days after approval of protocol.	Not Assessed	The protocol was not approved in this quarter.
Complaint Classification Protocol: NPD will adopt a complaint classification protocol that is based on the nature of the alleged misconduct, in order to guide OPS in determining where a complaint should be assigned for investigation. (§ 121)			

Internal Affairs: Complaint Intake and Investigation Continued

Achievement	Deadline for Achievement	Status	Discussion
NPD will implement complaint classification protocol to ensure compliance with Consent Decree.	May 1, 2017	Non-Compliance	See Second Quarterly Report, Section IV(D)(2).
NPD will ensure that officers have received, read and understand their responsibilities pursuant to the policy or procedure and that the topic is incorporated into the in-service training required.	Within 60 days after approval of protocol.	Not Assessed	The protocol was not approved in this quarter.
NPD will provide drafts of new or revised training plans or training curricula related to the requirements of the Consent Decree to the Monitor and DOJ for review and approval prior to implementation. (§11)	Within 60 days after approval of protocol.	Not Assessed	The protocol was not approved in this quarter.
NPD will maintain a centralized numbering and tracking system for all misconduct complaints. (§ 125)			
NPD will create a protocol to link an “event” number retrieved from the CAD, which enables NPD to provide a complainant with an identifying number in real time and otherwise comply with the Consent Decree.	May 1, 2017	Non-Compliance	See Second Quarterly Report, Section IV(D)(2).

V. Community Engagement and Civilian Oversight

Achievement	Deadline for Achievement	Status	Discussion
Evaluation of Community Policing Protocol: By February 7, 2017, NPD will implement a protocol to periodically measure the breadth, extent, and effectiveness of its community partnerships and problem-solving strategies, including officer outreach, particularly outreach to youth. (§ 17)			
NPD will submit first drafts of its measurement mechanisms to the Monitor and DOJ for review.	October 10, 2016 ¹	Non-Compliance	See Second Quarterly Report, Section IV(F)(3).
NPD will submit a final draft of the measurement mechanism.	November 15, 2016 ²	Non-Compliance	See Second Quarterly Report, Section IV(F)(3).
NPD will begin implementing the measurement mechanisms.	February 7, 2017	Non-Compliance	See Second Quarterly Report, Section IV(F)(3).
NPD will prepare a publicly available report of its community policing efforts overall and in each precinct. (§ 18)	March 10, 2017	Non-Compliance	See Second Quarterly Report, Section IV(F)(3).
By July 9, 2017, NPD will assess and revise its staffing allocation and personnel deployment to support community policing and problem solving initiatives, and will modify deployment strategies that are incompatible with community policing, such assessment and modified strategy to be provided to the DOJ and Monitor for approval. (§ 15)	July 9, 2017	Initial Development	See Second Quarterly Report, Section IV(F)(5).
NPD will conduct review of its current staffing allocation and personnel deployment and develop a community policing strategy that involves all officers assigned to policing precincts, including the Community Policing Officers.	October 30, 2016	Non-Compliance	See Second Quarterly Report, Section V(F)(5).

¹ The deadline for this achievement was inadvertently recorded in the First Year Monitoring Plan as October 10, 2017.

² The deadline for this achievement was inadvertently recorded in the First Year Monitoring Plan as November 15, 2017.

Community Engagement and Civilian Oversight Continued

Achievement	Deadline for Achievement	Status	Discussion
NPD will assign two officers to each precinct to work with residents to identify and address communities' priorities, and who are not assigned to answer calls for service except in exigent circumstances. (§ 16)	January 1, 2017	Not Assessed	NPD has selected community service officers. Compliance with the substantive requirements for these officers will be assessed during compliance audits.
NPD will review and revise its current staffing allocation and personnel protocol to ensure compliance with Consent Decree.	July 9, 2017	Initial Development	See Second Quarterly Report, Section IV(F)(5).
NPD will ensure that officers have received, read and understand their responsibilities pursuant to the policy or procedure and that the topic is incorporated into the in-service training required. (§ 11)	Within 60 days after approval of SOP	Not Assessed	The SOP was not approved during this quarter.
NPD will provide drafts of new or revised training plans or training curricula related to the requirements of the Consent Decree to the Monitor and DOJ for review and approval prior to implementation. (§11)	Within 60 days after approval of SOP	Not Assessed	The SOP was not approved during this quarter.

VI. Data Systems Improvement: Early Warning and Records Management Systems

Achievement	Deadline for Achievement	Status	Discussion
Early Warning System: Within one year of the Effective Date [May 5, 2017], NPD will enhance its Early Warning System so as to comply with the requirements set forth in the Consent Decree. (§§ 156-165)³	May 5, 2017	Non-Compliance	See Second Quarterly Report, Section IV.I.2.
NPD to submit funding request to City, which sets forth the necessary enhancements to its Early Warning System and estimated costs.	November 28, 2016	Non-Compliance	See Second Quarterly Report, Section IV.I.2.
City will provide sufficient funding to NPD to enhance its Early Warning System. (§ 156)	Before March 30, 2017	Non-Compliance	See Second Quarterly Report, Section IV.I.2.
NPD will develop and implement a data protocol describing information to be recorded and maintained in the Early Warning System. (§ 157)	February 6, 2017	Non-Compliance	See Second Quarterly Report, Section IV.I.2.

³ The Consent Decree provides that “the EWS will use a *relational database*” to analyze the NPD’s data. (§ 156.) The NPD will not likely be able to implement a relational database by March 30, 2017. The Monitoring Team initially envisioned that NPD would implement a more rudimentary/possibly manual enhancement of its Early Warning System by March 30, 2017 and implement a relational database by the end of 2017. However, based on the Monitoring Team’s assessment of NPD’s data systems, additional time will be necessary. See Second Quarterly Report, Section IV.I.2; First Quarterly Report, Section IV.I.

VII. Discipline

Achievement	Deadline for Achievement	Status	Discussion
NPD will establish a unified system for reviewing sustained findings and applying the appropriate level of discipline pursuant to NPD's disciplinary guidance. NPD will document all disciplinary decisions, including the rationale for any decision to deviate from the level of discipline set out in the disciplinary matrix. (§ 154)		Initial Development	See Second Quarterly Report, Section IV(E).
NPD will apply discipline for sustained allegations of misconduct based on the nature and severity of the policy violation and defined mitigating and aggravating factors, rather than the officer's identity, rank or assignment; relationship with other individuals; or reputation in the broader community. (§ 152)	October 10, 2016	Non-Compliance	See Second Quarterly Report, Section IV(E).
NPD will implement disciplinary guidance for its personnel that addresses the topics addressed in § 153 of the Consent Decree.	October 10, 2016	Non-Compliance	See Second Quarterly Report, Section IV(E).
NPD will establish a unified system for reviewing sustained findings and applying the appropriate level of discipline pursuant to NPD's disciplinary guidance. (§ 154)	March 9, 2017	Non-Compliance	See Quarterly Report, Section IV(E).
NPD will ensure that officers have received, read and understand their responsibilities pursuant to the policy or procedure and that the topic is incorporated into the in-service training required. (§ 11)	Within 60 days after approval of guidance	Not Assessed	The General Order and Disciplinary Matrix were not approved during this quarter.
NPD will provide drafts of new or revised training plans or training curricula related to the requirements of the Consent Decree to the Monitor and DOJ for review and approval prior to implementation. (§11)	Within 60 days after approval of guidance	Not Assessed	The General Order and Disciplinary Matrix were not approved during this quarter.

VIII. In-Car and Body-Worn Cameras

Achievement	Deadline for Achievement	Status	Discussion
NPD will develop a policy to designate which cars and officers are exempt from the general in-car and body-worn camera requirements. (§103)			
NPD will review and revise its current policy or policies to ensure compliance with Consent Decree.	November 1, 2017	Initial Development	See Second Quarterly Report, Section IV(K)(2).
NPD will ensure that officers have received, read and understand their responsibilities pursuant to the policy or procedure and that the topic is incorporated into the in-service training required. (§ 11)	Within 60 days after approval of the SOP	Not Assessed	The SOP was not approved during this quarter.
NPD will provide drafts of new or revised training plans or training curricula related to the requirements of the Consent Decree to the Monitor and DOJ for review and approval prior to implementation. (§11)	Within 60 days after approval of the SOP	Not Assessed	The SOP was not approved during this quarter.
In consultation with the DOJ and Monitor, NPD will develop a policy regarding footage and audio recordings from its in-car and body-worn cameras. (§ 104)			
NPD will review and revise its current policy or policies to ensure compliance with Consent Decree.	November 1, 2017	Initial Development	See Quarterly Report, Section IV(K)(2).
NPD will create a training curriculum for (1) NPD personnel who are responsible for storing body and car camera footage and audio on, and (2) officers on the revised policy, upon the Monitor and DOJ's approval of the SOP. (§ 11)	Within 60 days after approval of SOP	Not Assessed	The SOP was not approved during this quarter.

In-Car and Body-Worn Cameras Continued

Achievement	Deadline for Achievement	Status	Discussion
NPD will provide drafts of new or revised training plans or training curricula related to the requirements of the Consent Decree to the Monitor and DOJ for review and approval prior to implementation. (§11)	Within 60 days after approval of SOP	Not Assessed	The SOP was not approved during this quarter.
NPD will begin the work required to equip all marked patrol cars with video cameras and require all officers, except those set forth in §§103-104, to wear body cameras and microphones with which to record enforcement activity. (§ 103)			
NPD will conduct pilot program on body worn and develop recommendations for possible device implantation based on the results of the pilot.	November 1, 2017	Initial Development	See Quarterly Report, Section IV(K)(1).

IX. General Officer Training

Achievement	Deadline for Achievement	Status	Discussion
<p>NPD will provide officers at least 40 hours of in-service training each year. NPD will provide additional training as necessary to address changes in the law, or issues identified through its review of use of force incidents, arrest reports, misconduct complaints, or other means. All training will be consistent with and incorporate current law, professional police standards and best practices. (§§ 9, 14)</p> <p><u>Note:</u> The timelines for training requirements in other Sections of the Consent Decree (e.g., use of force, bias policing), are located in those Sections of this Chart.</p>			
NPD will review and revise its current General Orders to ensure compliance with Consent Decree.	October 1, 2017	Initial Development	See Second Quarterly Report, Section III(A).
NPD will ensure that officers have received, read and understand their responsibilities pursuant to the policy or procedure and that the topic is incorporated into the in-service training required. (§ 11)	Within 60 days after approval of individual SOPs	Not Assessed	The SOPs were not approved during this quarter.
NPD will provide drafts of new or revised training plans or training curricula related to the requirements of the Consent Decree to the Monitor and DOJ for review and approval prior to implementation. (§11)	Within 60 days after approval of individual SOPs	Not Assessed	The SOPs were not approved during this quarter.
NPD and Monitor Team to review the recruit training being provided by the State and NPD for newly hired members.			

General Officer Training Continued

Achievement	Deadline for Achievement	Status	Discussion
NPD and Monitor will review the current State and NPD curricula and course materials for new recruits to identify areas where State/NPD curricula differs from the Consent Decree.	April 17, 2017	Preliminary Compliance	See Second Quarterly Report, Section III(A).
NPD will maintain complete and consistent training records for all officers. (§ 12)			
NPD will develop a protocol to gauge retention of training and approve testing mechanisms to ensure compliance with Consent Decree.	February 28, 2017	Non-Compliance	See Second Quarterly Report Section IV(J).

X. Consent Decree Implementation and Enforcement

Achievement	Deadline for Achievement	Status	Discussion
Interdisciplinary Unit: The City and NPD will form an interdisciplinary unit to facilitate the implementation of the Consent Decree. (§ 196)			
The City implementation unit will file a status report with the Court, delineating the items set forth in the Consent Decree. (§ 197)	September 26, 2016	Operational Compliance – Deadline Met	To date, NPD has filed two status reports with the Court.

APPENDIX B



NEWARK POLICE DIVISION CONSENT DECREE 2016-2017 COMMUNITY PROBABILITY SURVEY

FINAL REPORT

Eagleton Center for Public Interest Polling (ECPIP)
Eagleton Institute of Politics
Rutgers, The State University of New Jersey

Ashley Koning, PhD
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July 2017



EAGLETON INSTITUTE OF POLITICS

— EAGLETON CENTER FOR PUBLIC INTEREST POLLING —

The Eagleton Center for Public Interest Polling (ECPIP), home of the Rutgers-Eagleton Poll, was established in 1971. Now celebrating its 45th anniversary and over 200 public opinion polls on the state of New Jersey, ECPIP is the oldest and one of the most respected university-based state survey research centers in the United States.

Our mission is to provide scientifically sound, non-partisan information about public opinion. ECPIP conducts research for all levels of government and nonprofit organizations with a public interest mission, as well as college and university-based researchers and staff. ECPIP makes it a priority to design opportunities for undergraduate and graduate students to learn how to read, analyze, design, and administer polls. We pride ourselves on integrity, quality, and objectivity.

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METHODOLOGY: SURVEY DESIGN, DATA COLLECTION, ANALYSIS

Introduction

This report was prepared at the request of Peter C. Harvey, Independent Monitor of the Consent Decree signed by the City of Newark and the United States Department of Justice. Paragraphs 22 and 23 of the Consent Decree require that the Independent Monitor conduct a reliable, comprehensive, and representative survey of the Newark Community's experience with and perceptions of the Newark Police Division and public safety.

Instrument

The instrument was developed jointly by Dr. Ashley Koning and Dr. Debbie Borie-Holtz of the Eagleton Center for Public Interest Polling, along with the Independent Monitoring Team, including the Rutgers School of Criminal Justice, the New Jersey Institute for Social Justice, Delores Jones-Brown, PhD, and Patterson Belknap Webb & Tyler LLP. The English, Spanish, and Portuguese versions of the final instrument can be found in the appendix. Approval to field the study at Rutgers was obtained under the direction of Principal Investigator Dr. Ashley Koning and Co-Principal Investigator Dr. Debbie Borie-Holtz. The survey averaged 25 minutes in length by phone. Accounting for duration outliers in the online version, the average time it took to complete the online version was 27 minutes; the median time it took to complete the survey by text was 20 minutes.

Field Process

The 2016-2017 Newark Community Probability Survey was conducted from December 1, 2016 to February 10, 2017 with a scientifically designed "address-based" sample (ABS) representative of the City of Newark's residential adult (18 years or older) population based on 2015 estimates

from the U.S. Census Bureau American Community Survey.^{1 2 3} Address-based samples are generated from the United States Postal Service (USPS) Computerized Delivery Sequence (CDS) and are considered “the best possible frames for today’s household surveys in the United States.”⁴ This is in large part due to their comparatively high overall coverage of populations – particularly in smaller geographic areas – and their efficient and regular updating by the USPS CDS, especially when compared to the cost and coverage issues increasingly associated with landlines and cellular phones.

The address-based sample for this study contained 30,000 records of Newark residents determined and stratified by U.S. Census tracts within the City of Newark; records were randomly drawn from all available addresses in the USPS CDS in accordance with the aforementioned specifications. The sample was generated by Survey Sampling International (SSI) – a globally recognized, accredited, and established survey sample provider in the survey research industry. SSI appended the address-based sample with any and all available landline telephone numbers in their database; L2 Political, a leading sample and data provider, further appended the sample with any cellular phone numbers on file for each address of residence.

¹ Fielding was not continuous due to breaks for holidays and strategic scheduling of calling and texting to maximize response rate.

² Surveying “children” – those under the age of 18 – requires additional protections per the the U.S. Department of Health and Human Services’ Office for Human Research Protections. Using children as human subjects in survey research requires heightened scrutiny by the Institutional Review Board, parental consent prior to “child assent,” and other additional measures. More information about children as human subjects can be found here:

<https://orra.rutgers.edu/children>, <https://www.hhs.gov/ohrp/regulations-and-policy/regulations/45-cfr-46/index.html#subpartd>. Most surveys interview adult populations because of these reasons; therefore, the Newark community survey is a survey of Newark adults 18 years and older.

³ The U.S. Census Bureau’s American Community Survey estimates and 2010 U.S. Census data for Newark, New Jersey can be found here:

https://factfinder.census.gov/faces/nav/jsf/pages/community_facts.xhtml?src=bkmk.

⁴ Harter, Rachel et al. 2016. “AAPOR Report: Address-Based Sampling.” Aapor.org. January 7, 2016. Read the entire report here: <http://www.aapor.org/Education-Resources/Reports/Address-based-Sampling.aspx>.

Survey respondents were randomly selected to participate and were contacted by a live survey interviewer through either their landline phone number or cellular phone number to respond orally, or – if on a cellular phone – via text message to participate in a self-administered online version of the survey.⁵ Respondents within a household with a landline number were selected by asking for the youngest adult male currently available; if a male was not available, the youngest female was interviewed until quotas per ward were fulfilled.⁶ The cell phone owner or user who was contacted by cell phone – either via a live caller or text message – was recruited to participate in the survey.⁷

The sample is made up of 687 Newark residents; 629 of these interviews were completed with a live interviewer by phone (394 by landline and 235 by cellular phone), and 58 were completed by text message.⁸ On average, live interviewers dialed 50 telephone numbers per hour and 293 telephone numbers per completed interview; they completed .4 interviews by phone per hour. The resulting sample's key demographics in comparison to U.S. Census population parameters can be found in Table 1.

⁵ Text message invitations increased participation among key subgroups like male residents and younger residents, who were initially more difficult to reach through live calling. In general, online surveys can help to mitigate interviewer effects that may result from a live phone call interaction between an interviewer and a respondent, especially for sensitive survey topics.

⁶ The City of Newark is divided into five wards, each composed of a different set of neighborhoods: north, south, east, west, and central. Stratifying the survey sample by these wards allows us to ensure representativeness not just across the overall population but also by distinct geographical sections. To view a map of Newark's wards, see here: https://web.archive.org/web/20150201064158/http://policy.rutgers.edu/cupr/rcopc/data_atlas/6.pdf.

⁷ This is standard survey research practice. Asking for the "youngest male in the household" improves participation rates among this subgroup – especially given that males and younger adults are more difficult to interview, resulting in a higher propensity to complete surveys among females and older adults: <http://www.pewresearch.org/methodology/u-s-survey-research/sampling/>.

⁸ 621 respondents completed the entire survey. 66 respondents in the sample completed at least half of the survey or more; they were included as cases because these 66 respondents answered most substantive questions in the survey, as well as key demographic questions about themselves that assisted in statistical weighting calculations for each of these individuals. The total "N" or sample size for each question will fluctuate; all questions are voluntary, so respondents may choose to skip some questions during the interviewing process.

Table 1: 2016-2017 Newark Community Probability Survey Weighted Sample Demographics

	U.S. Census Parameters	Sample Demographics
Sex		
Male	49%	49%
Female	51%	51%
Age		
18-24	15%	16%
25-34	23%	23%
35-44	19%	18%
45-64	31%	31%
65+	12%	12%
Education		
HS grad or less (incl voc/tech)	61%	60%
Some college	26%	27%
College grad+	12%	13%
Race/Ethnicity⁹		
White, not Hispanic	11%	10%
Black, not Hispanic	48%	49%
Hispanic	36%	36%
Other/mixed, not Hispanic	5%	6%
Ward		
Central	19%	19%
East	20%	20%
North	18%	18%
South	19%	19%
West	23%	23%

⁹ In subsequent analysis, race is operationalized as “white,” “Black,” and “other” and treats ethnicity as a separate variable; therefore subsequent analysis of race includes both Hispanic and non-Hispanic white residents, as well as both Hispanic and non-Hispanic Black residents.

The study was available in English (637 completed interviews), as well as in Spanish (45 completed interviews) and Portuguese (5 completed interviews) for respondents who requested it, as required by the Consent Decree.¹⁰ Alyxandra Cucinotta, Gustavo Familia, Julieta Quintero, Stephanie Cabrera, and Gabriel Soto provided all Spanish translation for the survey questionnaire and related materials. David Figuerido, Katherine Herrera, and Marcela Assuncao provided all Portuguese translation for the survey questionnaire and related materials.

Incentives

Some respondents were offered an incentive if eligible upon completion of the survey in the form of an online Amazon.com gift card. A total of 166 \$10 gift cards and 44 \$20 gift cards were emailed to respondents' given email addresses. Both phone and online respondents were offered incentives in the second half of the fielding process. The offering of the incentive and the amount of incentive offered was based on the need to recruit more respondents among harder-to-reach subgroups in order to obtain a representative sample of the city. In general, survey incentives tend to increase response rates.

Weighting

Data were weighted to the demographics of residents of the City of Newark to ensure that the demographic characteristics of the sample closely approximate the demographic characteristics of the target population. The sample was weighted using a raking algorithm¹¹ to match several key demographic parameters of the Newark population: gender, race, age, Hispanic ethnicity,

¹⁰ The language in which the survey was conducted does not necessarily reflect the primary household language of the respondent.

¹¹ Raking is a commonly used weighting technique in survey research. A raking algorithm uses an iterative process in calculating the statistical weights, accounting for all key variables upon which the sample is weighted simultaneously, to produce a closer match to population parameters than the original sample without raking. For more information, see the following sources: <http://methods.sagepub.com/reference/encyclopedia-of-survey-research-methods/n433.xml>, [http://www.abtassociates.com/Expertise/Surveys-and-Data-Collection/Raking-Survey-Data-\(a-k-a--Sample-Balancing\).aspx](http://www.abtassociates.com/Expertise/Surveys-and-Data-Collection/Raking-Survey-Data-(a-k-a--Sample-Balancing).aspx).

education, and Census tract.¹² The final weight, which combined all of the parameters mentioned, was trimmed at the 5th and 95th percentile so as to avoid too much weight be accorded to any one case or subset of cases. All percentages are reported as weighted data. This survey, like all surveys, is subject to sampling error.

Sampling Error

All surveys are subject to sampling error, which is the expected probable difference between interviewing everyone in a population versus a scientific sampling drawn from that population. Sampling error should be adjusted to recognize the effect of weighting the data to better match the population. Sampling error does not take into account other sources of variation inherent in public opinion studies, such as non-response, question wording, or context effects.

The simple sampling error for 687 Newark residents is +/-3.7 percentage points at a 95 percent confidence interval. Sampling error should be adjusted to recognize the effect of weighting the data to better match the population. The sample weighting design effect is 1.40, making the adjusted margin of error including the weighting design effect is +/- 4.4 percentage points.

Thus, if 50 percent of Newark residents in the sample favor a particular position, we would be 95 percent certain that the true figure is between 45.6 and 54.4 percent (50 +/-4.4) if all Newark residents had been interviewed, rather than just a sample.

Sampling error increases as sample size decreases, so statements based on various population subgroups are subject to more error than are statements based on the total sample. Table 2 displays the total N for each major subgroup discussed in subsequent analysis, the design effect for that subgroup, and the margin of error for that subgroup. The subgroup margin of error should be taken into consideration when reading and interpreting subgroup analysis.

¹² Newark's census tracts can be viewed here:

https://www2.census.gov/geo/maps/dc10map/tract/st34_nj/c34013_essex/DC10CT_C34013_002.pdf.

Table 2: Newark Community Probability Survey Subgroup Margin of Error (MOE)

	Total N	Design Effect	MOE (+/- per. pts)
ALL RESIDENTS	687	1.40	4.4
Sex			
Male	319	1.35	6.4
Female	368	1.44	6.1
Age			
18-29	211	1.26	7.6
30-49	228	1.40	7.7
50-64	120	1.28	10.1
65+	128	1.25	9.7
Education			
HS grad or less (incl voc/tech)	261	1.16	6.5
Some college	157	1.23	8.7
College grad+	201	1.18	7.5
Race			
White	86	1.45	12.7
Black	355	1.42	6.2
Other	78	1.40	13.2
Ethnicity			
Hispanic	191	1.31	8.1
Not Hispanic	428	1.47	5.7
Ward			
Central	131	1.37	10.0
East	107	1.29	10.8
North	109	1.37	11.0
South	172	1.34	8.6
West	168	1.42	9.0
Precinct			
1 st	93	1.40	12.0
2 nd	187	1.37	8.4
3 rd	150	1.32	9.2
4 th	97	1.42	11.9
5 th	160	1.41	9.2

Ward and Precinct Analysis

Each of the five wards in Newark – Central, East, North, South, and West – can be broken down into U.S. Census tracts. Therefore, each respondent’s ward was approximated using their U.S. Census tract number as determined from the original sample provided by SSI.

Precincts were determined from a map provided by the independent monitoring team that approximated the zip codes within each precinct’s boundaries. Each respondent’s precinct was thus determined by their zip code.

Interpretation of Analysis

Only results considered statistically significant and substantively significant are reported in the following analysis. “Statistical significance” as used in this report means that the relationship between two or more variables under investigation is real, reliable, and not due to chance. We assess statistical significance for all relationships mentioned in the report at a 90 percent or higher confidence level. This means that if we conducted the same survey 100 different times, each time with a new scientifically designed, randomly drawn sample of the Newark population, the resulting differences would be significant at least 90 out of 100 times.

Results may not add up to 100 percent in text, figures, or tables due rounding to the nearest whole number. While “don’t know responses” are included in figures and tables, they may not explicitly be mentioned in text.

Acknowledgements

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EXECUTIVE SUMMARY

NEIGHBORHOOD LIFE AND SAFETY

Six percent of Newark residents say the City of Newark is an “excellent” place to live, and another 25 percent say it is “good.” Fifty percent of residents, on the other hand, say Newark is “fair,” while 19 percent rate the city as a “poor” place to live. Those living in the East ward, those living in the 3rd precinct, male residents, white residents, and older residents all have a higher opinion of the city than their counterparts.

Twenty-nine percent believe the city has improved in the past year, while 28 percent say the city has gotten worse, and 41 percent believe the city has not changed much at all. Men are more optimistic than women, yet also more likely to believe not much has changed. A plurality of residents, no matter their race, believes there has been little change. Residents under 30 years old and relative newcomers are more positive than their counterparts.

Almost all residents say they feel **“very” or “somewhat” safe in their homes.** Eighty percent of residents also feel **“very” or “somewhat” safe around their neighborhood during the day.** In contrast, 60 percent of residents do not feel safe in their **neighborhood at night.** Perceptions of safety in the home and in one’s neighborhood vary by ward, precinct, and other key demographic factors.

A majority of residents are at least somewhat worried they will be a victim of a crime at some point: 29 percent are “very worried,” and another 36 percent are “somewhat worried”; 23 percent say they are “not very worried,” and 11 percent are “not worried at all.” Residents living in the 5th precinct, Hispanic residents, 50 to 64 year olds, those in lower income brackets, and those with children are especially worried.

Most residents say they would be “very” (64 percent) or “somewhat” (24 percent) likely to ask a Newark police officer for help if they were in need of assistance. Willingness to do so increases with age. Those who give Newark more negative ratings as a place to live, those who do not feel safe in their home, and those who do not feel safe in their neighborhood are all less willing, however.

Seventy percent of residents say they would be “very likely” to report information to an officer if they had heard about or witnessed a crime; 18 percent say they would be “somewhat” likely. Yet there are disparities in likelihood by certain demographics. Those in the South and West wards, those in the 1st precinct, Black residents, 18 to 29 year olds, those in the lowest income bracket, and those with negative views of the city are less inclined to say they would report information than their counterparts.

Presently, 41 percent of residents report seeing officers on foot or in a car patrolling in their neighborhood at least once a day, 19 percent report seeing officers several times a week, 10 percent claim once or twice a week, 14 percent say a few times a month, and 4 percent once a month; 10 percent claim they never see officers around their neighborhood in a typical month. Residents living in the 1st precinct and 5th precinct are slightly more likely to see officers at least once a month. Black residents are slightly more likely than others to report seeing officers once a week or more. Those who do not feel safe are less likely to report seeing officers on patrol.

Eighty percent of residents want to see an increase in the number of officers patrolling around their neighborhood; 3 percent want to see a decrease in the number of officers, and 15 percent want the number to remain the same. This desire is more prevalent among residents ages 50 to 64, those who have lived in the city longer, and those who feel less safe.

COMMUNITY EXPERIENCES AND PERCEPTIONS OF POLICE

When residents assess the job the Newark Police are doing serving the people in their neighborhood, 11 percent believe officers are doing an “excellent” job, 32 percent say they are doing a “good” job, 36 percent say they are doing a “fair” job, and 19 percent rate the job they are doing as “poor.” Senior citizens are slightly more likely than other age groups to give positive ratings.

When it comes to the overall job Newark Police are doing serving all the people of Newark, 8 percent of residents say that officers are doing an “excellent” job in the city, while another 27 percent say they are doing a “good” one. Forty-two percent rate their service as “only fair,” and 18 percent rate their service as “poor.” Residents living in the East ward are the least likely to give the NPD positive ratings on the job they are doing across all of Newark, while those in the Central ward are most likely. Similarly, residents living in the 1st precinct are more likely than residents in other areas to give positive ratings; residents in the 3rd precinct are least likely. Age also plays a role: senior citizens are slightly more likely than younger residents to feel the police are doing an “excellent” or “good” job.

Sixty-one percent of residents believe Newark police officers have at least “some” impact on lowering the city’s crime rate. Those in the West ward are least likely to believe this, however, while those in the North ward are most likely. Similarly, those in the 1st precinct are least likely to believe the NPD has at least “some” impact, while those in the 2nd precinct are most likely. Female residents, 50 to 64 year olds, those with children, those who have lived in the city longer, and those who feel less safe are all less likely than their counterparts to believe the police have an impact on crime.

Eighty-seven percent of residents say they have at least “some” respect for the NPD. Women, white residents, those who give the city and the NPD positive ratings, and those who feel safer

are slightly more likely than their counterparts to say they have some level of respect for officers.

Likewise, 73 percent of residents have at least “some” trust in the Newark police. Majorities across the board trust the police at some level, but this varies in degree: those in the Central and East wards, those living in the 5th precinct, male residents, 50 to 64 year olds, and those in lower income brackets are all less likely than their counterparts to trust the police. Level of trust is also influenced by how residents rate the city and the NPD, as well as how safe residents feel in their home and neighborhood.

Residents’ views are somewhat mixed regarding how Newark police officers conduct themselves. One random half of the sample was asked about the frequency with which officers behave in *appropriate* ways, while the other random half of the sample was asked about the frequency with which officers behave in *inappropriate* ways. Among those asked about the frequency of *appropriate conduct* by the NPD, residents are most likely to cite their usage of respectful language and their respect of personal property at least some of the time. Among those asked about the frequency of *inappropriate conduct* by the NPD, residents are most likely to once again cite officer communication – but this time, it is the usage of disrespectful language that they say is frequent; residents also report that the NPD often practices racial discrimination and performs stops and searches without good reason.

PERSONAL INTERACTIONS WITH POLICE

About two-thirds of residents have had direct interaction with Newark police officers at least once in the past year. Three percent say they have had direct interaction with Newark police officers at least once a day in the past year, another 3 percent say they did several times a week, and another 3 percent say once or twice a week. Eight percent say they have had direct contact with officers a few times a month. The majority of residents interacted with officers less

than this, if at all: 26 percent have done so a few times in the past year, 22 percent just once, and 36 percent not at all within the same time frame. A majority of almost every demographic has had direct interaction with an officer at least once in the past year. Residents living in the 3rd and 4th precincts are slightly more likely than others to report coming into contact with an officer at least once in the past year. Male residents are slightly more likely than female residents to report repeated contact with officers.

Among residents who have had direct contact with the Newark Police in the past year, 56 percent of **residents have requested assistance** within this time frame. Forty-seven percent say that a **Newark police officer has requested information from them** in the last year.

When asked about their most positive experience, 35 percent of residents say they have never had one. Among the remaining individuals who have, 20 percent mention something about an officer being helpful, even when he or she did not have to help. Eleven percent report some type of positive interaction with an officer. Seven percent remember police arriving quickly when needed. Three percent say they know of, are related to, or work regularly with police officers. Another 3 percent each mention something about officers engaging with the community and children, officers doing their job and patrolling regularly, and officers dealing with a situation professionally. Two percent each recount a positive experience about receiving a warning instead of a ticket and feeling safe because of the police, in general.

When asked about their most negative experience, 40 percent state that they have never had a bad interaction with a Newark police officer. Of those who have, a plurality (14 percent) mentions something to do with the police taking too long to respond, not responding at all, or not filing a report. Eight percent of residents say something about experiencing or witnessing abuse, aggression, or harassment by an officer. Seven percent relay something regarding traffic and car violations, including being stopped, searched, and/or towed without cause. Six percent remember an officer being rude or unprofessional. Three percent say they or someone they know was falsely accused and/or detained without cause. Another 2 percent cite specifically

being stopped and frisked, and 1 percent says they or someone they know were treated differently because of their race.

Sixty-one percent of residents believe that Newark police officers investigate complaints filed by residents “all” (19 percent) or “some” (42 percent) of the time. Those living in the 3rd and 4th precincts, Black residents, and those with negative views about the city and the NPD are less likely to feel this way.

When it comes to how often Newark police officers investigate complaints about fellow officers, residents are more skeptical: 41 percent believe officers investigate complaints against their own “all” (14 percent) or “some” (27 percent) of the time. Those living in the South ward, those living in the 4th precinct, Black residents, older residents, more highly educated residents, residents who give the city negative ratings, and those who feel less safe are especially less likely to believe this.

About one in ten residents report having had a reason to file a complaint in the past year. Just over half of those who say they had reason to file a complaint also say they actually **ended up filing**. Among those who report filing a complaint, **satisfaction** with the result is mixed. Among those who say they did not file, reasons vary.

Sixty-one percent of residents say that the Newark Police respond quickly to 911 calls “all” or “some” of the time. Those in the South Ward, those in the 4th and 5th precincts, Black residents, younger residents, and those who have negative views about the city and the NPD, in general, are especially less likely to believe this. Fifty-seven percent of residents report actually making a 911 emergency call in Newark at some point.

STOPS, SEARCHES, AND USE OF FORCE

Of those residents who have had direct contact with an officer in the past year, 31 percent have been stopped by an officer. Residents in the Central ward are more likely to report being stopped at some point in the last year, while those in the East ward are less likely. Likewise, being stopped in the last year is most prevalent in the 1st precinct and least prevalent in the 5th precinct. Black residents and males are also more likely to report being stopped.

Among residents who have been stopped in the past year, 41 percent say they were “very” or “somewhat” concerned for their personal safety the most recent time they were stopped by an officer. Those in the Central and West wards are almost twice as concerned as those in the East and North wards. Concern also differs by precinct: residents living in the 4th precinct are most likely to be concerned, while those living in the 3rd precinct are least likely. Concern is greater among Black residents, middle-aged residents, those with a high school degree or less, and those in the lowest income bracket.

Among those who have been stopped, 59 percent state that the officer explained the reason for stopping them. Residents in the North ward are most likely to say this, while those in the East ward are least likely. Those in the 4th precinct are most likely to say they received an explanation, while those in the 3rd precinct are least likely. Three-quarters of residents who received an explanation report that they were satisfied with the explanation they were given.

More than eight in 10 residents have seen Newark police officers stop someone at least once in the past year. Sixteen percent of residents have seen Newark police officers stop someone at least once a day, 20 percent say they have seen this occur several times a week, 11 percent see it once or twice a week, and 17 percent see it a few times a month. The rest have seen someone stopped less often: 16 percent have seen this occur a few times in the past year and 4 percent just once. Fourteen percent say they have never seen someone stopped. Those living in the South and West wards, those living in the 3rd and 5th precincts, male residents, and

younger residents are all more likely to report seeing an officer stop someone at least once in the past year.

Among all residents who saw a Newark police officer stop someone, 55 percent say that they felt the officer had a legitimate reason for stopping the person in the most recent encounter they witnessed. Those living in the South and West wards, those in the 1st precinct, male residents, Black residents, and middle-aged residents are all less likely than their counterparts to say they felt the stop was legitimate.

Over half of residents report having seen a Newark police officer body search someone in their neighborhood in the past year: 4 percent have witnessed this at least once a day, another 4 percent several times a week, 6 percent once or twice a week, 13 percent a few times a month, 17 percent a few times in the past 12 months, and 11 percent once in the past year. Forty-one percent of residents say they never saw someone body searched in this time frame. Residents living in the South, Central, and West wards or the 5th precinct are more likely than their counterparts to say they have witnessed this. Black residents are also more likely to report seeing this, as well. **Among all of those who report witnessing a body search, one in five residents report that the officer used force in the most recent body search they saw.**

Fifty-three percent of residents are “very” or “somewhat” concerned that a Newark police officer will use excessive force on them if they are stopped. This concern is especially prevalent among those living in the Central ward, men, Black residents, and those who generally have a negative view of the city and the NPD.

Even more residents – 67 percent – are “very” or “somewhat” concerned that a Newark police officer will use excessive force on a family member. Those living in the West ward, those living in the 1st precinct, Black residents, those in lower income brackets, and those with children in the household are among those who are especially concerned that force will be used against a family member.

Almost all Newark residents (94 percent) say it is a good idea for more Newark police officers to wear body cameras that would record their interactions. More than nine in 10 residents in virtually every demographic feel this way. **Seventy-five percent of residents say they would feel “very” comfortable knowing they are being filmed when communicating with police officers wearing body cameras; another 17 percent say they would be “somewhat” comfortable.** Large majorities of every single demographic feel this way, especially those in the South and Central wards and those in the 5th precinct.

Residents largely agree that body cameras would: foster greater trust in police officers wearing them (87 percent), encourage greater compliance with officer requests (80 percent), increase residents’ likelihood to share information about a crime (69 percent), and improve overall relations between the police and community (86 percent). Eighty-one percent agree that original footage from body cameras should be made publicly available.

POLICE INVOLVEMENT IN THE COMMUNITY

Nineteen percent of residents believe that Newark Police officers are “very” knowledgeable about the backgrounds and experiences of members in the community, and another 48 percent say they are “somewhat” knowledgeable. While a majority of virtually every key demographic believes the police are at least “somewhat” knowledgeable, the magnitude to which each group believes this differs. White residents, millennials, and relative newcomers to the city are all more likely than their counterparts to say officers are knowledgeable about community members. Other views about the city and the NPD, as well as experiences with the NPD, influence this.

Twenty-one percent of all residents report seeing Newark police officers at community events “all of the time,” while another 40 percent say they see officers at events “some of the

time.” Those living in the Central and West wards, those in the 1st precinct, female residents, Black residents, and older residents are all less likely than their counterparts to report seeing officers at events.

Almost six in 10 residents believe that Newark police officers interact with residents in a positive way “very” (22 percent) or “somewhat” (36 percent) often. Views vary by key demographics, however. Those living in the Central, West, and South wards are slightly less likely to feel that officers often interact positively with residents, as are those living in the 1st precinct, female residents, and Black residents.

Fifty-four percent of residents believe the Newark police treat some members of the community better than others; 35 percent feel all members of the community are treated equally. Residents living in the West and Central wards, male residents, Black residents, and older residents are all less likely than their counterparts to believe the police treat all community members equally. Those who have negative views of the NPD or have had negative interactions with the NPD are also less likely to believe the NPD treats everyone equally.

When asked how the Newark Police treat specific groups of individuals, roughly four in 10 residents feel that Black individuals, homeless individuals, males, and non-English speakers are treated worse than other members in the community. Almost half say white residents are treated better than others.

About three in 10 residents feel personally discriminated against by Newark police officers “very” (9 percent) or “somewhat” (22 percent) often because of who they are or how they identify. These feelings are more common among males and Black residents compared to their counterparts. Feelings of discrimination are more prevalent among those who have been stopped at some point in the last year, those who have seen someone else stopped or body searched, those who fear excessive force will be used on themselves or a family member, those who have come in contact with the police a few times in the past year, those who give the

police negative ratings, those who believe the police have little to no impact on crime, those who have little to no respect for the police, and those who do not trust the police.

When asked what role the NPD should have in the community, a plurality of residents – 40 percent – mention something about protecting, serving, and making the community safer.

Another 22 percent of residents say something related to the idea of community policing – including regularly patrolling around the neighborhoods and interacting and engaging with residents more. Nine percent say the NPD should serve as role models to the community.

When asked what one thing the Newark Police should do differently to improve police-community relations, a plurality of residents – 34 percent – mention something about the need for officers to be a bigger part of the community, including wanting officers to positively interact with community members and learn more about residents’ culture. Eleven percent want officers to have a more positive attitude and to be nicer and more respectful. Another 10 percent want officers to be visible in the community, wanting more of a presence from officers and more officers physically patrolling around on foot.

Three-quarters of residents report that they had heard “nothing at all” about the Newark Consent Decree before taking the survey; 7 percent say they had heard “a lot,” 9 percent “some,” and 8 percent a “little” about it. Lack of awareness is widespread across all wards and precincts. Female residents, Black residents, 30 to 49 year olds, and those who have lived in the city for two decades or less are especially less likely than their counterparts to report having heard anything about it.

Residents are most likely to get information about the Newark Police from local TV news (62 percent), family or friends (56 percent), or word of mouth (55 percent). Forty percent go online for information about the NPD, and 41 percent use social media. Twenty-nine percent get information from the local paper, and 13 percent get information from government officials.

1 Surveying the City of Newark

A Demographic Breakdown of Newark

Demographics in the Newark community survey probability-based sample mirror U.S. Census parameters of the City of Newark.¹³ Of the 687 residents who took the survey, 49 percent are male, and 51 percent are female. Most residents (91 percent) who responded to the survey describe themselves as straight, 3 percent say they are gay or lesbian, 3 percent are bisexual, and another 3 percent classify themselves as something else.

The range of ages within the sample also reflects the age makeup of the city itself. Residents in Newark tend to be on the younger side, with over half under the age of 50. Among the residents interviewed, 27 percent are between the ages of 18 and 29, 37 percent are between the ages of 30 and 49, 24 percent are between the ages of 50 and 64, and 12 percent are 65 years of age or older.

The sample furthermore reflects racial and ethnic breakdowns among Newark residents. Twenty percent of the sample self-identify as white, 66 percent as Black, 1 percent as Asian, 1 percent as American Indian or Alaskan Native, 4 percent as multi-racial, and 8 percent as something else.¹⁴ Thirty-five percent of residents also identify as Hispanic; 65 percent do not.

The sample is also representative of the city by ward: 19 percent of residents surveyed are located in the Central ward, 20 percent in the East ward, 18 percent in the North ward, 19 percent in the South ward, and 23 percent in the West ward.

¹³ The following demographic profile uses 2015 U.S. Census data as a basis for population parameters.

¹⁴ Many respondents in surveys often apply their ethnic identification as their racial identification, as well. When ethnicity is included as a racial category for this sample, 10 percent of the sample self-identify as non-Hispanic white, 49 percent as non-Hispanic Black, 35 percent as Hispanic, 1 percent as Asian, 2 percent as multi-racial, and 3 percent as something else

Residents in the sample reflect the educational levels of the Newark population: 4 percent have completed eighth grade or less, 9 percent have some high school, 47 percent have completed high school or a GED, 13 percent have attended some college or a vocational or technical school, 14 percent have graduated from a two-year college with an associate's degree, 8 percent have graduated from a four-year college with a bachelor's degree, and 4 percent have completed some sort of graduate work.

The survey also asked residents about some other key characteristics. Forty-nine percent of respondents say they were born in Newark; 51 percent say they were not. Nineteen percent say they have lived in Newark for a decade or less, 19 percent have lived in the city anywhere from one to two decades, 22 percent for two to four decades, 17 percent for more than four decades, and 23 percent report living in Newark their entire lives.

Seventy-seven percent of residents say they speak English as the primary language in their home, 16 percent speak Spanish, and 5 percent speak Portuguese; 2 percent mention some other language.

A little over one-third of residents report being first-generation Americans: 56 percent report that both of their parents were born in the United States, 6 percent say one parent was born here, and 37 percent say neither of their parents were born in the United States.

Half (50 percent) of residents say they are single; another 32 percent are married, and 5 percent say they are cohabitating. Four percent say they are divorced, 5 percent are widowed, and 2 percent are separated. Thirty-two percent are the parent, guardian, or legal caretaker of any children under 18 years old living in their home.

Most residents rent housing in Newark: 46 percent rent an apartment, 16 percent rent a house, and 1 percent rent a room in a house or apartment. Thirty-three percent of residents own a

house. Four percent live with a relative or friend free of rent. Less than 1 percent report that they have no permanent place to live. Most residents live in a household with a total of anywhere from one to four members in it, including themselves: 14 percent live alone, 26 percent live with one other person, 23 percent live with two other people, 20 percent live with three other people, 9 percent live with four other people, and 7 percent live with five to seven other people.

Twenty percent of residents report their annual household income as under \$5,000; another 11 percent say it is between \$5,000 and \$15,000. Fifteen percent are from households making anywhere between \$15,000 and \$25,000, and 10 percent have household incomes between \$25,000 and \$35,000. Seven percent make between \$35,000 and \$45,000; another 7 percent make between \$45,000 and \$55,000. Sixteen percent report making \$55,000 or more; 14 percent are unsure.

Fifty-four percent say they are the chief wage earner in their household; 41 percent say they are not, and another 5 percent say there is no chief wage earner in the household at all. Forty-seven percent of residents are employed full-time, another 11 percent part-time, and 1 percent in some sort of temporary or seasonal work. Ten percent are unemployed. Fourteen percent are retired, 8 percent are on disability, 6 percent are students, and 3 percent are stay-at-home parents or caretakers.

A Profile of Newark's Wards

Much of the analysis that follows examines residents' views by each of Newark's five wards – Central, East, North, South, and West. This type of analysis provides an additional analytical layer that goes beyond assessment of Newark residents as a whole, allowing a closer look at distinct regions within the city. These wards form important geographic boundaries, with each ward containing unique neighborhoods within their borders and possessing a particular demographic makeup of their own. Therefore, it is important to initially examine the

demographic profile of each ward in order to provide context for subsequent analysis of the survey.

Central Ward

Just over half (51 percent) of residents living in the Central ward say they were born in Newark. A large number have practically always resided in Newark: 19 percent say they have been a Newark resident for 10 years or less, another 19 percent for one to two decades, 21 percent for two to four decades, 17 percent for more than four decades, and 24 percent report living in the city their entire life.

Slightly more men than women live in the Central ward – 54 percent to 46 percent. Eighty-seven percent of residents living in this area of the city say they are straight, 5 percent report being gay or lesbian, 3 percent bisexual, and 5 percent something else.

Eighty-one percent of residents in this ward are Black, 9 percent are white, and 11 percent are something else; 28 percent identify as Hispanic, while 72 percent do not.¹⁵ Twenty-eight percent of Central ward residents are 18 to 29 years old, 39 percent are 30 to 49 years old, 21 percent are 50 to 64 years old, and 12 percent are 65 years or older.

Six percent of Central ward residents attended some high school, and 54 percent have graduated high school or obtained a GED. Fourteen percent attended vocational or technical school; 16 percent attended junior college. Eight percent have graduated from college with a bachelor's degree, and 4 percent have completed some sort of graduate work.

When it comes to annual household income, a plurality fall near the federal poverty line: 35 percent report a household income of less than \$15,000, 29 percent say their household income falls between \$15,000 and \$35,000, 21 percent between \$35,000 and \$55,000, and 15

¹⁵ When ethnicity is included as a racial category, 64 percent of residents in this ward identify as non-Hispanic Black, 28 percent identify only as Hispanic, and 4 percent identify as non-Hispanic white; 4 percent are something else.

percent report making \$55,000 or more. Sixty-one percent – the highest among all wards – report being the chief wage earner of their household, 34 percent are not, and 5 percent say there is no chief wage earner in the household. Forty-nine percent are employed full time and 8 percent part time; 13 percent are unemployed, one of the highest reported unemployment rates in all five wards. Another 13 percent say they are retired, 11 percent are on disability, 5 percent are students, and 1 percent are stay-at-home parents or caregivers.

Twenty-five percent of Central ward residents say they are married. Thirty percent are a parent or guardian to a child in their household. Twenty-four percent own a house; 18 percent rent a house, and 55 percent rent an apartment. Three percent live with a relative or friend free of rent.

East Ward

The East ward has the smallest percentage of native Newark residents: 38 percent say they were born in Newark. Yet a large number have practically always resided in Newark: 20 percent say they have been a Newark resident for 10 years or less, another 22 percent for one to two decades, 18 percent for two to four decades, 16 percent for more than four decades, and 24 percent report living in the city their entire life.

Slightly more men than women live in the East ward – 55 percent to 45 percent. Ninety percent of residents living in this area of the city say they are straight, 1 percent report being gay or lesbian, 4 percent bisexual, and 5 percent something else.

The East ward has the largest population of white residents and one of the largest populations of Hispanic residents of all the wards: 63 percent are white, 27 percent are Black, and 10 percent are something else.¹⁶ Twenty-six percent of residents in this ward identify as Hispanic.

¹⁶ When ethnicity is included as a racial category, 26 percent are non-Hispanic white, 54 percent are Hispanic, and 17 percent are non-Hispanic Black; 4 percent are something else.

Thirty-one percent of East ward residents are 18 to 29 years old, 32 percent are 30 to 49 years old, 24 percent are 50 to 64 years old, and 14 percent are 65 years or older.

Twelve percent of East ward residents have completed eighth grade or less, another 11 percent attended some high school, and 31 percent have graduated high school or obtained a GED. Fifteen percent attended vocational or technical school; 17 percent attended junior college. Nine percent have graduated from college with a bachelor's degree, and 5 percent have completed some sort of graduate work.

When it comes to annual household income, 27 percent report a household income of less than \$15,000, 38 percent say their household income falls between \$15,000 and \$35,000, 16 percent between \$35,000 and \$55,000, and 19 percent report making \$55,000 or more. Fifty-two percent report being the chief wage earner of their household, 41 percent are not, and 7 percent say there is no chief wage earner in the household. Half are employed full time and 11 percent part time; 13 percent are unemployed, one of the highest reported unemployment rates in all five wards. Another 15 percent say they are retired, 6 percent are on disability, 3 percent are students, and 3 percent are stay-at-home parents or caregivers.

Forty-six percent of East ward residents say they are married. Twenty-seven percent are a parent or guardian to a child in their household. Twenty-nine percent own a house; 14 percent rent a house, and 51 percent rent an apartment. Three percent rent a room in a house or apartment, and 4 percent live with a relative or friend free of rent.

North Ward

Fifty-three percent of North ward residents say they were born in Newark. Sixteen percent say they have been a Newark resident for 10 years or less, another 23 percent for one to two decades, 30 percent for two to four decades, 9 percent for more than four decades, and 22 percent report living in the city their entire life.

More women than men live in the North ward – 56 percent to 44 percent. Ninety-two percent of residents living in this area of the city say they are straight, 6 percent report being gay or lesbian, 1 percent bisexual, and 1 percent something else.

The North ward has the largest population of Hispanic residents: 63 percent identify as Hispanic, while 37 percent do not. Racially, 29 percent identify as white, 41 percent identify as Black, and 29 percent identify as something else.¹⁷ The North ward is also slightly younger than any other area in the city: 35 percent of North ward residents are 18 to 29 years old, 35 percent are 30 to 49 years old, 22 percent are 50 to 64 years old, and 8 percent are 65 years or older.

Two percent of North ward residents have completed eighth grade or less, another 7 percent attended some high school, and 55 percent have graduated high school or obtained a GED. Twelve percent attended vocational or technical school; 10 percent attended junior college. Nine percent have graduated from college with a bachelor's degree, and 5 percent have completed some sort of graduate work.

When it comes to annual household income, North ward residents are some of the most likely to fall near the federal poverty line: 43 percent report a household income of less than \$15,000, 26 percent say their household income falls between \$15,000 and \$35,000, 15 percent between \$35,000 and \$55,000, and 17 percent report making \$55,000 or more. Forty-nine percent report being the chief wage earner of their household, 47 percent are not, and 4 percent say there is no chief wage earner in the household. Forty-five percent are employed full time, 9 percent part time, and 4 percent in temporary or seasonal work; 9 percent are unemployed. Another 8 percent say they are retired, 9 percent are on disability, 11 percent are students, and 5 percent are stay-at-home parents or caregivers.

¹⁷ When ethnicity is included as a racial category, 63 percent are Hispanic, 22 percent are Black, and 13 percent are white; 1 percent are something else.

Thirty-six percent of North ward residents say they are married. Twenty-seven percent are a parent or guardian to a child in their household. Thirty-four percent own a house; 14 percent rent a house, and 48 percent rent an apartment. Four percent live with a relative or friend free of rent.

South Ward

The South ward has the largest percentage of native Newark residents: 57 percent of South ward residents say they were born in Newark. Eighteen percent say they have been a Newark resident for 10 years or less, another 15 percent for one to two decades, 21 percent for two to four decades, 24 percent for more than four decades, and 21 percent report living in the city their entire life.

Slightly more women than men live in the South ward – 56 percent to 44 percent. Ninety-three percent of residents living in this area of the city say they are straight, 3 percent report being gay or lesbian, 3 percent bisexual, and 1 percent something else.

The South ward has the largest population of Black residents of all the wards: 88 percent are Black, 2 percent are white, and 11 percent are something else.¹⁸ Twenty percent of residents in this ward identify as Hispanic; 80 percent do not. Twenty-one percent of South ward residents are 18 to 29 years old, 38 percent are 30 to 49 years old, 29 percent are 50 to 64 years old, and 12 percent are 65 years or older.

Three percent of South ward residents have completed eighth grade or less, another 11 percent attended some high school, and 49 percent have graduated high school or obtained a GED. Nine percent attended vocational or technical school; 15 percent attended junior college. Eight percent have graduated from college with a bachelor's degree, and 4 percent have completed some sort of graduate work.

¹⁸ When ethnicity is included as a racial category, 72 percent are Black, 20 percent are Hispanic, and 1 percent are white; 7 percent are something else.

When it comes to annual household income, South ward residents are the most likely of all wards to fall near the federal poverty line: 44 percent report a household income of less than \$15,000, 27 percent say their household income falls between \$15,000 and \$35,000, 15 percent between \$35,000 and \$55,000, and 14 percent report making \$55,000 or more. Half report being the chief wage earner of their household, 47 percent are not, and 2 percent say there is no chief wage earner in the household. Forty-five percent are employed full time, 10 percent part time, and 1 percent in temporary or seasonal work; 10 percent are unemployed. Another 14 percent say they are retired, 9 percent are on disability, 7 percent are students, and 4 percent are stay-at-home parents or caregivers.

Twenty-five percent of South ward residents say they are married. Thirty-nine percent are a parent or guardian to a child in their household. Thirty-nine percent own a house; 13 percent rent a house, and 41 percent rent an apartment. One percent rent a room in a house or apartment, and 6 percent live with a relative or friend free of rent.

West Ward

Forty-nine percent of West ward residents say they were born in Newark. Twenty-two percent say they have been a Newark resident for 10 years or less, another 16 percent for one to two decades, 20 percent for two to four decades, 19 percent for more than four decades, and 23 percent report living in the city their entire life.

The West ward is evenly split between male and female residents – 48 percent to 52 percent. Ninety-four percent of residents living in this area of the city say they are straight, 2 percent report being gay or lesbian, 2 percent bisexual, and 3 percent something else.

The West ward has one of the largest populations of Black residents of all the wards: 80 percent are Black, 8 percent are white, and 12 percent are something else.¹⁹ Fifteen percent identify as Hispanic. Twenty-one percent of West ward residents are 18 to 29 years old, 39 percent are 30 to 49 years old, 26 percent are 50 to 64 years old, and 14 percent are 65 years or older.

One percent of West ward residents have completed eighth grade or less, another 10 percent attended some high school, and 50 percent have graduated high school or obtained a GED. Thirteen percent attended vocational or technical school; another 13 percent attended junior college. Eight percent have graduated from college with a bachelor's degree, and 4 percent have completed some sort of graduate work.

When it comes to annual household income, 35 percent report a household income of less than \$15,000, 27 percent say their household income falls between \$15,000 and \$35,000, 14 percent between \$35,000 and \$55,000, and 24 percent report making \$55,000 or more. Fifty-nine percent report being the chief wage earner of their household, 37 percent are not, and 4 percent say there is no chief wage earner in the household. Forty-eight percent are employed full time and 16 percent part time; 6 percent are unemployed. Another 19 percent say they are retired, 6 percent are on disability, 5 percent are students, and 1 percent are stay-at-home parents or caregivers.

Thirty percent of West ward residents say they are married. Thirty-seven percent are a parent or guardian to a child in their household. Thirty-seven percent own a house; 21 percent rent a house, and 38 percent rent an apartment. Three percent live with a relative or friend free of rent.

¹⁹ When ethnicity is included as a racial category, 70 percent are Black, 15 percent are Hispanic, and 5 percent are white; 10 percent are something else.

2 NEIGHBORHOOD LIFE AND SAFETY

Life in the City of Newark

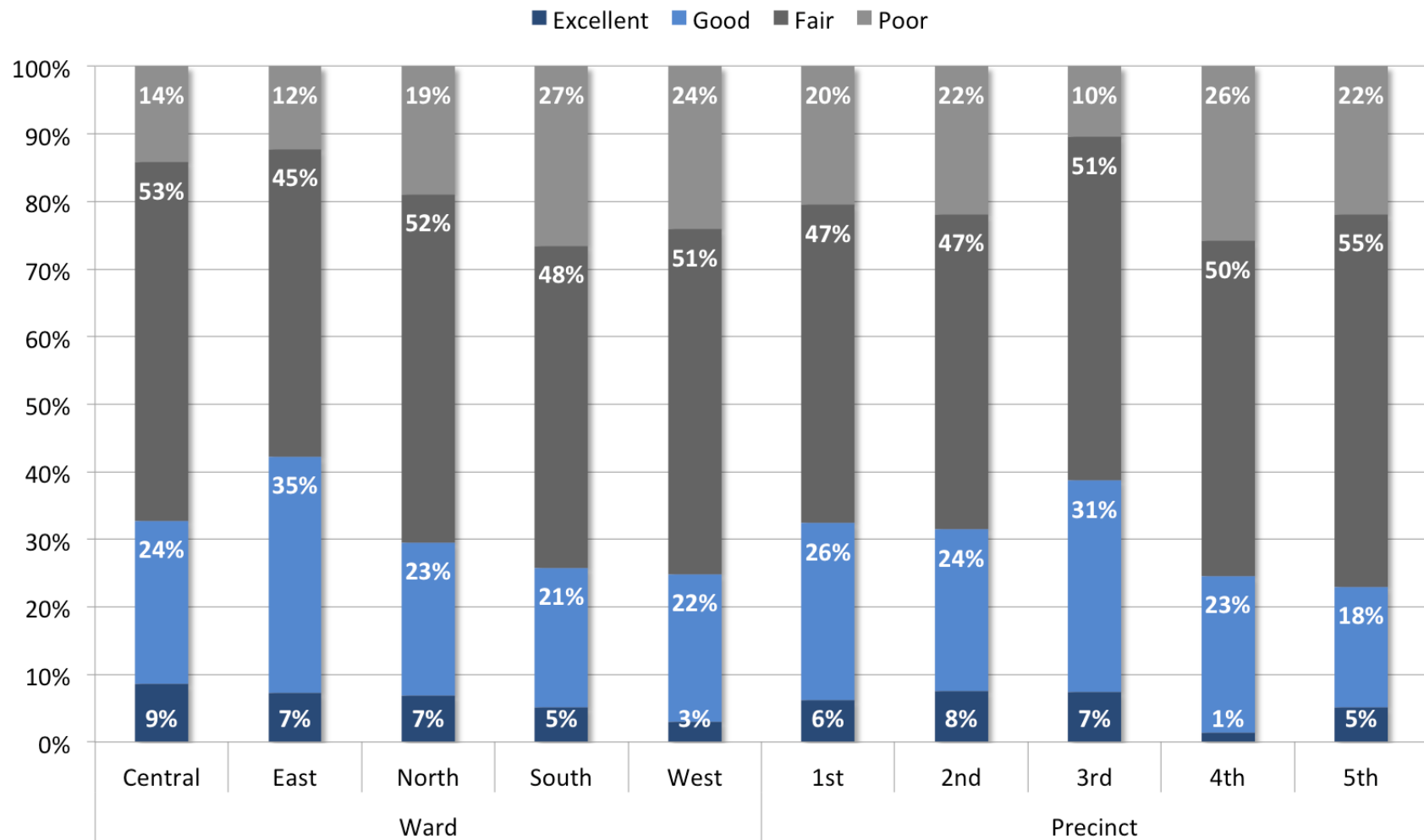
Six percent of Newark residents say the City of Newark is an “excellent” **place to live**, and another 25 percent say it is “good.” Fifty percent of residents, on the other hand, say Newark is “only fair,” while 19 percent rate the city as a “poor” place to live.

Views on the city vary by key demographics. Those in the East ward have more favorable views of life in Newark than those in other wards: just over four in 10 residents in the East ward rate Newark as “excellent” (7 percent) or “good” (35 percent), compared to about three in 10 residents in the Central (9 percent “excellent,” 24 percent “good”) and North (7 percent “excellent,” 23 percent “good”) wards and a quarter of residents in the South (5 percent “excellent,” 21 percent “good”) and West (3 percent “excellent,” 22 percent “good”) wards. Similarly, residents in certain precincts are more positive about the city than others: those living in the 3rd precinct are the most positive (7 percent say the city is an “excellent” place to live, 31 percent say “good”), while those in the 5th precinct are the least positive (5 percent say “excellent,” 18 percent “good”). See Figure 2.1 for full breakdowns.

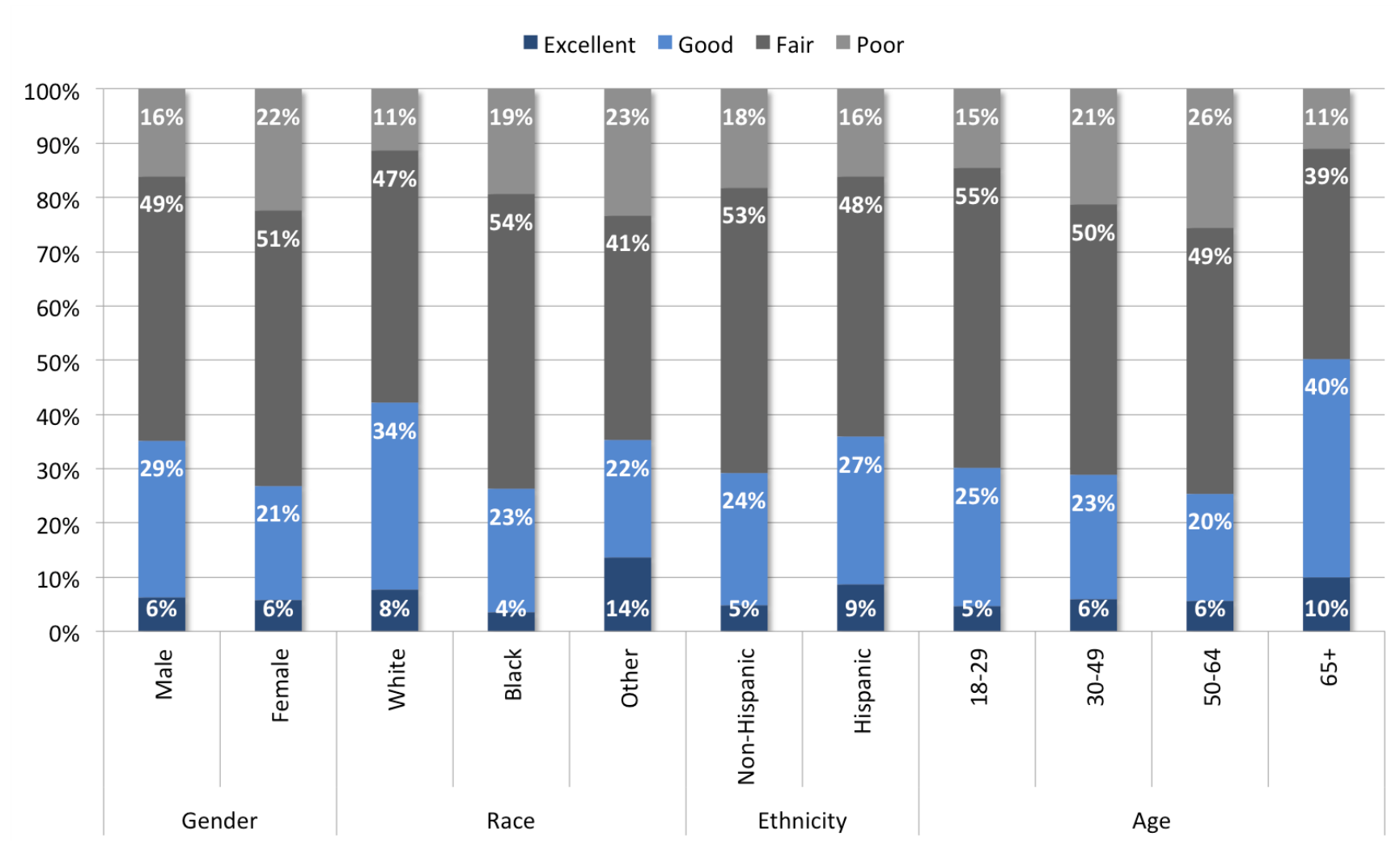
Men are slightly more likely than women to give the city positive ratings – 35 percent (6 percent “excellent,” 29 percent “good”) to 27 percent (6 percent “excellent,” 21 percent “good”). Views are also more positive among white residents (8 percent “excellent,” 34 percent “good”) compared to Black residents (4 percent “excellent,” 23 percent “good”).

Residents 65 years and older have a higher opinion of life in the city (10 percent “excellent,” 40 percent “good”) than those in other age groups. Those with children in the household (7 percent “excellent,” 17 percent “good”) are less positive than those without (5 percent “excellent,” 28 percent “good”). See Figure 2.2 for full breakdowns.

2.1 Newark as a Place to Live by Ward and Precinct



2.2 Newark as a Place to Live by Gender, Race, Ethnicity, and Age



Twenty-nine percent believe the **city has improved** in the past year, while 28 percent say the city has gotten worse, and 41 percent believe the city has not changed much at all.

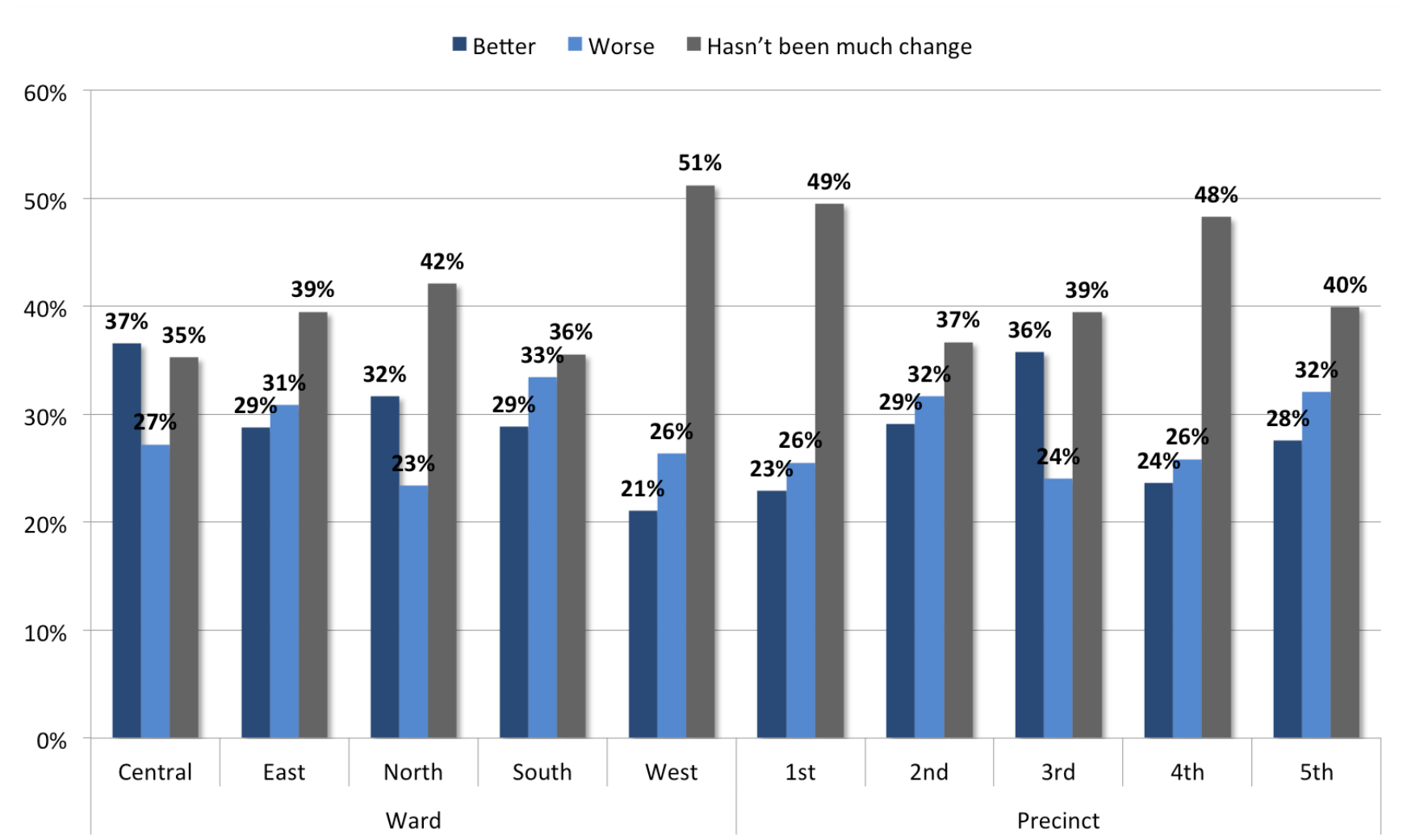
Male residents are more optimistic than female residents – 34 percent of men say Newark has gotten better, compared to 24 percent of women – yet are most likely to believe not much has changed (44 percent). Women are more evenly divided between believing things have gotten worse (36 percent) and no improvement (39 percent).

A plurality of residents, no matter their race, believes there has been little change, but white residents are also less likely than others to believe things have gotten better (18 percent). Black residents, on the other hand, are more divided between whether things have gotten better or worse – 30 percent say better and 27 percent say worse. Non-Hispanic residents are far more likely than Hispanic residents to say there has been no change (45 percent to 32 percent), though the remainder of both groups are somewhat evenly split between “better” and “worse.”

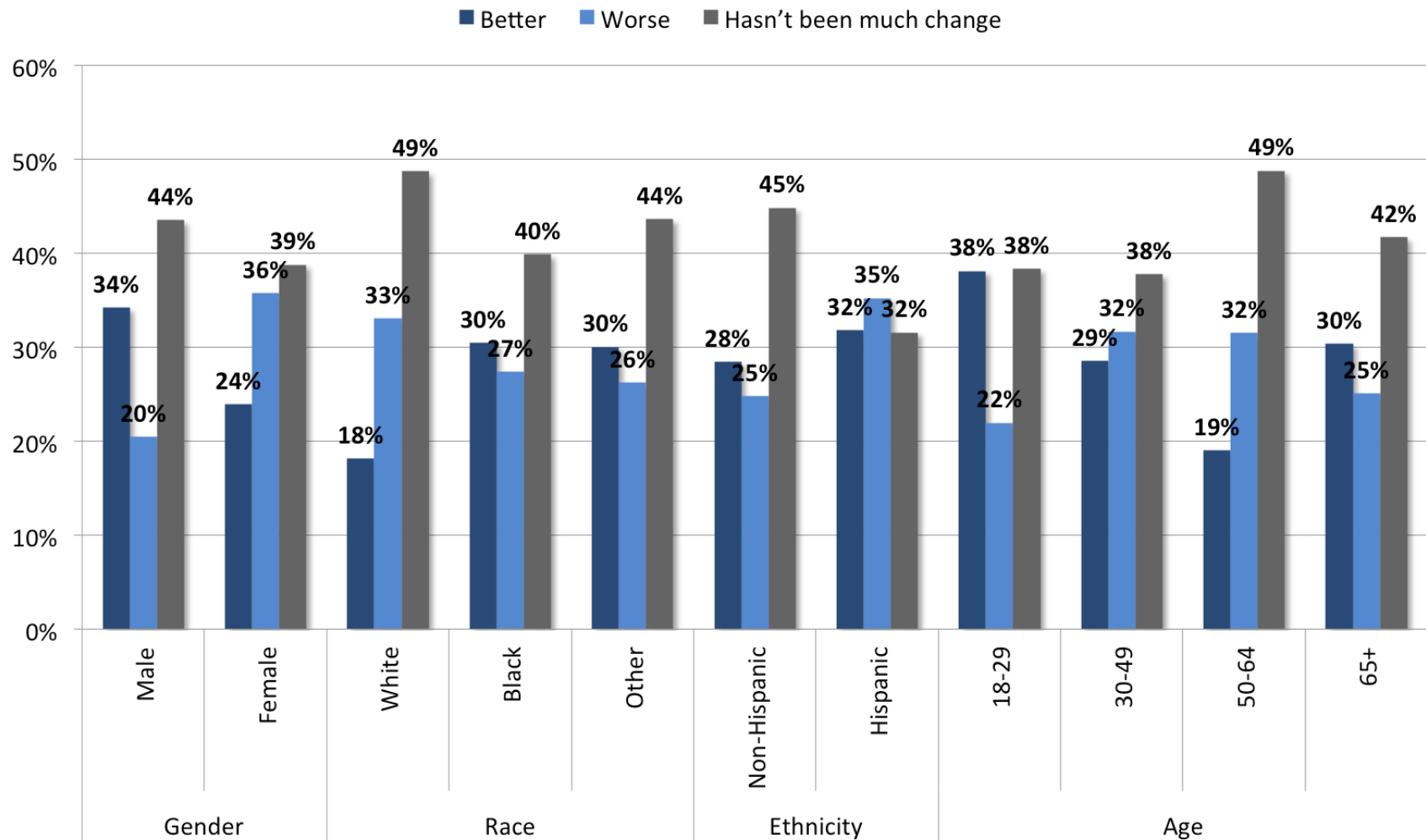
Residents under 30 years old are more positive than others – 38 percent say things have gotten better – but another 38 percent believe not much has changed; 22 percent say things have gotten worse. Residents 30 to 64 years old are slightly more likely to believe things are declining (32 percent), while those 50 and over are most likely to say there has not been much change (49 percent among 50 to 64 year olds, and 42 percent among those 65 and over). Residents with children in the household are less positive than those without children (25 percent versus 31 percent), and slightly more likely to believe things have either gotten worse (33 percent versus 27 percent) or have not changed at all (42 percent versus 40 percent).

Belief that Newark is improving declines the longer one has lived in the city: 43 percent of relative newcomers say the city has gotten better, versus 23 percent of those who have lived here their entire lives. Those who have lived in Newark longer are more likely than newcomers to say things have gotten worse. See Figures 2.3 and 2.4 for demographic breakdowns.

2.3 Newark Better or Worse by Ward and Precinct



2.4 Newark Better or Worse by Gender, Race, Ethnicity, and Age



Those who say Newark is an “excellent” or “good” are more than twice as likely to say the city is getting better than worse (38 percent to 17 percent), while those who say Newark is an “only fair” or “poor” place to live are more likely to say the city is getting worse (34 percent to 25 percent who say “better”). A plurality of both groups, however, believes there has not been much change.

Safety at Home

Almost all residents say they feel **“very” or “somewhat” safe in their homes**: 92 percent feel this way during the day (55 percent say “very,” 37 percent say “somewhat”), and 86 percent feel this way at night (46 percent say “very,” 40 percent “somewhat”).

While virtually all residents feel safe in their homes to some extent, feelings of safety vary by degree depending on key factors. In terms of geography of the city, those in the East and Central wards are most likely to feel “very” safe in their home during the day (60 percent and 59 percent, respectively), while those in the West ward are least likely to feel this way (49 percent). When it comes to safety in one’s home at night, those in the East (46 percent “very,” 44 percent “somewhat”) and Central wards (50 percent “very,” 38 percent “somewhat”) once again feel safer than others. Conversely, residents in the West ward once again feel less safe than others at night (40 percent “very,” 44 percent “somewhat”), as do those in the North ward (48 percent “very,” 33 percent “somewhat”).

Differences in how safe residents feel also emerge by precinct. While those in the 1st precinct are most likely to say they feel “very” safe at home during the day (63 percent), those in the 4th precinct are least likely to say so (47 percent). Those in the 4th precinct continue to feel less safe than others when it comes to being at home during the evening: 36 percent living in this area say they feel “very” safe, and 46 percent feel “somewhat” safe. Those in the 3rd precinct feel the most safe in their home at night (49 percent “very,” 44 percent “somewhat”). See Figures 2.5 and 2.6.

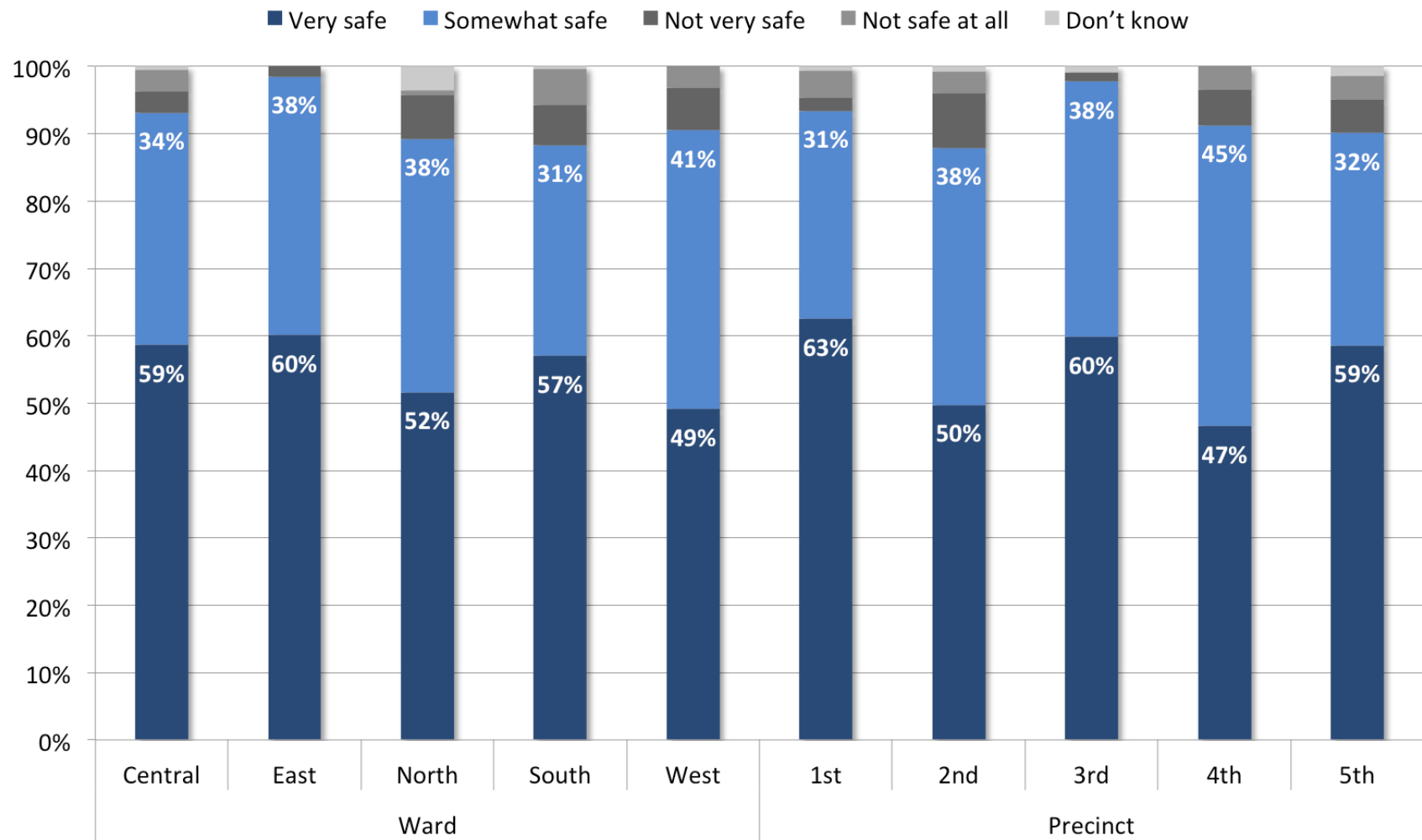
Hispanic residents are less likely to report feeling safe in their home during daytime (52 percent “very” safe, 36 percent “somewhat” safe) than non-Hispanic residents (59 percent “very” safe, 36 percent “somewhat” safe). Hispanic residents are even less likely to feel safe at home in the evening – 78 percent (45 percent “very” safe, 33 percent “somewhat” safe) versus 90 percent (48 percent “very” safe, 42 percent “somewhat” safe) of non-Hispanic residents. There are no statistically significant differences by race or gender.

Almost all 18 to 29 year olds (64 percent “very,” 33 percent “somewhat”) and those 65 and over (58 percent “very,” 36 percent “somewhat”) feel safe at home during the day. About nine in 10 middle-aged residents feel the same. As for feelings of safety at home in the evening, the city’s youngest (48 percent “very,” 40 percent “somewhat”) and especially oldest residents (57 percent “very,” 37 percent “somewhat”) once again feel safer than their middle-aged counterparts. See Figures 2.7 and 2.8.

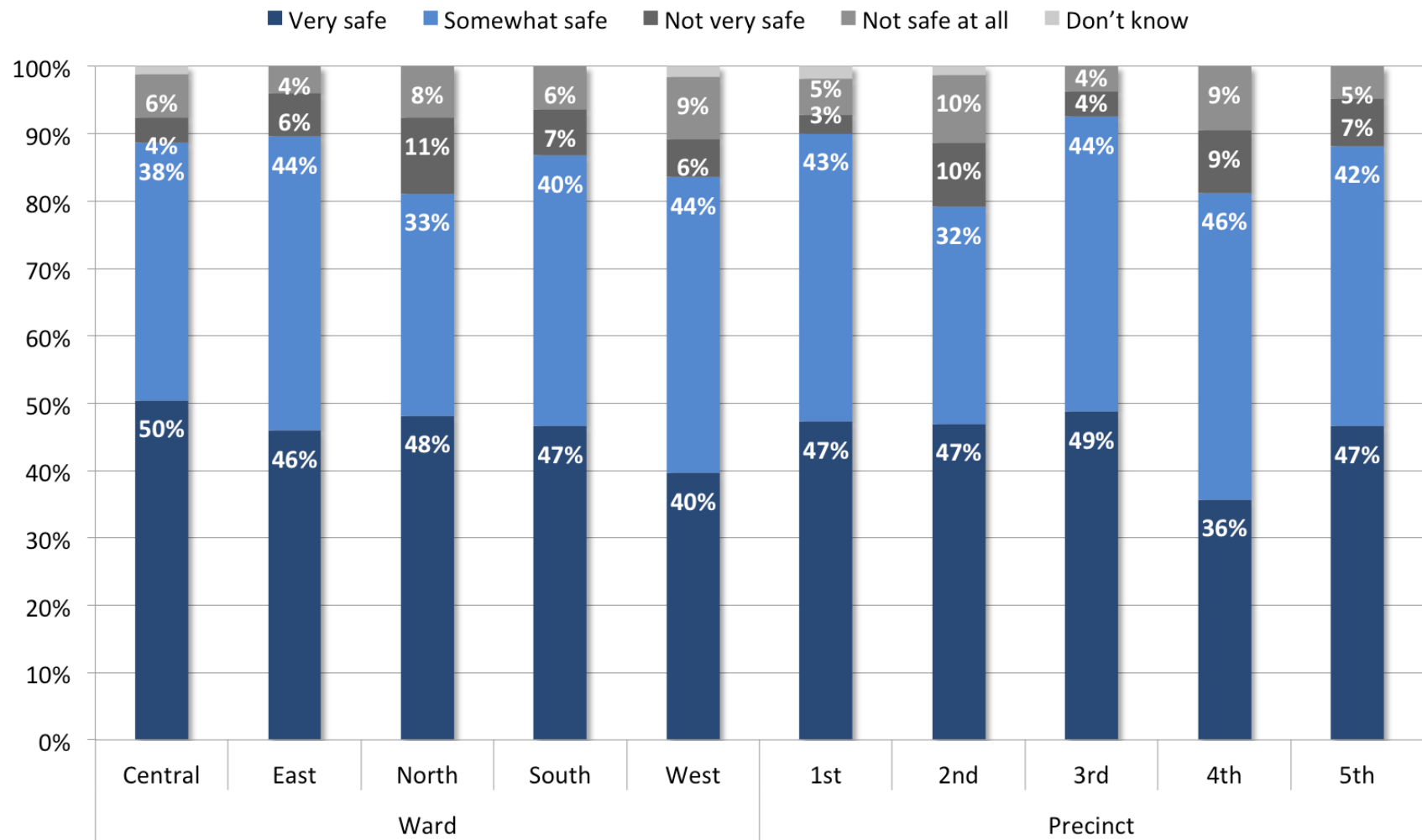
Those who have lived in Newark for 10 years or less are most likely to say they feel “very” safe in their home during the day (61 percent), while those who have lived in Newark the longest are the least likely – 45 percent among those living in Newark for 40 or more years, and 52 percent among those who say they have lived in Newark their entire life. Relative newcomers to Newark also feel safest in their homes at night – 47 percent “very,” 44 percent somewhat – compared to most other residents, with the exception of those living in the area for two to four decades; 50 percent of this latter group say they feel “very” safe and another 41 percent feel “somewhat” safe.

While income level does not play a role in how safe residents feel in their homes during the daytime, it does when it comes to how safe they feel in their homes at night. Those in households making \$35,000 to under \$55,000 annually feel safest in the evening – 53 percent “very,” 43 percent “somewhat.” Most residents in the highest income bracket feel safe as well: among those in households making \$55,000 or more per year, 55 percent feel “very” safe and

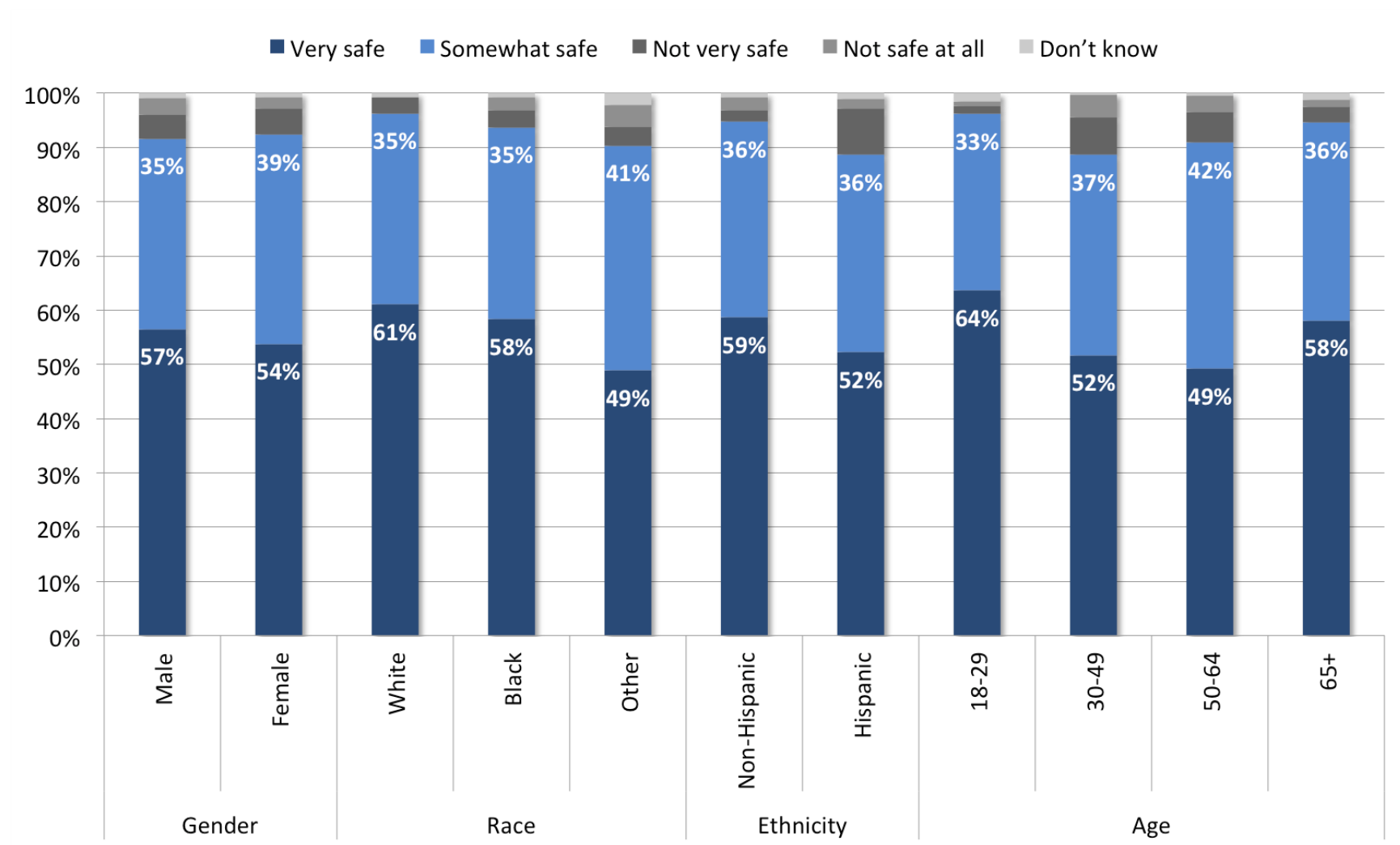
2.5 Safety in Home During Daytime by Ward and Precinct



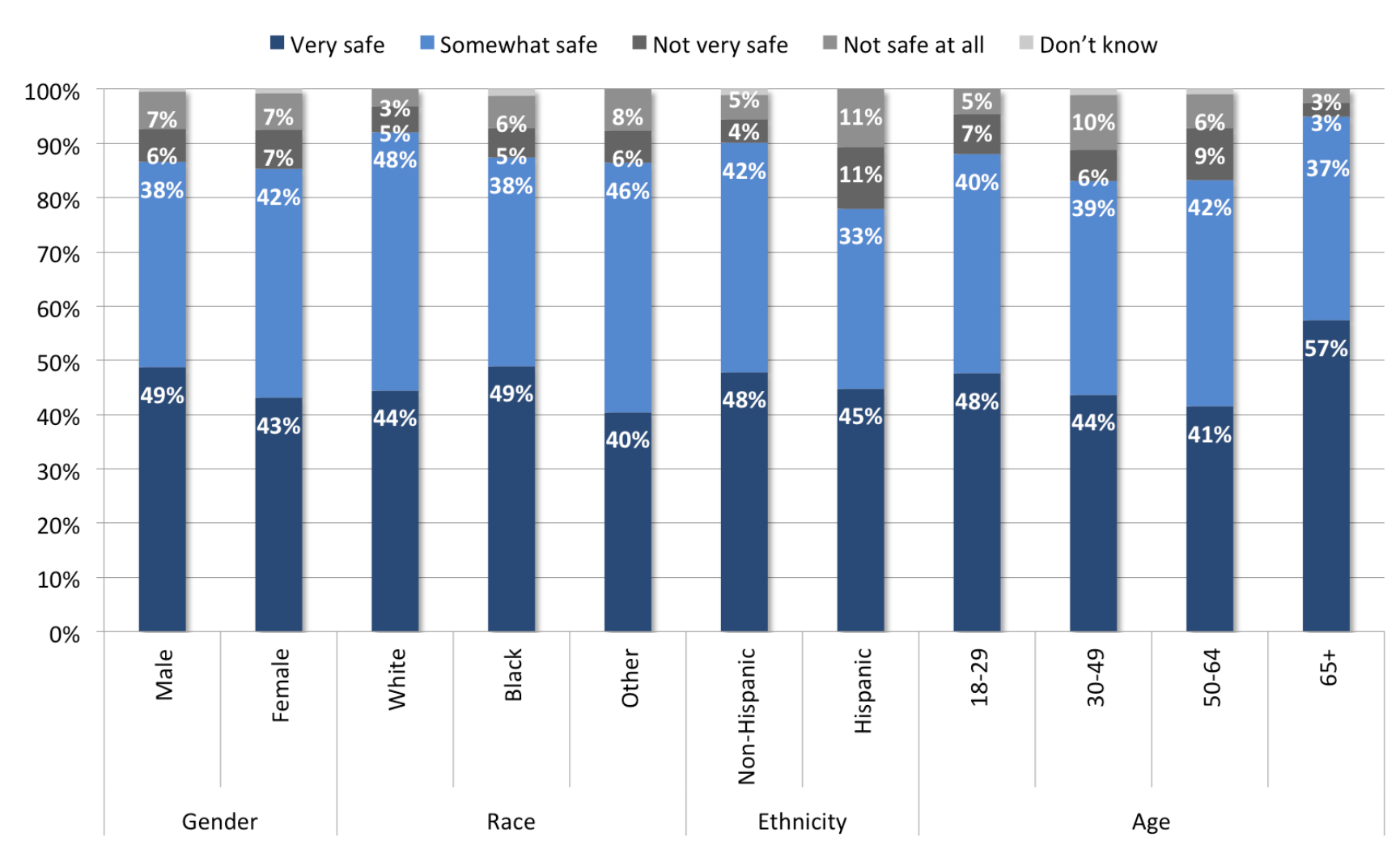
2.6 Safety in Home During Nighttime by Ward and Precinct



2.7 Safety in Home During Daytime by Gender, Race, Ethnicity, and Age



2.8 Safety in Home During Nighttime by Gender, Race, Ethnicity, and Age



another 34 percent feel “somewhat” safe at night. Those in the two lowest income brackets are least likely to feel safe in their homes at night: a combined 81 percent (39 percent “very,” 42 percent “somewhat”) feel safe among those in households making less than \$15,000 annually, as do a combined 79 percent among those in households making anywhere from \$15,000 to \$35,000 (41 percent “very,” 38 percent “somewhat”).

Safety Around the Neighborhood

Eighty percent of residents also feel “very” (28 percent) or “somewhat” **safe** (52 percent) **around their neighborhood during the day**. In contrast, 60 percent of residents do not feel safe (27 percent say “not very” and 33 percent say “not at all”) in their **neighborhood at night**; 28 percent say they feel “somewhat safe” in their neighborhood at night, while 9 percent say “very safe.”

Residents living in the East and Central wards are most likely to feel safe in their neighborhood during the day (36 “very,” 51 percent “somewhat” among the former; 31 percent “very,” 53 percent “somewhat” among the latter). Those living in the West ward, on the other hand, are least likely to feel this way: 22 percent say they feel “very” safe in their neighborhood during the day, while 51 percent feel “somewhat” safe. Those in the North (26 “very,” 56 percent “somewhat”) and South (28 “very,” 49 percent “somewhat”) wards feel somewhere in between. While numbers drop rapidly across all wards when it comes to how safe residents feel at night, residents in some wards feel slightly safer than others. Those in the Central (10 “very,” 33 percent “somewhat”), South (11 “very,” 31 percent “somewhat”), and East (10 “very,” 31 percent “somewhat”) wards feel safest, whereas those in the North (11 “very,” 22 percent “somewhat”) and especially West (2 “very,” 23 percent “somewhat”) wards feel the least safe.

Differences by precinct also emerge. When assessing neighborhood safety during the daytime, those living in the 3rd precinct feel the most safe (36 percent “very,” 51 percent “somewhat”), while those in the 5th precinct feel the least safe (26 percent “very,” 46 percent “somewhat”). When it comes to feeling safe in one’s neighborhood at night, opinions plummet across all

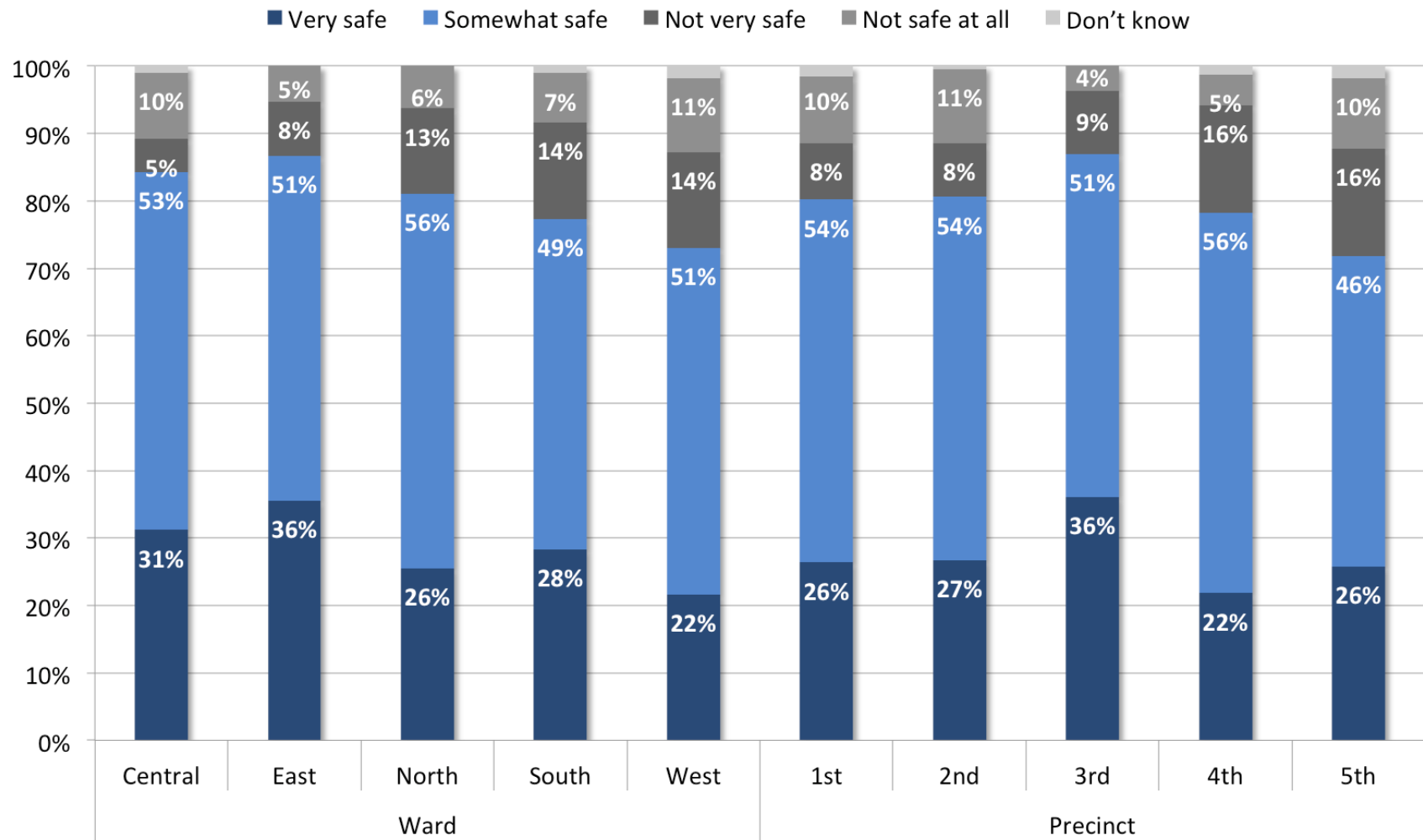
precincts, but those in the 4th precinct are especially less likely to feel safe (5 percent “very,” 22 percent “somewhat”). See Figures 2.9 and 2.10.

Women are less likely to feel safe in their neighborhood than men whether day or night. Thirty-three percent of men feel “very” safe (another 51 percent “somewhat”) in the daytime, versus 23 percent of women who say the same (another 53 percent somewhat). When it comes to nighttime, 42 percent of men feel either “very” (10 percent) or “somewhat” (32 percent) safe, compared to 31 percent of women (7 percent “very,” 24 percent “somewhat”).

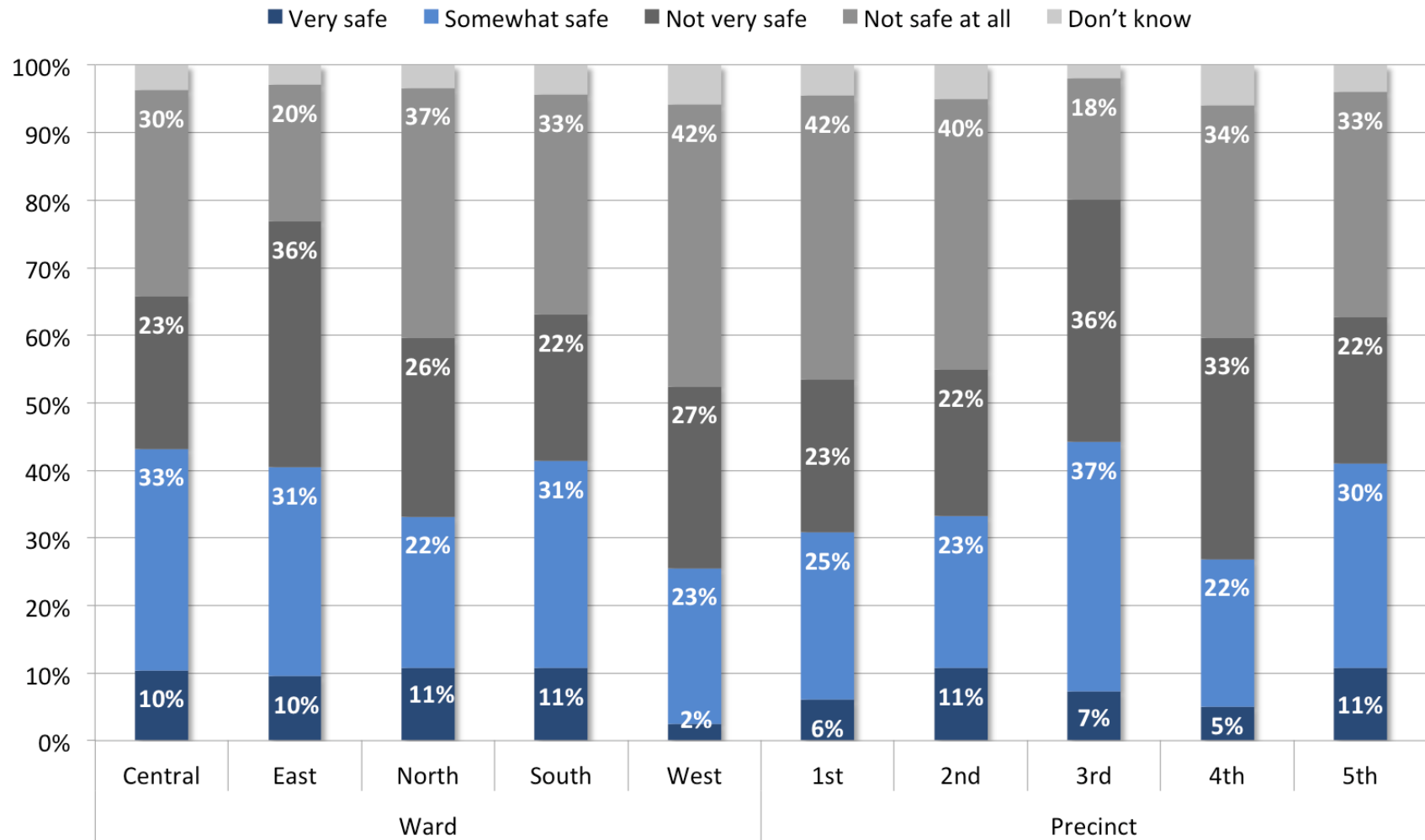
Senior citizens, followed by millennials, are most likely to feel “very” safe during the day – 39 percent (42 percent “somewhat”) and 30 percent (56 percent “somewhat”), respectively. Residents 30 to 49 years old (23 percent “very,” 58 percent “somewhat”) and especially those 50 to 64 years old (29 percent “very,” 43 percent “somewhat”) are less likely to feel this way. When it comes to feeling safe at night, those under 50 years old feel safer than those 50 years or older – about four in 10 feel safe at some level among the former (9 percent “very,” 31 percent “somewhat”) compared to three in 10 among the latter (8 percent “very,” 23 percent “somewhat”). See Figures 2.11 and 2.12.

The longer one has lived in Newark, the less they feel safe in their neighborhood during the day. Eighty-nine percent of residents who have lived in the city for 10 years or less feel safe at some level (30 percent “very,” 59 percent “somewhat”), compared to 71 percent among those who have lived in Newark over four decades (29 percent “very,” 42 percent “somewhat”) and 75 percent among those who say they have lived in the city all their life (23 percent “very,” 52 percent “somewhat”). Those who are not newcomers but have not lived in the city most or all of their life fall somewhere in between. A similar pattern emerges when it comes to how safe residents feel in their neighborhood at night: 50 percent of relative newcomers feel safe at some level (8 percent “very,” 42 percent “somewhat”), versus 28 percent who have lived in Newark their entire life (7 percent “very,” 21 percent “somewhat”). Among residents who have

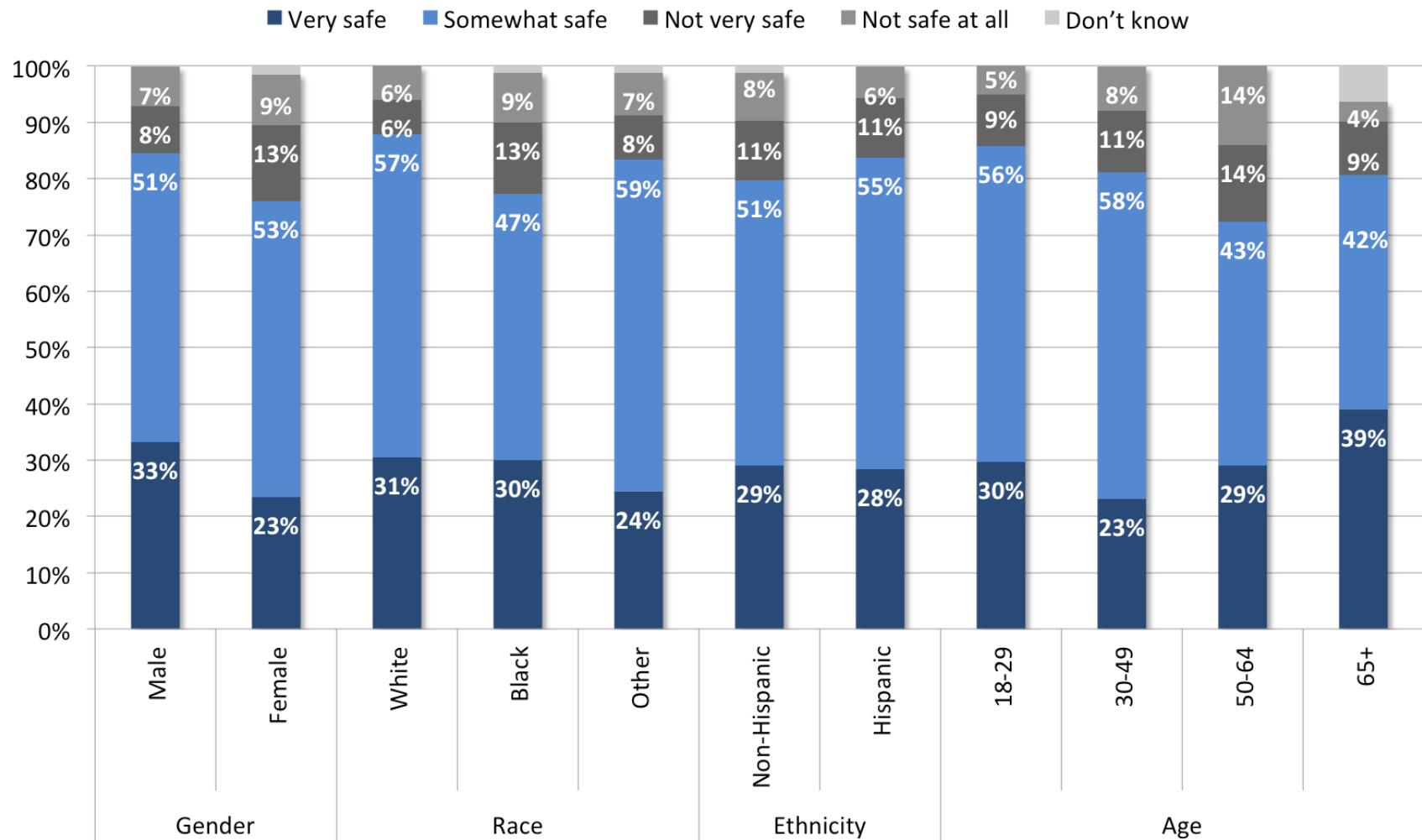
2.9 Safety in Neighborhood During Daytime by Ward and Precinct



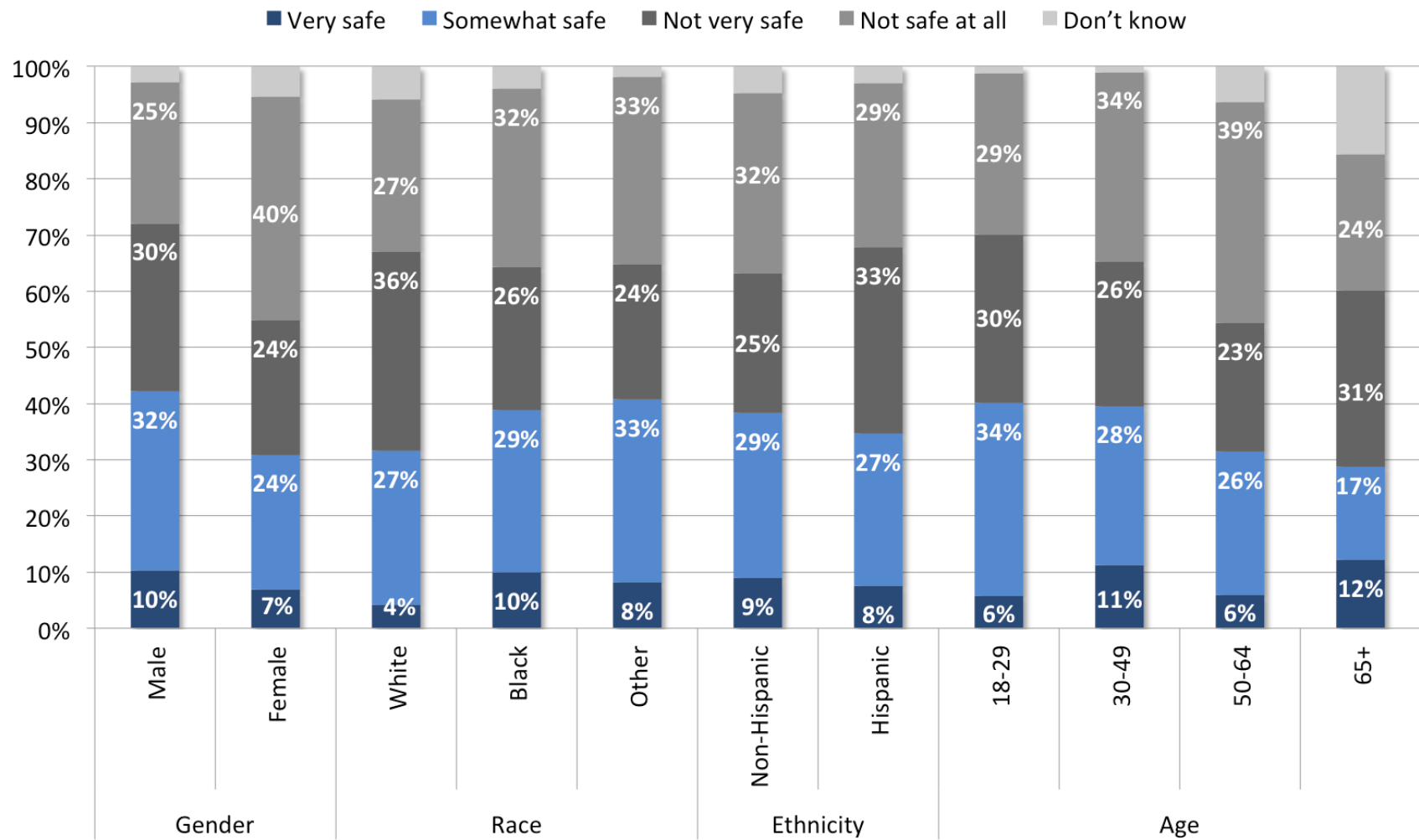
2.10 Safety in Neighborhood During Nighttime by Ward and Precinct



2.11 Safety in Neighborhood During Daytime by Gender, Race, Ethnicity, and Age



2.12 Safety in Neighborhood During Nighttime by Gender, Race, Ethnicity, and Age



lived in the city for a few decades, about a third feel safe at some level in their neighborhood at night – though “somewhat” responses outnumber “very” responses three to one.

Those with children in the household feel less safe in their neighborhood than those without children. During the day, 78 percent (22 percent “very,” 56 percent “somewhat”) of those with children feel safe at some level, versus 82 percent of those without children (31 percent “very,” 51 percent “somewhat”). While a majority of neither group feels safe in their neighborhood at night, those without children feel a bit safer – 40 percent (9 percent “very,” 31 percent “somewhat”) versus 30 percent (7 percent “very,” 23 percent “somewhat”), respectively.

Perceptions of neighborhood safety during nighttime grow more positive among those with higher levels of education and income.

Crime Victimization Concerns

A majority of residents are at least somewhat **worried they will be a victim of a crime** at some point: 29 percent are “very worried,” and another 36 percent are “somewhat worried”; 23 percent say they are “not very worried,” and 11 percent are “not worried at all.”

Residents in the East and West wards are slightly less likely to be “very” worried – 27 percent and 25 percent, respectively – compared to those living in the Central (35 percent), North (30 percent), and South (30 percent) wards.²⁰

Those in the 3rd and 4th precincts are slightly less likely to be “very” worried (23 percent and 21 percent, respectively) compared to those located in the 1st (33 percent), 2nd (34 percent), or 5th (32 percent) precinct. Residents in the 5th precinct, on the other hand, are the most worried at some level (74 percent say “very” or “somewhat”) compared to those in other precincts. See Figure 2.13.

²⁰ Differences by ward are not statistically significant, however.

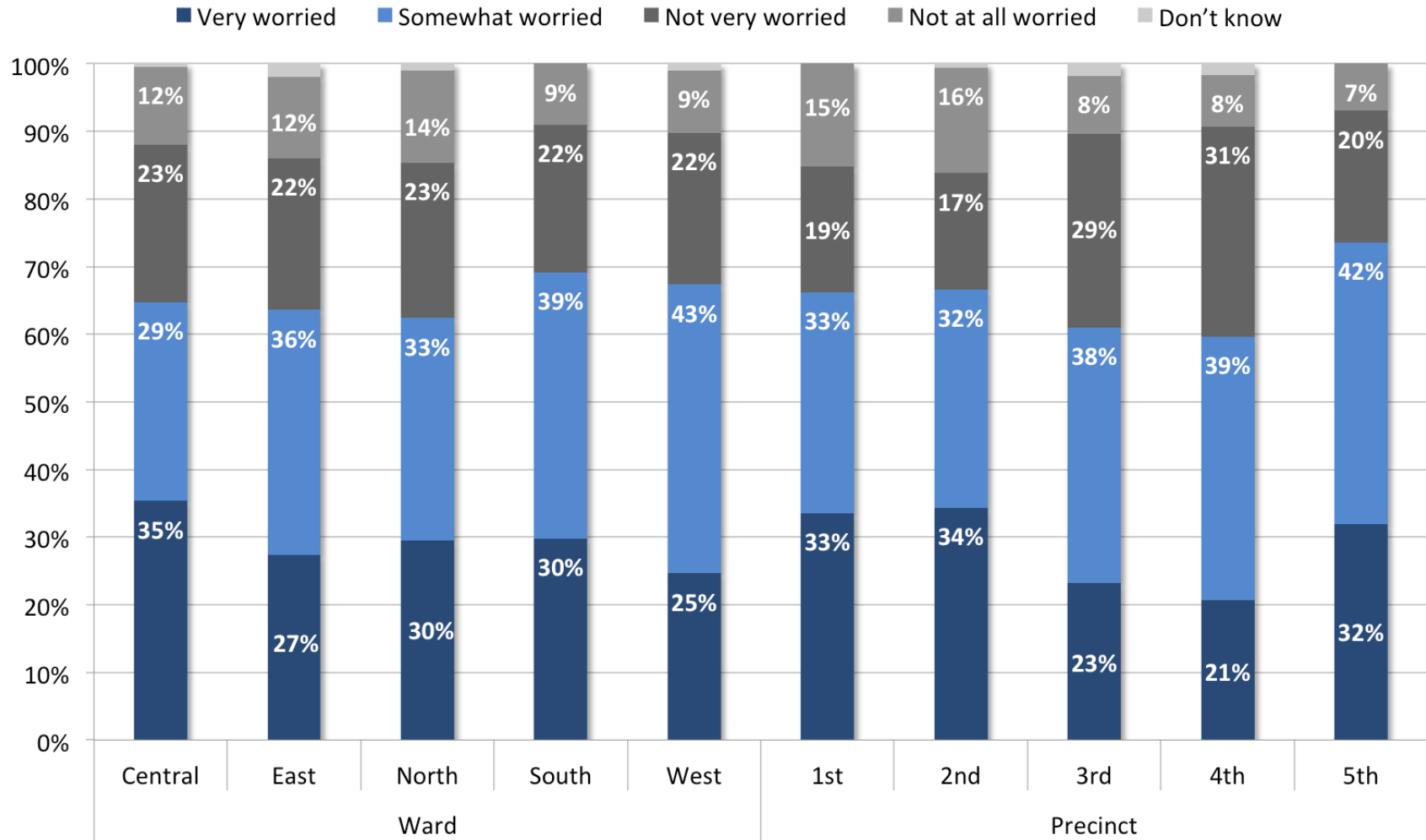
Hispanic residents are more concerned than non-Hispanic residents. Thirty-seven percent of Hispanic residents are “very” worried and another 32 percent are “somewhat” worried that they will be a crime victim. Among non-Hispanic residents, 22 percent are “very” worried, and 41 percent are “somewhat” worried.

Senior citizens are less concerned about being a victim than other age groups: 11 percent are “very” worried,” compared to 24 percent of 18 to 29 year olds, 33 percent of 30 to 49 year olds, and 38 percent of 50 to 64 year olds. See Figure 2.14.

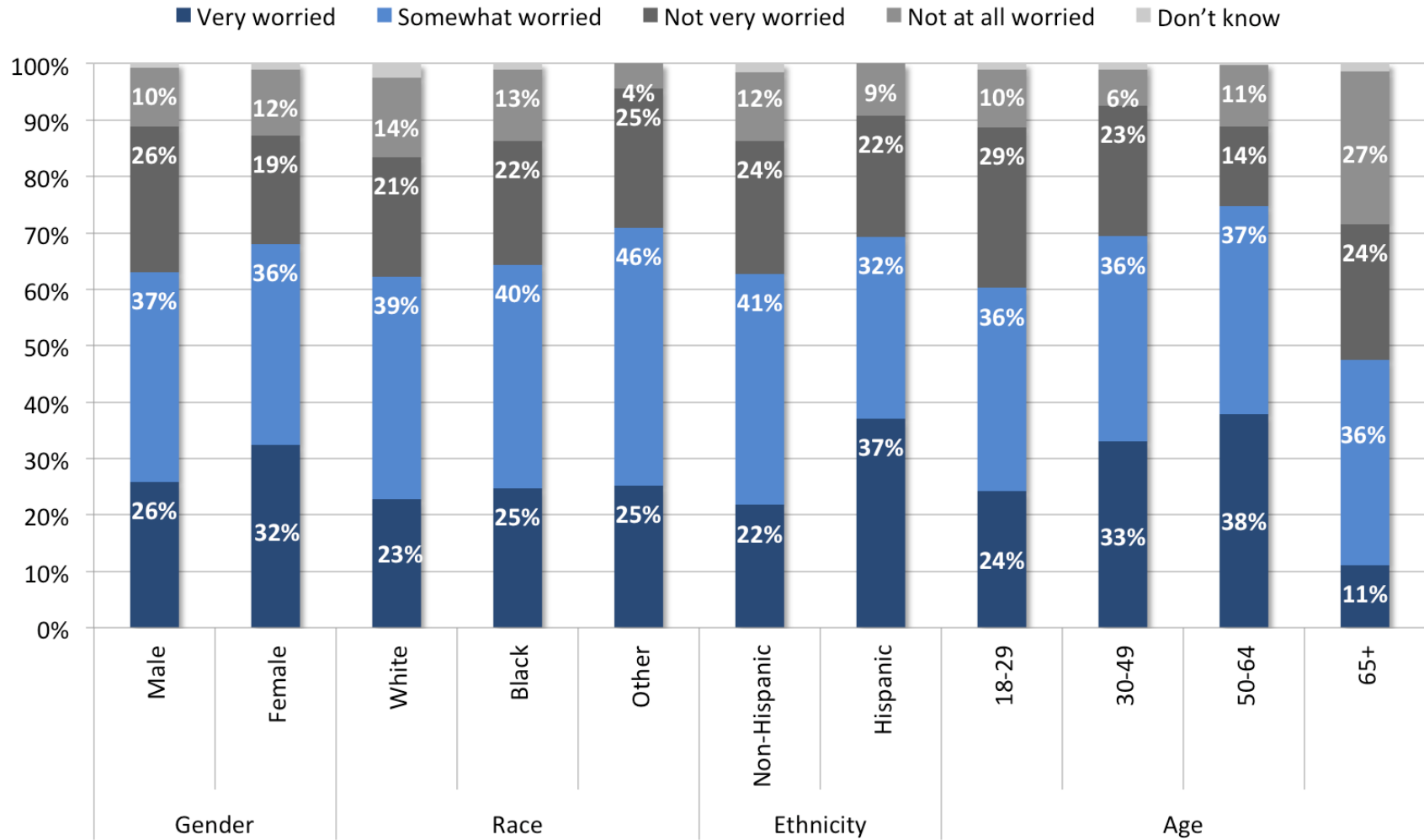
Those in the highest income bracket are also less concerned than those in lower income brackets. Among those making \$55,000 or more annually, 55 percent are worried at some level (20 percent “very,” 35 percent “somewhat”), versus 67 percent among those making under \$15,000 (29 percent “very,” 38 percent “somewhat”), 69 percent among those making \$15,000 to under \$35,00 (36 percent “very,” 33 percent “somewhat”), and 70 percent among those making \$35,000 to under \$55,000 (20 percent “very,” 50 percent “somewhat”).

Residents with children in the household are more concerned about being a victim than those without children – 72 percent (32 percent “very,” 40 percent “somewhat”) to 62 percent (26 percent “very,” 36 percent “somewhat”).

2.13 Worried About Being a Victim of a Crime by Ward and Precinct



2.14 Worried About Being a Victim of a Crime by Gender, Race, Ethnicity, and Age



Willingness to Interact with Officers

Most residents say they would be “very” (64 percent) or “somewhat” (24 percent) likely to **ask a Newark police officer for help if they were in need of assistance**; 8 percent say they would not be very likely, and 4 percent say they would not be likely at all. There are no statistically significant differences by ward or precinct. See Figure 2.15.

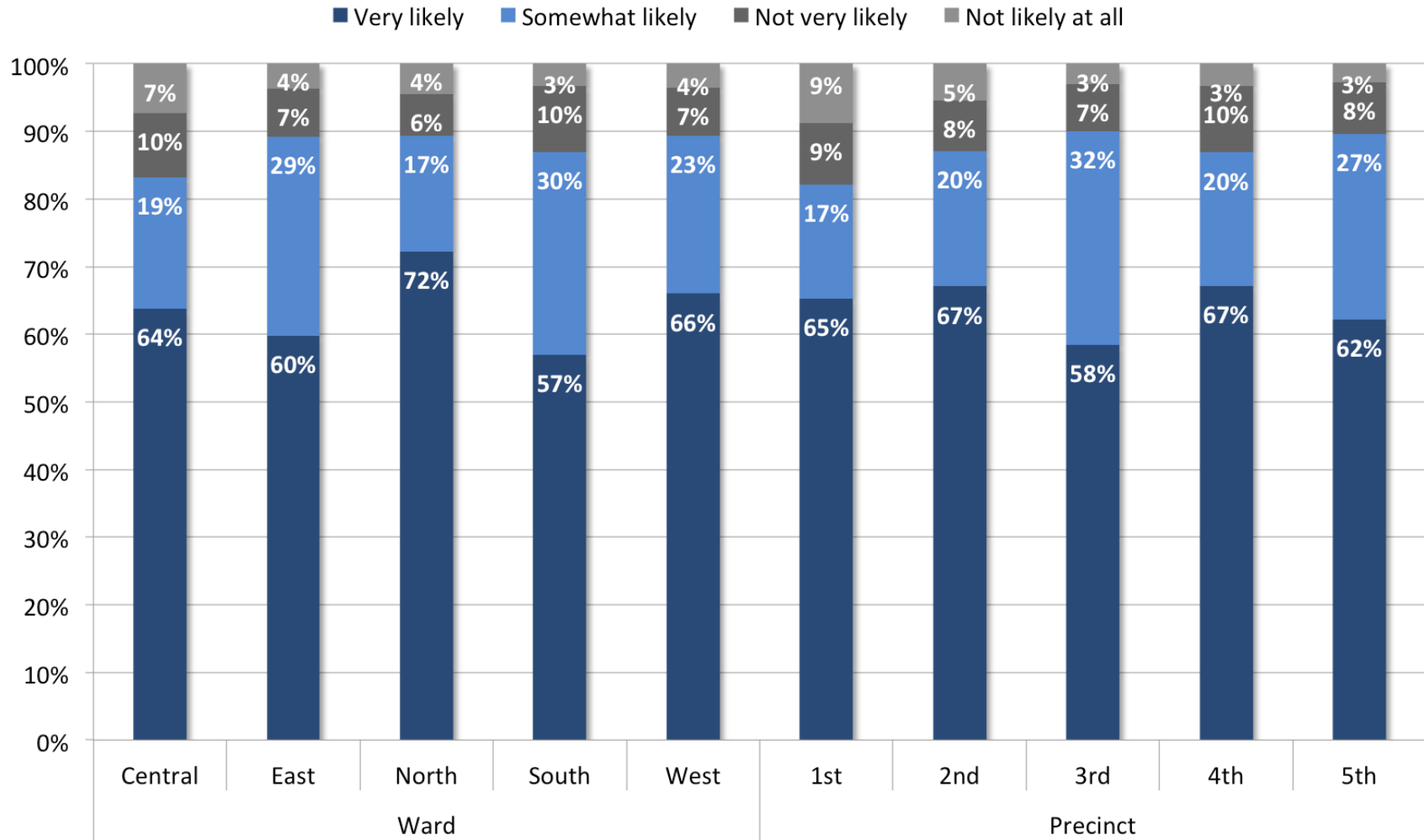
Willingness to interact increases with age: 97 percent of senior citizens say they would be willing at some level (74 percent “very,” 23 percent somewhat), compared to 90 percent of 50 to 64 year olds (69 percent “very,” 21 percent somewhat), 87 percent of 30 to 49 year olds (63 percent “very,” 24 percent somewhat), and 82 percent of 18 to 29 year olds (55 percent “very,” 27 percent somewhat).

Those who give Newark more negative ratings as a place to live, those who do not feel safe in their home, and those who do not feel safe in their neighborhood are all less likely to express a willingness to ask an officer for help compared to their counterparts. See Figure 2.16.

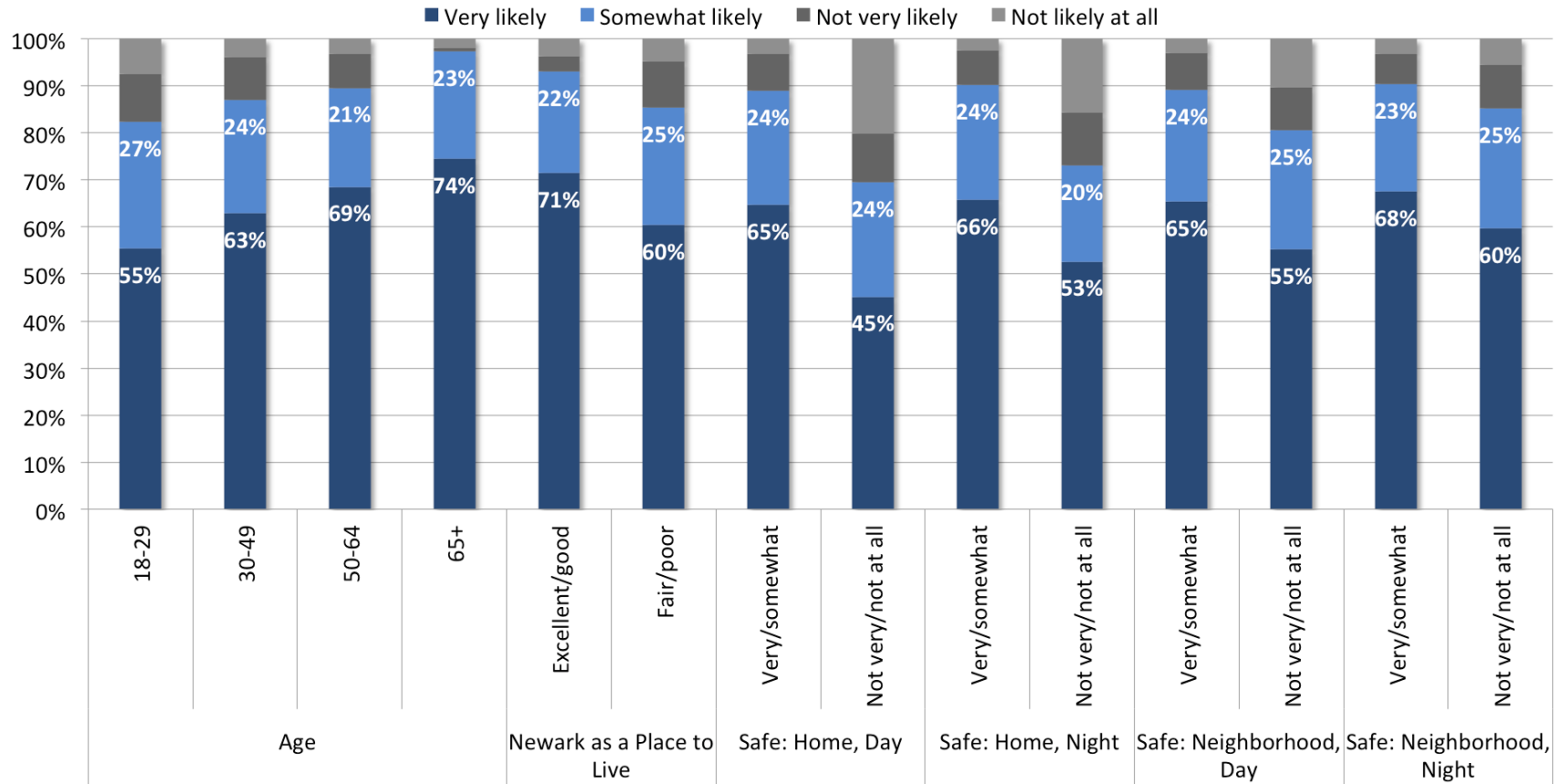
Likelihood of reporting information about a crime to an officer was asked about in two ways: one random half of the sample was asked about it in the context of “witnessing a crime that took place,” while the other random half of the sample was asked about it in the context of “hearing about a crime that took place.” The “split sample” design enables us to observe whether how the question was worded and, relatedly, the context of the situation – actually witnessing a crime firsthand versus simply hearing about it from another source – had any impact on resulting responses.

Among those asked whether they would report information to an officer if they had *witnessed* a crime, 69 percent of residents say they would be “very” likely to do so, and another 20 percent say they would be “somewhat” likely; 6 percent say not very likely, and 4 percent say not likely at all.

2.15 Likelihood of Asking a Newark Police Officer for Assistance by Ward and Precinct



2.16 Likelihood of Asking a Newark Police Officer for Assistance by Age, City Ratings, and Perceptions of Safety



Among those asked whether they would report information to an officer if they had *heard about* a crime, 71 percent of residents say they would be “very” likely to do so, and another 16 percent say they would be “somewhat” likely; 5 percent say not very likely, and 5 percent say not likely at all.²¹

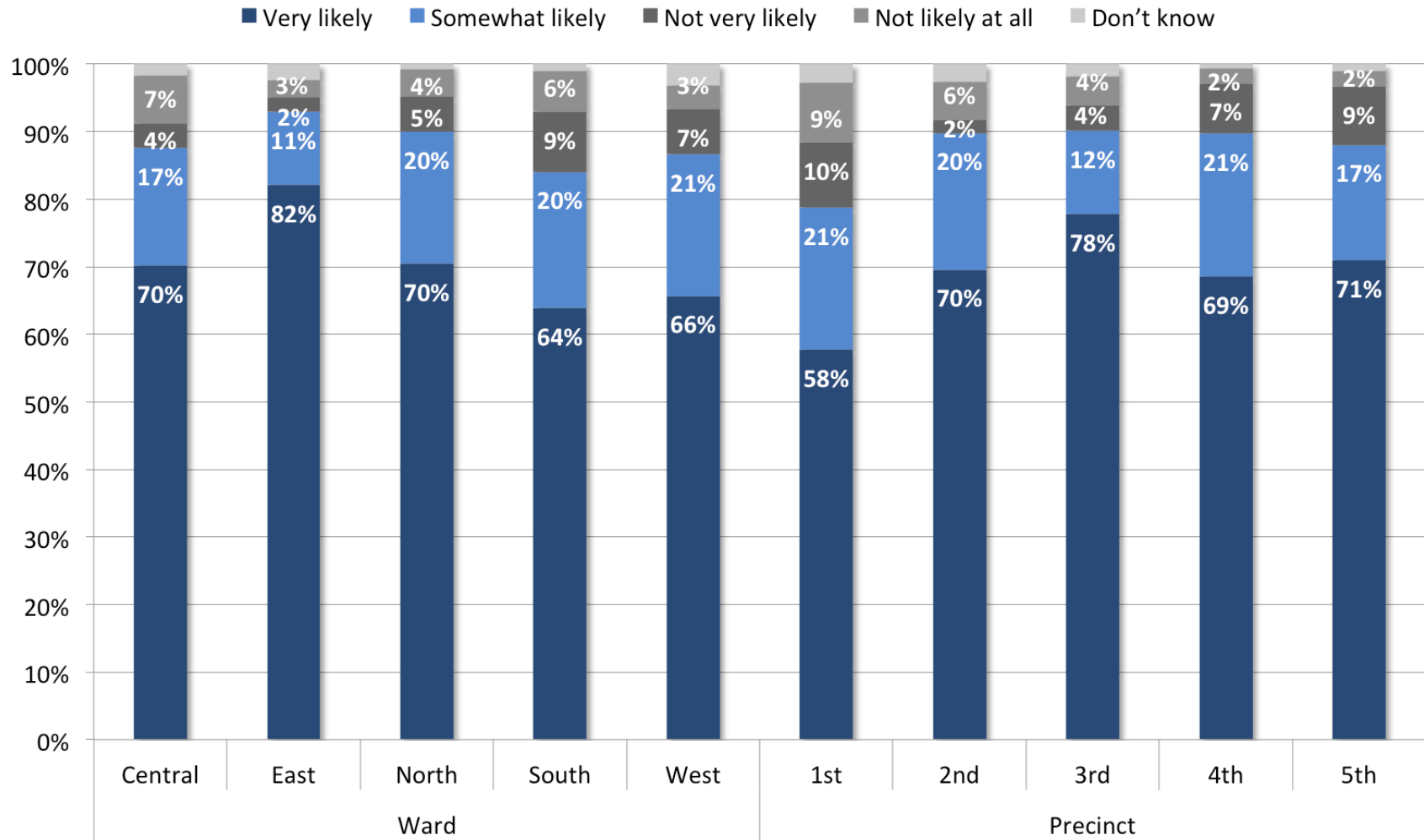
Given that question wording – “witnessing” versus “hearing” about a crime – makes virtually no difference, respondents from the two question versions can be combined in order to assess demographic patterns. Some differences in likelihood of reporting emerge between wards. Residents living in the East ward are most likely to say they would report a crime (82 percent “very likely,” 11 percent “somewhat likely”), while those living in the South ward are least likely (64 percent “very likely,” 20 percent “somewhat likely”). Residents in other wards fall somewhere in between.

There are also disparities by precinct. While those located in the 3rd precinct are the most inclined to say they would be “very” likely to report a crime, those in the 1st precinct are the least inclined to do so – 78 percent, compared to 58 percent. Residents living elsewhere are more in line with those in the 3rd precinct – about nine in 10 residents in almost every precinct expect the 1st precinct say they would be at least “somewhat” likely to report a crime. See Figure 2.17.

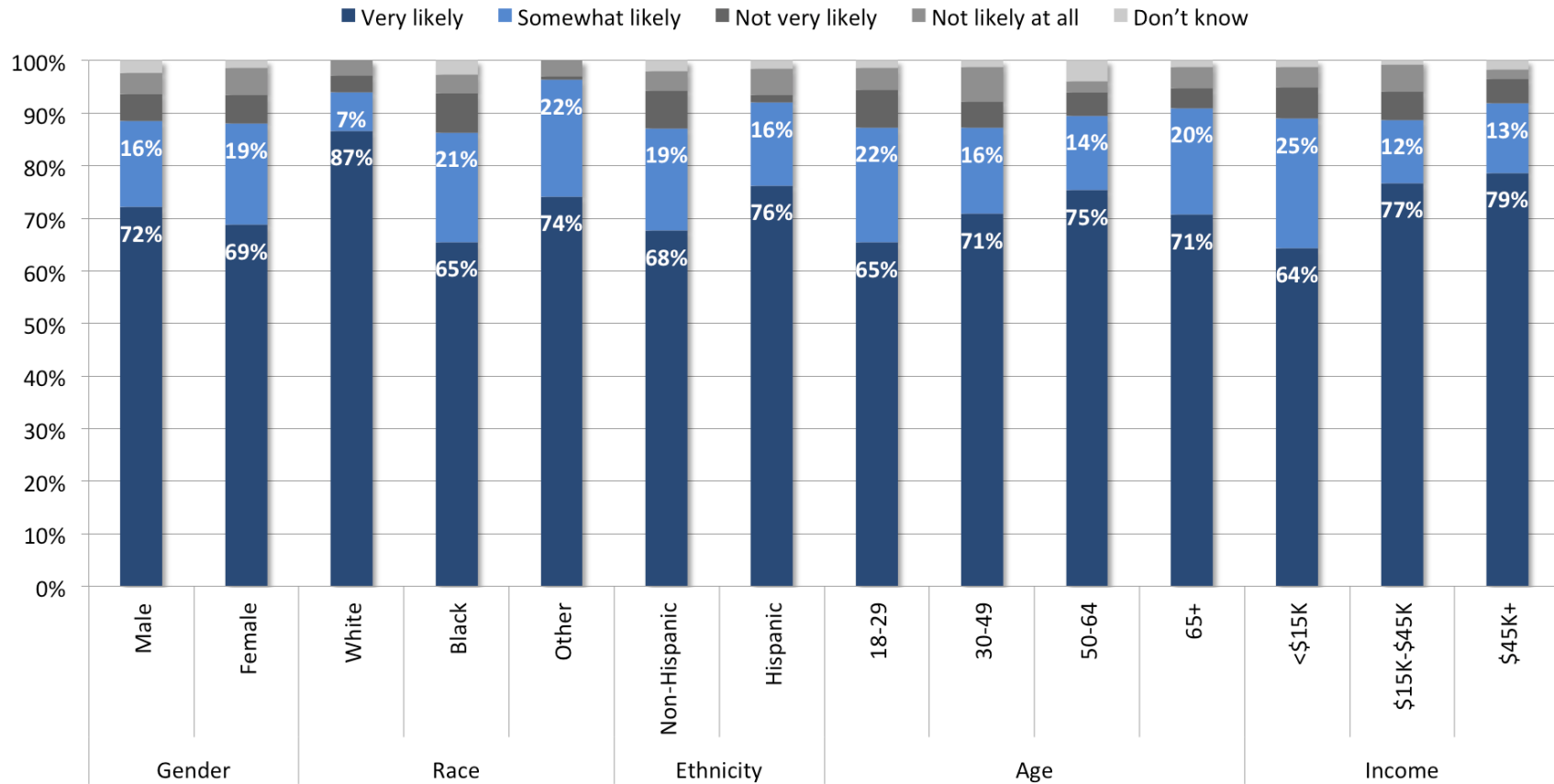
Likelihood also differs by race and ethnicity. White residents are more prone to say they would be “very” likely to report a crime (87 percent) than Black residents (65 percent) or those of another race (74 percent). Likewise, Hispanic residents are more likely to say this than non-Hispanic residents; 76 percent say they would be “very” likely to report a crime, compared to 68 percent. See Figure 2.18.

²¹ Generalizations cannot be made from the demographic breakdowns for each random half of the sample due to small subsample sizes.

2.17 Likelihood of Reporting a Crime by Ward and Precinct



2.18 Likelihood of Reporting a Crime by Gender, Race, Ethnicity, Age, and Income



Younger residents are also less inclined to say they would be “very” likely to report a crime than older residents – 65 percent, compared to 71 percent of 30 to 49 year olds, as well as those 65 years and older, and 75 percent of those 50 to 64 years old.

Those in the lowest income bracket are less likely to say they would report a crime than those in higher income brackets; two-thirds of this group say they would be “very likely,” compared to more than three-quarters of those in households making \$15,000 or more annually.

Those residents who say Newark is a “fair” or “poor” place to live are also less likely than their counterparts to be willing to report a crime – 68 percent are “very likely” among the former versus 76 percent among the latter.

When those residents who say they would be “not very” or “not at all” likely to report a crime in either version are asked why, one in five (20 percent) say something to the effect that it would be pointless and that nothing will happen. One resident stated, “I tried to report things, and no one has done anything about it,” implying that such reporting could have consequences. Another resident said reporting was “waste of time.” “Nothing will happen, nothing will change,” another explained.

Other reasons beyond the futility of it emerge, as well. Sixteen percent mention something about not wanting to intrude in other people’s business. “I’m not a snitch, and I mind my own business,” said one resident. Another 16 percent are just generally afraid to say anything. One resident said they would not report anything because of their “own safety,” a handful of residents specifically cited being “scared,” and one reasoned that “you never know who you are talking to.”

Nine percent say they would not report something because they have no trust in the police. Another 9 percent fear retaliation from criminals. Six percent say it is inconvenient and takes too long. Five percent have had a bad previous experience. “I’ve reported a crime before and

nothing was done. And I reported another crime, and it took police 2 hours to get to the actual scene. They are no help,” said one resident.

Another 5 percent say police simply make matters worse. As one resident explained, “When you have problems and you ask the police, they take you in another direction and you end up becoming a victim.” Another resident felt that the police just “aggravate the situation,” especially in certain wards.

Three percent say they would be unsure if the crime actually occurred – all concentrated among those specifically asked if they would report a crime that they *heard* about but did not witness – and another three percent would not report anything because they feel the police do not keep the information private. “When you report something, it is not really confidential,” one respondent said. “They let it get out.”

About two percent fear the police would harm them; as one respondent stated, “They victimize innocent people.” Two percent say it would depend on the crime. Four percent mention something other than the aforementioned categories.²²

Visibility of Police Officers

Presently, 41 percent of residents report **seeing officers on foot or in a car patrolling in their neighborhood** at least once a day, 19 percent report seeing officers several times a week, 10 percent claim once or twice a week, 14 percent say a few times a month, and 4 percent once a month; 10 percent claim they never see officers around their neighborhood in a typical month (see Figure 2.19 and 2.20).

Few differences exist between key subgroups. While almost all residents have seen officers patrolling at least once a month, residents living in the East and South wards are slightly more

²² Given the small number of residents who answered this question, demographic breakdowns cannot be analyzed with any statistical confidence.

likely to see officers at least once a month (91 percent and 93 percent, respectively) than those living in the Central (84 percent), North (87 percent), and West wards (86 percent).²³ Those living in the 1st and 5th precincts are also slightly more likely to report seeing officers at least once a month (each at 91 percent) than those living elsewhere.

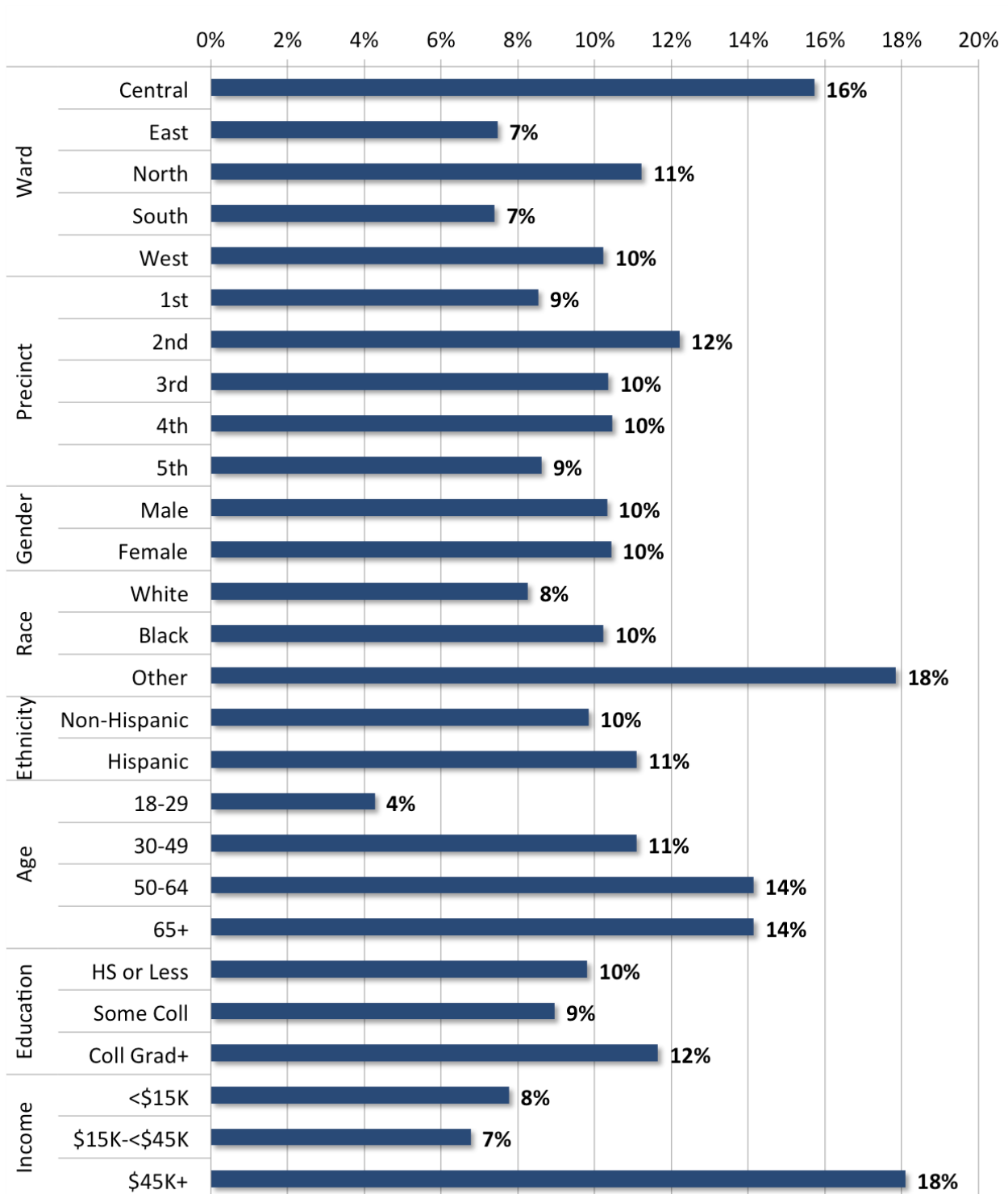
Black residents are slightly more likely than others to report seeing officers once a week or more – 71 percent versus 60 percent each of white residents and residents of any other race. Yet white residents are more likely than others to report seeing officers a few times a month.

Residents 30 to 49 years old are more likely than other age groups to report seeing officers at least once a day – 45 percent, versus 41 percent of 50 to 64 year olds and 37 percent each of 18 to 29 year olds and those 65 years or older.

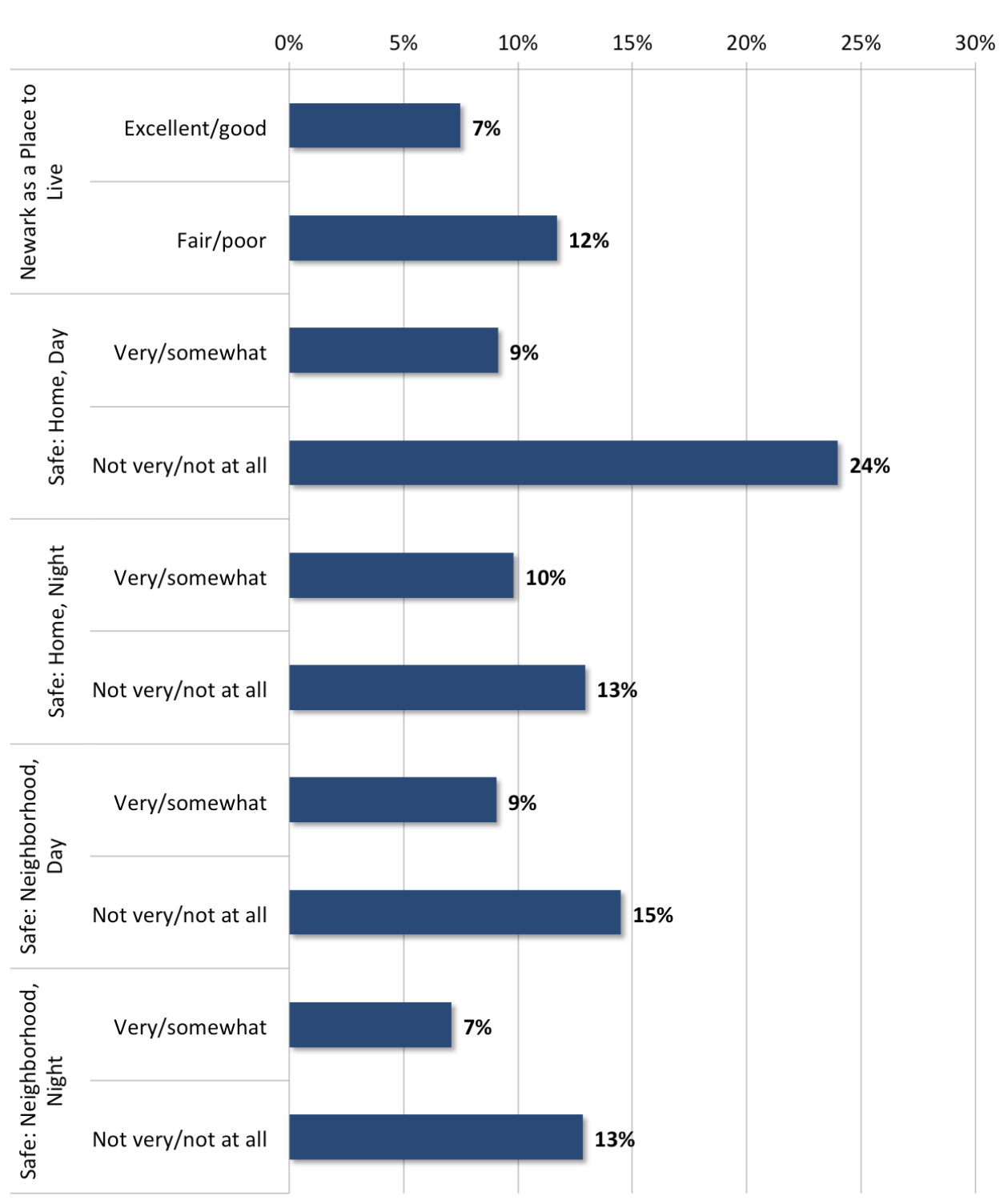
Those who do not feel safe are less likely to report seeing officers on patrol. Among those who feel safe at home in the evening, 45 percent say they see officers at least once a day; 20 percent say the same among those who do not feel safe. Likewise, 44 percent of those who say they feel safe in their neighborhood during the day report seeing officers, compared to 30 percent among those who do not feel safe in their neighborhood during the same time; conversely, 9 percent of the former group say they never see officers, compared to 15 percent of the latter. The same pattern holds regarding feelings of safety in one's neighborhood at night: 53 percent of those who feel "very" or "somewhat" safe say they see officers at least once a day, while 33 percent of those who feel "not very" or "not at all" safe report the same; 7 percent of the former say they never see officers, versus 13 percent of the latter.

²³ These differences are not statistically significant, however.

2.19 Respondents who “Never” See Officers Patrolling Neighborhood in a Typical Month



2.20 Respondents who “Never” See Officers Patrolling Neighborhood in a Typical Month



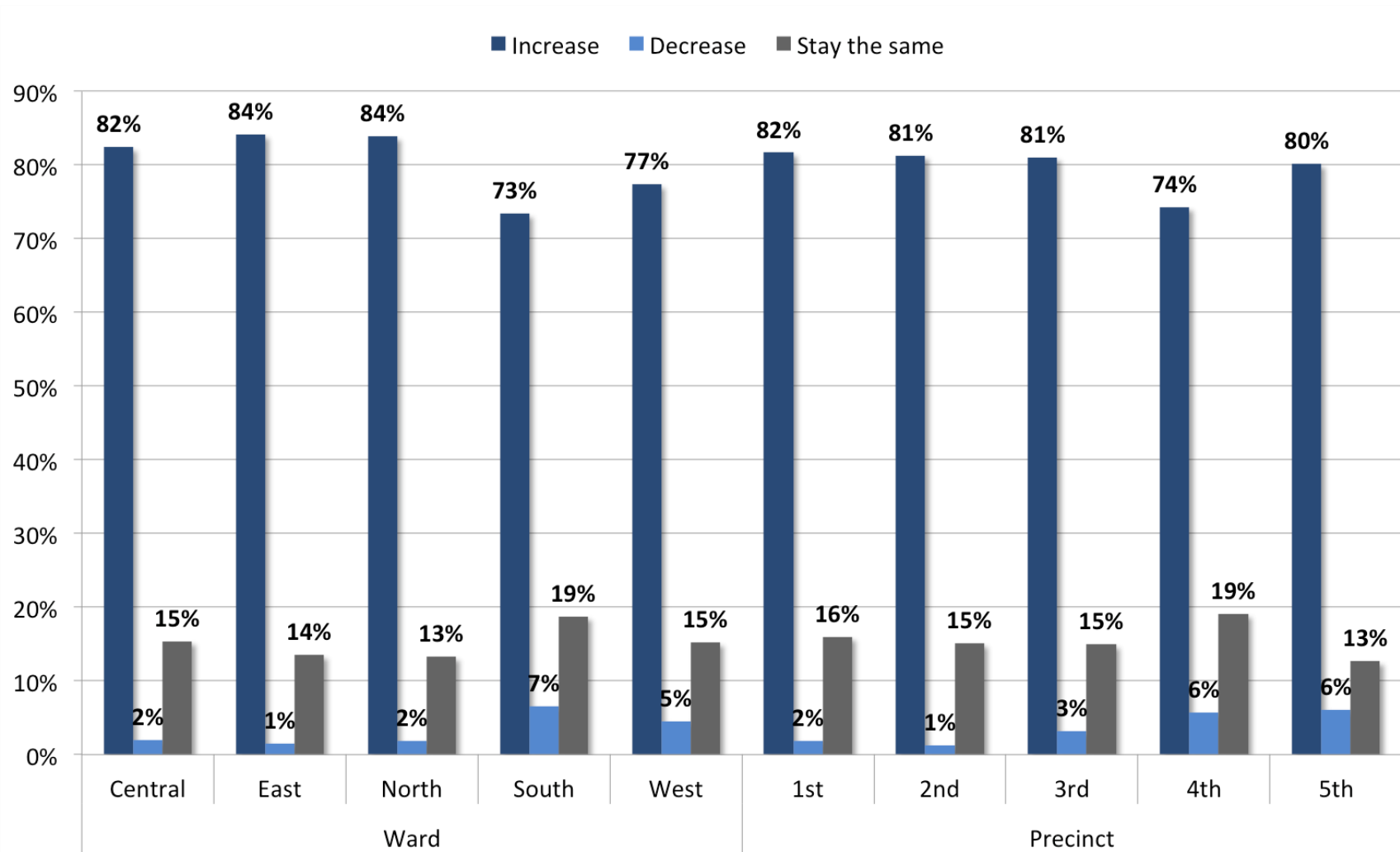
Eighty percent of residents want to see an **increase in the number of officers patrolling** around their neighborhood; 3 percent want to see a decrease in the number of officers, and 15 percent want the number to remain the same. There are no statistically significant differences by ward or precinct. See Figure 2.21.

Residents 50 to 64 years old are more likely than other cohorts to want an increase in the number of officers in their neighborhood – 88 percent, compared to 77 percent of 18 to 29 year olds, 79 percent of 30 to 49 year olds, and 76 percent of those 65 years or older. Residents in households with an annual income of \$15,000 or more are also more likely to support an increase than those in households making less than \$15,000.

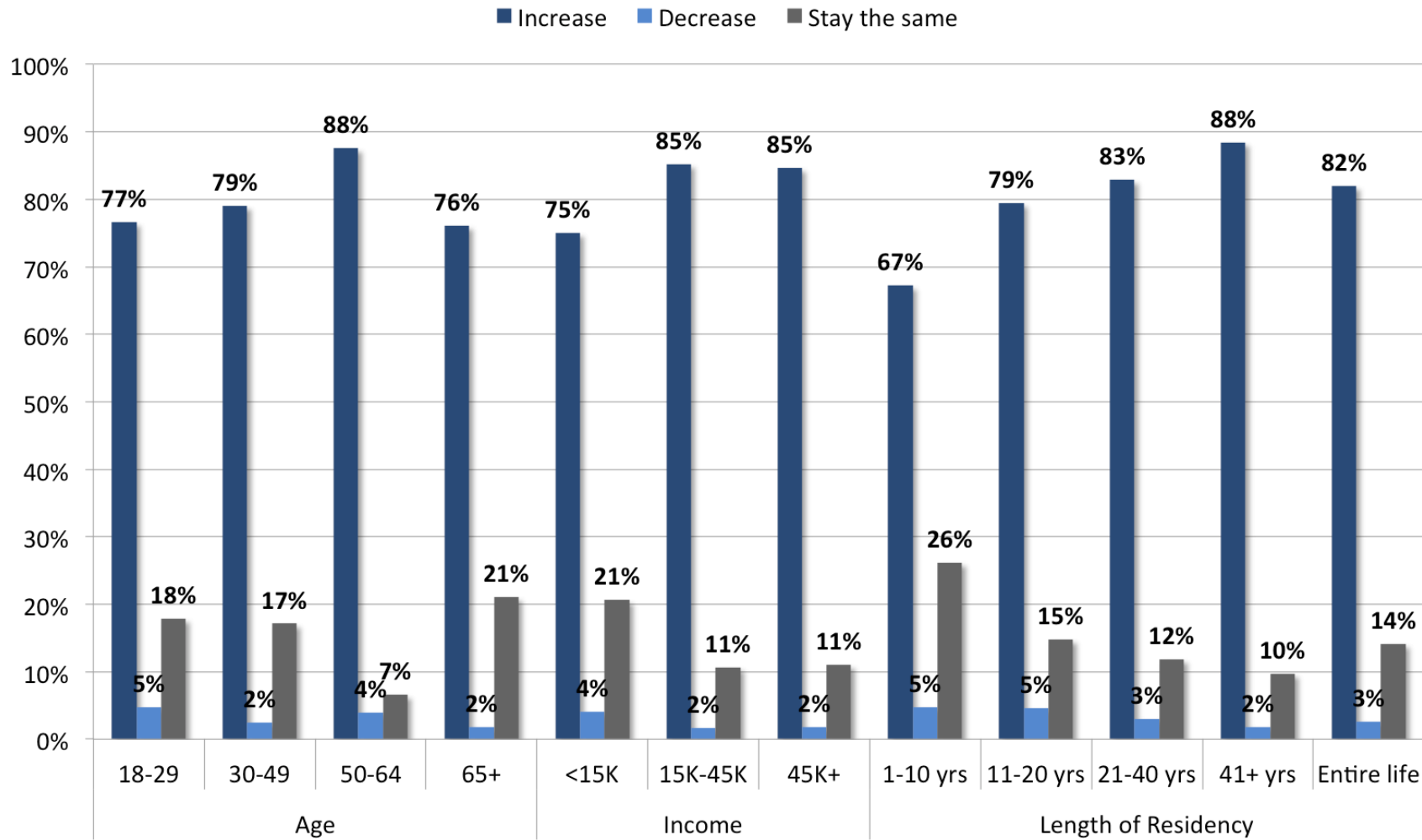
A desire for more officers on patrol increases with the number of years one has lived in Newark – 67 percent among those who have lived in the city 10 years or less, versus 82 percent among those who say they have lived in Newark their entire life.

Those who feel less safe tend to want an increase in the number of officers patrolling their neighborhood. Eighty-nine percent of those who do not feel safe in their home at night want to see an increase, versus 79 percent among those who feel safe in this setting. Similarly, 90 percent of those who do not feel safe in their neighborhood during the day want an increase in the number of officers, compared to 78 percent who feel safe. Likewise, 84 percent among those who do not feel safe in their neighborhood at night want to see an increase, while 76 percent feel the same among those who feel safe in this setting. See Figures 2.22 and 2.23.

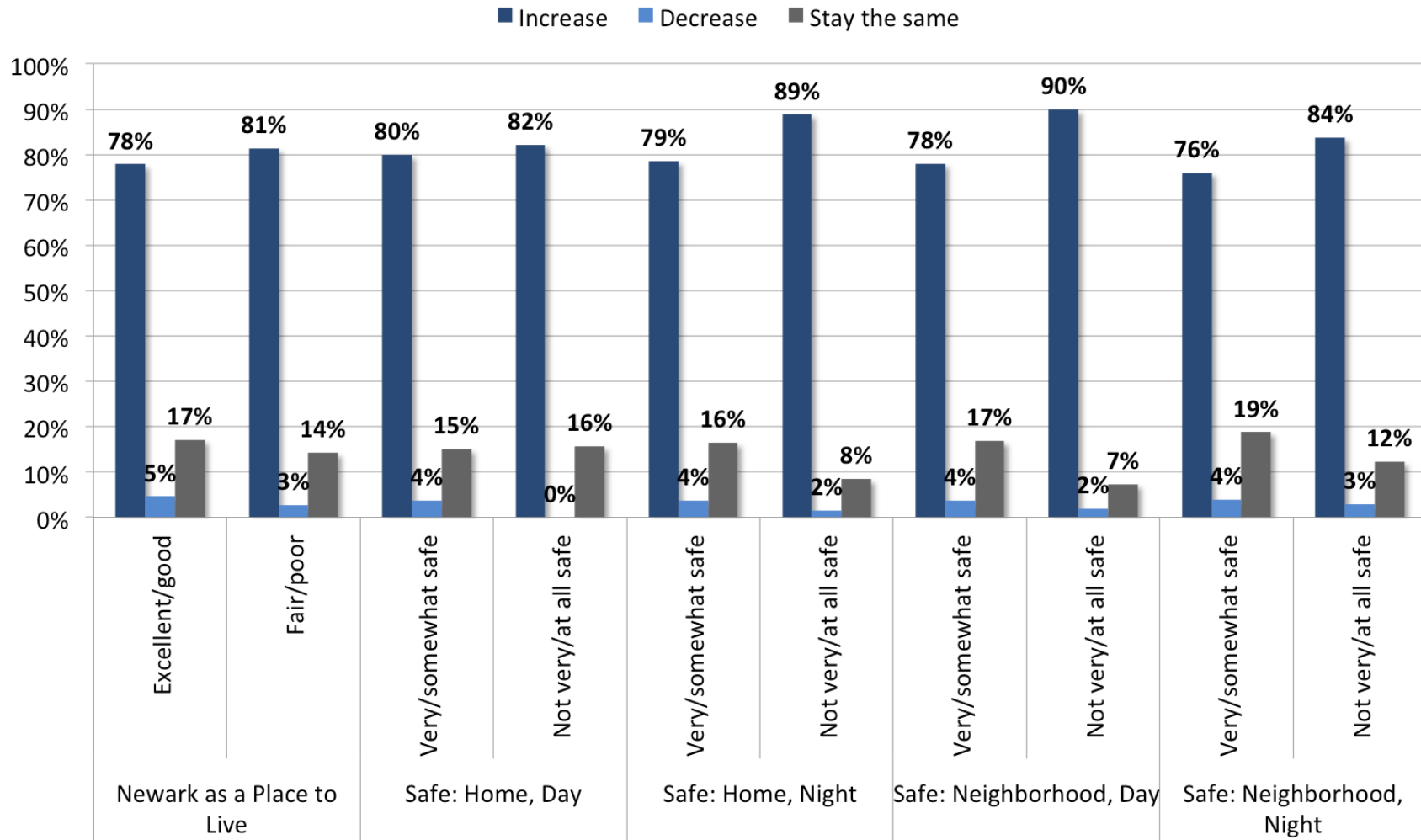
2.21 Increase or Decrease in Number of Officers Patrolling in Neighborhood by Ward and Precinct



2.22 Increase or Decrease in Number of Officers Patrolling in Neighborhood by Age, Income, and Length of Residency



2.23 Increase or Decrease in Number of Officers Patrolling in Neighborhood by Newark Ratings and Perceptions of Safety



3 COMMUNITY EXPERIENCES AND PERCEPTIONS OF POLICE

NPD Performance Ratings

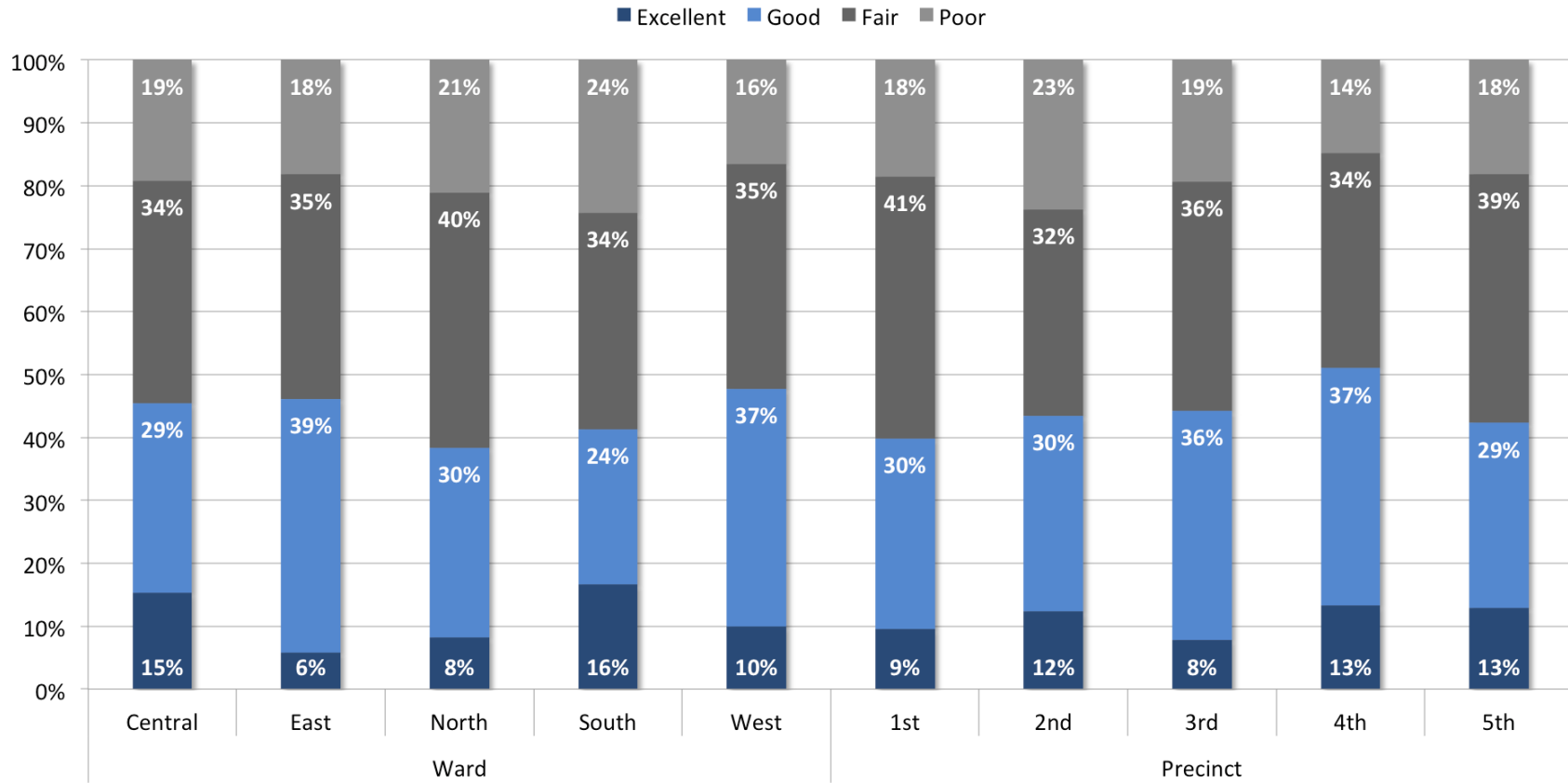
When residents assess the **job the Newark Police are doing serving the people in their neighborhood**, 11 percent believe officers are doing an “excellent” job, and another 32 percent say they are doing a “good” job. Thirty-six percent rate officers in their neighborhood as doing a “fair” job, while 19 percent rate their job as “poor.” Views vary little by ward or precinct (see Figure 3.1).

Senior citizens are slightly more likely than other age groups to give positive ratings: 14 percent of those 65 and older say the police are doing an “excellent” job in their neighborhood, and another 38 percent say “good.” Residents 18 to 29 and 30 to 49 years old are least likely, with 9 percent each saying the police are doing an “excellent” job; another 31 percent of the former and 35 percent of the latter saying they are doing a “good” job.

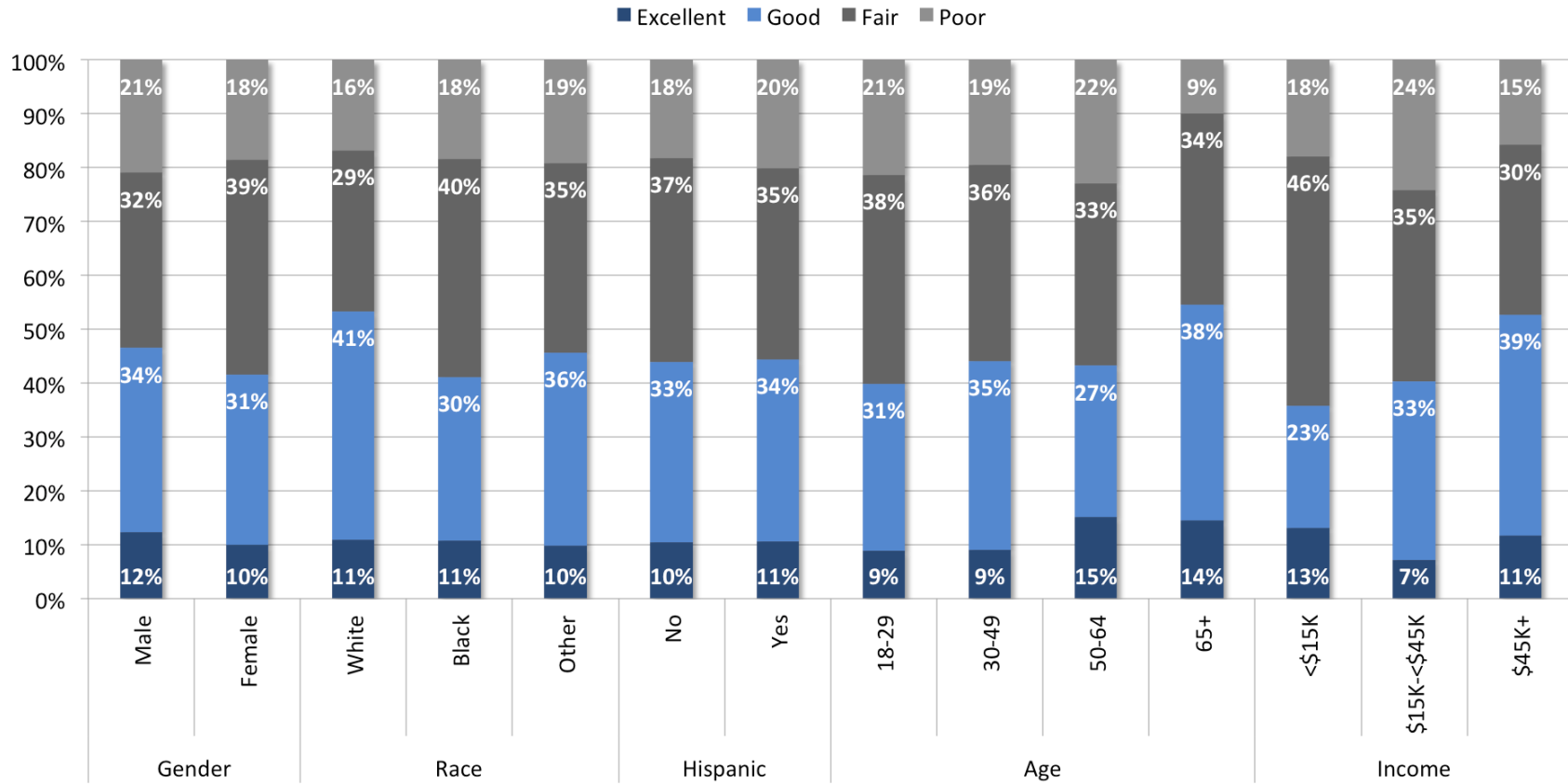
The likelihood of giving a positive rating at some level increases with income – 36 percent among those in households making under \$15,000 (13 percent “excellent,” 23 percent “good”), versus 50 percent (9 percent “excellent,” 41 percent “good”) among those making \$55,000 or more. See Figure 3.2.

When it comes to the overall **job Newark Police are doing serving all the people of Newark**, 8 percent of residents say that officers are doing an “excellent” job in the city, while another 27 percent say they are doing a “good” one. Forty-two percent rate their service as “only fair,” and 18 percent rate their service as “poor.”

3.1 Newark Police Neighborhood Ratings by Ward and Precinct



3.2 Newark Police Neighborhood Ratings by Gender, Race, Ethnicity, Age, and Income



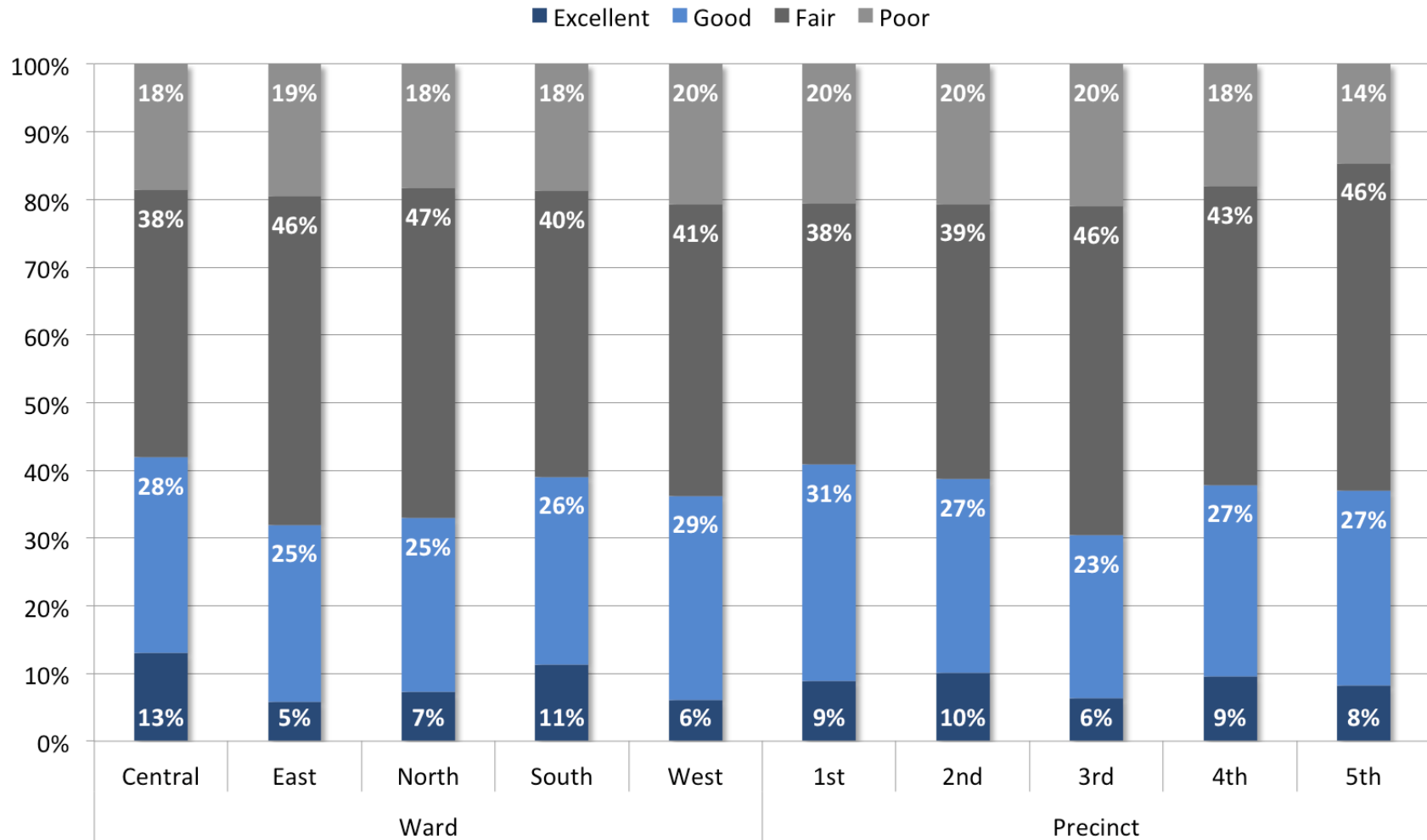
There are differences by ward. Residents living in the East ward are the least likely to give positive ratings to the police: 5 percent rate the job they are doing serving all of Newark as “excellent,” and another 25 percent rate them as “good.” Residents in the Central ward are the most positive, with 13 percent saying the police are doing an “excellent” job and 28 percent saying they are doing a “good” one.

Ratings also vary by precinct. Those living in the 1st precinct are more likely than residents in other areas to give positive ratings: 9 percent say the police are doing an “excellent” job serving Newark as a whole, and another 31 percent say they are doing a “good” job. Those in the 3rd precinct, on the other hand, are least likely to feel this way (6 percent “excellent,” 23 percent “good”). See Figure 3.3.

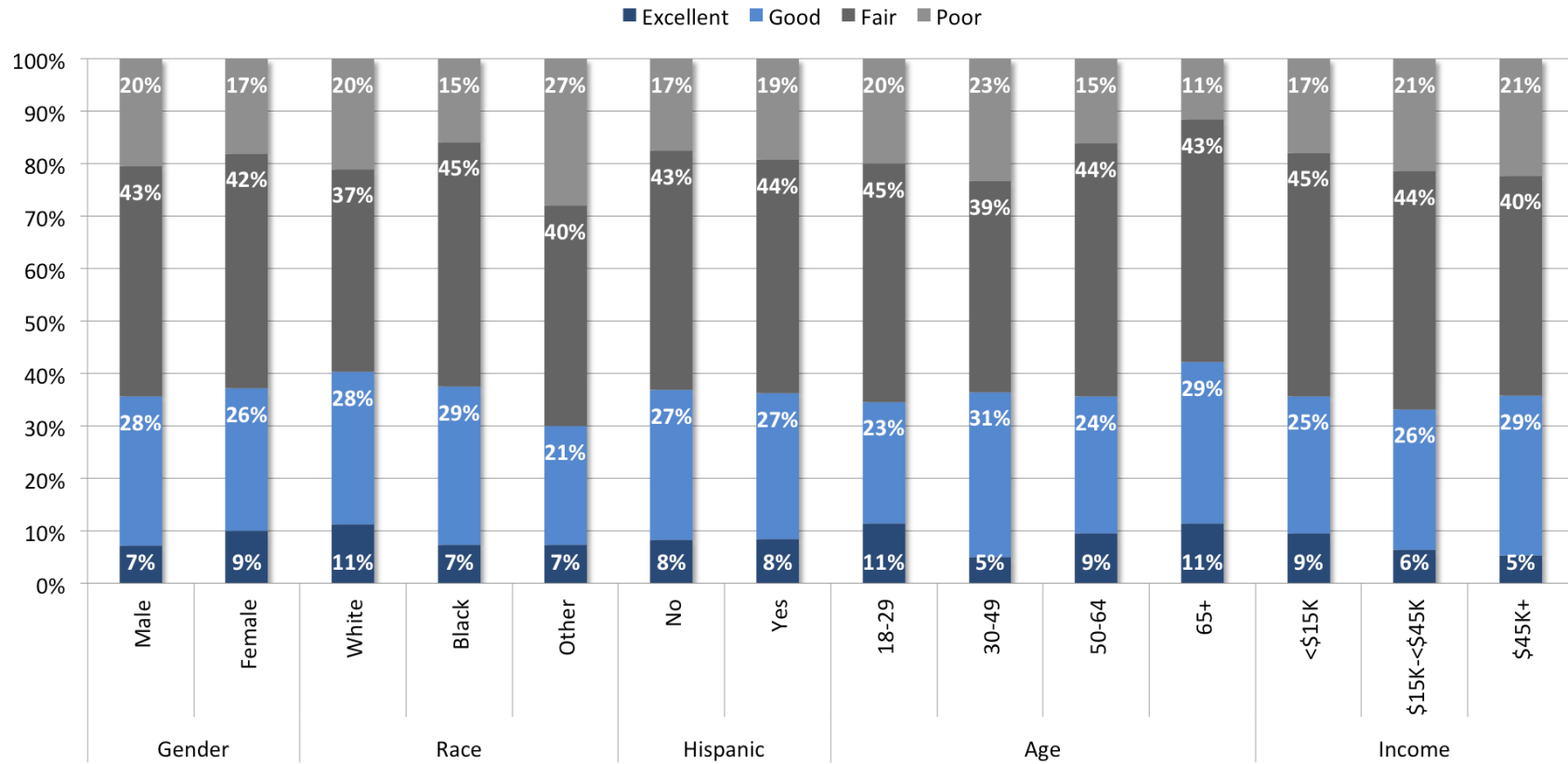
Age plays a role, as well. Senior citizens are slightly more likely than younger residents to feel the police are doing an “excellent” (11 percent) or “good” (29 percent) job serving the city as a whole. Residents 50 to 64 years old are a bit less likely than others to feel this way: 9 percent rate the job the police are doing as “excellent,” and another 24 percent say “good.” See Figure 3.4.

Residents who give the police a positive rating for the job they are doing in their own neighborhood are also more likely to give the police a positive rating for how they are doing serving Newark overall. Among those residents who say the police are doing an “excellent” or “good” job in their neighborhood, 18 percent say they are doing an “excellent” job and another 51 percent say they are doing a “good” job throughout the entire city. On the other hand, those who say the police are doing an “only fair” or “poor” job in their neighborhood are also more likely to give the police a negative rating for how they are doing serving all of Newark: 1 percent of this group says the police are doing an “excellent” job and another 8 percent say a “good” job, while 58 percent of this same group say they are doing “only fair” and 31 percent “poor.”

3.3 Newark Police City Ratings by Ward and Precinct



3.4 Newark Police City Ratings by Gender, Race, Ethnicity, Age, and Income



Twenty-seven percent of residents believe Newark police officers have “a lot” of **impact on lowering the city’s crime rate**, and 34 percent believe they have “some” impact. Twenty-two percent think officers have “a little” impact on lowering Newark’s crime rate, while 12 percent say officers have “none at all.”

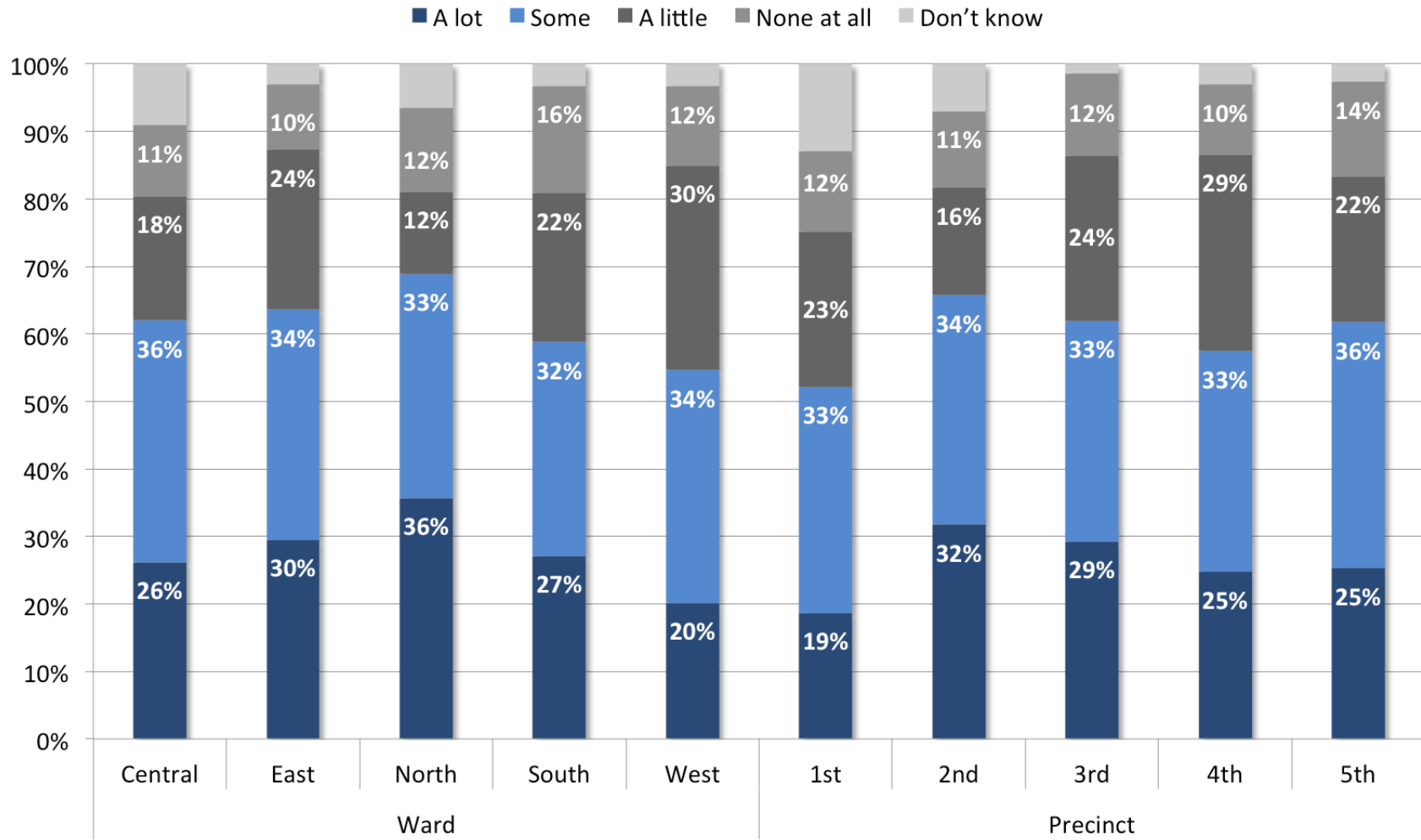
Beliefs about how much impact police have on lowering crime vary by ward. Residents living in the West ward are less likely than those in other wards to believe the NPD has an impact – 20 percent say “a lot” of impact, and 34 percent say “some”; 30 percent say “a little,” and 12 percent say “none at all.” Residents in the North ward, on the other hand, are the most likely to believe the NPD has an impact: 36 percent say “a lot” of impact, and 33 percent say “some,” while 12 percent say “a little,” and 12 percent say “none at all.”

Which precinct residents live in also makes a difference. Those in the 1st precinct are the least likely to believe the NPD has “a lot” of (19 percent) or “some” (33 percent) impact on lowering the crime rate compared to residents in other precincts. Residents in the 2nd precinct, on the other hand, are most likely to believe this: 32 percent say the NPD has “a lot” of impact, and another 34 percent say “some” impact. See Figure 3.5.

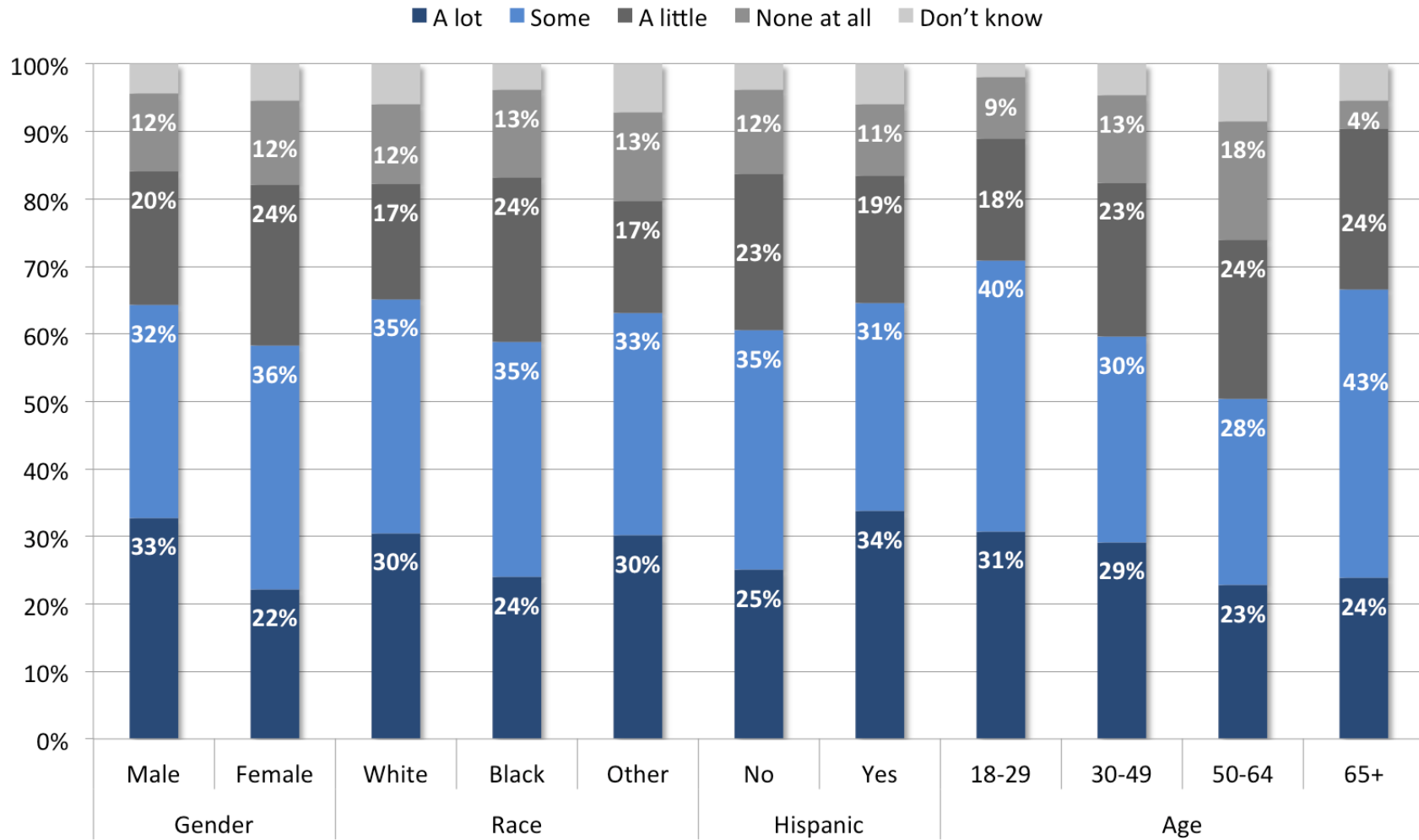
Views also differ by gender. Thirty-three percent of male residents believe officers have “a lot” of impact in Newark (another 32 percent say “some”), compared to 22 percent of female residents who say the same (another 36 percent say “some”).

Age also plays a role. Residents 18 to 29 years old are the most likely to believe that officers in Newark have an impact on crime – 31 percent say “a lot,” and 40 percent say “some.” Those 50 to 64 years old are the least likely, on the other hand – 23 percent say “a lot,” and 28 percent say “some.” Residents 30 to 49 year olds fall somewhere in the middle (29 percent “a lot,” 30 percent “some”), while senior citizens’ views are more in line with millennials (24 percent “a lot,” 43 percent “some”). See Figure 3.6.

3.5 Impact on Crime by Ward and Precinct



3.6 Impact on Crime by Gender, Race, Ethnicity, and Age



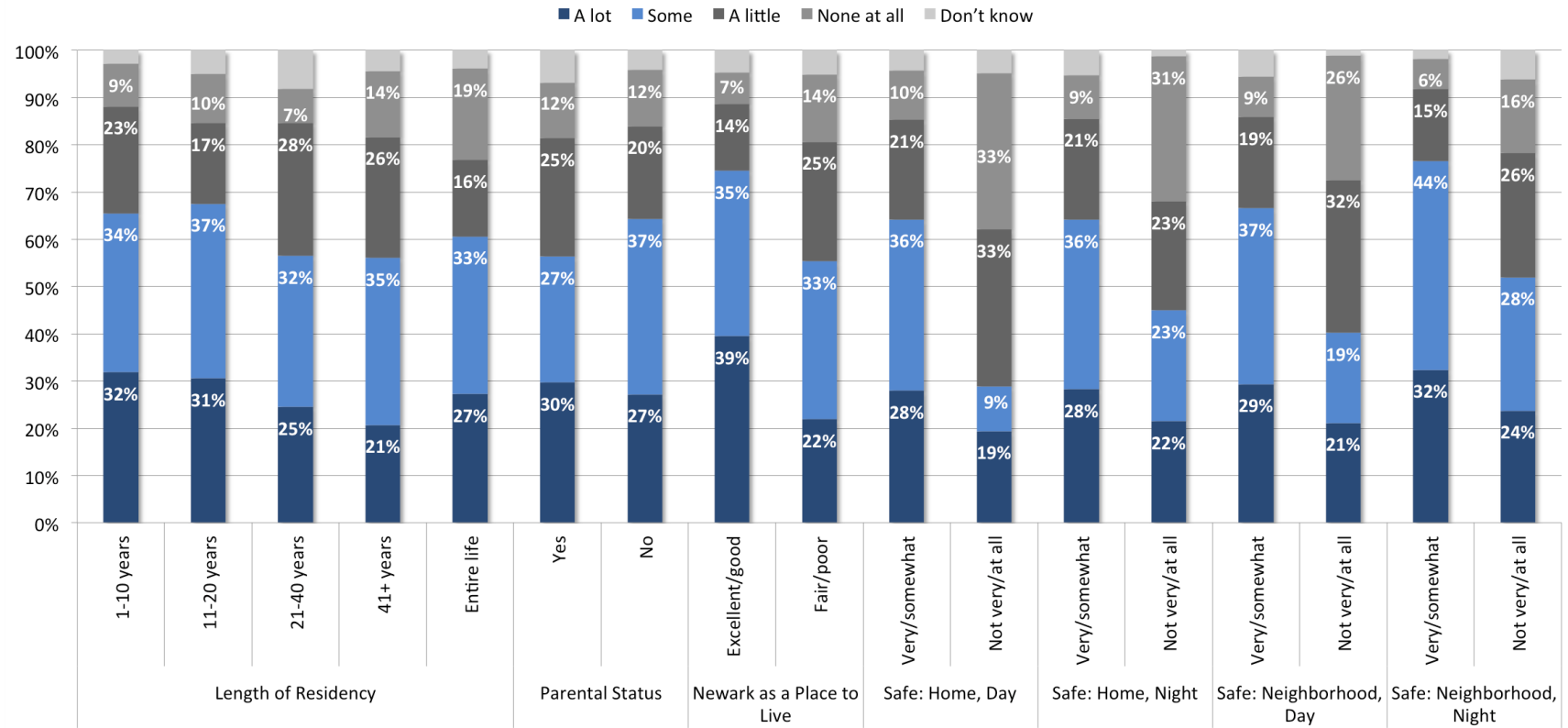
Those who have lived in Newark for a shorter period of time are more likely to believe that the NPD has an impact on lowering crime in the city. About two-thirds of residents living in the city for 10 years or less say the Newark police have had “a lot” (32 percent) or “some” (34 percent) impact on lowering crime rates; those who have lived in the city between one and two decades feel similarly (31 percent “a lot,” 37 percent “some”). Those who have lived in the city for longer are less likely to feel this way – 57 percent among those in the city for two to four decades (25 percent “a lot,” 32 percent “some”), 56 percent among those in the city four or more decades (21 percent “a lot,” 35 percent “some”), and 61 percent among those who say they have lived in Newark their entire life (27 percent “a lot,” 33 percent “some”).

Those without children in the household are more likely to believe the NPD has had an impact on lowering crime than those with children – 64 percent (27 percent “a lot,” 37 percent “some”) to 57 percent (30 percent “a lot,” 27 percent “some”).

How safe one feels also influences how much of an impact they believe the police have had on crime rates. Those who feel safe in their home during the day or night are more likely to say the police have had “a lot” or “some” impact on lowering crime (64 percent each) than those who do not feel safe (29 percent and 45 percent, respectively). Similarly, those who feel safe in their neighborhood are one-and-a-half times more likely than those who do not feel safe in their neighborhood to believe the NPD is making a difference in lowering crime. Sixty-seven percent of those who feel safe in their neighborhood during the day say that the Newark police have “a lot” (29 percent) or “some” (37 percent) impact, compared to 40 percent among those who do not feel safe (21 percent “a lot,” 19 percent “some”). Likewise, 77 percent of those who feel safe around their neighborhood at night believe the police have an effect on crime (32 percent “a lot,” 44 percent “some”), compared to 52 percent among those who do not feel safe (24 percent “a lot,” 28 percent “some”). See Figure 3.7.

How residents rate the job law enforcement is doing plays a role, as well. Eight in 10 residents who give officers positive ratings – whether in terms of how they are doing serving there

3.7 Impact on Crime by Length of Residency, Parental Status, City Ratings, and Perceptions of Safety



neighborhood or the city as a whole – also believe that the officers have had “a lot” or “some” impact on lowering the city’s crime rate, compared to about half who say the same among those who give officers negative ratings.

Respecting and Trusting the NPD

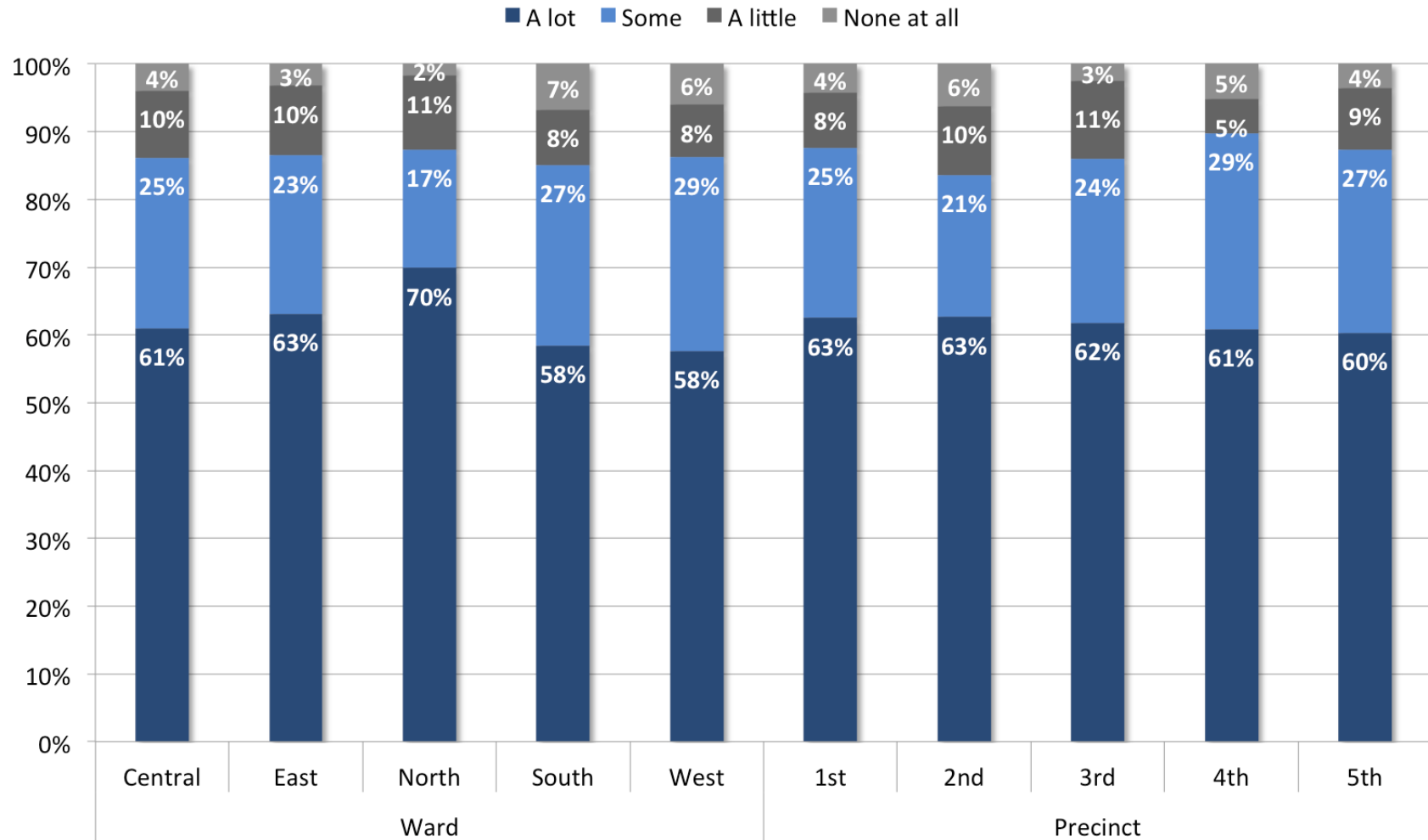
Respect for law enforcement is widespread. Sixty-two percent of residents say they have “a lot” of **respect for Newark police officers**, while another 25 percent say they have “some” respect. Nine percent have “little” respect, and 4 percent have “none at all.” Views vary little by ward or precinct (see Figure 3.8).

Overall, women are a few points more likely than men to say they have some level of respect for officers – 89 percent (61 percent “a lot,” 28 percent “some”) to 84 percent (63 percent “a lot,” 21 percent “some”). White residents are also more likely than Black residents to say they have “a lot” of respect – 71 (15 percent “somewhat”) percent to 56 percent (30 percent “somewhat”). See Figure 3.9.

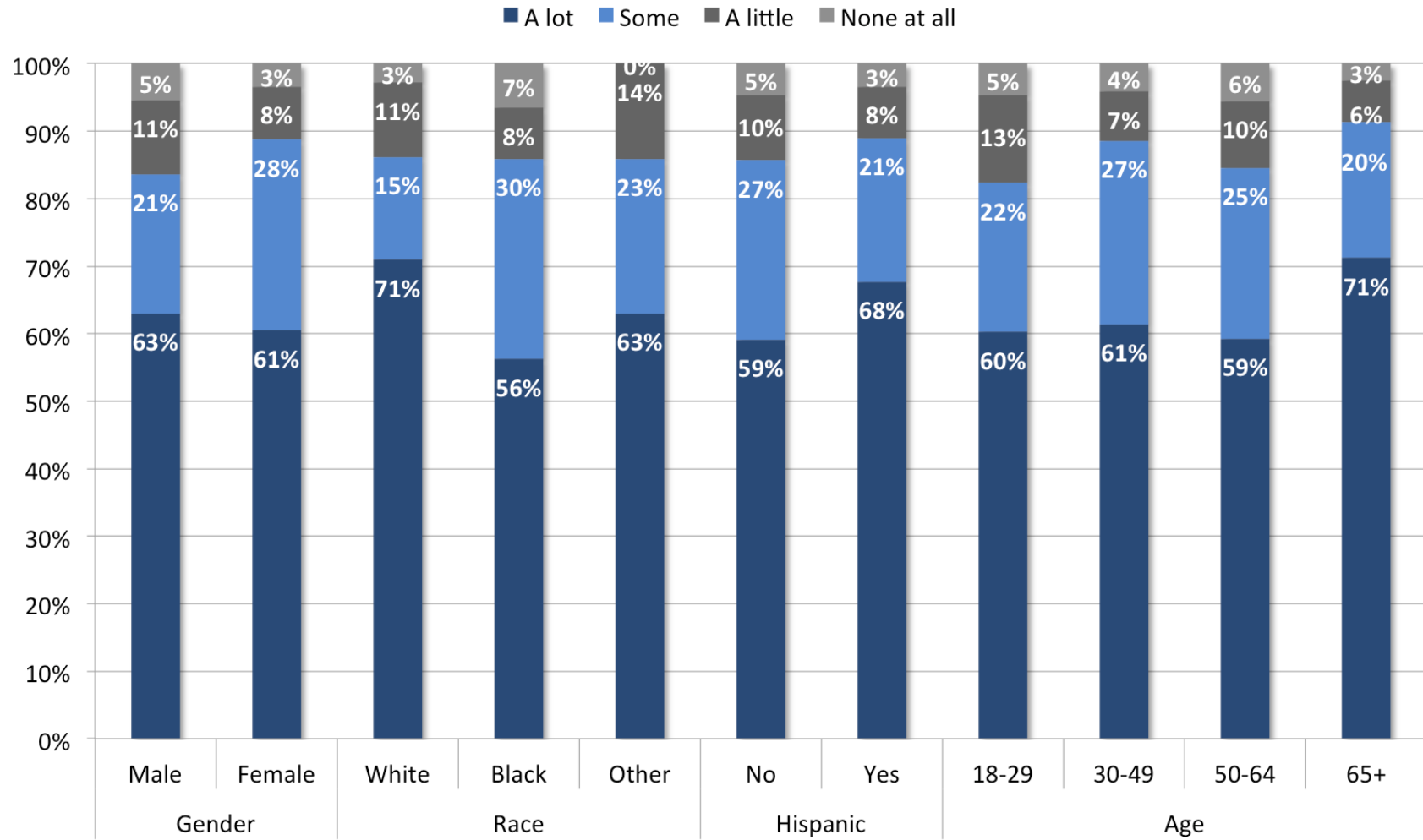
Respect is also influenced by other held views. Residents who rate Newark as an “excellent” or “good” place to live are more likely to say they have respect – 93 percent (73 percent “a lot,” 20 percent “some”), compared to 84 percent (57 percent “a lot,” 27 percent “some”) among those who rate Newark as “fair” or “poor.”

Those who feel safe in their home are also slightly more likely to say they have respect for officers than those who do not feel safe: 88 percent have “a lot” or “some” respect among those who feel safe during the day, versus 71 percent who do not, and 89 percent have “a lot” or “some” respect among those who feel safe at night, versus 67 percent who do not. Likewise, 88 percent of those who feel safe in their neighborhood during the day have “a lot” (64 percent) or “some” (24 percent) respect, compared to 79 percent who do not feel safe (54 percent “a lot,” 25 percent “some”). See Figure 3.10 and 3.11.

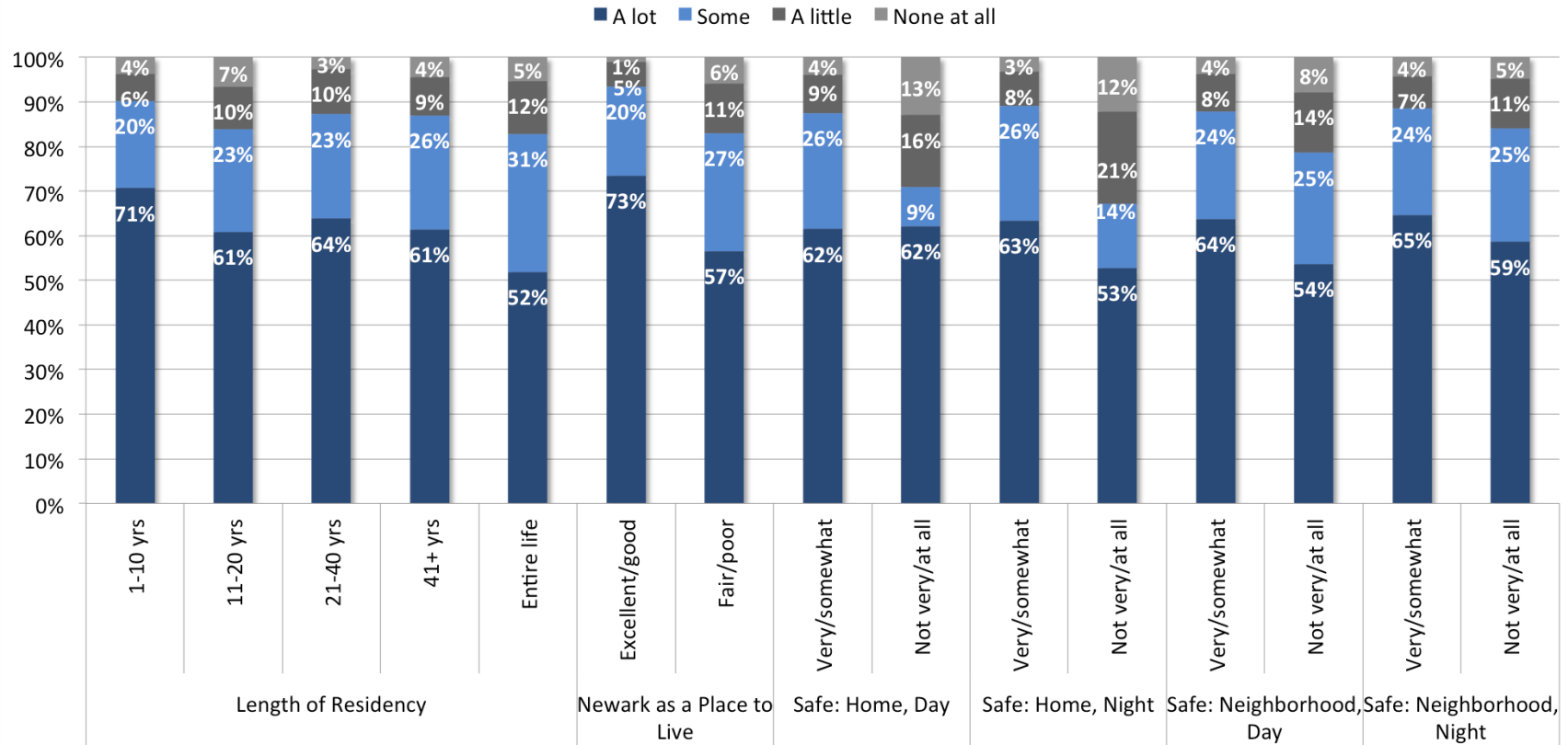
3.8 Respect for Newark Police Officers by Ward and Precinct



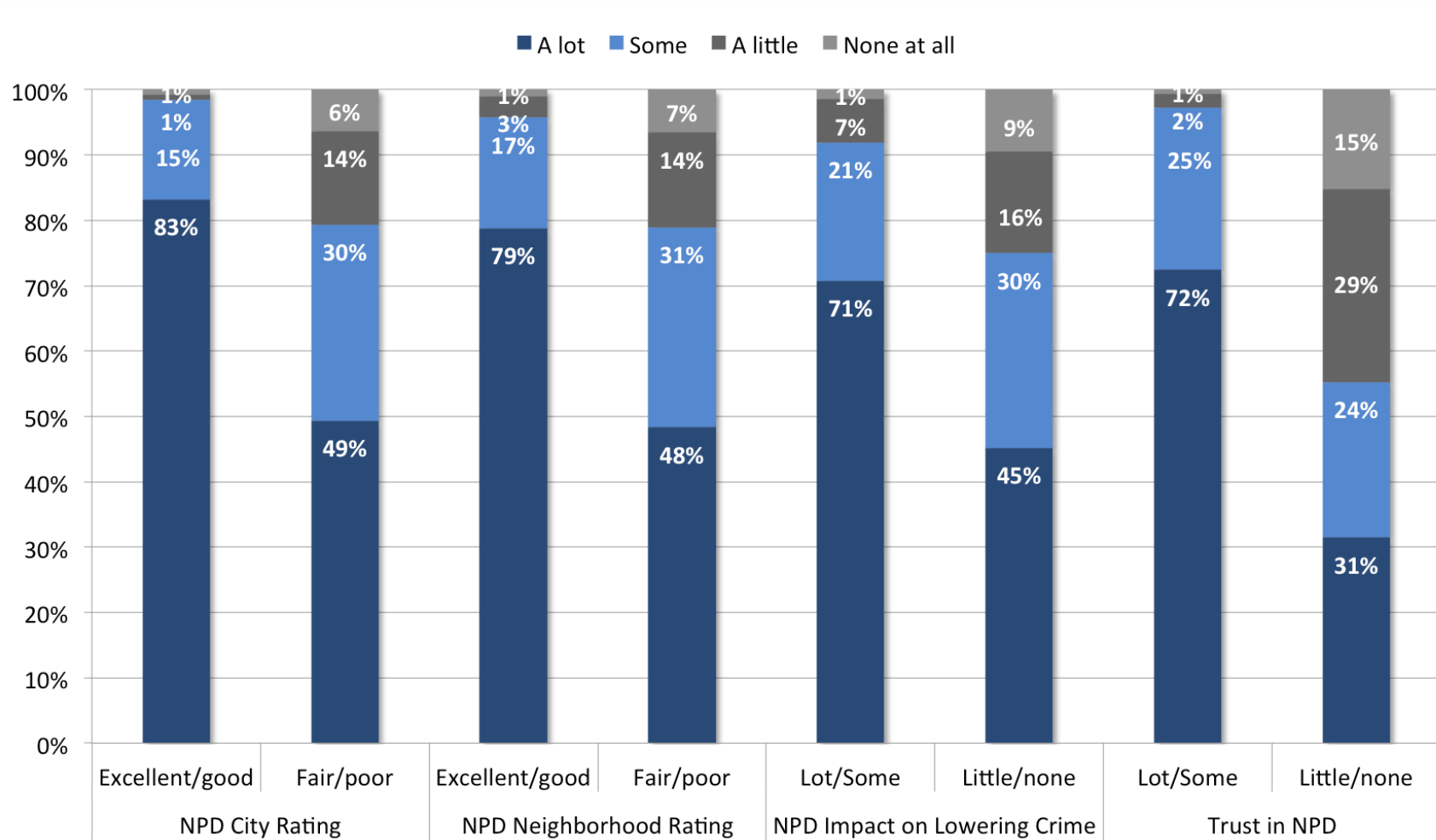
3.9 Respect for Newark Police Officers by Gender, Race, Ethnicity, and Age



3.10 Respect for Newark Police Officers by Length of Residency, Newark Ratings, and Perceptions of Safety



3.11 Respect for Newark Police Officers by NPD Ratings, NPD Impact on Crime, and NPD Trust



Differences in respect also emerge between those who give positive ratings to officers and those who give negative ratings. Almost all residents who positively rate officers express “a lot” or “some” respect for them, as well – 98 percent among those who positively rate the job they are doing serving the city and 96 percent among those who positively rate the job they are doing serving their neighborhood. Seventy-nine percent of residents who negatively rate officers across the entire city or in their neighborhood express some level of respect.

Likewise, almost all residents who believe Newark police officers have “a lot” or “some” impact on lowering crime also have “a lot” (71 percent) or “some” (21 percent) respect for the NPD. Those who believe officers have only “a little” impact on crime or “none at all” are less likely to have respect for them, though nevertheless still a majority: 45 percent have “a lot” of respect, and another 30 percent have “some.”

Almost three-quarters of residents say that they have “a lot” (35 percent) or “some” (38 percent) **trust in Newark police**; 17 percent have “only a little” trust, and 9 percent have “no trust at all.”

While majorities across various groups trust the police at some level, trust varies by degree. Those living in the Central (29 percent trust officers “a lot,” 40 percent “some”) and East wards (36 percent trust officers “a lot,” 33 percent “some”) are slightly less likely to trust the NPD than those living elsewhere. Those in the North ward express the most trust – 44 percent have “a lot,” and 34 percent have “some.” Similarly, 33 percent of residents in the West ward have “a lot” of trust in the NPD, and 44 percent in this area have “some.” Seventy percent of residents in the South ward trust the Newark police, split evenly between “a lot” and “some.”

Precinct also makes a difference. Those living in the 5th precinct have the least trust in the NPD: 29 percent say they have “a lot” of trust, and 42 percent say they have “some.” More than a third of all other precincts have “a lot” of trust. Residents in the 4th precinct have the most

trust, with 36 percent saying they have “a lot” and 44 percent saying they have “some.” See Figure 3.12.

Women express more overall trust in the police than men, a combined 77 percent versus 69 percent, though men are a few points more likely to specifically say they have “a lot” of trust (37 percent versus 34 percent of women).

Senior citizens have the most trust in the NPD compared to any other age group – 44 percent have “a lot,” and 38 percent have “some.” Residents 50 to 64 years old are the least trusting, with about two-thirds expressing some level of trust (28 percent “a lot,” 40 percent “some”), while about three-quarters of younger residents feel the same.

Those in the highest income bracket (\$45,000 and over) also have more trust in the NPD than others: 43 percent have “a lot,” and 42 percent have “some.” About three-quarters of those making less than \$15,000 and two-thirds of those making between \$15,000 and \$45,000, trust the Newark police at some level. See Figure 3.13.

About three-quarters of residents trust the NPD at some level no matter how long they have lived in Newark, except for those who have lived in the city for two to four decades (34 percent have “a lot” of trust, 32 percent “some”).

Attitudes about the city, safety, and police force once again influence levels of trust. Eighty-four percent of residents who say Newark is an “excellent” or “good” place to live have “a lot” (53 percent) or “some” (31 percent) trust in the NPD. Those who are more negative about the city are less likely to trust the police: 27 percent have “a lot” of trust, and another 41 percent have “some.”

Those who feel safe in their home at night have more trust for the NPD (38 percent “a lot,” 37 percent “some”) than those who do not feel safe (17 percent “a lot,” 42 percent “some”).

Likewise, 76 percent of residents (38 percent “a lot,” 38 percent “some”) who feel safe walking around their neighborhood during the day and 79 percent (44 percent “a lot,” 35 percent “some”) of those who feel safe walking around at night have some level of trust for the Newark police. Those who do not feel safe in these types of situations are less trustful: 58 percent (23 percent “a lot,” 35 percent “some”) among those who feel unsafe in their neighborhood during the day and 67 percent (28 percent “a lot,” 39 percent “some”) among those who feel unsafe at night.

Residents who give higher ratings to officers are also more likely to trust them. Ninety-four percent of those who say officers are doing an “excellent” or “good” job serving the city and 91 percent who say the same about serving their neighborhood also say they have “a lot” of (62 percent among the former, 58 percent among the latter) or “some” (32 percent among the former, 33 percent among the latter) trust in the NPD.

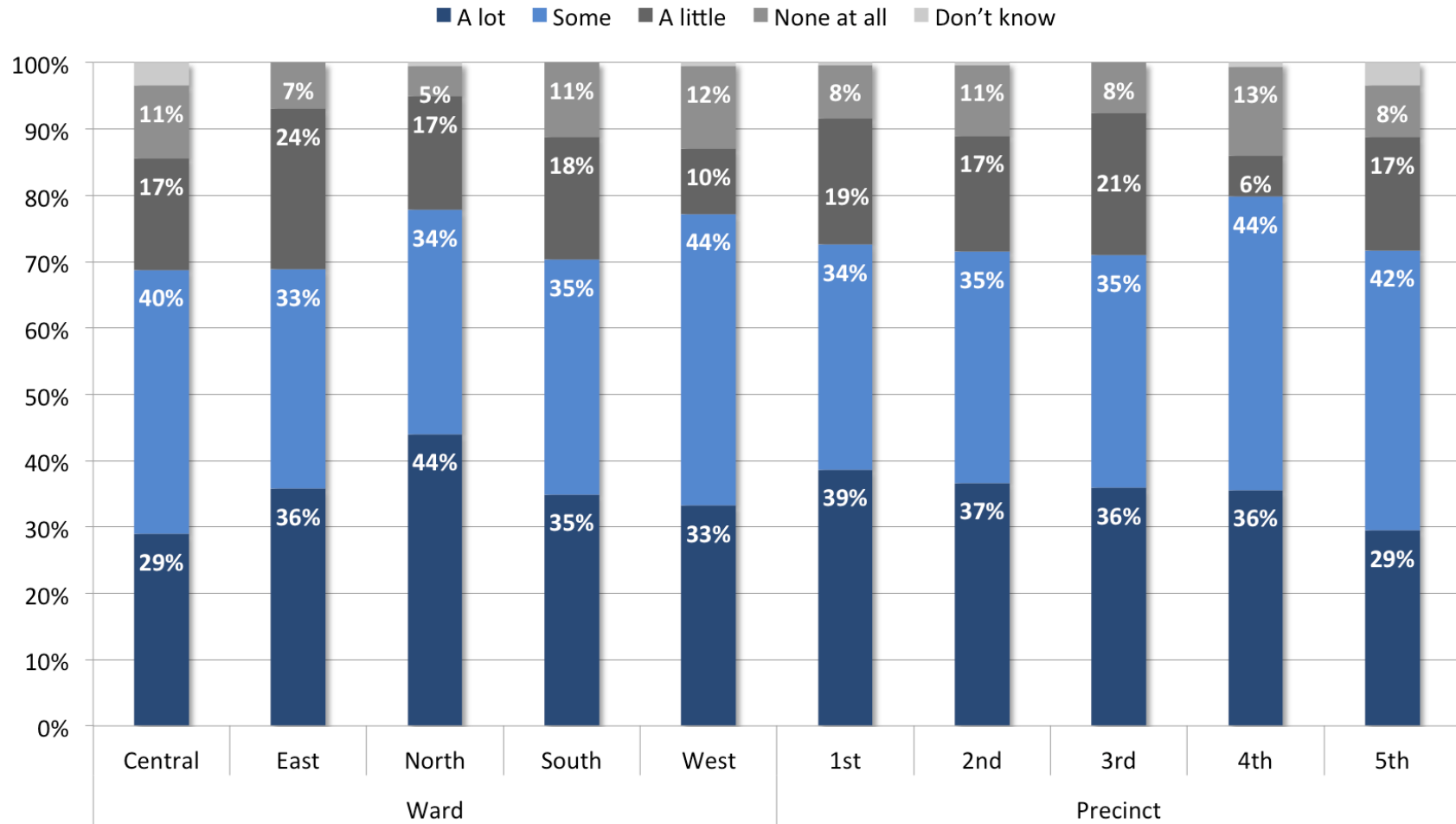
Similarly, residents who believe the NPD has “a lot” or “some” impact on lowering crime are more likely to trust the police than those who believe they have “little” or “no” impact – 82 percent (43 percent “a lot” of trust, 39 percent “some”) versus 57 percent (22 percent “a lot” of trust, 35 percent “some”).

Respect is highly correlated with trust. Eighty-two percent of those who have “a lot” or “some” respect for the Newark police also trust them (41 percent “a lot,” 41 percent “some”). Fourteen percent of those who have “a little” or “no” respect for the NPD have “some” trust in the police; virtually no one in this group has “a lot” of trust. See Figure 3.15.

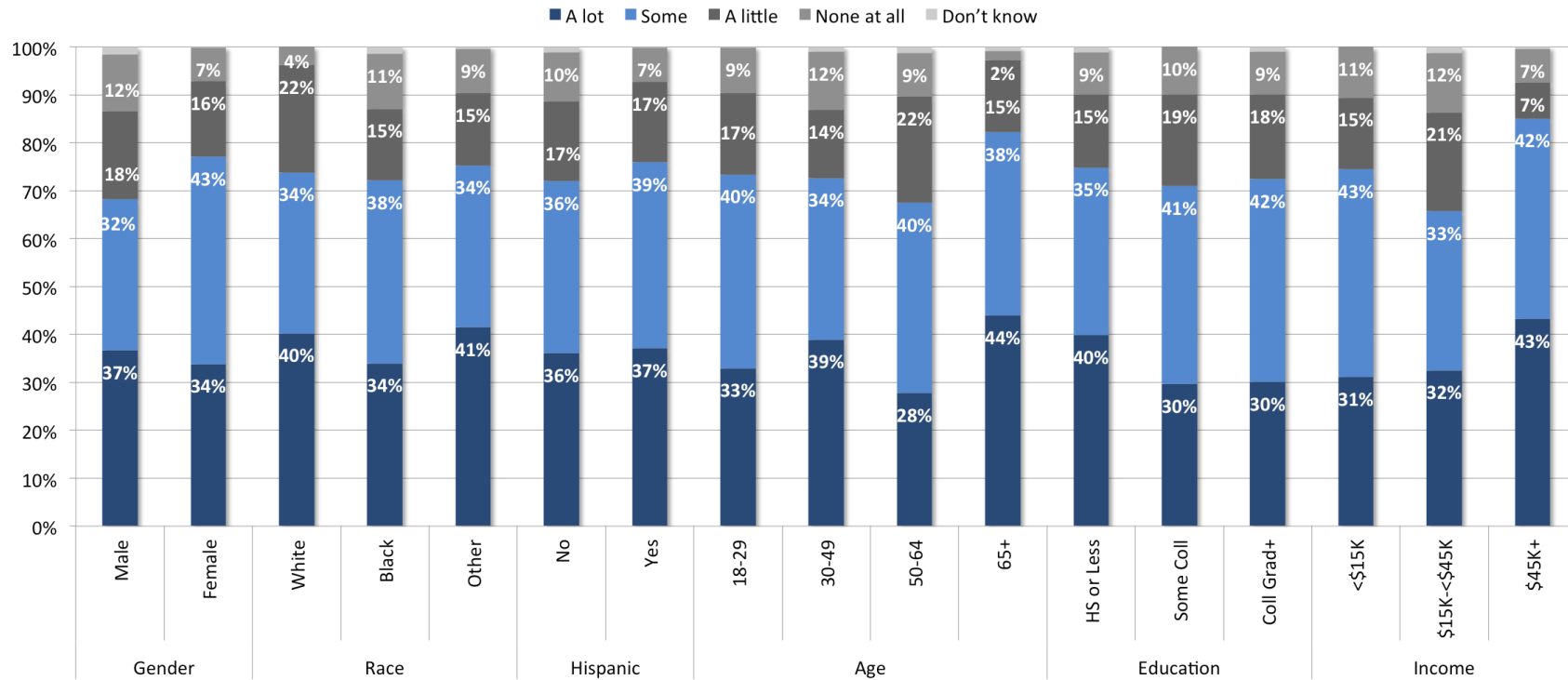
NPD Conduct

Residents’ views are somewhat mixed regarding various components of **police conduct** as highlighted by the Consent Decree. To make sure question wording did not bias respondents

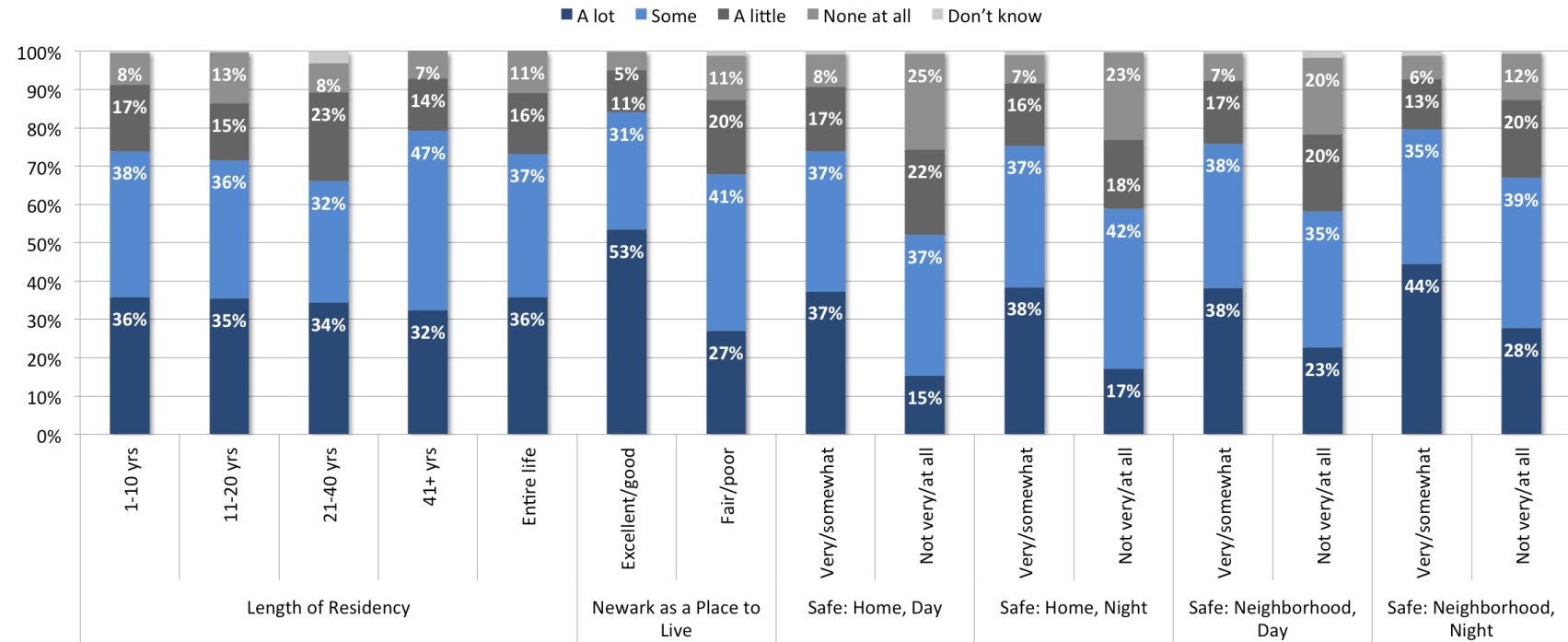
3.12 Amount of Trust for Newark Police Officers by Ward and Precinct



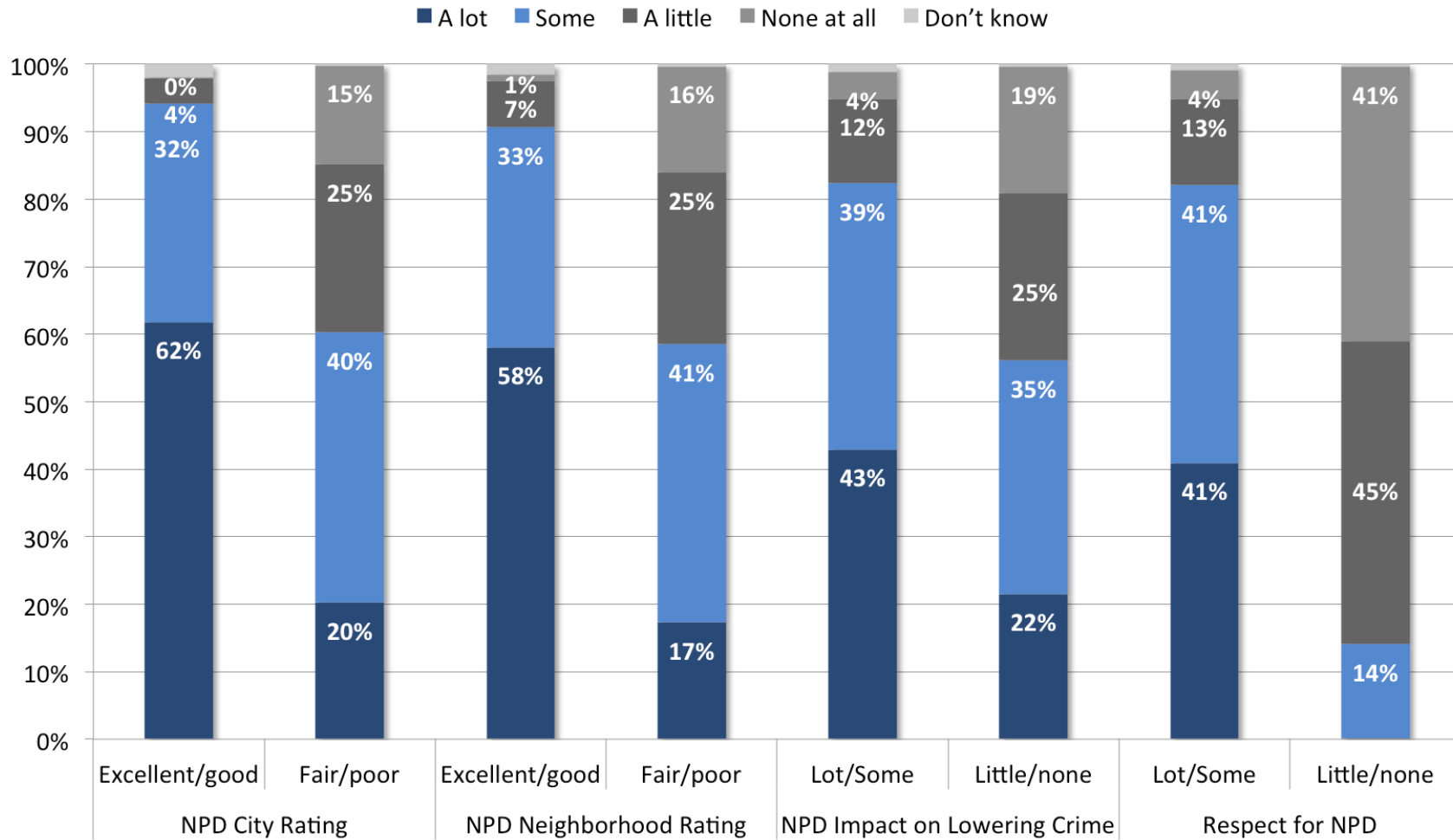
3.13 Amount of Trust for Newark Police Officers by Gender, Race, Ethnicity, Age, Education, and Income



3.14 Amount of Trust for Newark Police Officers by Length of Residency, Newark Ratings, and Perceptions of Safety



3.15 Amount of Trust for Newark Police Officers by NPD Rating, NPD Impact, and Respect for NPD



toward a particular answer, the sample of Newark residents was randomly split in half to investigate whether the way in which the questions were framed made a difference in how respondents answered. One random half of the sample was asked about the frequency with which officers behave in *appropriate* ways, while the other random half of the sample was asked about the frequency with which officers behave in *inappropriate* ways (see Figures 3.16 and 3.17).

Among the half of residents asked about the frequency with which officers display *appropriate* conduct in a variety of ways, about half say that Newark police officers **respect personal property** “all of the time” (30 percent) or “most of the time” (21 percent). Twenty-seven percent say that officers respect property “some of the time,” 8 percent say “rarely,” and 7 percent say “never.” Another 7 percent are unsure. Among those asked about inappropriate behavior, about one in ten say officers **unlawfully take property** “all” (5 percent) or “most” (4 percent) of the time; another 19 percent say this happens “some of the time.” Sixteen percent of resident’s say this “rarely” happens and 33 percent say “never”; 22 percent are unsure.

Among those asked about appropriate conduct, about half say that officers **use respectful language** “all” (28 percent) or “most” of the time (23 percent). Twenty-nine percent believe officers use respectful language “some” of the time; 10 percent say this happens rarely, and 6 percent say this never happens. Another 4 percent are unsure. Among the other half asked about inappropriate conduct, 14 percent say **officers use disrespectful language** “all of the time,” 11 percent “most of the time,” 24 percent “some of the time,” 13 percent “rarely,” and 26 percent “never.” Another 12 percent are unsure. Disrespectful language was one of the most often cited behaviors among the half of the sample asked about inappropriate conduct.

Among residents asked about appropriate behavior, 17 percent believe officers **use force only when necessary** “all of the time”; another 24 percent say “most of the time,” and 36 percent say “some” of the time. Eight percent say they “rarely” use it only when necessary, and 4 percent say they never do. Twelve percent are unsure. Among the other half of the sample,

about one in five believe officers **use more force than necessary** “all” or “most” at the time (11 percent each), and another 33 percent say they use more than necessary “some” of the time. Fourteen percent say this “rarely” happens, and 18 percent say “never”; 12 percent are unsure.

Among the half asked about appropriate conduct, 20 percent say officers **make truthful statements** “all of the time”; 21 percent say “most of the time,” and 34 percent say “some of the time.” Eight percent say this “rarely” happens, and 4 percent say it never does. Fourteen percent are unsure. Among the other half asked about inappropriate conduct, 4 percent say that officers **make false statements** “all of the time” and 8 percent say “most of the time.” Thirty percent say they do “some of the time,” while 14 percent say they “rarely” do, and 25 percent say “never”; 19 percent are unsure.

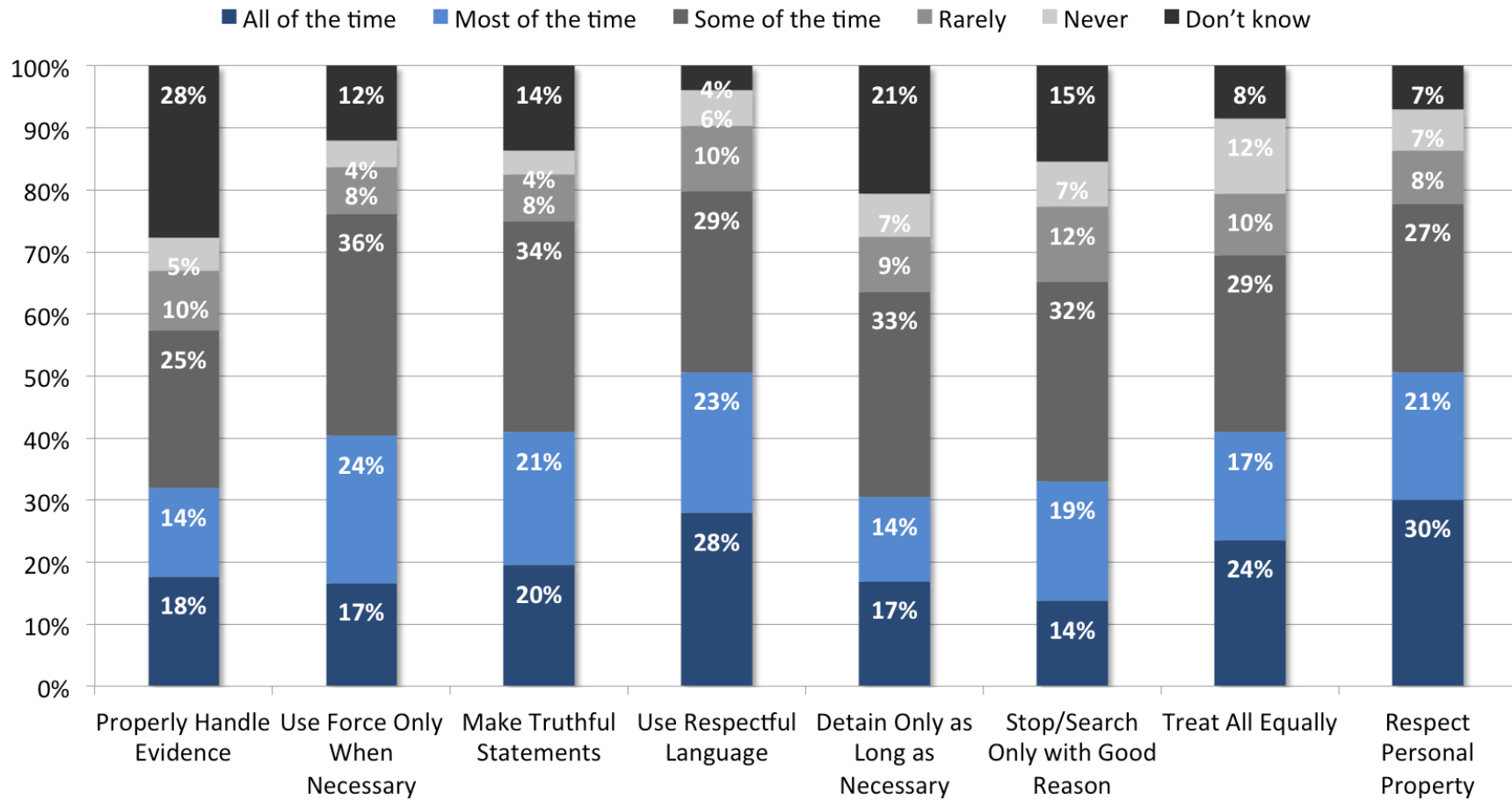
Among those asked about appropriate behavior, 24 percent believe officers **treat everyone equally regardless of race or ethnicity** “all of the time,” and another 17 percent say this happens “most of the time.” Twenty-nine percent believe this happens “some of the time.” Ten percent say this “rarely” occurs, and 12 percent say “never”; 8 percent are unsure. Among those asked about inappropriate behavior, 13 percent say officers **discriminate by race** “all of the time” and another 10 percent say “most of the time.” Twenty-six percent say this happens “some of the time,” 17 percent say “rarely,” and 24 percent say “never”; 10 percent are unsure.

Among the half asked about appropriate behavior, about three in 10 residents say officers **properly handle evidence** “all” (18 percent) or “most” of the time (14 percent). Twenty-five percent say they do this some of the time. Ten percent say they “rarely” do this, 5 percent say “never,” and 28 percent are unsure. Among those asked about inappropriate behavior, 4 percent say officers **tamper with evidence** “all of the time,” 7 percent say “most of the time,” and 21 percent say “some of the time.” Twelve percent say officers “rarely” tamper with evidence, and 26 percent say they never do; 29 percent are unsure.

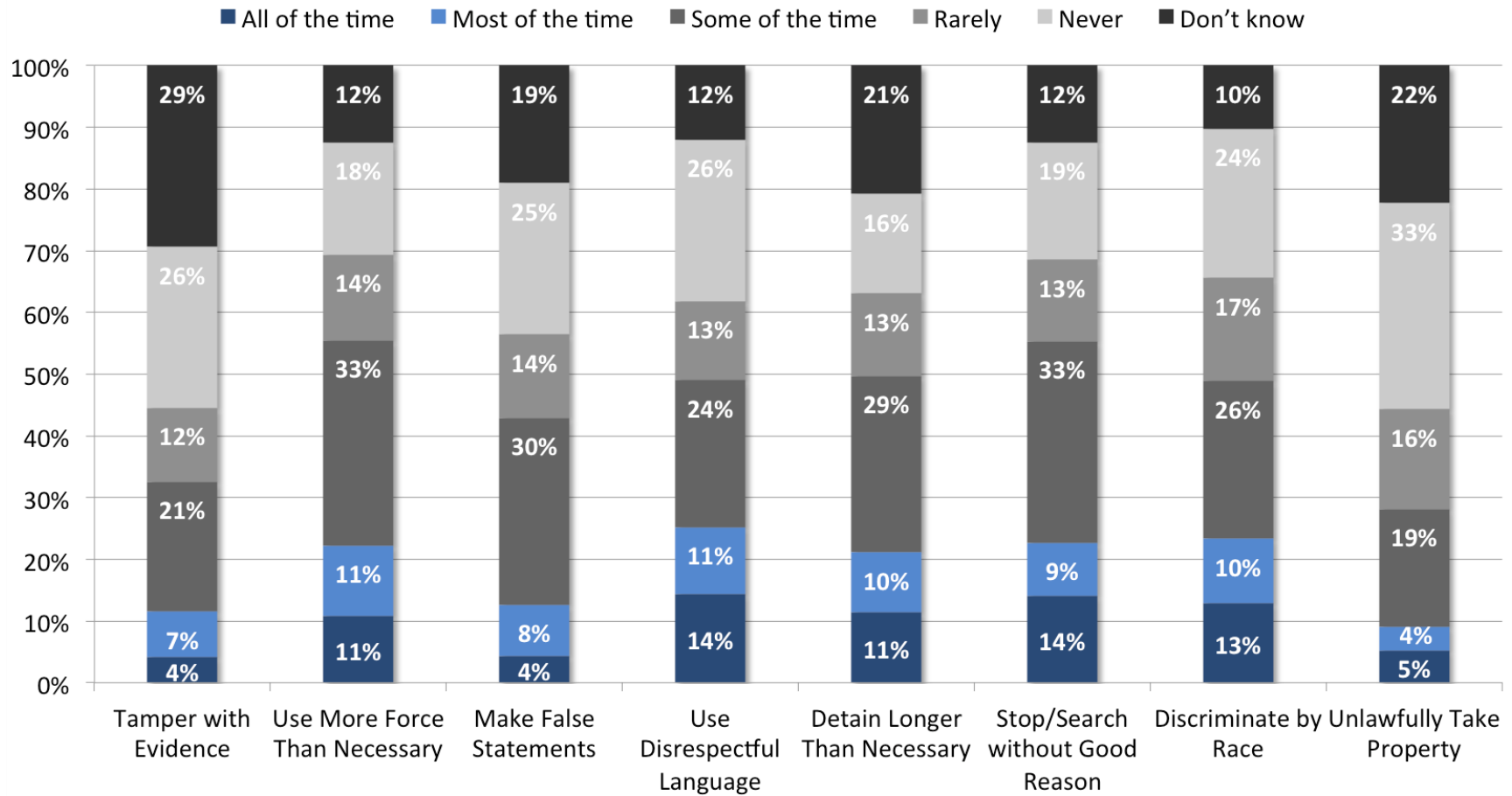
Among those asked about appropriate conduct, about three in 10 residents say that officers **detain individuals only as long as necessary** “all” (17 percent) or “most” of the time (14 percent). Thirty-three percent say this occurs “some of the time.” Nine percent say this “rarely” occurs, and 7 percent say this “never” happens; 21 percent are unsure. Among those asked about inappropriate conduct, one in five say that officers **detain individuals longer than necessary** “all” (11 percent) or “most” (10 percent) of the time; another 29 percent say this happens “some of the time.” Thirteen percent say this “rarely” happens, and 16 percent say it never does; 21 percent are unsure.

Among the half of the sample asked about appropriate behaviors, about a third of residents say officers **perform stops and searches only with good reason** “all” (14 percent) or “most” (19 percent) of the time. Thirty-two percent say this happens “some of the time.” Conversely, about one in five residents say that Newark police officers “rarely” (12 percent) or “never” (7 percent) act appropriately in this kind of situation; another 15 percent are unsure. Among the other half of the sample asked about inappropriate behaviors, 14 percent say officers **stop and search without good reason** “all of the time,” 9 percent say “most of the time,” and 33 percent say “some of the time.” Thirteen percent say this “rarely” happens, and 19 percent say it “never” does; 12 percent are unsure.

3.16 Appropriate NPD Conduct



3.17 Inappropriate NPD Conduct



4 PERSONAL INTERACTIONS WITH POLICE

Frequency of Interaction

Three percent of residents say they have had **direct interaction with Newark police officers** at least once a day in the past year, another 3 percent say they did several times a week, and another 3 percent say once or twice a week. Eight percent say they have had direct contact with officers a few times a month. The majority of residents interacted with officers less than this, if at all: 26 percent have done so a few times in the past year, 22 percent just once, and 36 percent not at all within the same time frame (see Figure 4.1).

A majority of almost every demographic has had direct interaction with an officer at least once in the past year. Frequency of contact varies little by ward. Precinct makes a difference, however. Residents living in the 3rd and 4th precincts are slightly more likely than others to report coming into contact with an officer at least once in the past year (at 68 percent each), while those in the 1st and 5th precincts are slightly less likely than others to do so (at 59 percent each).

Male residents are slightly more likely than female residents to report repeated contact with officers. While women are more likely than men to have come in contact with officers once in the past year (26 percent versus 18 percent of men), men are more likely to report coming into contact with officers multiple times; 30 percent of men say this has happened a few times in the past year, compared to 22 percent of women. Men are also a few points more likely than women to say they have come in contact with officers a few times a month or more – 19 percent versus 15 percent.

Black residents are more likely than white residents to say they have “never” interacted with an officer in the past year – 40 percent versus 27 percent; among all residents who have had direct contact with an officer, white residents are also more likely than Black residents to have had

more frequent contact. Hispanic residents are less likely than non-Hispanic residents to say they have not encountered an officer in this same time period, 31 percent to 38 percent.

Residents under 50 years old are also more likely to report coming in contact with officers in the past year than adults over 50. Fifty-three percent of residents 65 and older – the only demographic group that reaches a majority – and 41 percent of those 51 to 64 years old say they never came in contact with an officer in the past 12 months; in comparison, 26 percent of 30 to 49 year olds and 37 percent of 18 to 29 year olds say they never have. Millennials are more likely than any other age group to say they interact with officers a few times a month (10 percent), while 30 to 49 year olds are more likely than their counterparts to say they have come in contact with an officer once in the past year (26 percent).

The likelihood of coming into contact with an officer in the past year increases along with education and income, but it decreases the longer one has lived in Newark.

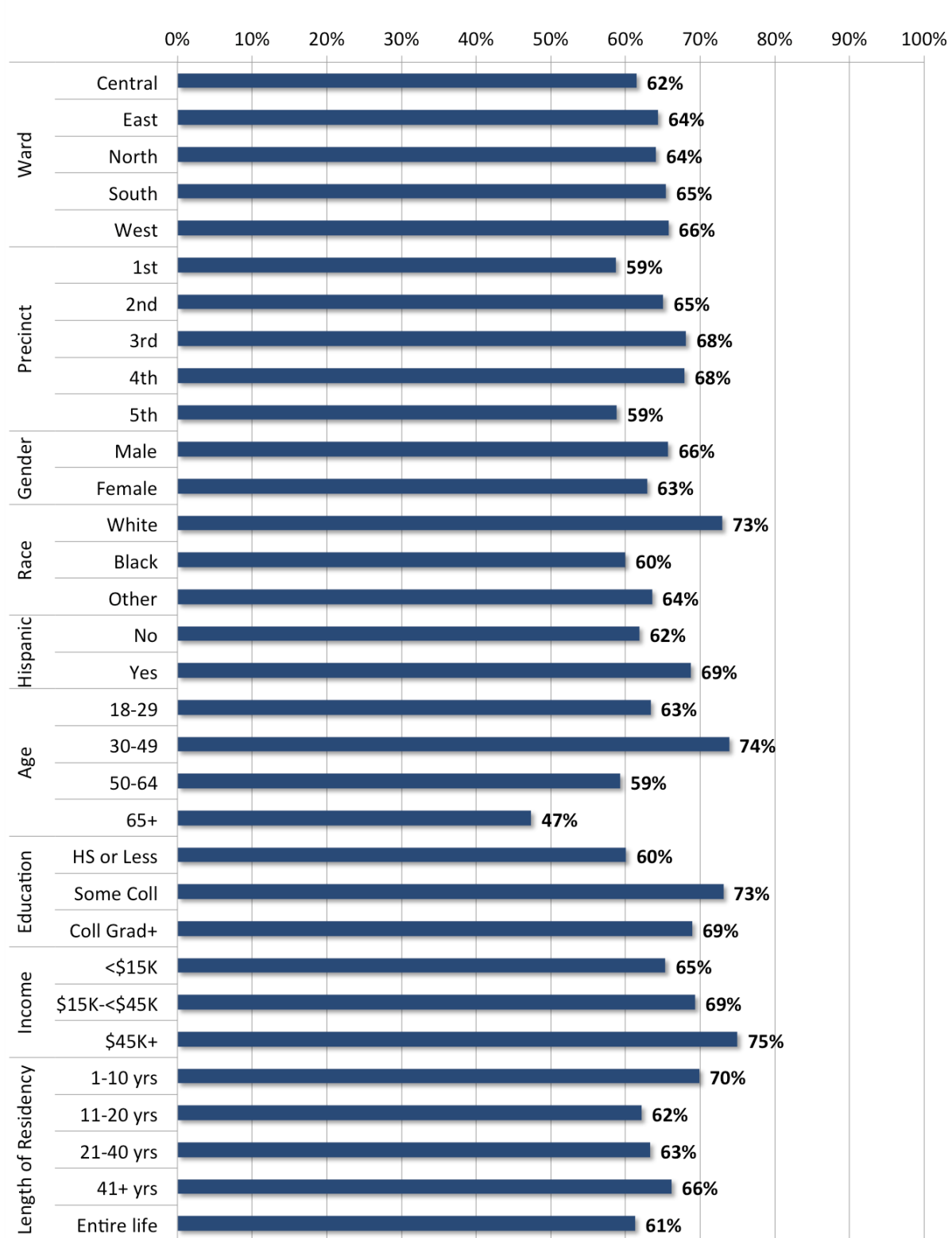
All residents who have come into direct contact with an officer in the last 12 months were then asked whether they **felt more or less safe in the presence of an officer**.²⁴ When asked about direct contact with an officer, 48 percent say they typically feel safer, while 10 percent feel less safe, and 37 percent feel no different. When asked about personal safety when an officer is nearby, 62 percent report usually feeling safer, 7 percent feel less safe, and 29 percent feel no different.²⁵

Among residents who have had direct contact with the Newark Police in the past year, 56 percent of **residents have requested assistance** within this time frame – 18 percent specifically

²⁴ One random half of this group was asked the question in terms of their own safety when in *direct contact* with an officer, while the other random half was asked the question in terms of their own safety when an officer is *nearby*.

²⁵ Further demographic analysis cannot be performed due to small subsample sizes.

4.1 Contact with an Officer at Least Once in the Past Year



within the last month and another 29 percent in the last three months (see Figure 4.2).

Forty-seven percent say that a **Newark police officer has requested information from them** in the last year, with 24 percent stating this has happened at some point within the past three months and 16 percent in the last month (see Figure 4.2).

Most Positive and Negative Experiences with Officers

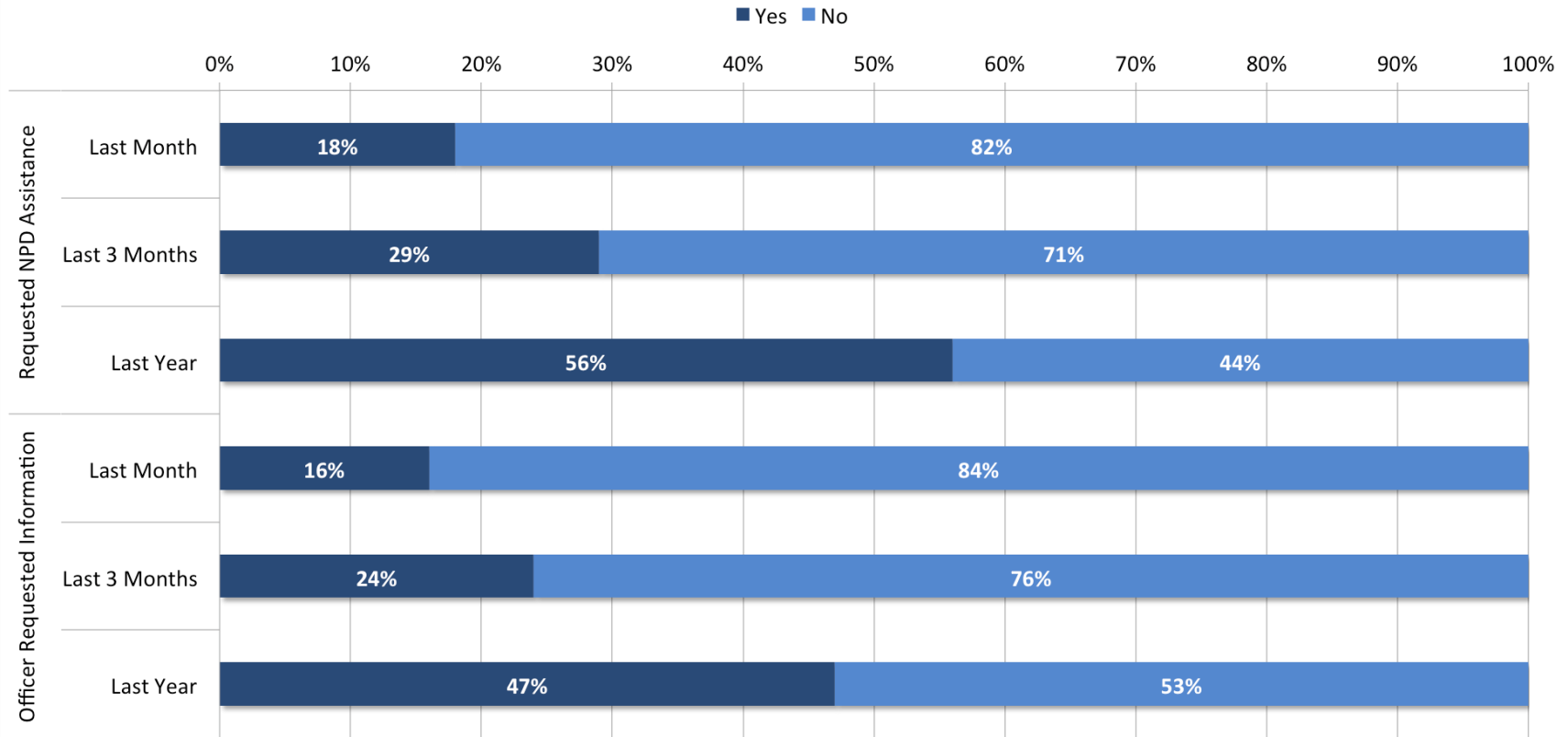
Residents were asked to briefly reflect on the most positive experience and the most negative experience they have ever had with Newark police officers, and their answers were recorded verbatim.²⁶ These responses were then coded into larger themes and categories in order to quantify results.

When asked about their **most positive experience**, 35 percent of residents say they have never had one. As one resident stated, “Positive is the key word here; unfortunately I don’t have [anything] positive to say.” “[I] never had one,” said another resident. “I am a hard-working, law-abiding citizen who just want to see the neighborhood thrive for better and the crime rate and drug dealing go.”

Among the remaining individuals who have, 20 percent mention something about an officer being helpful, even when he or she did not have to help. Residents describe specific instances that range from an officer helping the elderly, children, and pregnant women, to assisting individuals with escaping harm or a dangerous situation to shoveling snow from the sidewalks and playing basketball.

²⁶ The order in which the open-ended “positive” and “negative” experience questions were asked was randomized in order to mitigate any question order effects from having one question or the other always appear first.

4.2 Requested Officer Assistance and Officer Requested Information from Resident



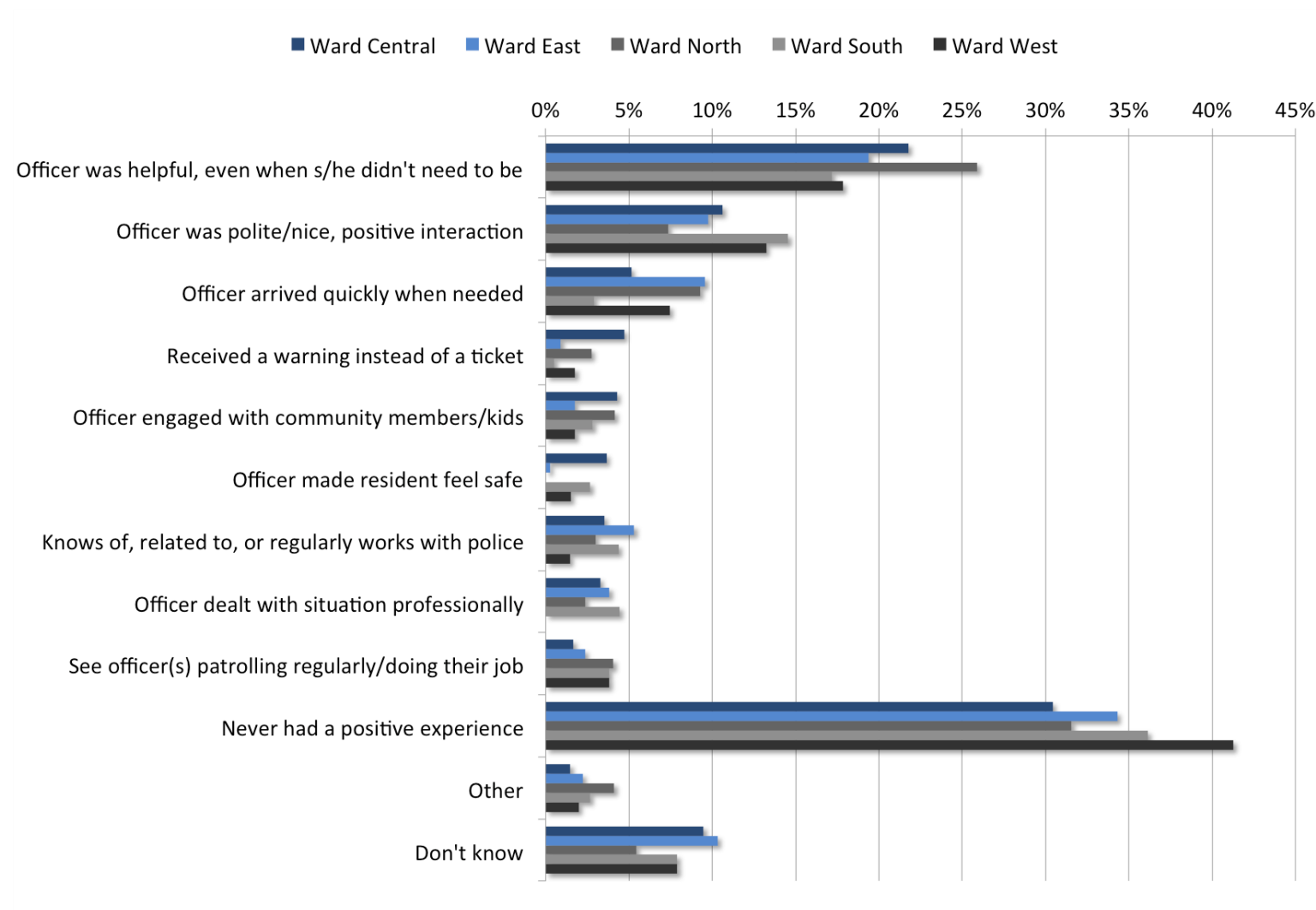
Eleven percent cite some type of positive interaction with an officer, using words like “polite” and “nice.” As one resident described, “When I requested their assistance, they were very cordial, they were very informative, and [they] showed a great deal of respect.”

Seven percent remember police arriving quickly when needed. Three percent say they know of, are related to, or work regularly with police officers. Another 3 percent each mention something about officers engaging with the community and children, officers doing their job and patrolling regularly, and officers dealing with a situation professionally. Two percent each recount a positive experience about receiving a warning instead of a ticket and feeling safe because of the police, in general.

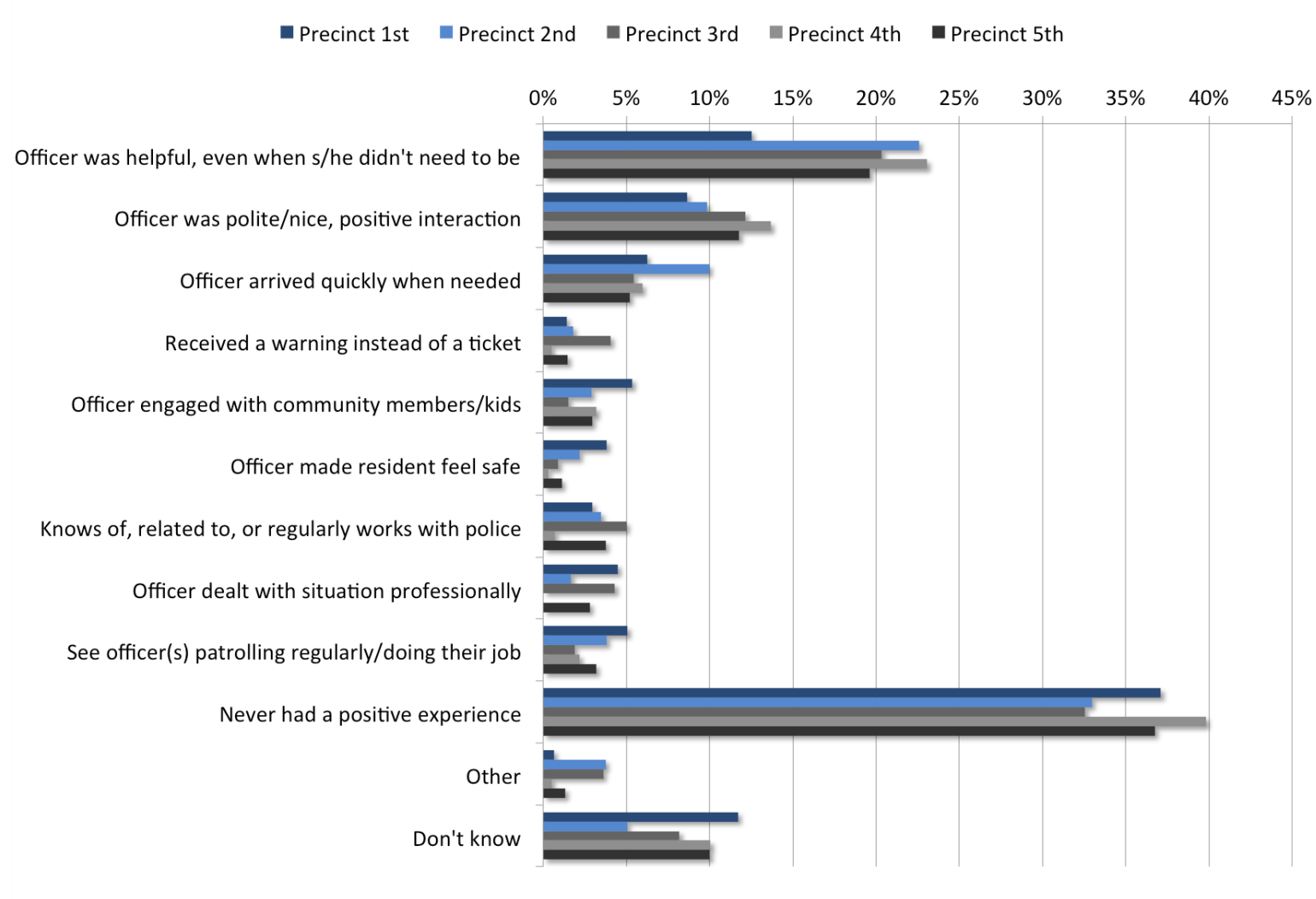
Residents living in the West ward are most likely to say they have never had a positive experience (41 percent), while residents in the Central ward are least likely (30 percent). While a plurality in each ward cite the police’s helpfulness among those who have had a positive experience, those in the North ward are most likely to do so (26 percent), while those in the South ward are least (17 percent). Differences by precinct are not statistically significant. See Figures 4.3 and 4.4.

Hispanic residents are more likely to have had a positive experience than non-Hispanic residents: 28 percent of the former say they do not have any positive memories, compared to 38 percent among the latter. Those who report their primary household language being something other than English are similarly a few points more likely to have had some kind of positive experience compared to native English speakers. Having a positive experience and the type of positive experience differs little by race or gender. See Figures 4.5 through 4.8.

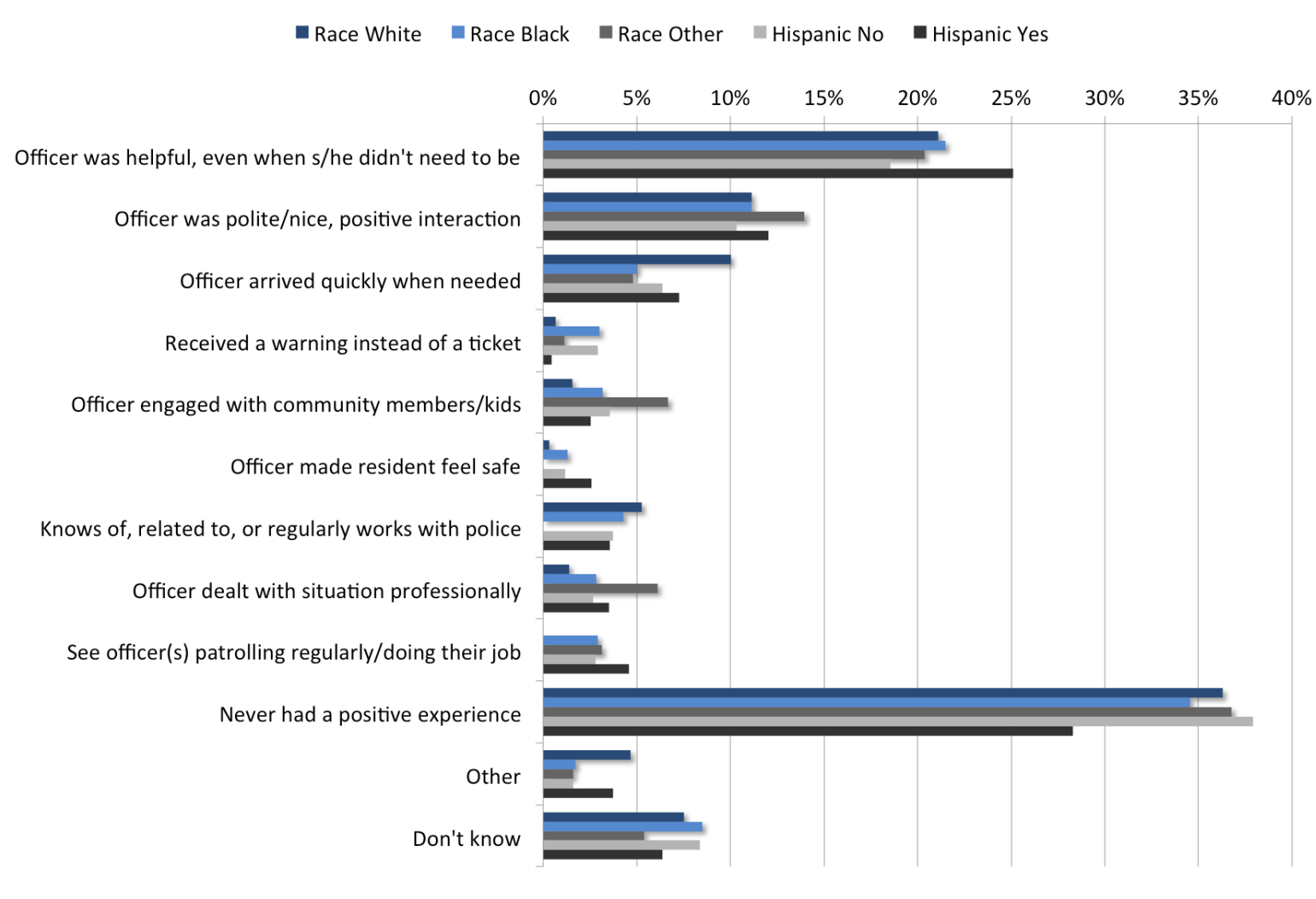
4.3 Positive Experiences by Ward



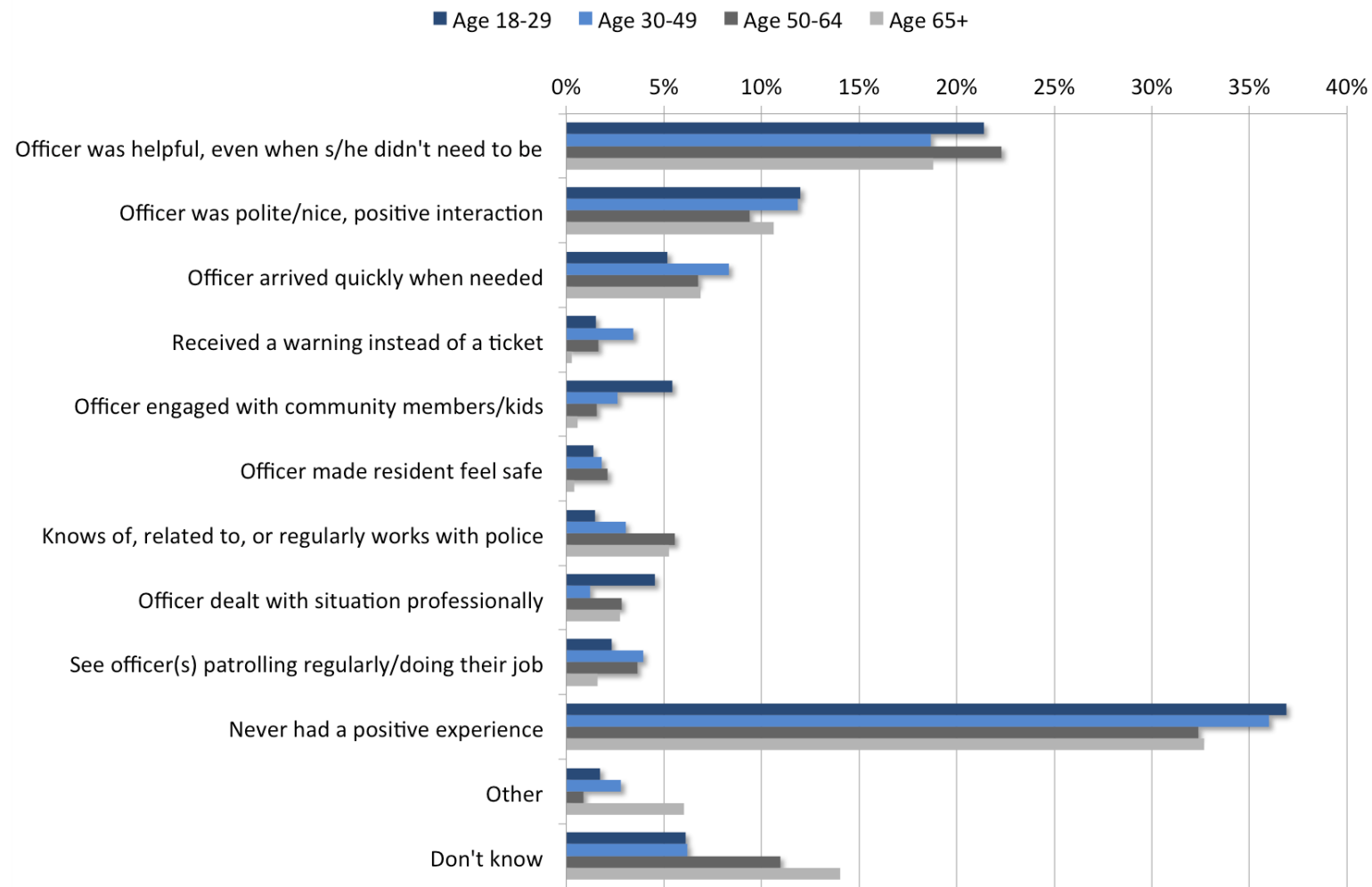
4.4 Positive Experience by Precinct



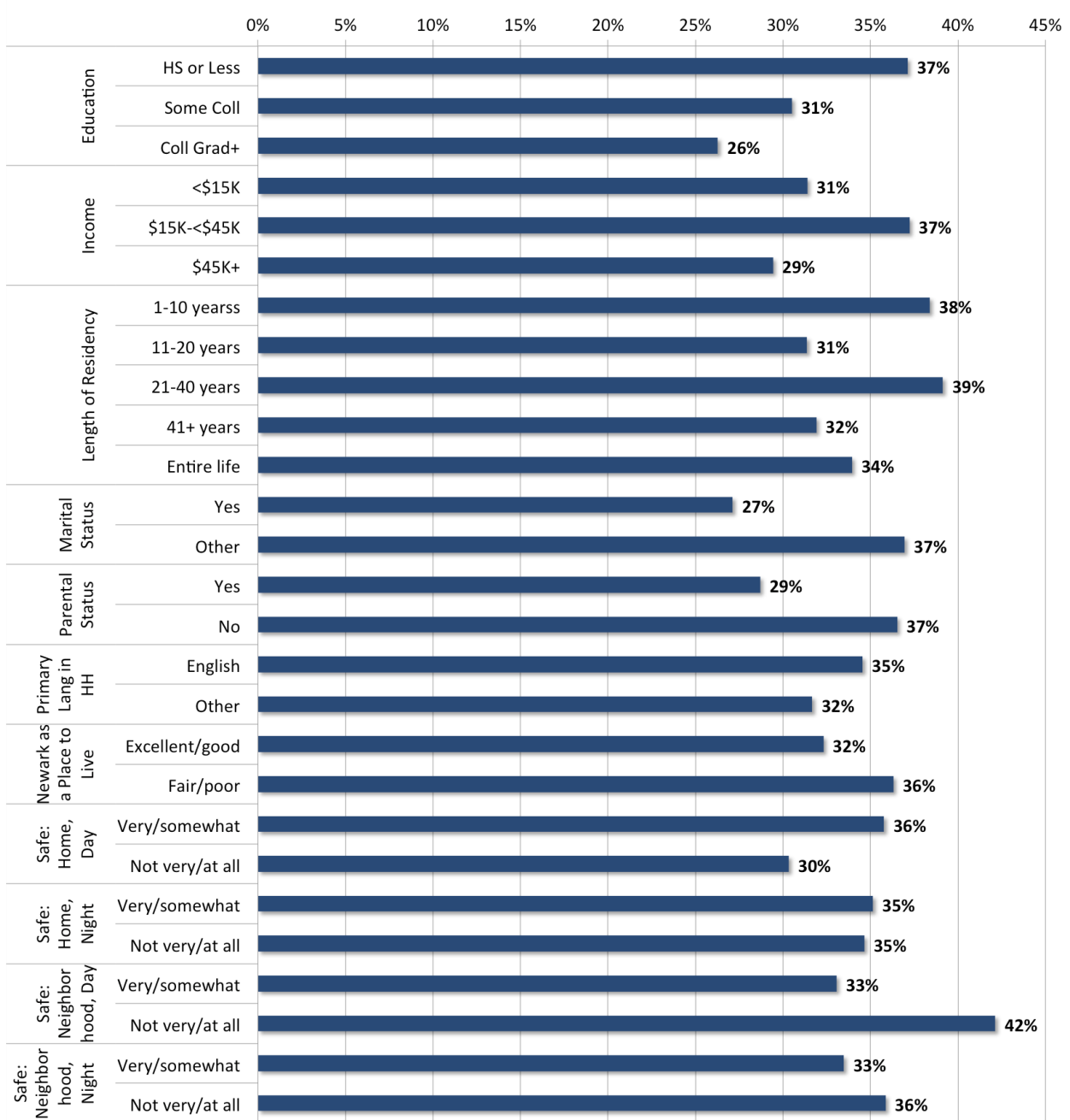
4.5 Positive Experience by Race and Ethnicity



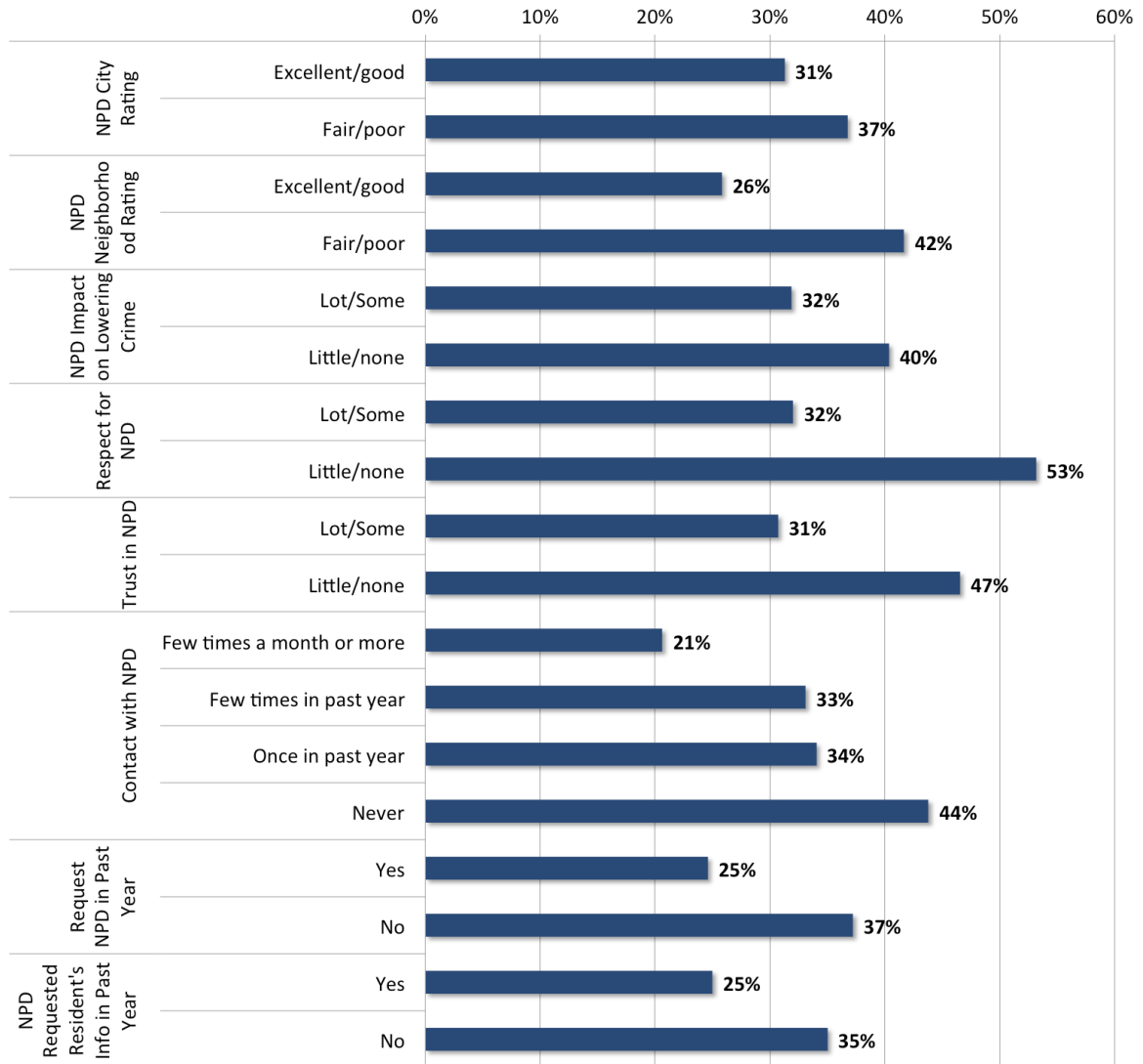
4.6 Positive Experience by Age



4.7 “Never Had a Positive Experience”



4.8 “Never Had a Positive Experience”



Positive experiences increase with age and education and are more common among those who are currently married and those with children. Residents in both the lowest and highest income brackets are more likely to report positive experiences, while those in households making between \$15,000 and \$45,000 are less likely.

Positive experiences also increase with frequency of contact with an officer. Positive experiences are more prevalent among those who have requested assistance from an officer in the last year compared to those who have not, as well as those who have been asked for information by an officer compared to their counterparts. Residents who rate the job officers are doing in their neighborhood more negatively, those who believe officers have little or no impact on lowering crime, those who have less respect for officers, and those who have less trust for officers are all less likely to report positive experiences.

When asked about their **most negative experience**, 40 percent state that they have never had a bad interaction with a Newark police officer (see Figures 4.9 through 4.15). Of those who have, a plurality (14 percent) mentions something to do with the police taking too long to respond, not responding at all, or not filing a report. Officers not responding for up to several hours – or not showing up at all – is a reoccurring theme in many of these responses, whether the resident’s described incident involved a car accident, robbery, stabbing, shooting, or something else. “They never respond when you need help,” one resident stated. Many residents detailed specific instances where this occurred: “There was an incident around my block where [someone] got stabbed, and we called the policemen [...] and two hours later the police came.” Another described their most negative experience as “when I got robbed, and they didn’t show when I called for help until nine hours later.” A number of responses recount how the police just “did not care.”

Eight percent of residents say something about experiencing or witnessing abuse, aggression, or harassment by an officer. Responses include incidents of beatings, verbal threats, foul language, disparaging comments, and officers using their firearms to threaten residents. One

resident explains, “I’ve gotten harassed before: I was not handled in the proper [way], I was mistreated; it could have been handled more professionally. I also got hit, but I never did anything about it.”

Seven percent relay something regarding traffic and car violations, including being stopped, searched, and/or towed without cause. “I was stopped, and when I asked why I was stopped, they said shut up and demanded I give them my license,” one respondent explained, going on to say that this has happened multiple times. Echoing the experiences of a number of residents, another described “getting pulled over for no reason” and getting “three tickets without any explanation.”

Six percent remember an officer being rude or unprofessional. Residents who mention an experience like this describe officers as “disrespectful,” “mean,” “inappropriate,” and “bully”-like. “An officer asked me why I’m not smiling. I ignored him. He said, ‘I wouldn’t smile if I lived here, either,’” said one resident about their experience.

Three percent say they or someone they know were falsely accused and/or detained without cause. Residents who mention something to this effect describe instances such as witnessing someone arrested “because of [their] appearance,” being detained themselves without any explanation, and being falsely accused of possessing drugs. Some residents recall how they or someone they know were the victim in the situation yet still wrongfully charged. Another 2 percent cite specifically being stopped and frisked – during moments such as simply walking down the street, walking to the store, or walking home – and 1 percent say they or someone they know were treated differently because of their race.

Residents living in the East and South wards are more likely to have had a negative experience (58 percent and 54 percent, respectively), compared to those in the Central (44 percent), North (46 percent never had one), and West (44 percent never had one) wards. Among those who

have had a negative experience, a plurality in each ward mention something about the police taking too long to respond or not responding at all.

Those living in the 3rd and 5th precincts are also more likely to have had a negative experience (35 percent and 34 percent, respectively, say they have never had one), compared to those living in the 1st, 2nd, and 4th precincts. Among those who have had a negative experience, a plurality in each precinct mention something about the police taking too long to respond or not responding at all, with the exception of those in the 2nd precinct – who are slightly more likely to mention something about experiencing or witnessing abuse, aggression, or harassment (10 percent).

Women are less likely to report a negative incident than men: 44 percent of the former say they have never had one, compared to 35 percent of the latter. Of the women who have had a negative encounter with the police, a plurality (15 percent) mention something about the police taking too long to respond or not responding at all. This is also a top category among men who mention a negative experience (at 12 percent); another 10 percent of men cite something to do with abuse, aggression, or harassment by an officer.

Senior citizens are more likely than any other age group to have never had a negative encounter with the police: 53 percent say they have never experienced this, compared to 40 percent of millennials and 37 percent of middle-aged residents. Among those who have had a negative experience, residents of each age group are most likely to recount that the police took too long to respond or did not respond at all – with the exception of 50 to 64 year olds, whose experiences mostly revolved around abuse, aggression, and harassment. Residents with children are more likely to recount a negative experience than those without children: among the former, 33 percent report never having a negative experience, compared to 42 percent among the latter.

Residents who have lived in the city for a decade or less are much less likely to have had a negative experience with the Newark police compared to those who have lived in Newark longer.

Those who have had no contact with police officers in the past year are the least likely to report ever having a negative experience (at 53 percent); among residents who have had contact with the police in the past year, those who have had more frequent contact are actually slightly more likely than others to say they do not remember a negative experience (42 percent).

Residents who have requested assistance from an officer in the last year are more likely to mention a negative experience, as are the following groups: those who do not feel safe in their neighborhood or home, those who give the police “fair” or “poor” ratings, those who believe the police have little impact on crime, those who do not respect the police, and those who do not trust them.

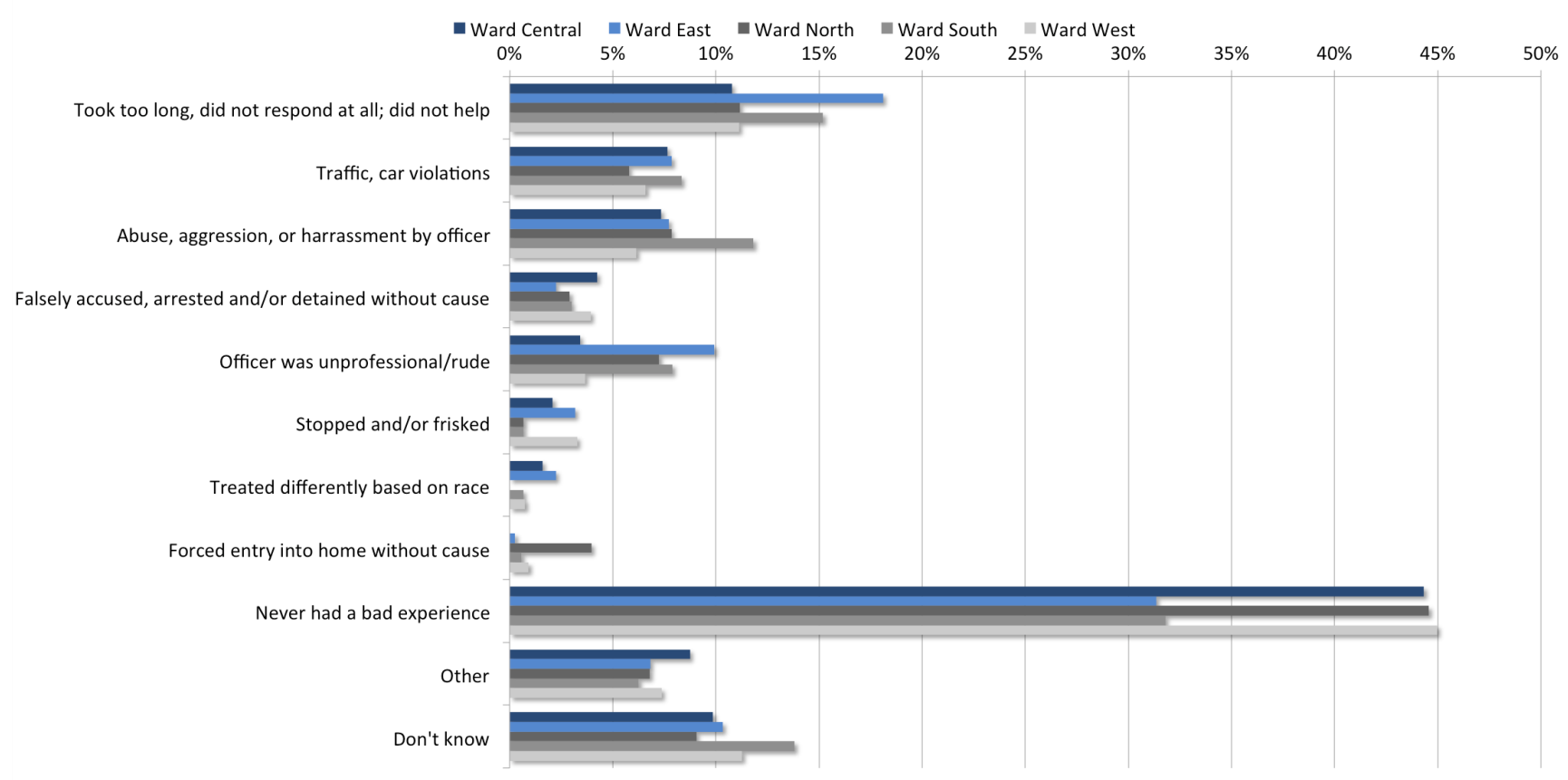
Complaints and Reporting

Nineteen percent of residents believe that Newark **police officers investigate complaints filed by residents** “all of the time,” while another 42 percent say this happens “some of the time.” Twenty-two percent say officers “rarely” investigate complaints, and another 5 percent say “never”; 12 percent are unsure (see Figures 4.16 through 4.18).

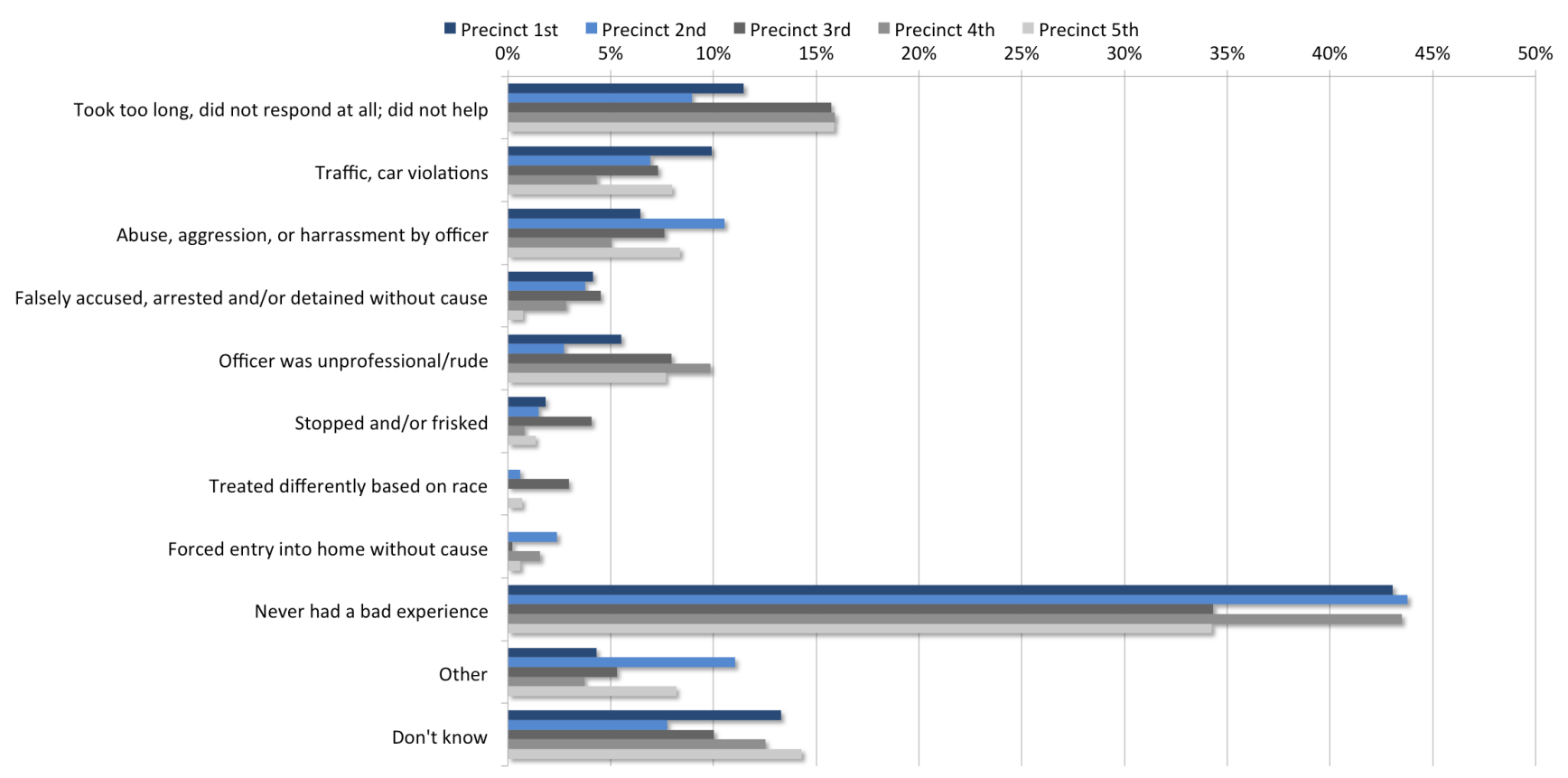
Views differ little by ward. They do, however, vary by precinct. Those in the 2nd and 5th precincts are most likely to believe officers investigate complaints “all” or “some” of the time (63 percent and 65 percent, respectively), while those in the 3rd and 4th precincts are least likely to think so (59 percent and 54 percent, respectively).

Black residents are less likely to say officers investigate complaints “all” of the time (18 percent) compared to white residents (24 percent), but just the opposite is true for the number in each

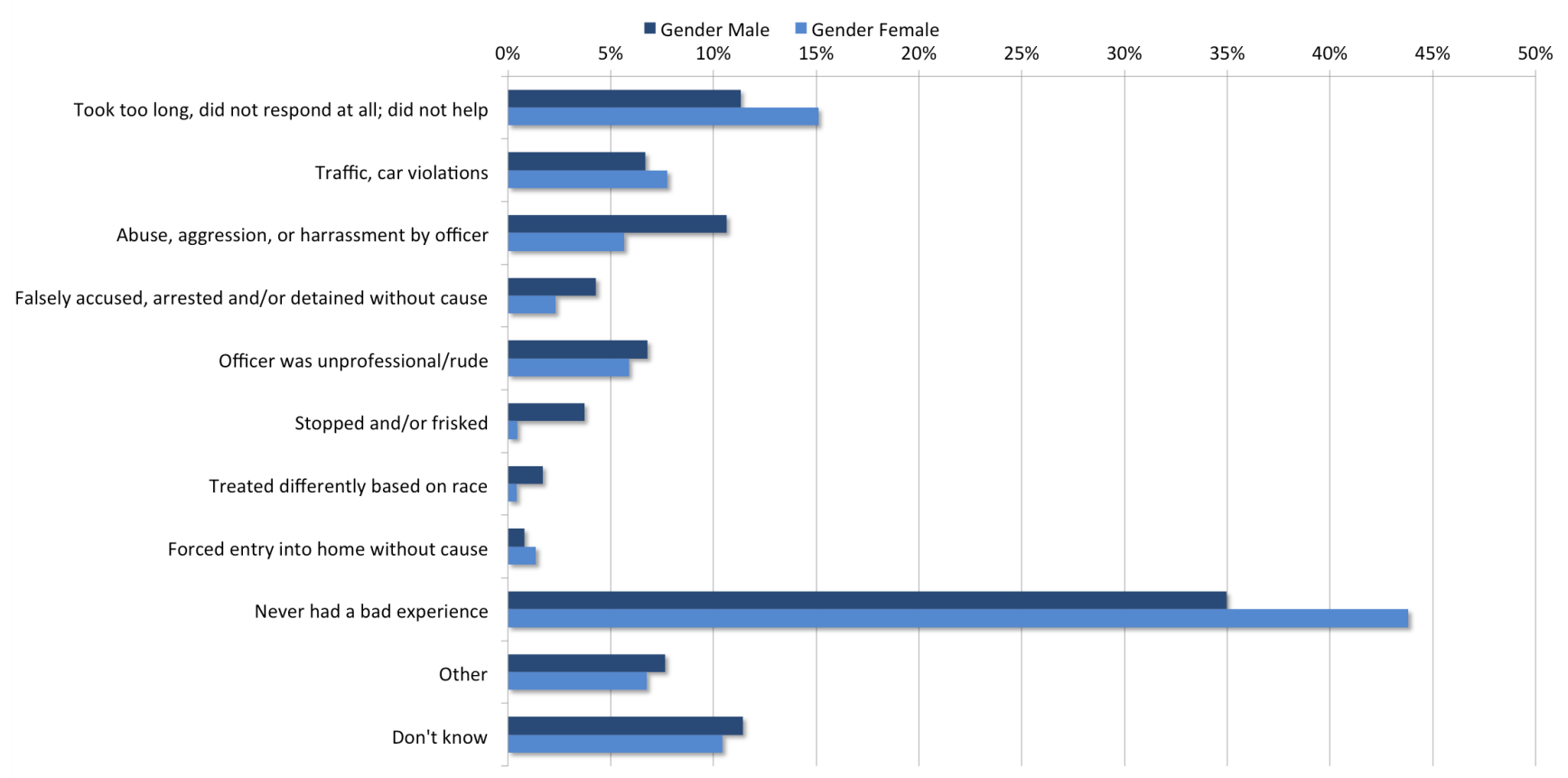
4.9 Negative Experience by Ward



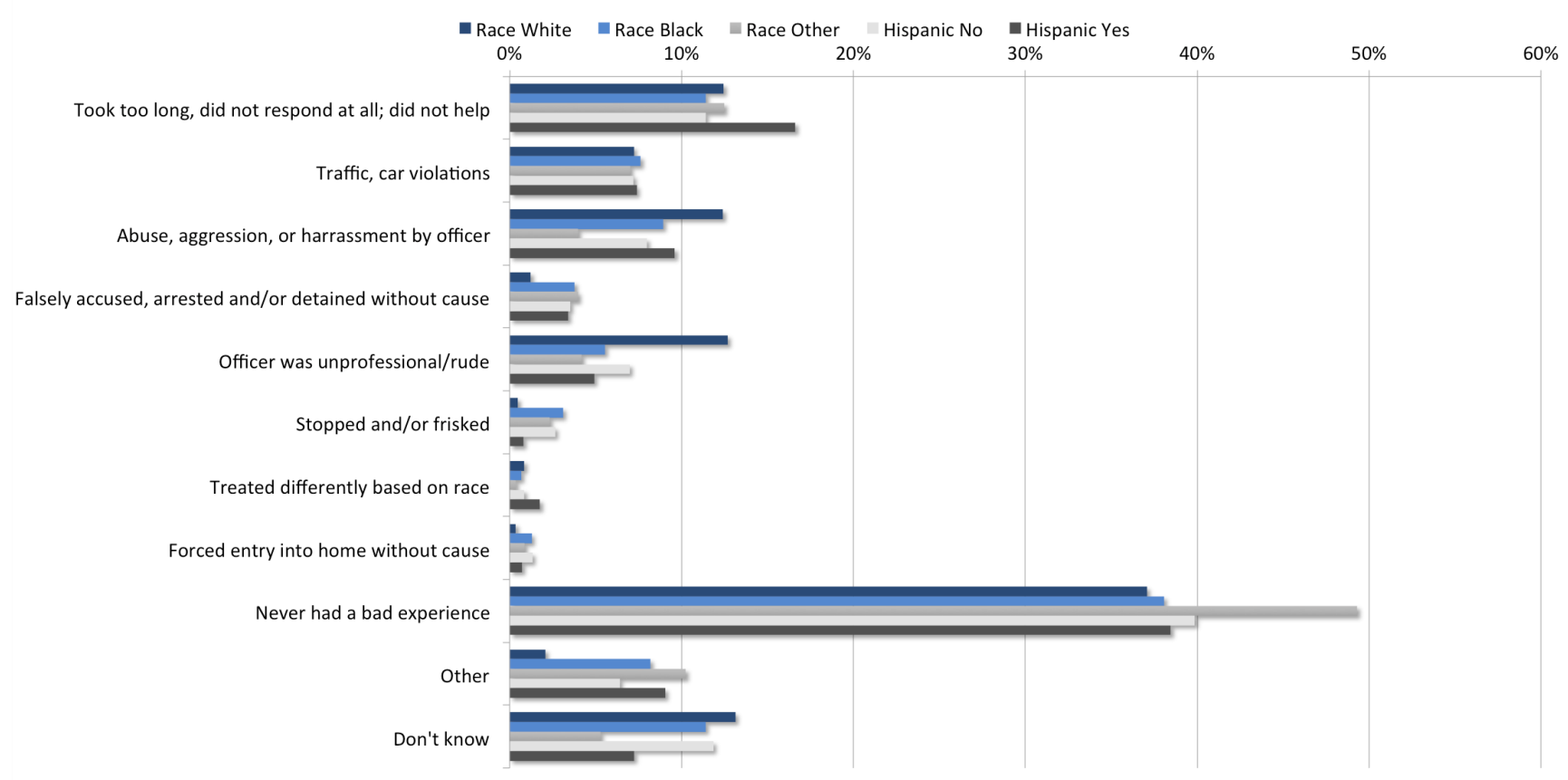
4.10 Negative Experience by Precinct



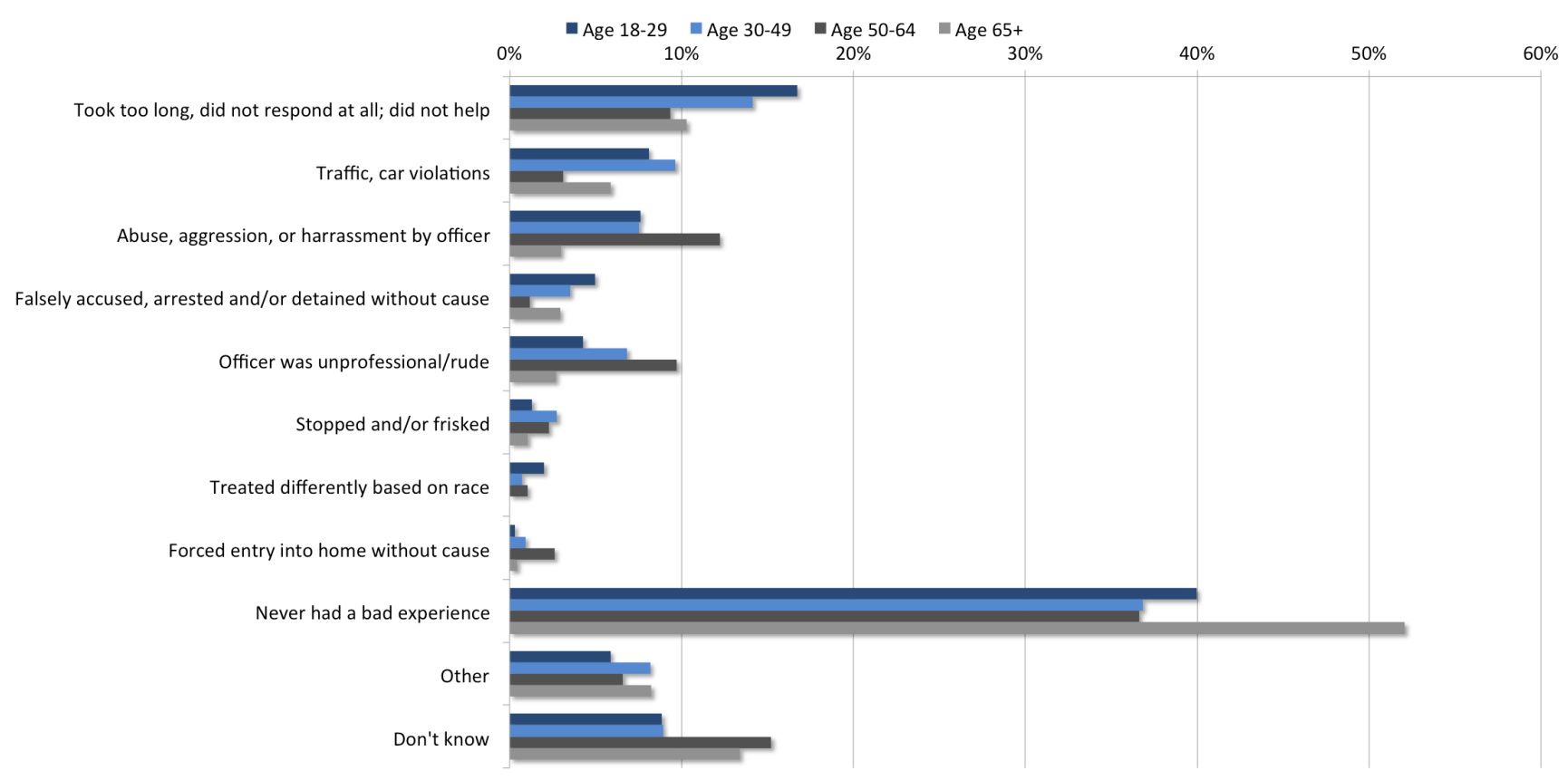
4.11 Negative Experience by Gender



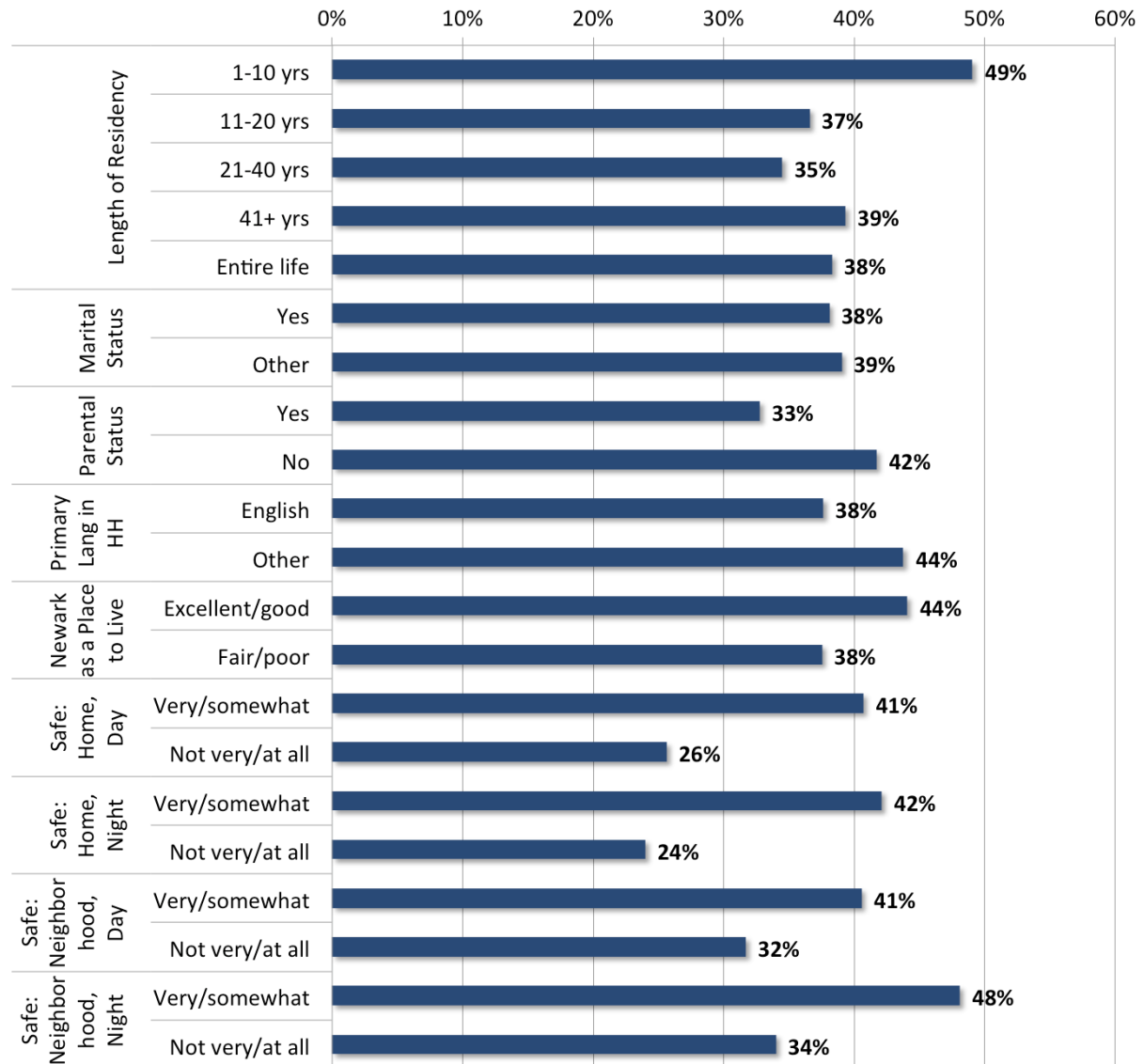
4.12 Negative Experience by Race and Ethnicity



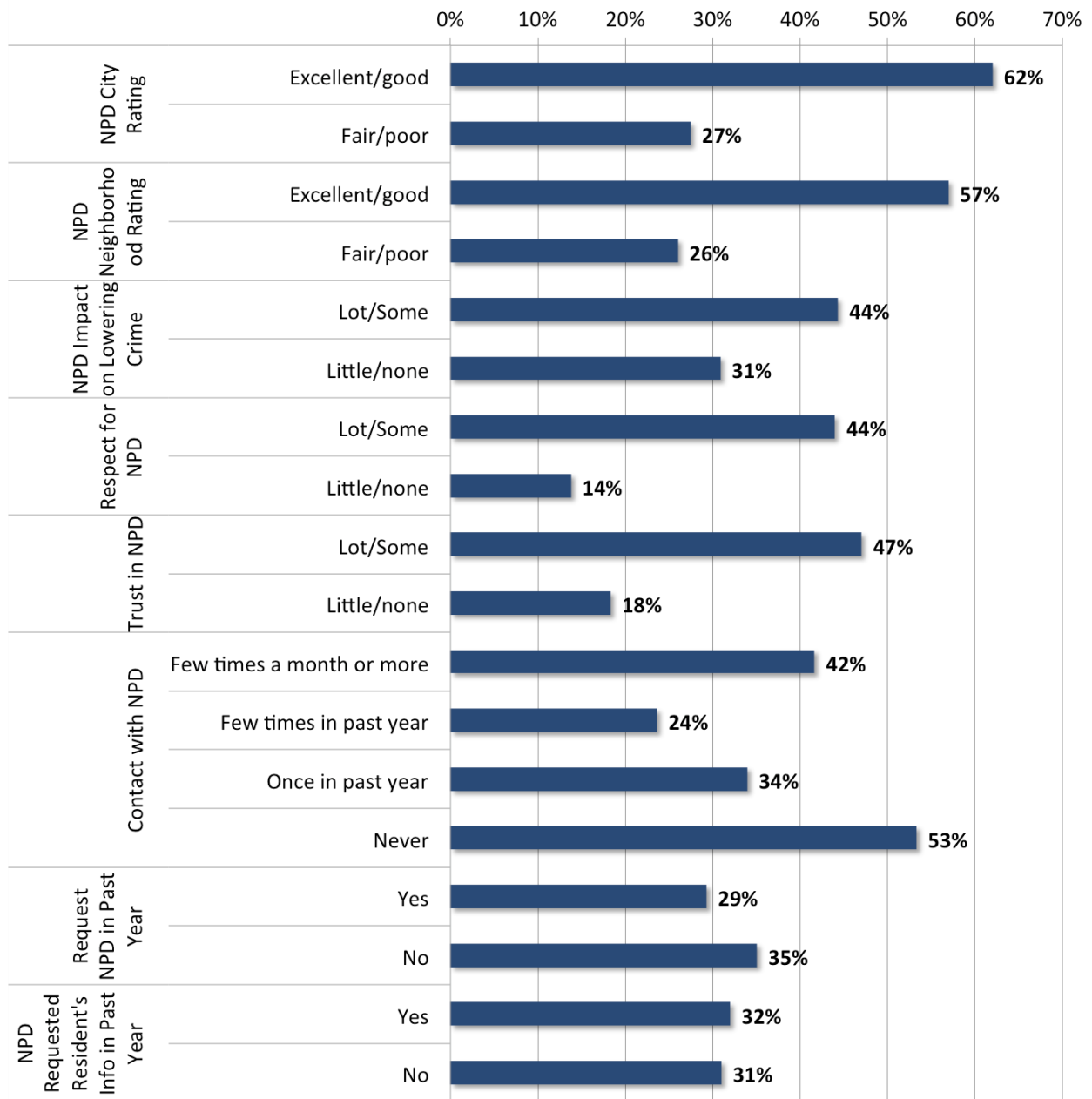
4.13 Negative Experience by Age



4.14 “Never Had a Negative Experience”



4.15 “Never Had a Negative Experience”



racial group who says complaints are investigated “some” of the time (46 percent among Black residents versus 35 percent among white residents).

Residents under 50 years old are more likely than their older counterparts to believe this “rarely” or “never” happens; those 50 years or older, on the other hand, are either slightly more likely to believe officers investigate complaints at least “some” of the time or to be unsure.

Residents with a high school degree or less are most likely to believe officers investigate “all” of the time (24 percent), while those with some college are least likely (10 percent).

Those who give the city of Newark negative ratings, those who do not feel safe in their home at night or their neighborhood day or night, those who give negative ratings to the NPD, those who believe the police had little impact on crime, those who have little to no respect for the police, and those who have little to no trust in the police are all less likely than their counterparts to believe that that officers investigate complaints.

When it comes to how often **officers investigate complaints about fellow officers**, 14 percent believe officers investigate complaints against their own “all of the time,” 27 percent say “some of the time,” 22 percent think this “rarely” happens, and 15 percent say “never”; 22 percent are unsure (see Figures 4.19 through 4.21).

Views this time vary only somewhat by ward: those living in the East ward are slightly more likely to believe officers investigate their own (19 percent “all of the time,” 27 percent “some of the time”), while those in the South ward are most skeptical (22 percent say they investigate “rarely,” another 22 percent “never”).²⁷

²⁷ These differences are not statistically significant, however.

Which precinct a resident lives in makes a difference. Residents in the 1st precinct are the most likely to believe officers investigate other officers “all of the time” (24 percent), while those in the 4th precinct are the least likely (11 percent).

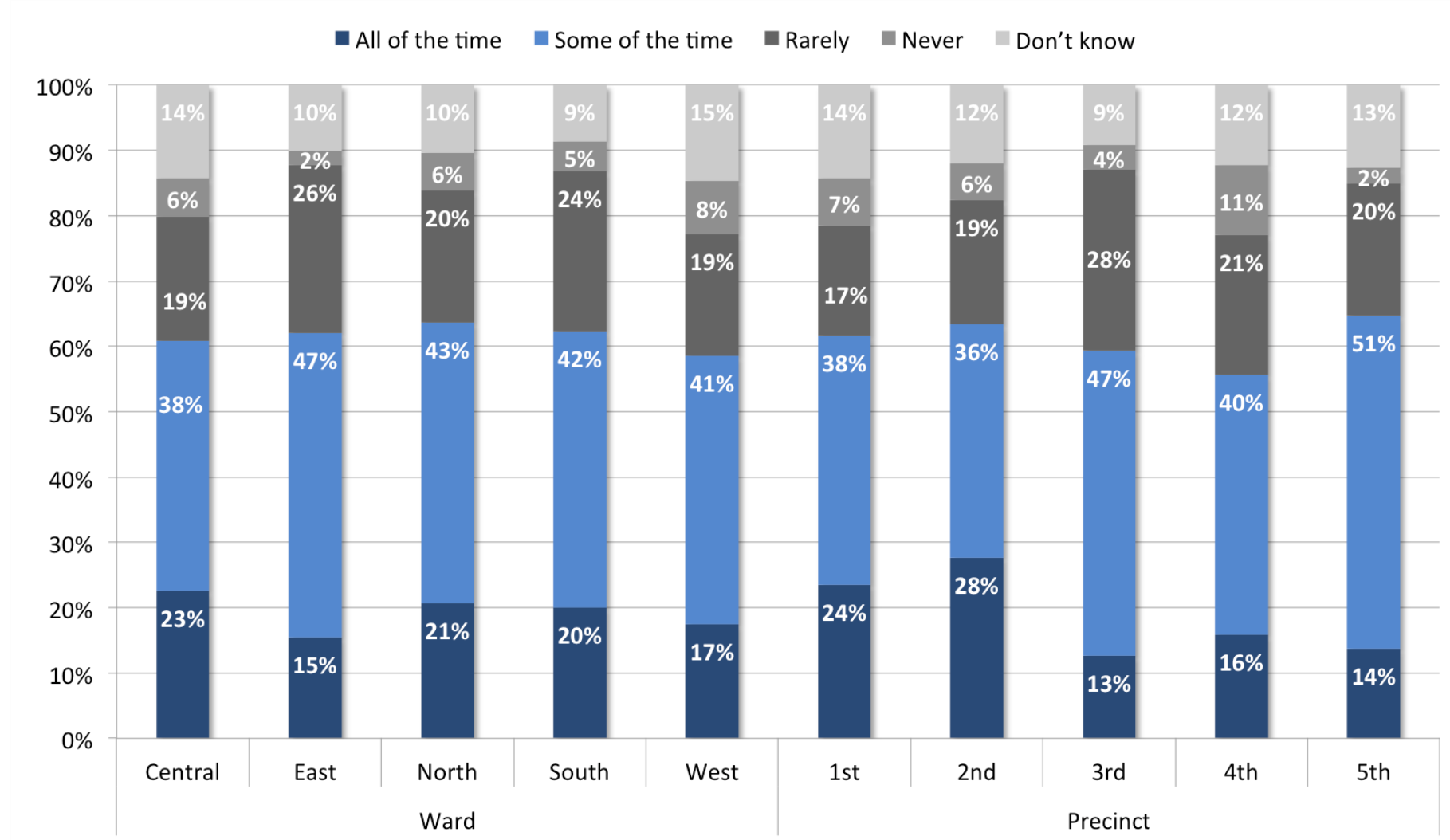
Male residents are more likely than female residents to say officers investigate other officers “all” of the time (18 percent versus 11 percent) but are also a few more points likely to say they “never” do (17 percent versus 13 percent).

Black residents are much less likely than white residents to believe officers investigate internally “all” of the time (11 percent versus 22 percent) and more than twice as likely to say they “never” do so (17 percent versus 8 percent). Hispanic residents are more likely to say this happens “all” of the time compared to non-Hispanic residents – 20 percent to 11 percent; a similar pattern emerges between those in primarily non-English speaking households versus those in English-speaking households.

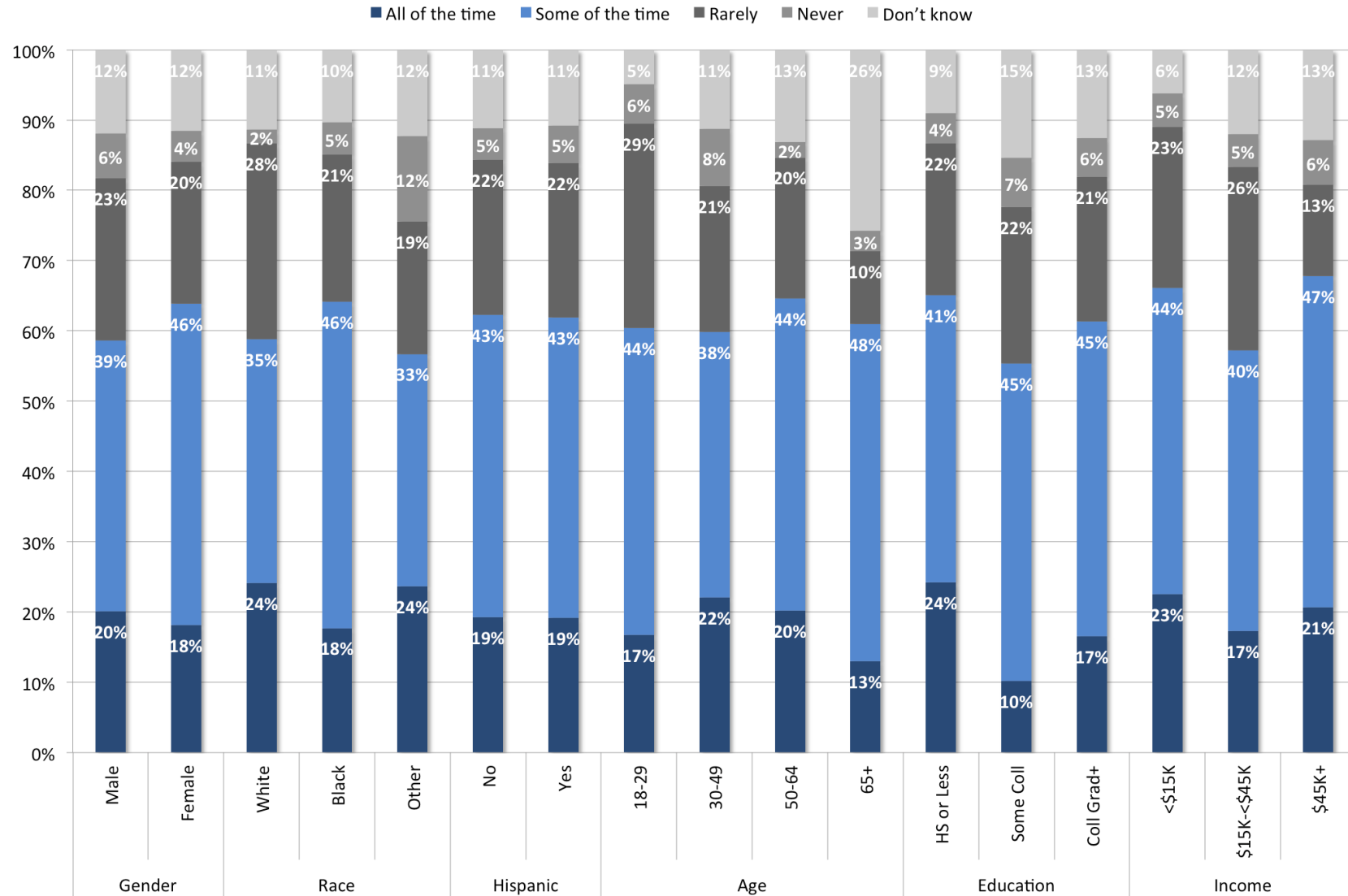
Residents 50 years and older are a bit more skeptical than their younger counterparts about how frequently officers investigate their own but are also the most uncertain about it. Belief officers investigate rises with income.

About one in ten residents report having had a **reason to file a complaint** in the past year (see Figure 4.22 and 4.23). Having a reason to file is most prevalent in the 4th (14 percent) and 5th (13 percent) precincts. In addition, those who have requested assistance from police in the past year are more than three times as likely as those who have not requested assistance to have had a reason to file a complaint; residents who have had information requested of them by an officer are more than twice as likely to have had a reason to file a complaint. Residents who have directly interacted with an officer a few times or more in the past year are much more likely to have had a reason to file a complaint than those who have interacted less or not at all. Residents who believe officers “rarely” or “never” investigate complaints – especially

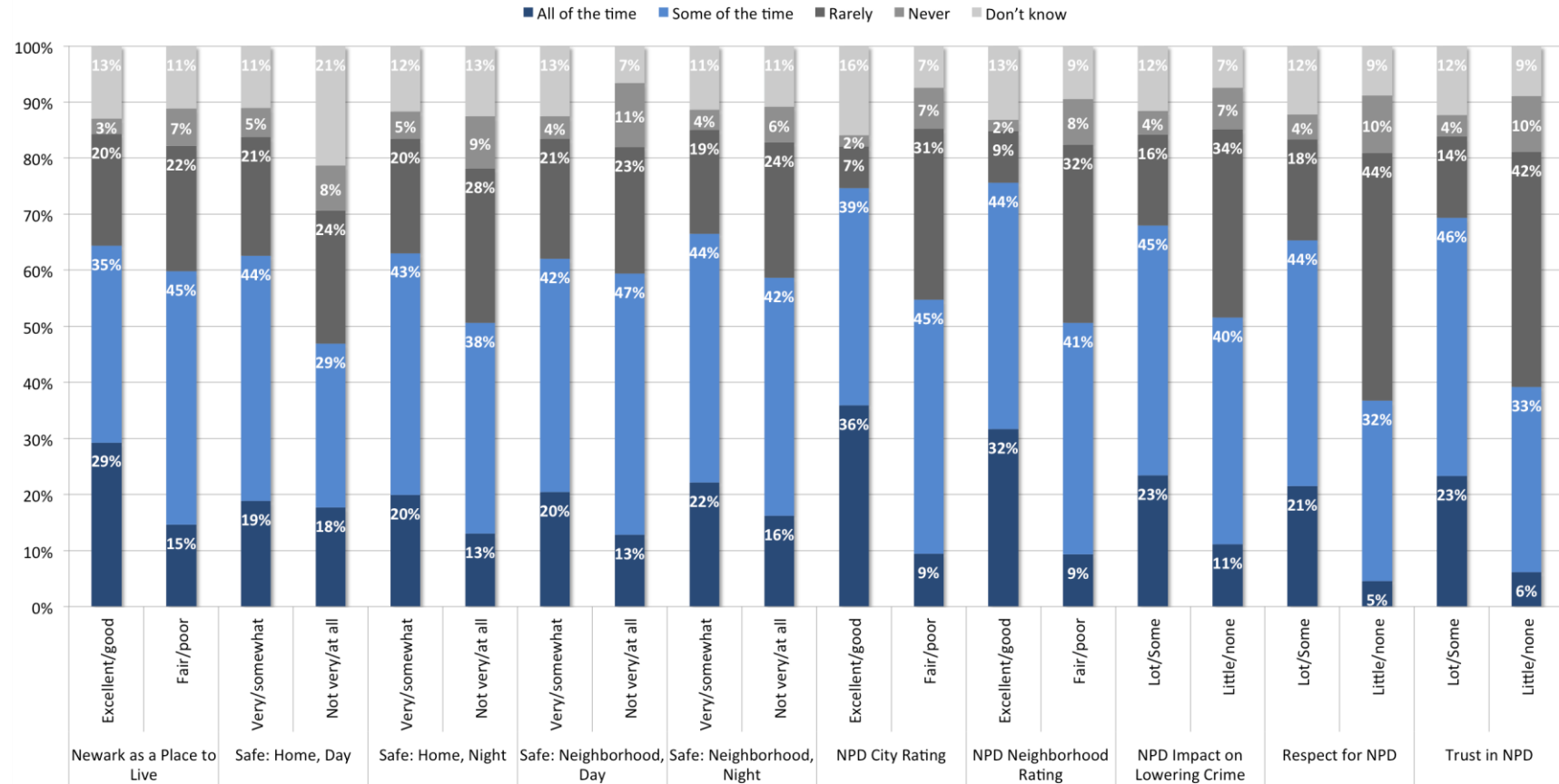
4.16 How Often Officers Investigate Complaints by Ward and Precinct



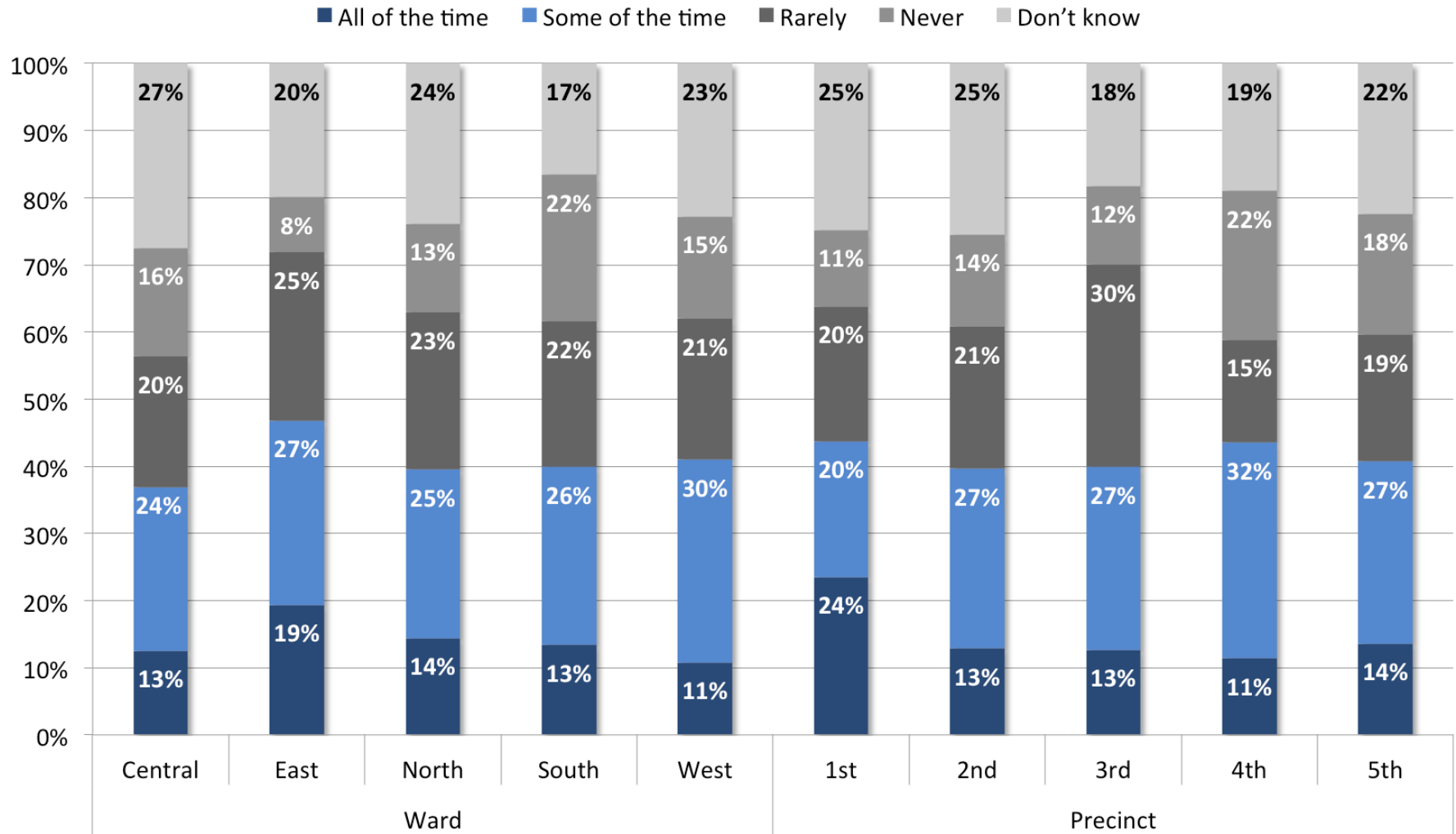
4.17 How Often Officers Investigate Complaints by Gender, Race, Ethnicity, Age, Education, and Income



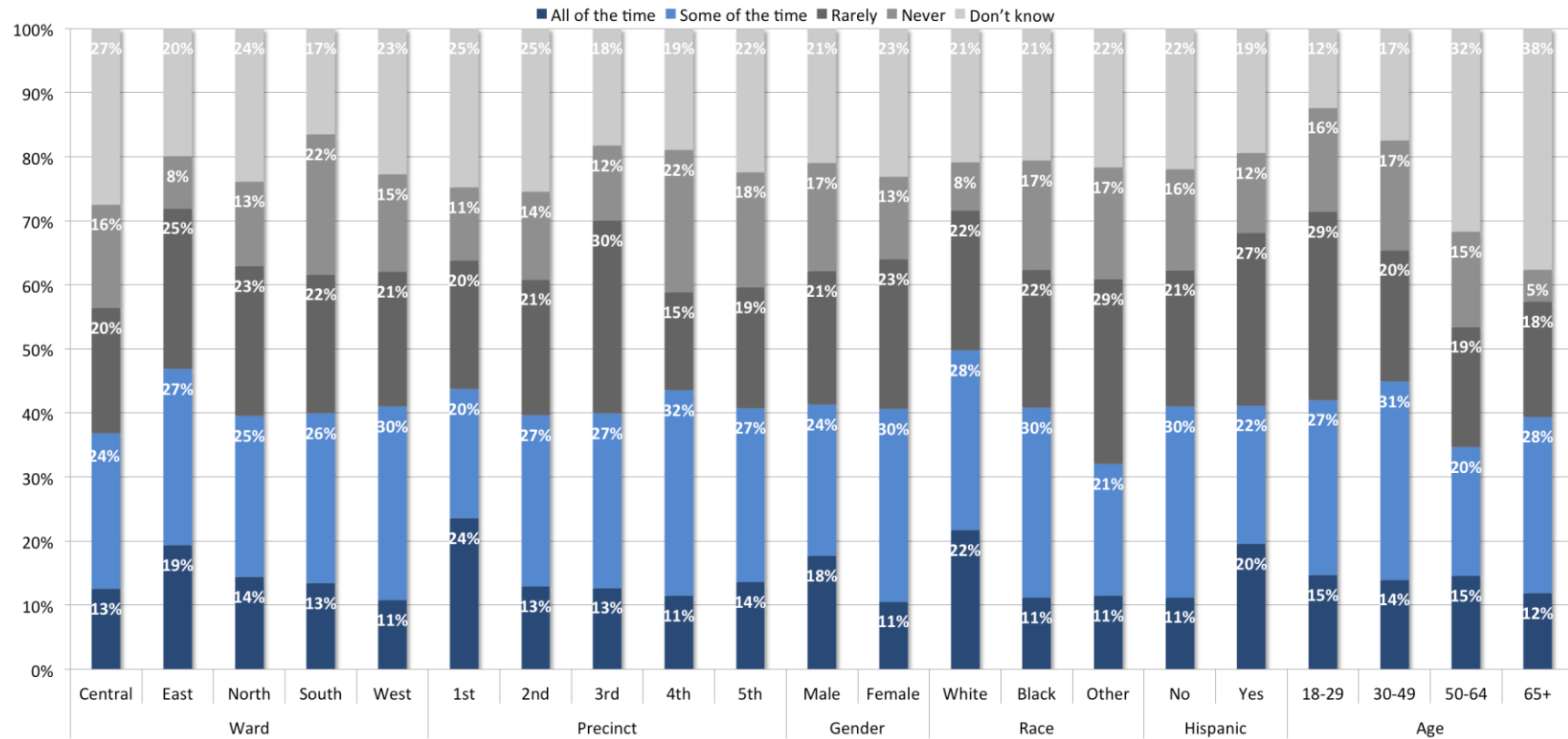
4.18 How Often Officers Investigate Complaints by Newark Ratings, Perceptions of Safety, NPD Ratings, NPD Impact, NPD Respect, and NPD Trust



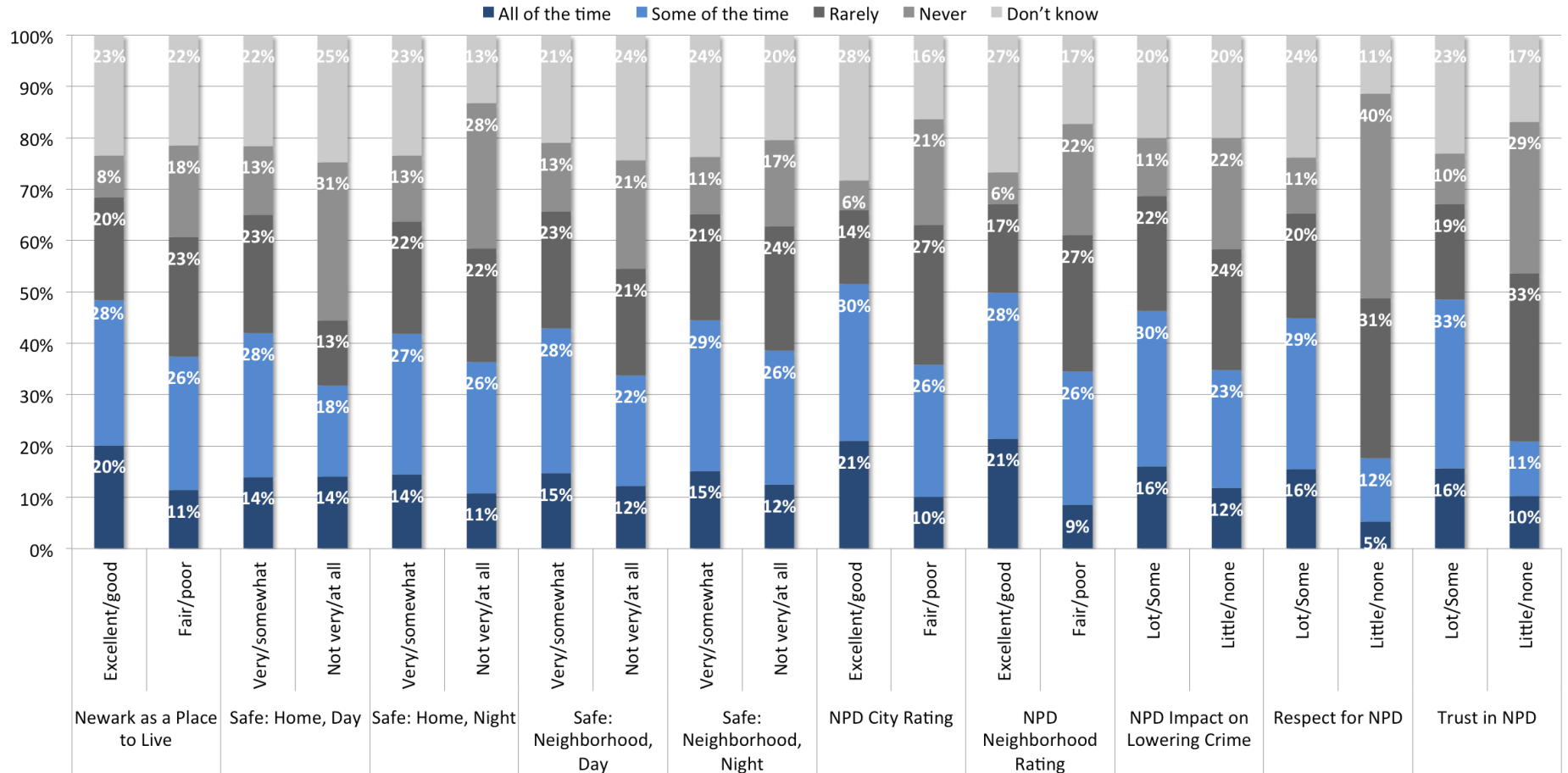
4.19 How Often Officers Investigate Complaints Against Other Officers by Ward and Precinct



4.20 How Often Officers Investigate Complaints Against Other Officers by Gender, Race, Ethnicity, and Age



4.21 How Often Officers Investigate Complaints Against Other Officers by Newark Ratings, Perceptions of Safety, NPD Ratings, NPD Impact, NPD Respect, and NPD Trust



about other officers – are also more likely to have had a reason to file a complaint than those who say officers investigate complaints “all” or “some” of the time (21 percent versus 5 percent for complaints overall, 13 percent versus 7 percent for complaints about officers).

Just over half of those who say they had reason to file a complaint actually **ended up filing**. Among those who filed, **satisfaction** with the result is mixed: 21 percent say they were “very” satisfied, 1 percent “somewhat” satisfied, 17 percent “not very” satisfied, and 60 percent “not at all” satisfied.

Among those who did not file, reasons vary. Most (62 percent) say they did not think it would make any difference. Six percent each say they did not know how or that it would have taken too much time. Eight percent say they were concerned about any type of backlash. Eighteen percent offered some other type of reason.²⁸

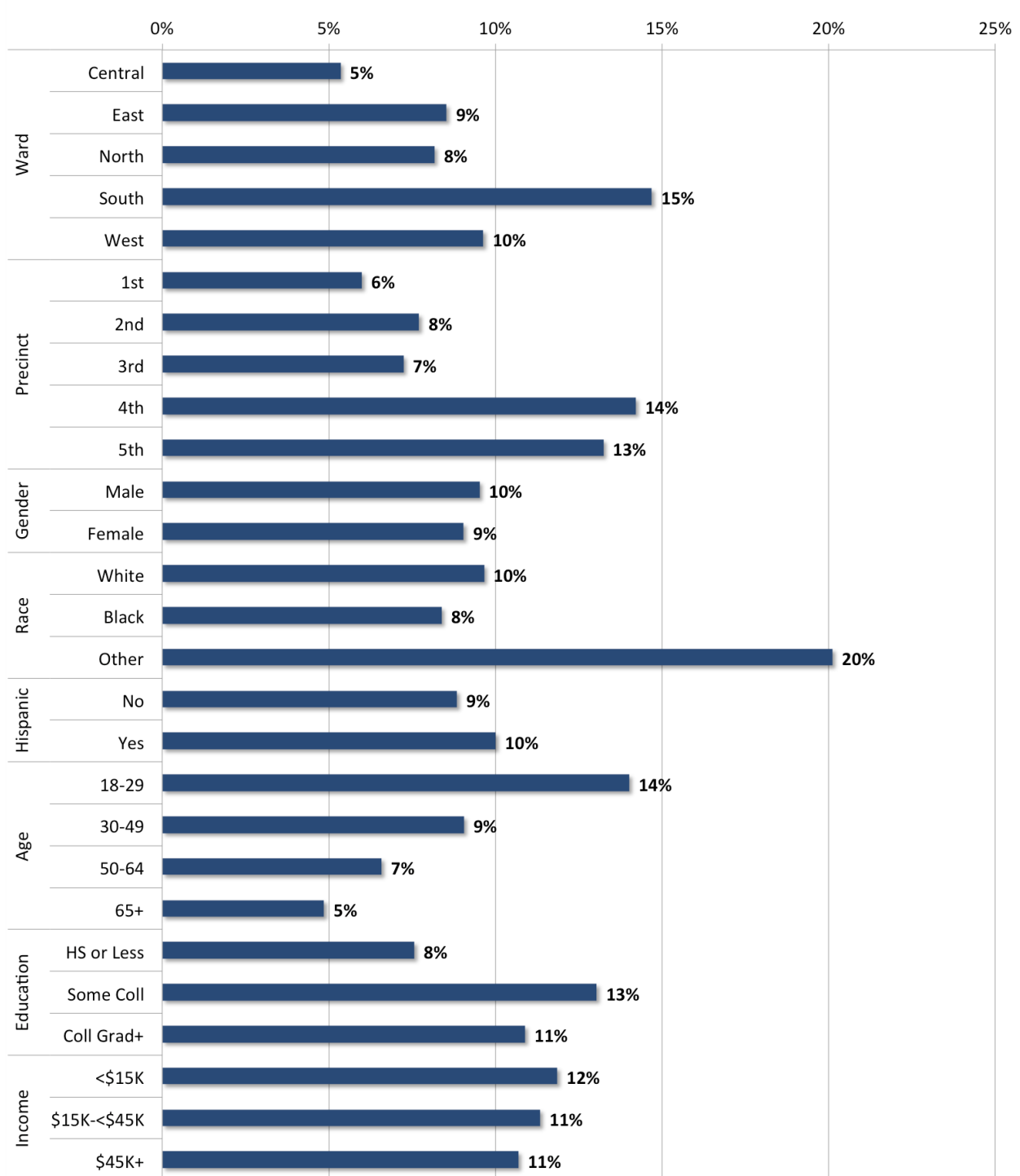
911

Twenty-four percent say the Newark Police **respond quickly to 911 calls** “all of the time,” 37 percent say “some of the time,” 16 percent say “rarely,” and 15 percent say “never.” There is some variation by ward: those in the South ward are least likely to believe the police respond to 911 calls “all” (21 percent) or “some” (35 percent) of the time, while those in the East ward are the most likely (24 percent “all,” 43 percent “some”).

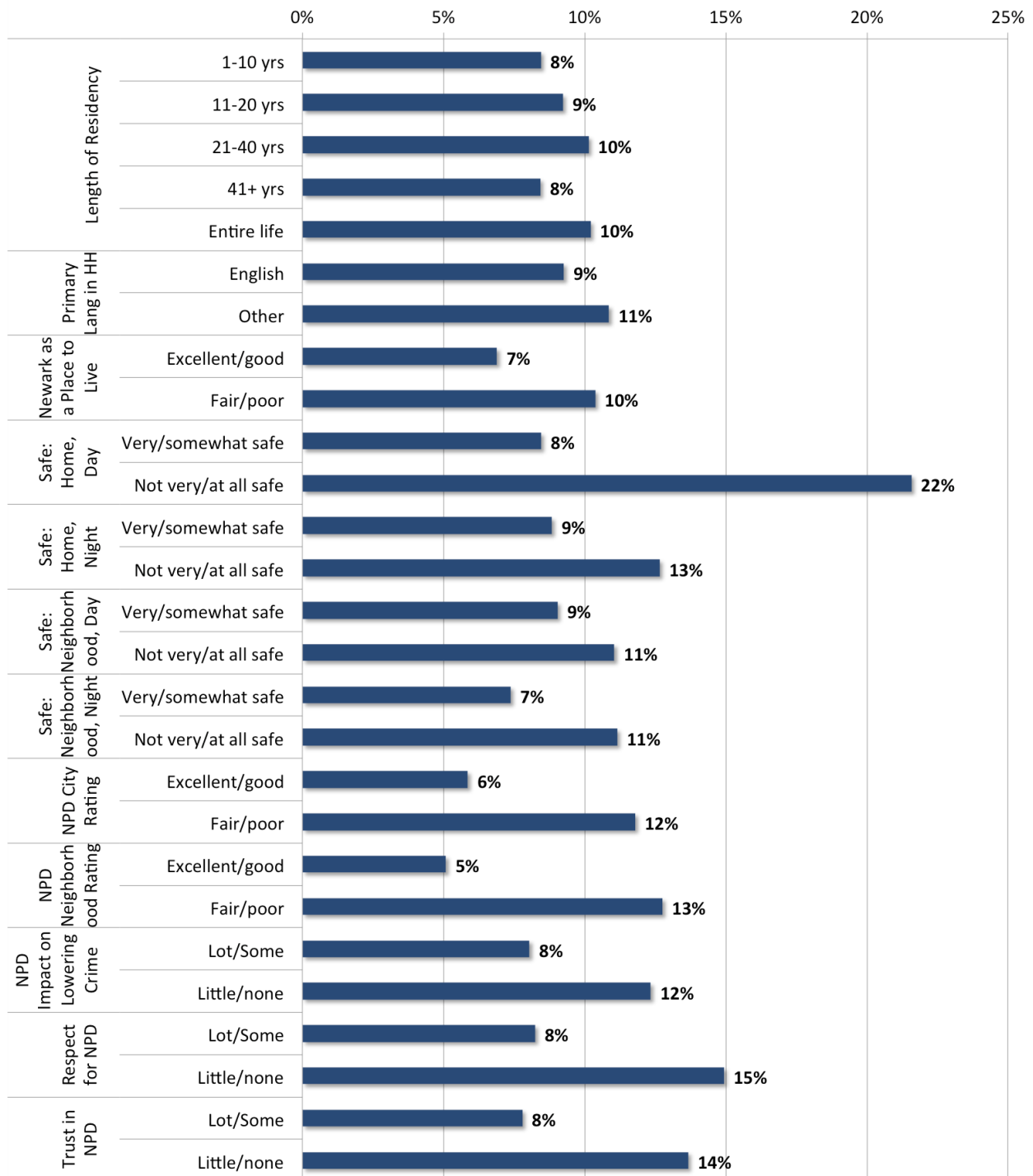
Opinions vary by precinct, as well. Those in the 1st (28 percent “all of the time,” 43 “some of the time”), 2nd (31 percent “all of the time,” 30 “some of the time”), and 3rd (19 percent “all of the time,” 45 “some of the time”) precincts are more likely to say the police respond quickly to 911 calls at least “some of the time” than those in the 4th (19 percent “all of the time,” 41 “some of the time”) and 5th (22 percent “all of the time,” 34 “some of the time”) precincts (see Figure 4.24).

²⁸ Given the small number of residents who answered these questions about filing a complaint, generalizations should be drawn with extreme caution.

4.22 Had Reason to File Complaint in Last Year



4.23 Had Reason to File Complaint in Last Year



Black residents are slightly more skeptical than white residents: 33 percent of the former believe police respond quickly to 911 calls “rarely” (17 percent) or “never” (16 percent), compared to 25 percent of the latter (22 percent “rarely,” 3 percent “never”). Residents 50 years and older are more likely than their younger counterparts to believe the police respond quickly to 911 calls. Senior citizens are especially prone to believe this: 30 percent say police respond to 911 calls “all” of the time, compared to just 20 percent of millennials who say the same.

Those in households making \$45,000 or more annually are more likely than their counterparts to believe the police respond quickly to 911 calls at least “all” of the time; views also vary by how long someone has lived in Newark (see Figure 4.25).

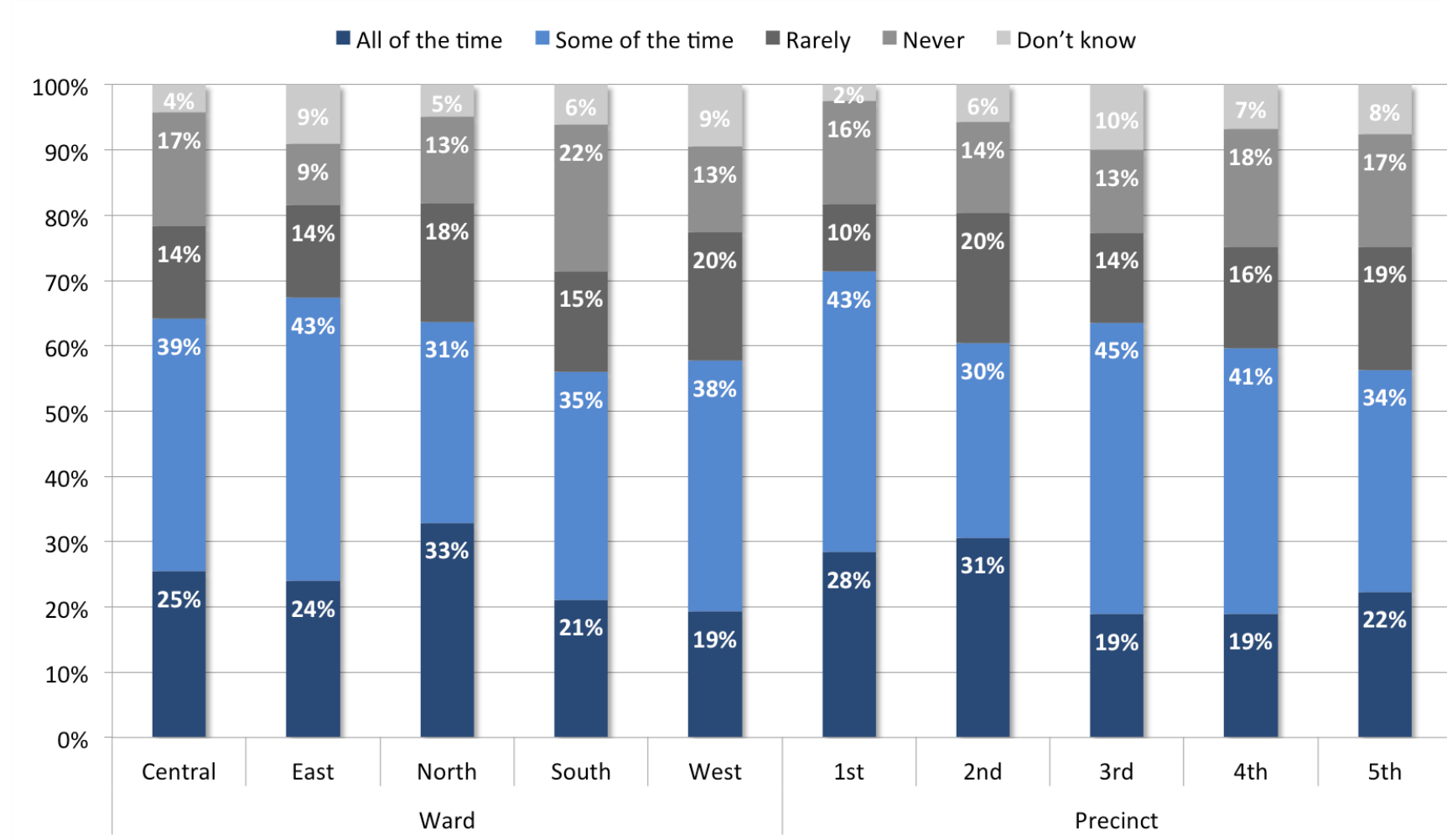
Residents who give the police high ratings, those who believe they have an impact on lowering crime, those who respect officers, those who trust officers, and those who believe officers investigate complaints are all much more likely than their counterparts to believe the police respond quickly to 911 calls “all” or “some” of the time. Residents who have had direct interaction with an officer a few times a month or more in the past year are more likely than those who have had less interaction to believe the police respond “all” or “some” of the time (see Figures 4.26 and 4.27).

Fifty-seven percent of residents have **made a 911 emergency call in Newark** at some point (see Figures 4.28 and 4.29). About six in 10 residents in almost every ward say they have called 911, with the exception of those living in the East ward (at 51 percent). A similar pattern emerges by precinct.²⁹

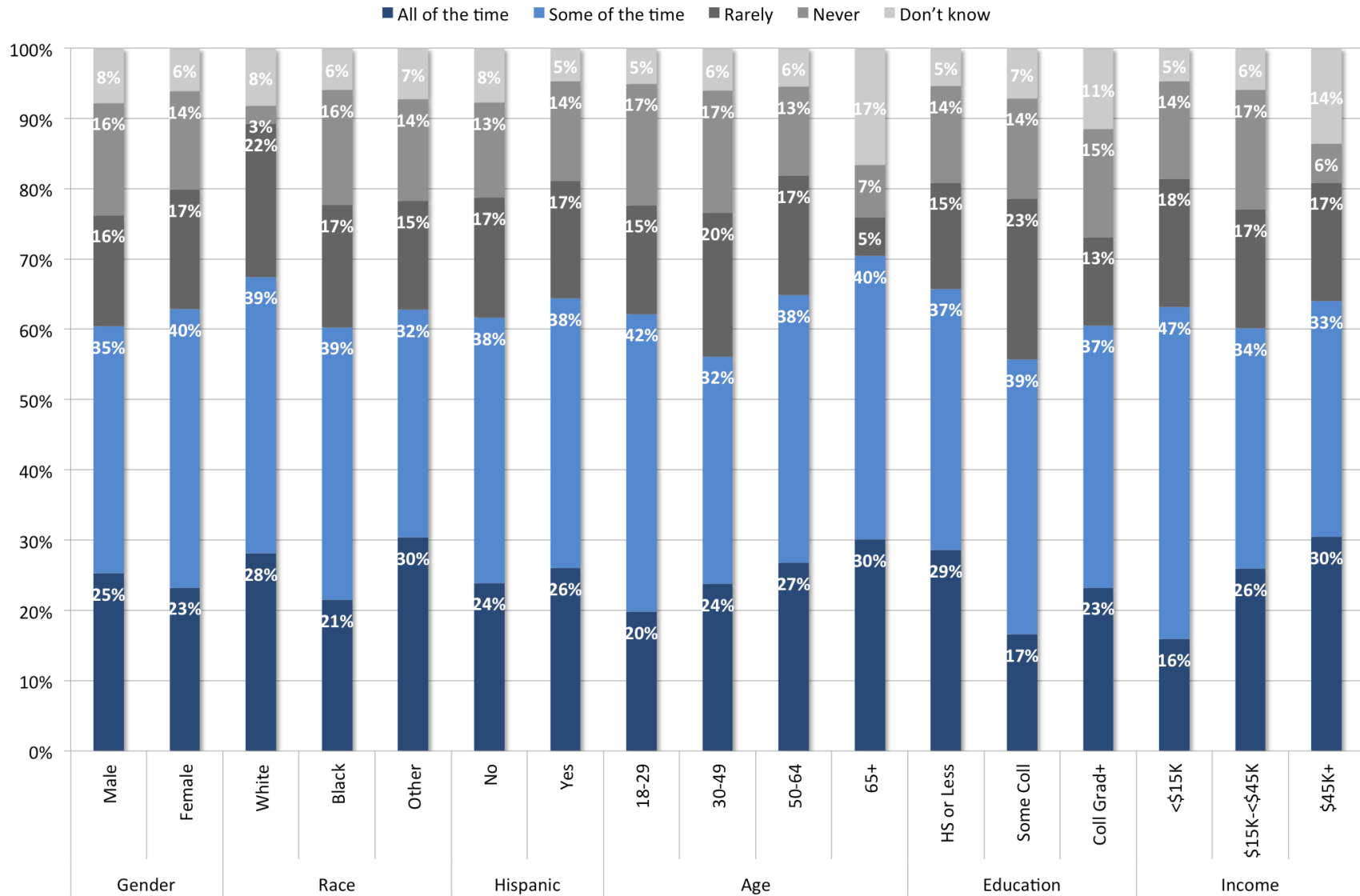
Black residents are more likely than white residents to have made a 911 call – 61 percent to 51 percent. Those who primarily speak English in their household are more likely than those who speak something else to say they have called 911.

²⁹ Differences by ward and precinct are not statistically significant, however.

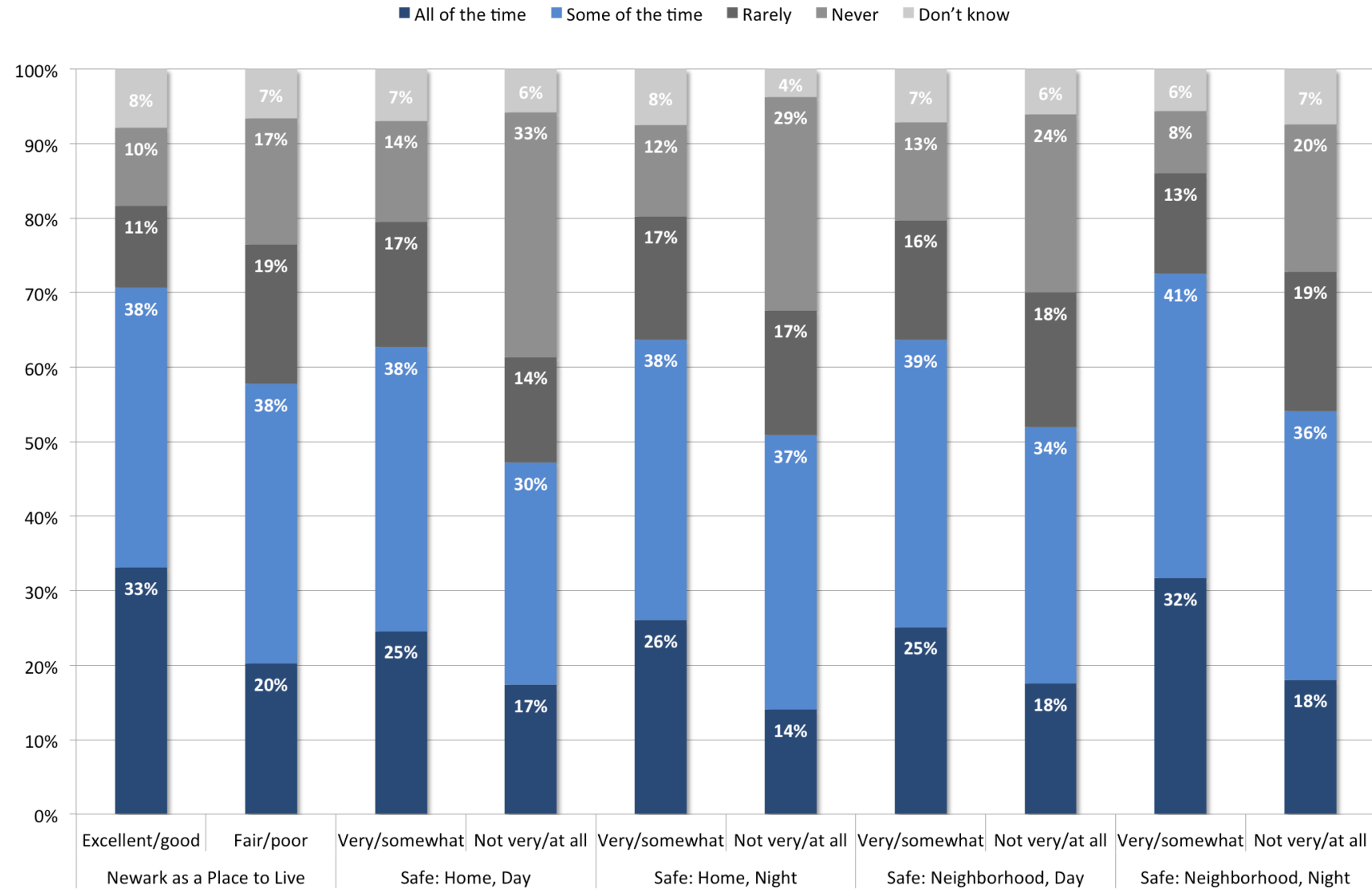
4.24 Respond to 911 Calls Quickly by Ward and Precinct



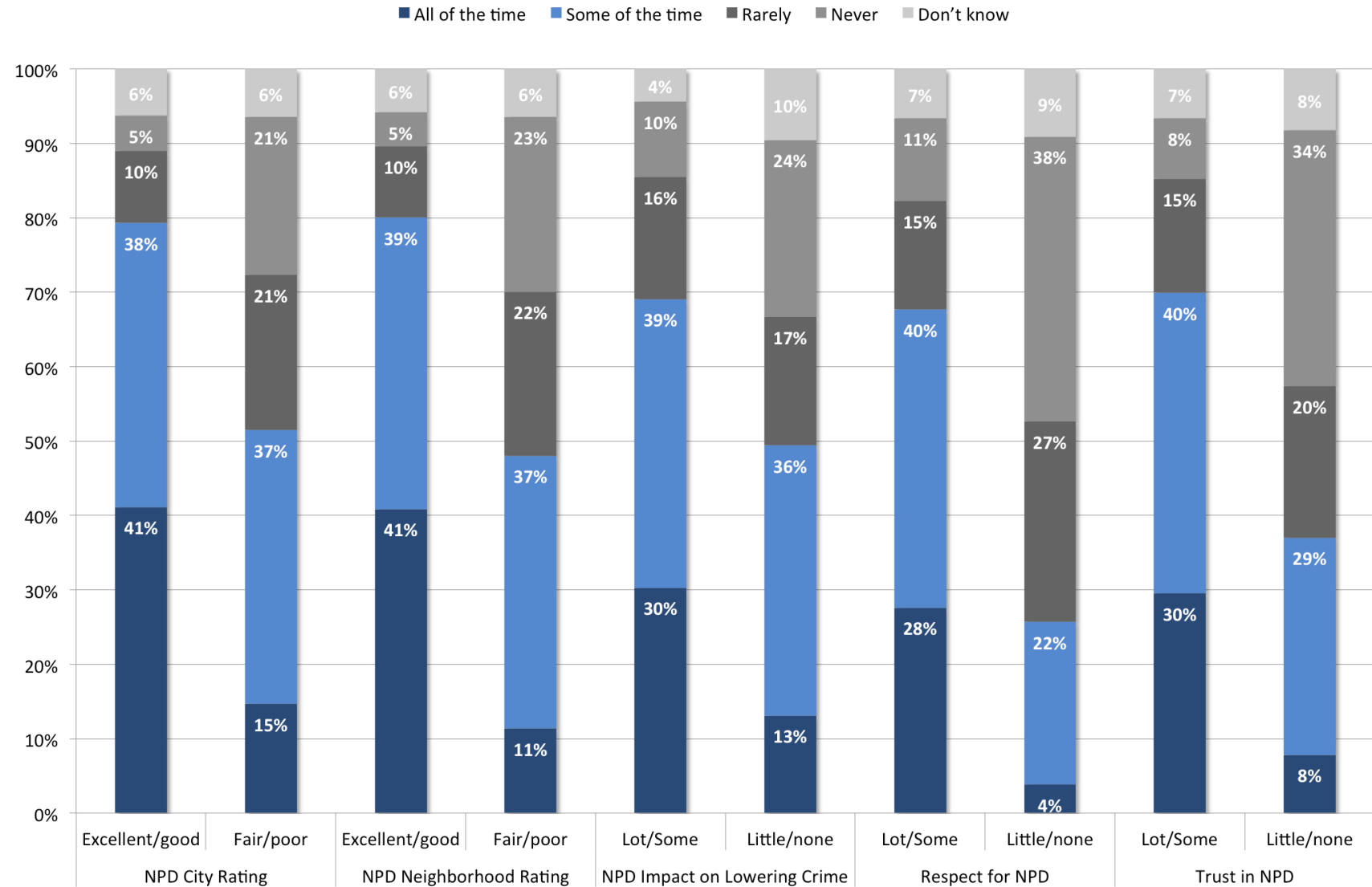
4.25 Respond to 911 Calls Quickly by Gender, Race, Ethnicity, Age, Education, and Income



4.26 Respond to 911 Calls Quickly by Newark Ratings and Perceptions of Safety



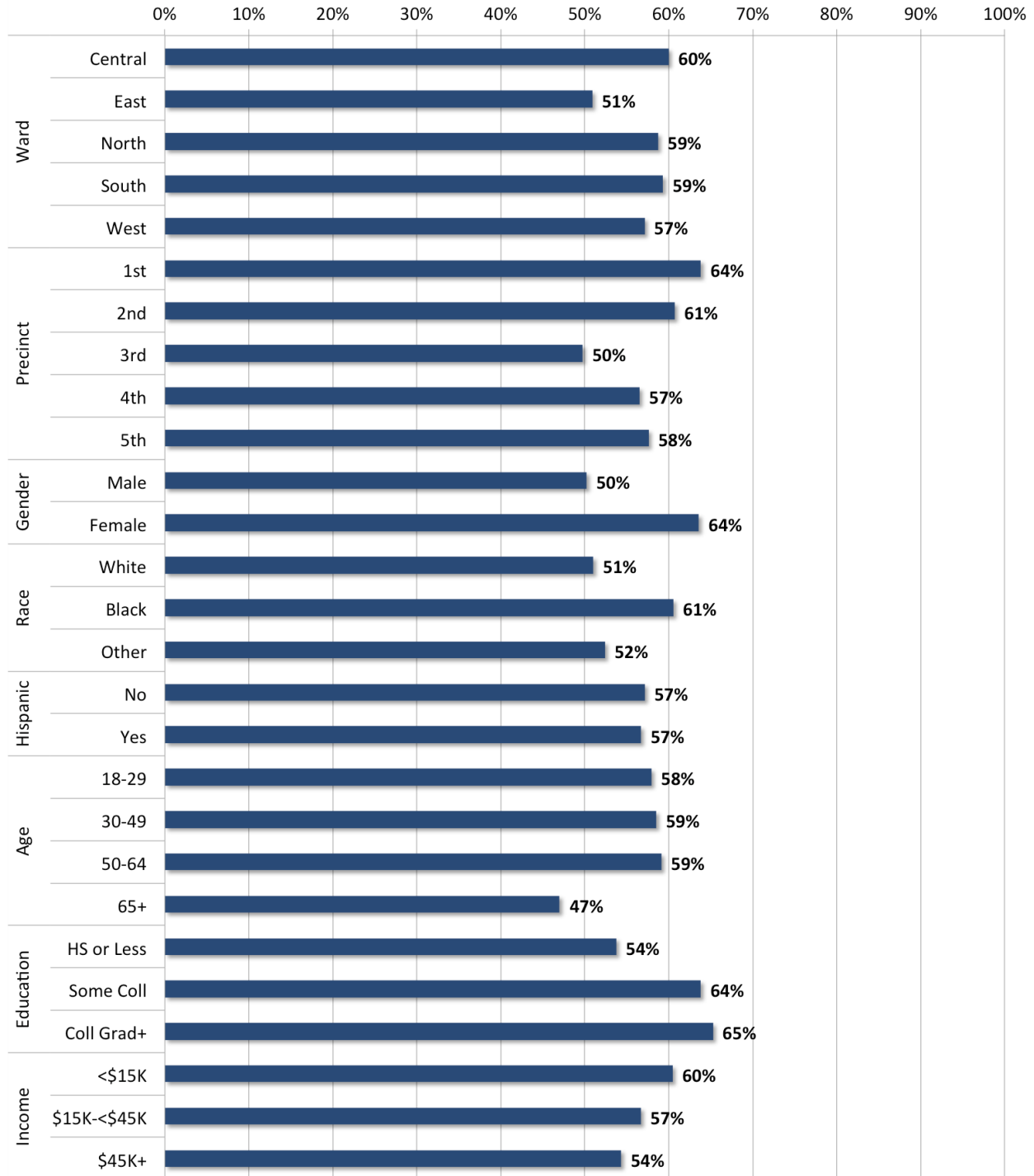
4.27 Respond to 911 Calls Quickly by NPD Ratings, NPD Impact on Crime, Respect for NPD, and Trust in NPD



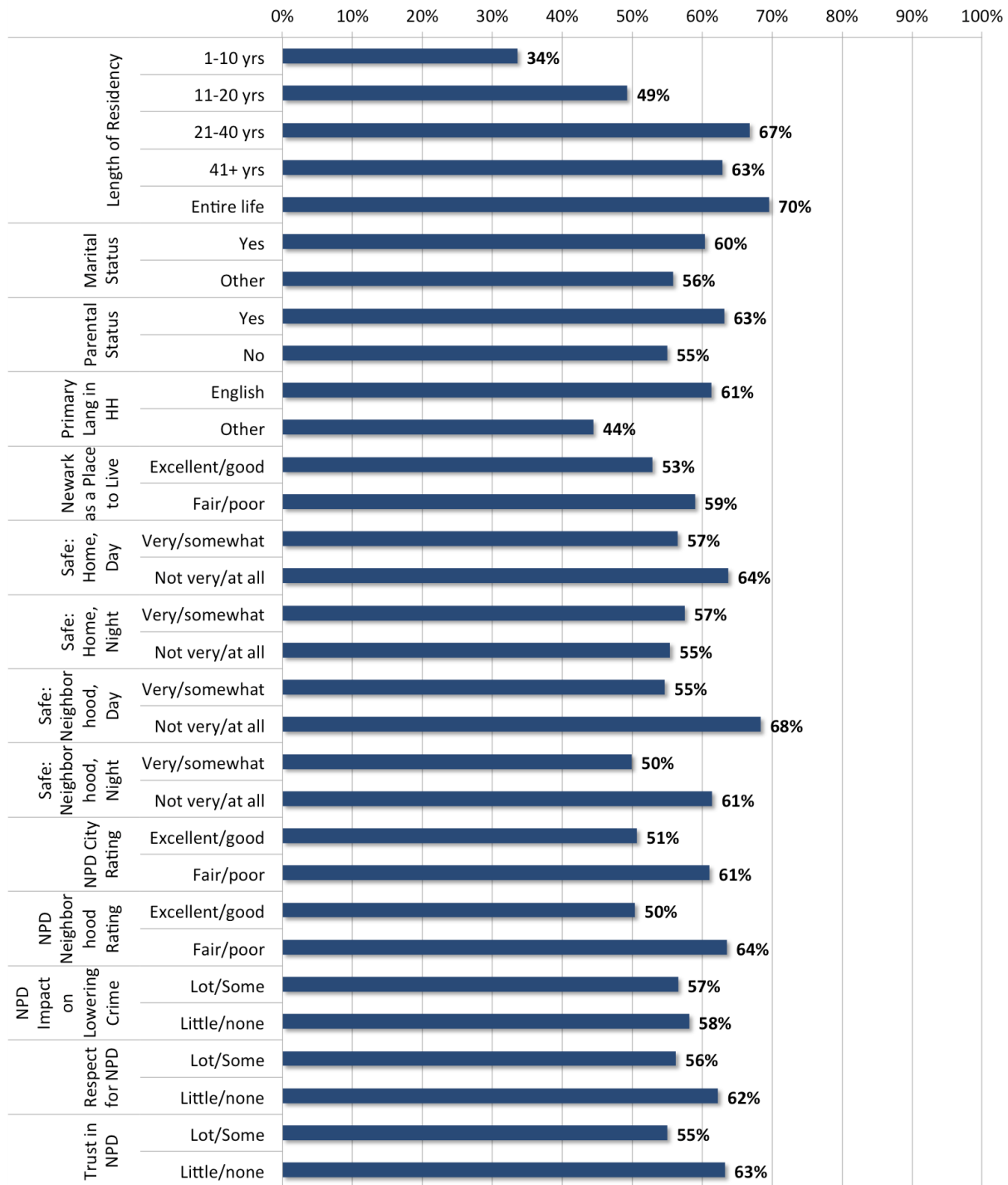
Female residents are more likely to admit they have made a 911 call than male residents – 64 percent to 50 percent. Propensity to call 911 increases with education and with number of years lived in Newark.

Residents who say they feel unsafe in their neighborhood are also more likely to have placed a call to 911. Those who have requested assistance from an officer in the past year are almost twice as likely as those who have not to say they have made a 911 call – 78 percent to 46 percent. Those who have had more frequent contact with an officer in the past year are also slightly more likely than those who have not to have called 911.

4.28 Called 911 by Ward, Precinct, Gender, Race, Ethnicity, Age, Education, and Income



4.29 Called 911 by Residency, Marriage, Parental Status, Primary Language, Newark Ratings, Perceptions of Safety, NPD Ratings, NPD Impact on Crime, Respect for NPD, and Trust in NPD



5 STOPS, SEARCHES, AND USE OF FORCE

Stop and Search

Of those residents who have had direct contact with an officer in the past year, 31 percent have been **stopped by an officer**; 8 percent have been stopped specifically in the last month and 5 percent in the last three months (see Figure 5.1).

Those in the Central ward are most likely to say they have been stopped at some point in the last year (38 percent), while those in the East ward are least likely (24 percent). Likewise, being stopped in the last year is most prevalent in the 1st precinct (43 percent) and least prevalent in the 5th precinct (24 percent).³⁰

Black residents are also more likely to say they have been stopped than white residents – 33 percent to 21 percent.³¹ Reports vary little by ethnicity or primary household language.

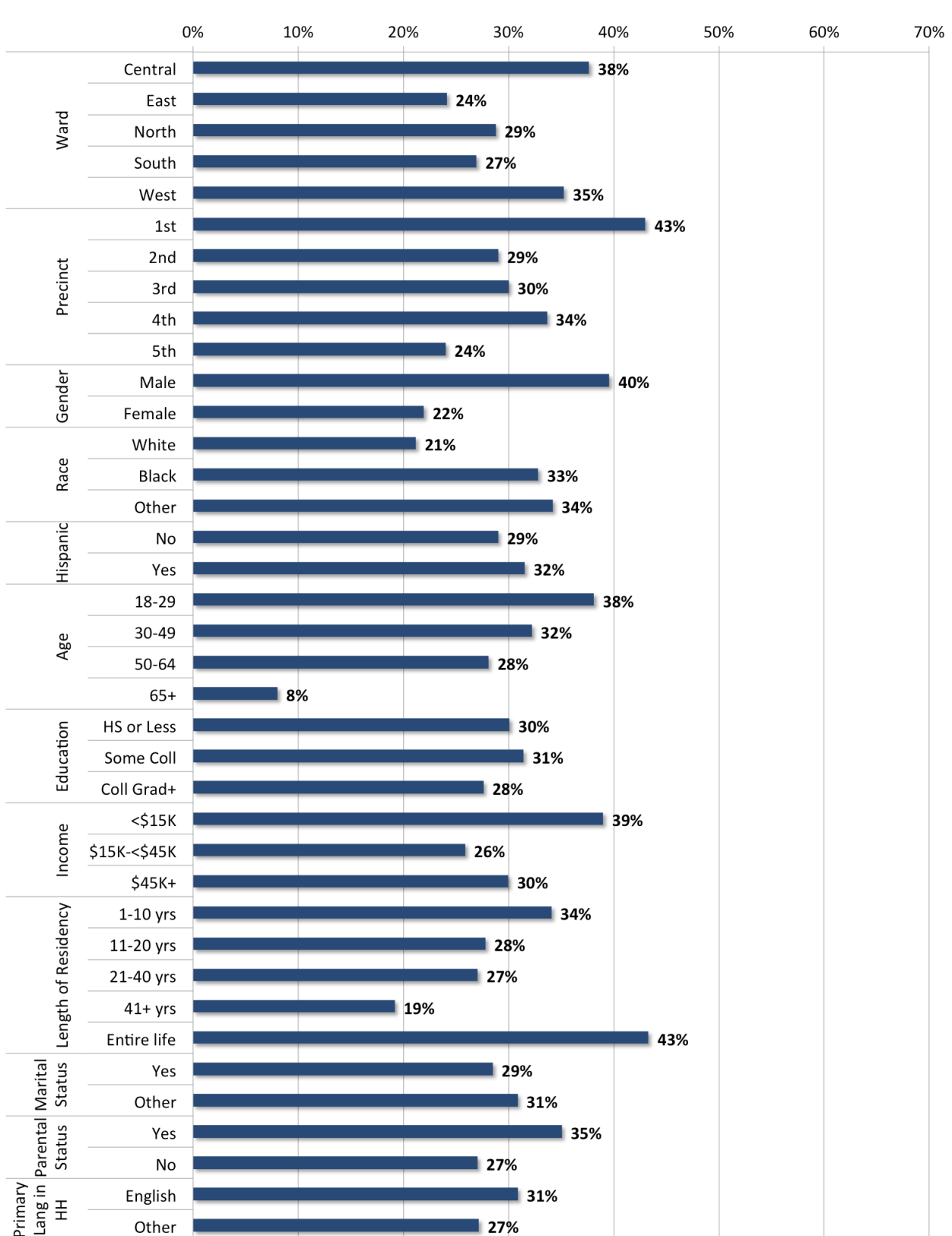
Male residents are almost twice as likely as female residents to report being stopped sometime in the past year – 40 percent versus 22 percent. Propensity to be stopped also decreases with age; millennials are most likely to report this happening, compared to senior citizens. Residents in households making under \$15,000 annually are also more likely to report being stopped (39 percent) compared to those in higher income brackets.

When asked to think about the most recent time they were stopped by an officer – regardless of whether or not it was in the past year – **personal safety** was a concern for four in 10 residents: 19 percent report they were “very concerned” during the most recent time they were stopped, and 22 percent report being “somewhat concerned.” On the other hand, 15

³⁰ Results should be interpreted with extreme caution due to small sample sizes.

³¹ Results should be interpreted with extreme caution due to small sample sizes.

5.1 Stopped in the Last Year



percent say they were “not very concerned” and 39 percent say they were “not concerned at all” during the most recent time they were stopped. Those in the Central and West wards (50 percent “very” or “somewhat”) are almost twice as concerned as those in the East and North wards (29 percent and 27 percent, respectively). Concern also differs by precinct: residents living in the 4th precinct are most likely to be “very” or “somewhat” concerned (54 percent), while those living in the 3rd precinct are least likely (33 percent). See Figure 5.2.

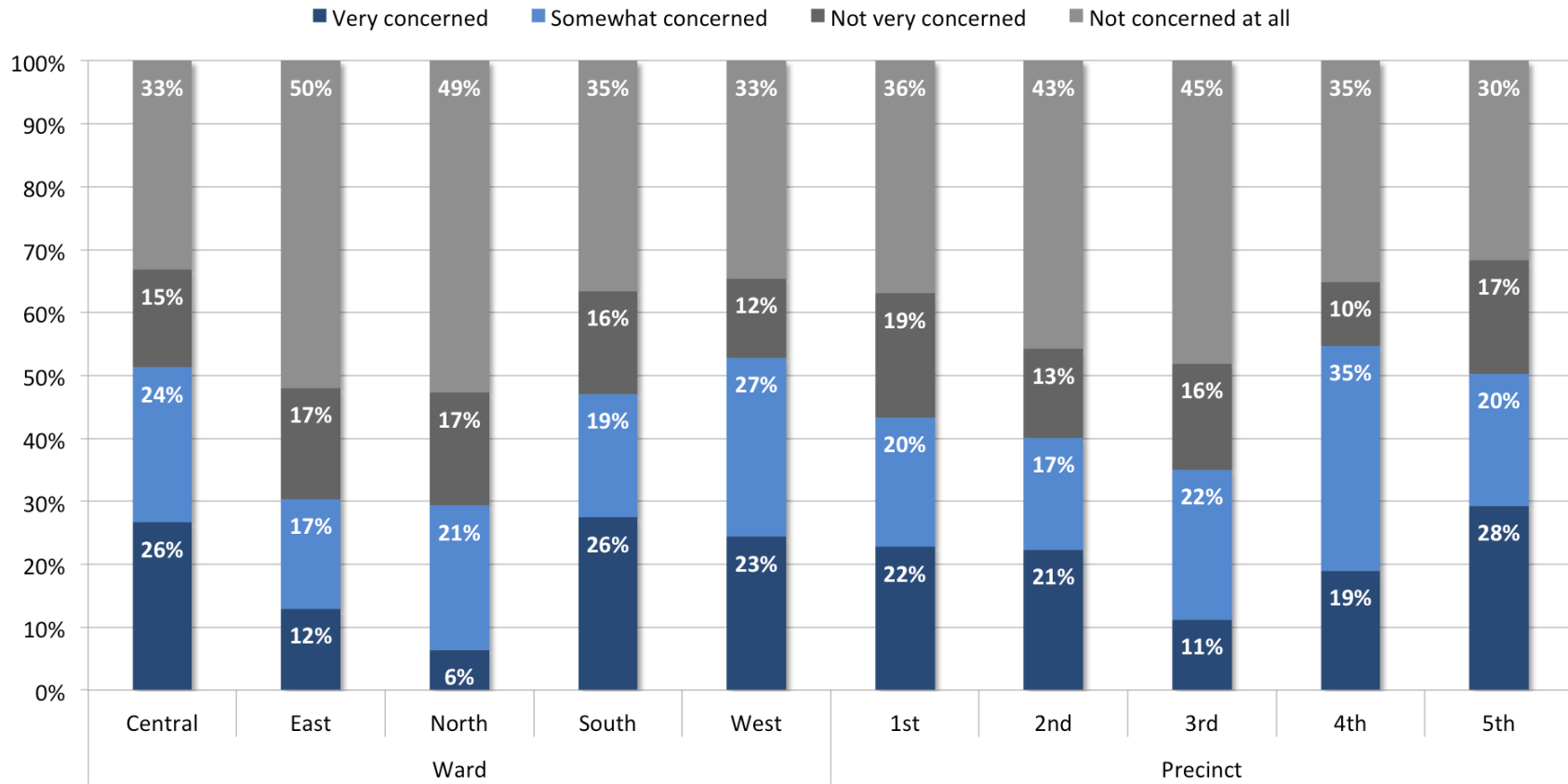
Black residents (25 percent “very,” 24 percent “somewhat”), residents 50 to 64 years old (30 percent “very,” 19 percent “somewhat”), those who have a high school degree or less (18 percent “very,” 27 percent “somewhat”), those in the lowest income bracket (17 percent “very,” 33 percent “somewhat”), and those who have lived in Newark for a few decades all express more concern than their counterparts. Hispanic residents and those who primarily speak something other than English are less likely than their counterparts to express concern.

Concern is also higher among the following groups: those who give negative ratings to the NPD, those who believe the NPD has little to no impact on lowering crime, those who have little to no respect for the NPD, those who have little or no trust in the NPD, those who have had cops request information from them in the past year, and those who have been stopped by an officer in the past year.³² See Figures 5.3 through 5.5.

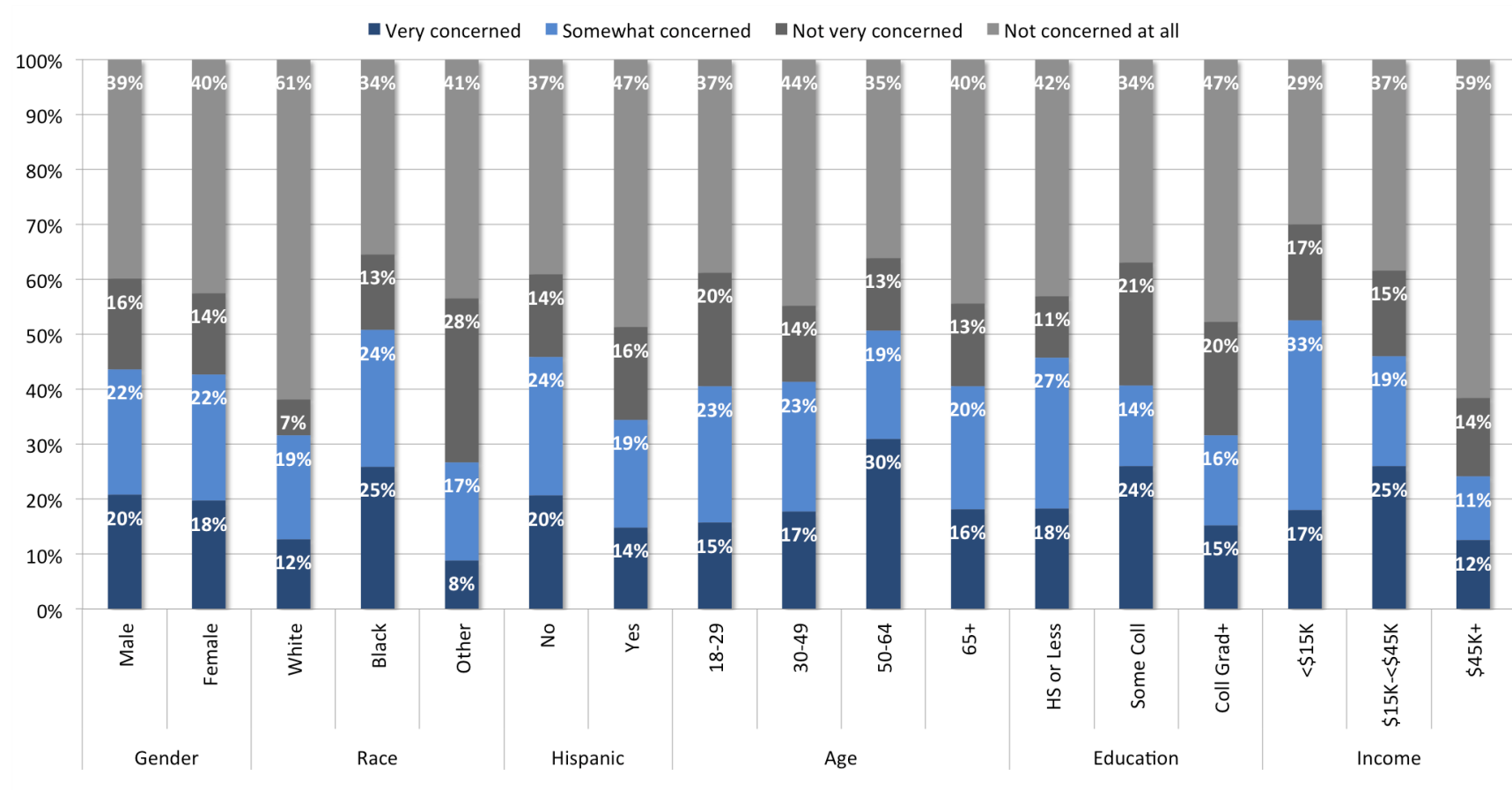
Among those who have been stopped, 59 percent state that the **officer explained the reason for stopping them** (see Figure 5.6). Residents in the North ward are most likely to say this (76 percent), while those in the East ward are least likely (42 percent). A similar pattern emerges by precinct: those in the 4th precinct are most likely to say they received an explanation (77 percent), while those in the 3rd precinct are least likely (44 percent).

³² Analysis for this question should be interpreted with extreme caution due to small sample sizes among certain demographics.

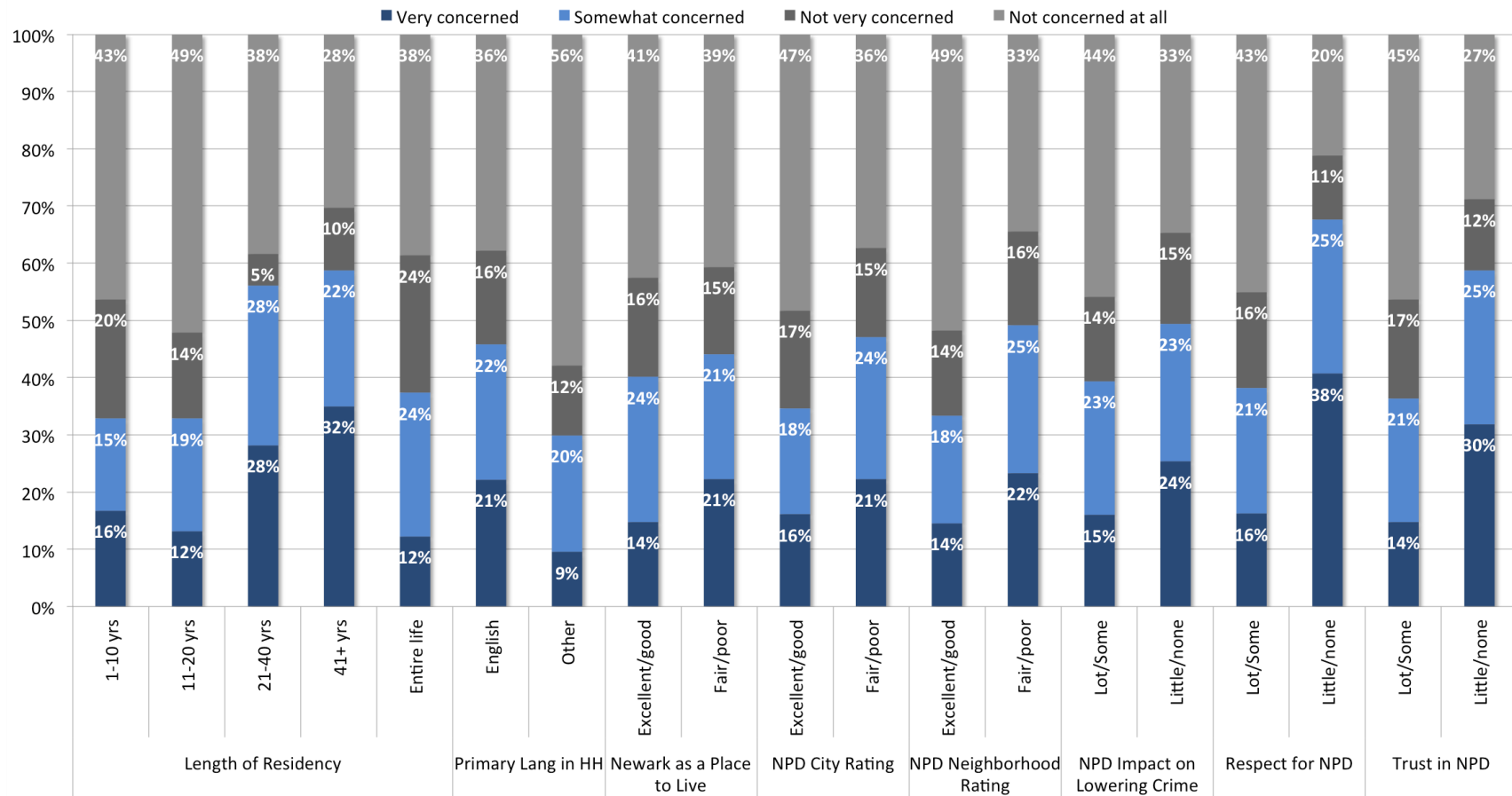
5.2 Concern When Stopped by Ward and Precinct



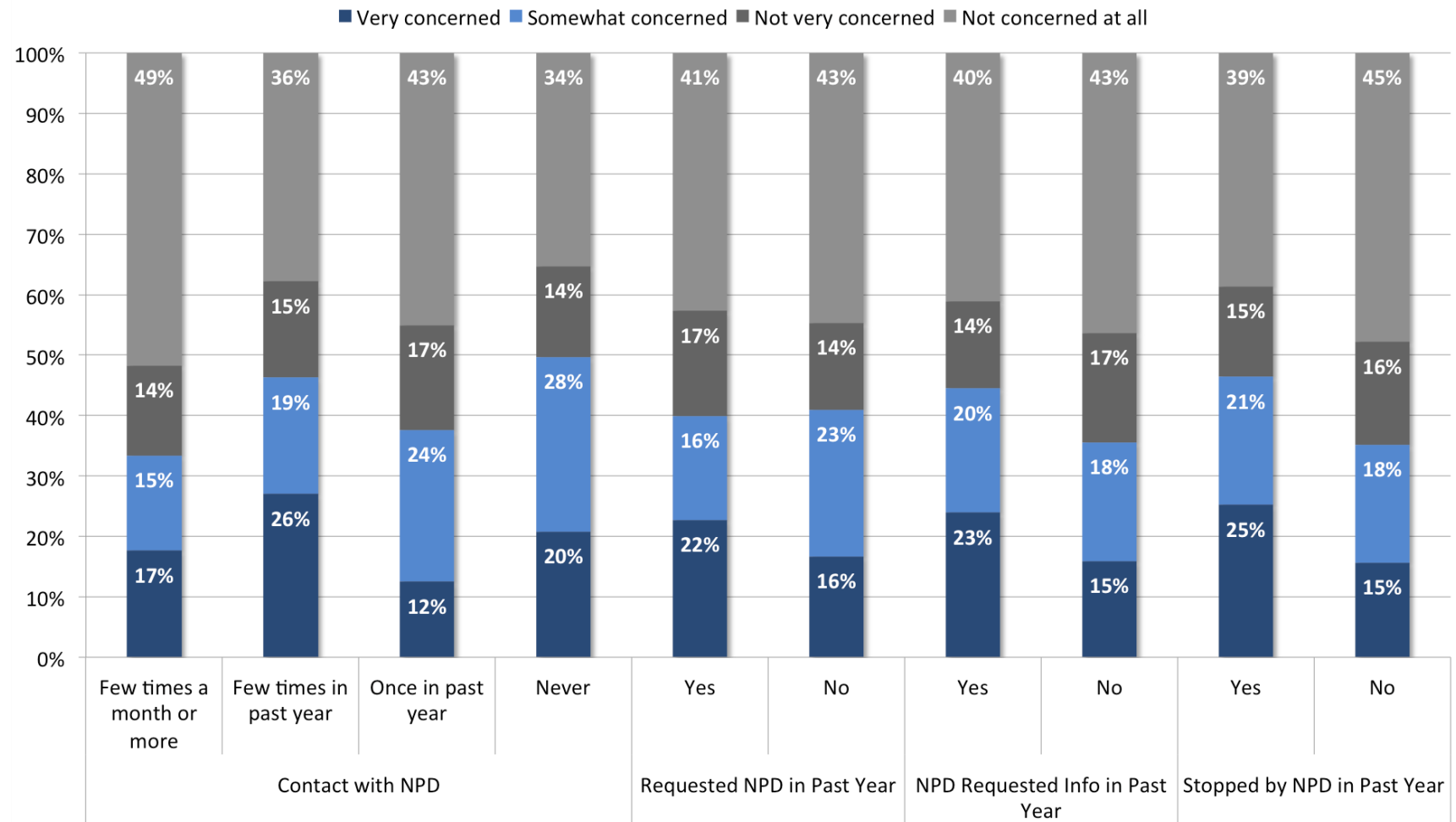
5.3 Concern When Stopped by Gender, Race, Ethnicity, Age, Education, and Income



5.4 Concern When Stopped by Residency, Primary Language, Newark Ratings, NPD Ratings, NPD Impact on Crime, Respect for NPD, and Trust in NPD



5.5 Concern by Contact with NPD, Requested NPD, NPD Requested Information, and Stopped by NPD



Female residents are more likely to say they were given an explanation than men – 63 percent to 56 percent.

Fifty percent of all **residents who received an explanation** report that they were “very satisfied,” and another 25 percent say they were “somewhat satisfied” with the explanation given. Eight percent say they were “not very satisfied” and 17 percent say they were “not satisfied at all.”³³

Sixteen percent of residents have **seen Newark police officers stop someone** at least once a day, 20 percent say they have seen this occur several times a week, 11 percent see it once or twice a week, and 17 percent see it a few times a month. The rest have seen someone stopped less often: 16 percent have seen this occur a few times in the past year and 4 percent just once. Fourteen percent say they have never seen someone stopped (see Figures 5.7 and 5.8).

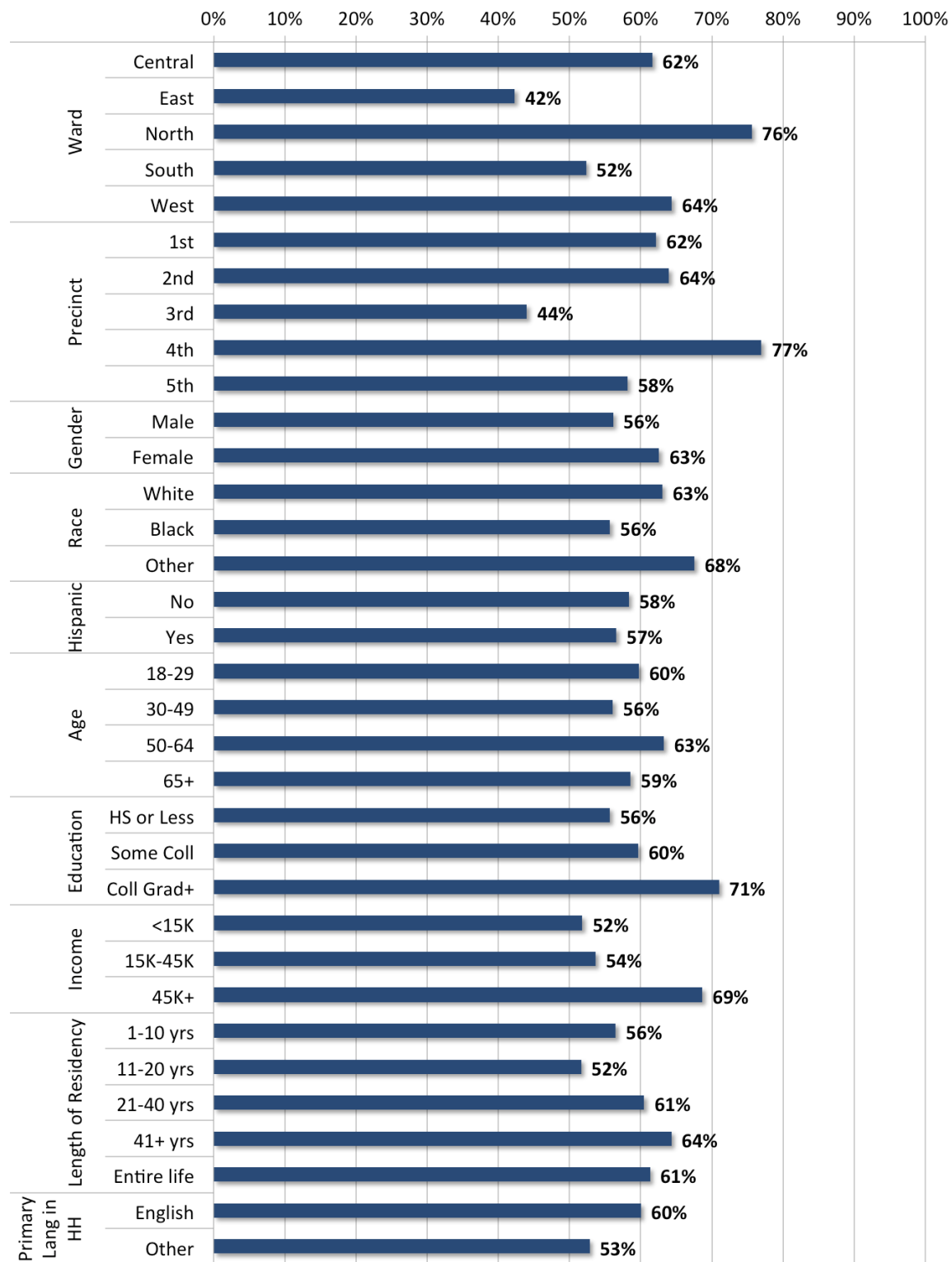
Those living in the South and West wards are more likely to report seeing an officer stop someone at least once in the past year – 89 percent and 90 percent, respectively – compared to those living in the Central (85 percent), East (80 percent), and North (78 percent) wards. South and West ward residents are also more likely than those in other wards to say this happens several times a week (23 percent and 27 percent, respectively).

There are also differences by precinct. Residents living in the 3rd and 5th precincts are more likely than others to say they see someone stopped at least once a day (19 percent and 17 percent, respectively). Those in the 5th precinct are also more likely than others to witness someone getting stopped once a week or more.

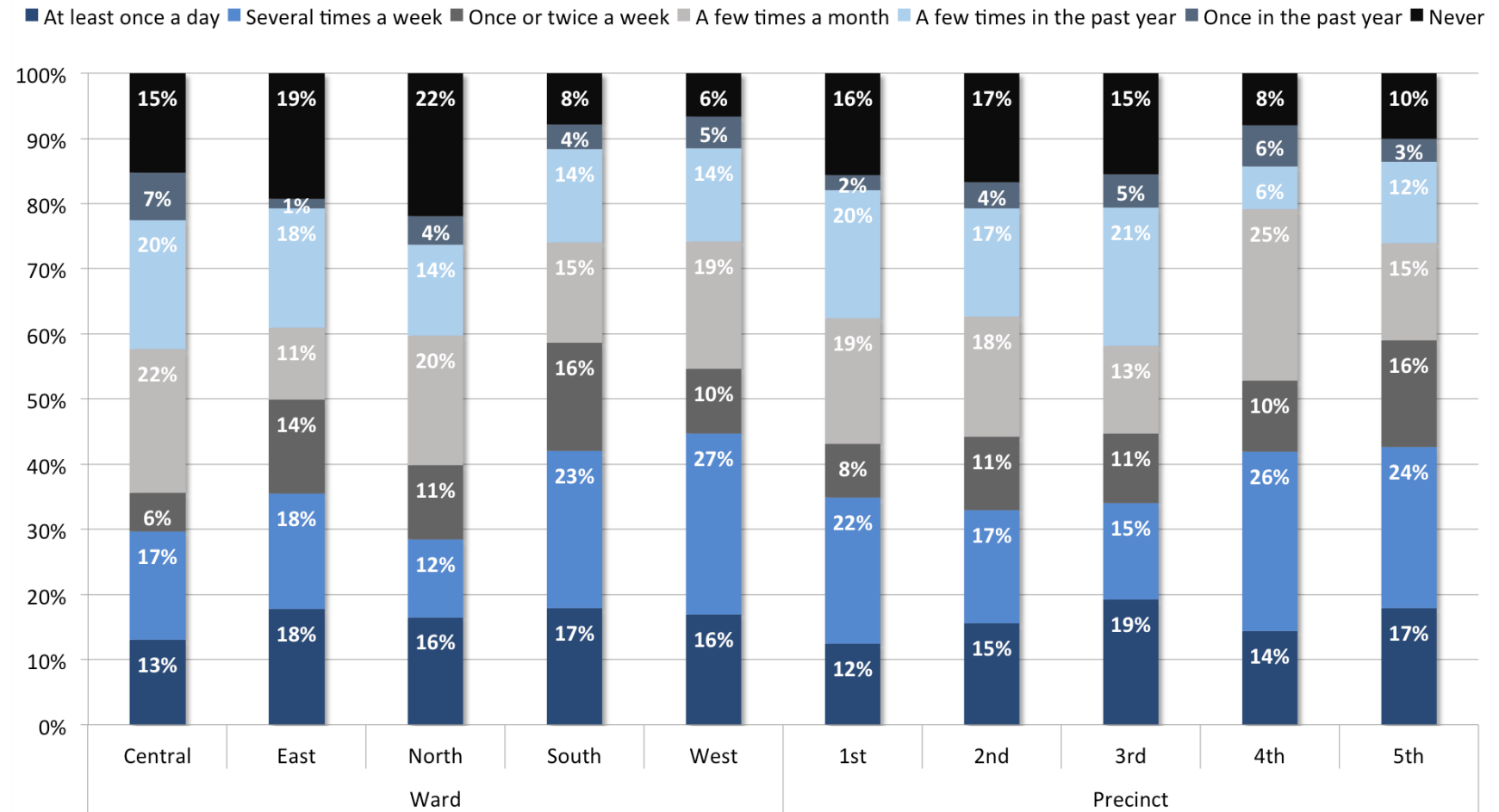
Male residents are almost twice as likely as female residents to say they see someone stopped by an officer at least once a day – 21 percent to 11 percent. Senior citizens are least likely to report this compared to other age cohorts: 64 percent of residents 65 years or older have seen

³³ Further analysis cannot be performed due to small sample size.

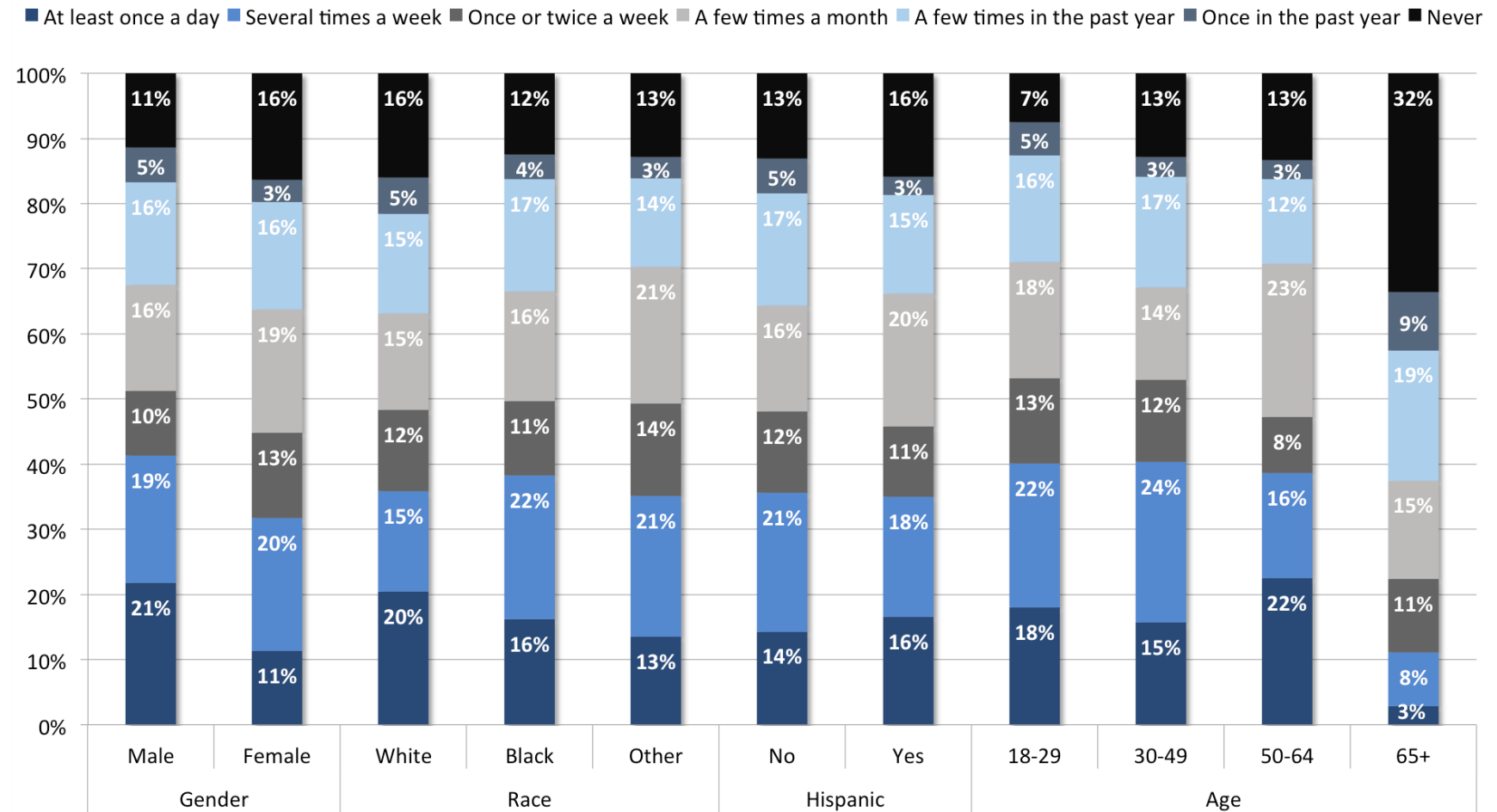
5.6 Officer Gave Explanation Upon Stop



5.7 See Officer Stop Someone Else by Ward and Precinct



5.8 See Officer Stop Someone Else by Gender, Race, Ethnicity, and Age



an officer stop someone at least once in the last year, compared to 93 percent of 18 to 29 year olds, 86 percent of 30 to 49 year olds, and 84 percent of 50 to 64 year olds.

Among all residents who saw a Newark police officer stop someone, 55 percent say they felt that the officer had a **legitimate reason for stopping the person** in the most recent encounter they witnessed, while 18 percent say they felt the opposite, and 27 percent are unsure (see Figure 5.9).

Those living in the South and West wards were less likely than those who live elsewhere to feel the stop they saw was legitimate, at 47 percent each; residents of the East ward were most likely to feel this way, at 66 percent. Those living in the 2nd and 3rd precincts are most likely to believe the stop they saw was legitimate, at 60 percent each; those in the 1st precinct, on the other hand, are least likely (42 percent).

Male residents were a bit more likely than female residents to believe the stop they saw was legitimate (59 percent versus 52 percent), but they were also more likely than their counterparts to believe it was not legitimate (20 percent versus 16 percent); women, on the other hand, were more unsure about what they saw (33 percent to 21 percent).

Black residents are twice as likely as white residents to believe the stop they saw was not legitimate (20 percent versus 10 percent) and less likely than white residents by double digits to believe it was (51 percent to 66 percent). Hispanic residents are more likely than non-Hispanic residents to say the stop they saw was legitimate, as are non-English speaking households.

Millennials are more likely than other age groups to believe the officer had a legitimate reason for stopping the individual in the most recent encounter they witnessed (62 percent). Those 30 to 49 years old, on the other hand, are slightly more likely than others to say the officer did not have a legitimate reason (21 percent). Senior citizens were the most unsure: while 47 percent of this group say the officer had a legitimate reason – the lowest of any age cohort – almost the

same number (44 percent) are unsure about what they saw, and 8 percent believe the officer did not have good reason.

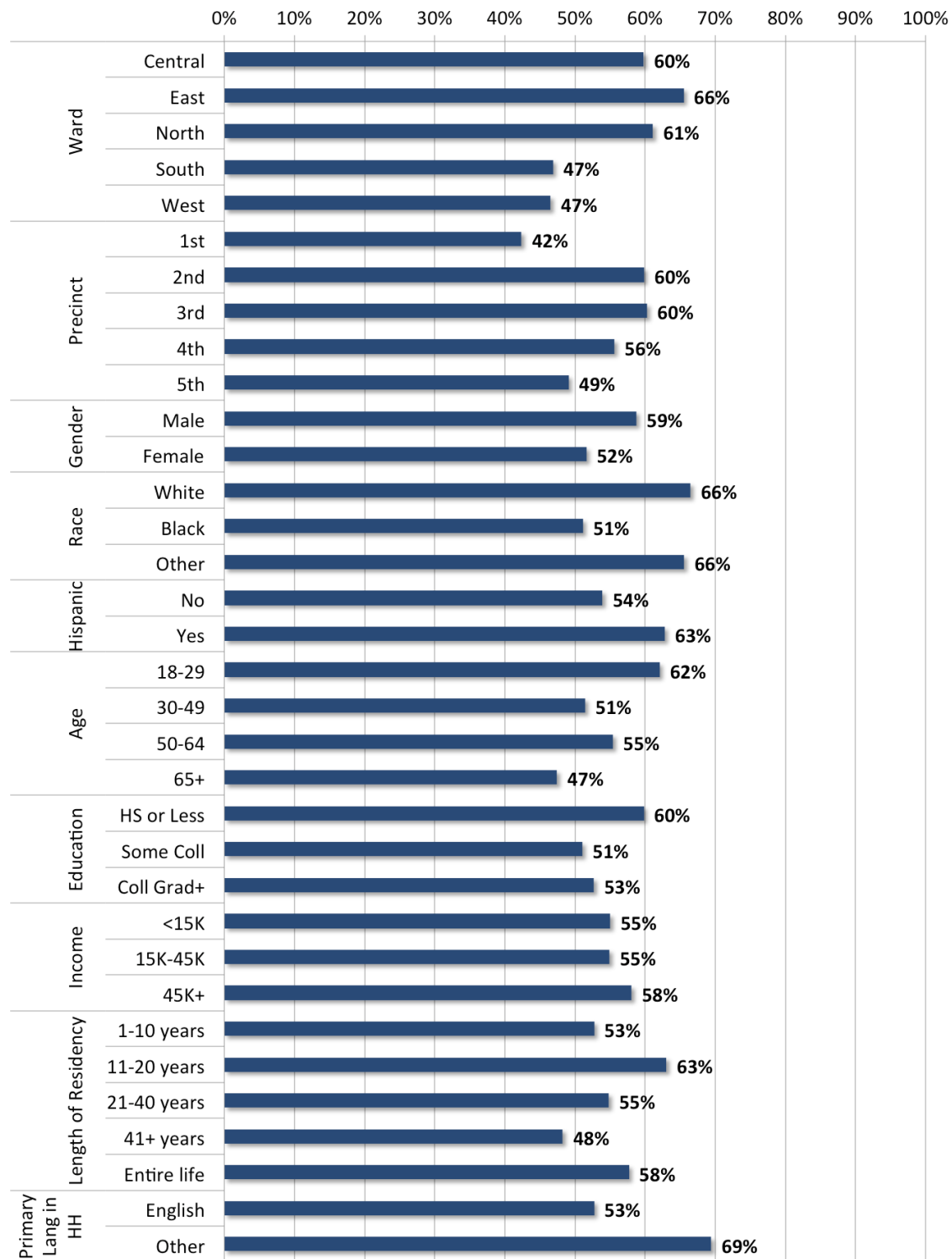
Over half of residents report having seen a Newark police officer **body search someone** in their neighborhood in the past year: 4 percent have witnessed this at least once a day, another 4 percent several times a week, 6 percent once or twice a week, 13 percent a few times a month, 17 percent a few times in the past 12 months, and 11 percent just once in the past year. Forty-one percent of residents say they never saw someone body searched in this time frame. See Figure 5.10 and 5.11.

Residents living in the South, Central, and West wards are more likely to have seen someone body searched in the past year (at 66 percent, 65 percent, and 57 percent, respectively) compared to those living in the East (43 percent) and North (41 percent) wards. Those in the South and West wards are especially likely to report seeing this happen at least once or twice a week (25 percent and 16 percent, respectively). Residents in the 5th precinct are most likely to report seeing someone body searched in the past year, while those living in the 3rd precinct are least likely (48 percent). Just over half of residents living in the 1st, 2nd, and 4th wards have seen someone body searched in the past year.

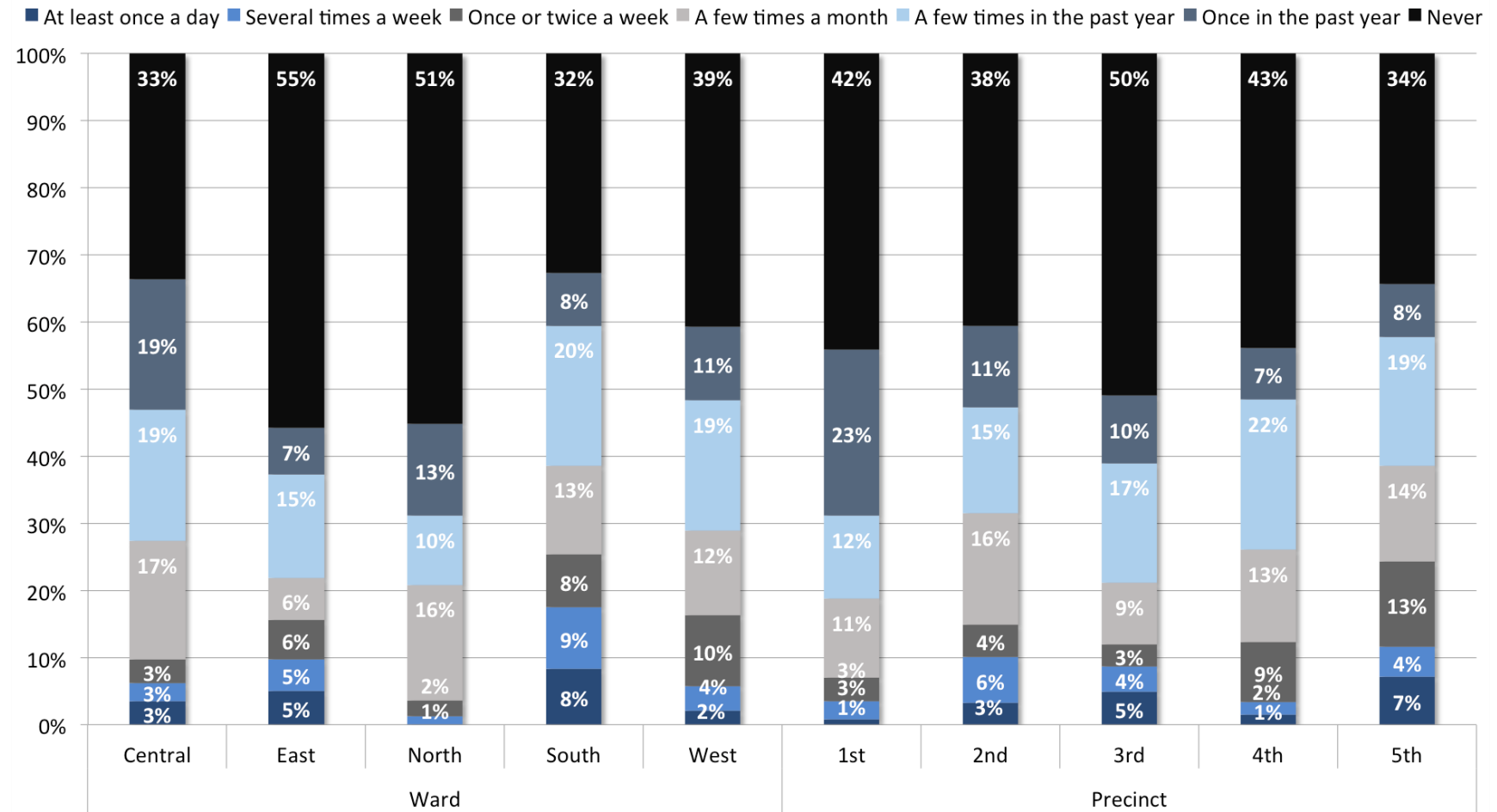
Black residents are more likely than white residents to have witnessed a body search at least once in the past year (59 percent versus 44 percent). Likewise, non-Hispanic residents are more likely to say they have witnessed a body search (57 percent) compared to Hispanic residents (49 percent).

Residents 65 years or older are much less likely than other age cohorts to have witnessed a body search: 42 percent of this group say they have seen someone body searched at least once in the past year, compared to 53 percent of 18 to 29 year olds, 54 percent of 30 to 49 year olds, and 64 percent of 50 to 64 year olds.

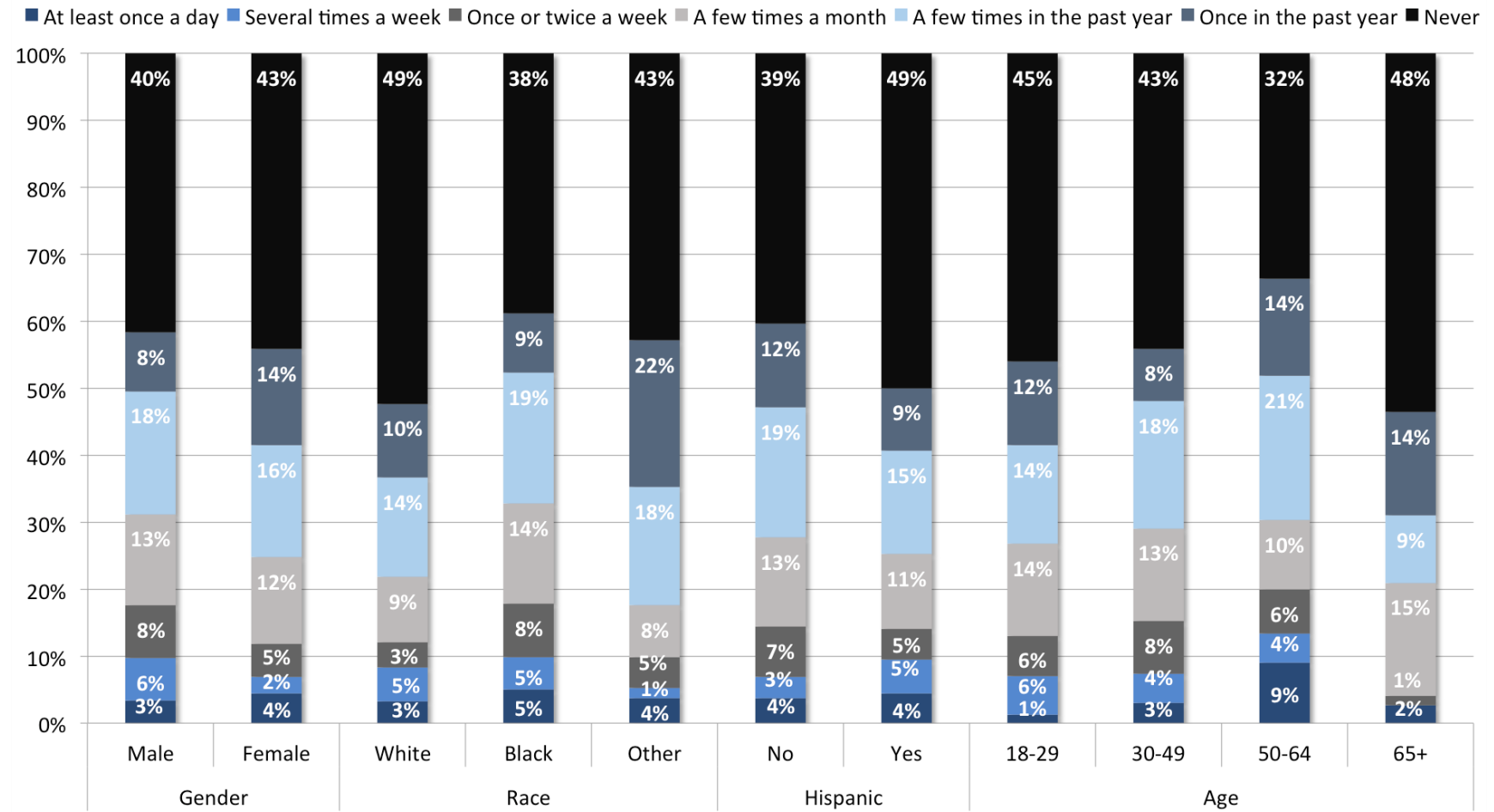
5.9 Stop was Legitimate



5.10 See Body Search by Ward and Precinct



5.11 See Body Search by Gender, Race, Ethnicity, and Age



Among all residents who witnessed a body search, 20 percent report that the **officer used force** in the most recent body search they saw; 76 percent say they did not see any force used, and 4 percent are unsure. Among those who witnessed force, 52 percent were “very concerned” for the safety of the stopped individual, another 28 percent were “somewhat concerned,” 10 percent were “not very concerned,” and another 10 percent were “not concerned at all.”³⁴

Excessive Force Concerns

Twenty-eight percent of all residents are “very” concerned and another 25 percent are “somewhat” concerned that a Newark police officer **will use excessive force on them** if they are stopped; 18 percent are “not very concerned,” and 27 percent are “not concerned at all.” See Figures 5.12 through 5.15.

Those living in the Central ward are the most concerned about force being used on them – 37 percent say “very concerned” and 21 percent say “somewhat concerned.” Residents in the West ward feel similarly concerned (25 percent “very,” 31 percent “somewhat”). Those in the North ward are slightly less concerned than others, but about half still say they are “very” (23 percent) or “somewhat” (25 percent) concerned. There are no statistically significant differences by precinct.

Men are also more concerned than women – 61 percent (31 percent “very,” 30 percent “somewhat”) versus 46 percent (26 percent “very,” 20 percent “somewhat”) – and Black residents (55 percent) are more concerned than white residents (36 percent).

Senior citizens are the least concerned of all the age cohorts: almost four in 10 seniors are “very” (23 percent) or “somewhat” (15 percent) concerned, versus more than half of every other age cohort. Concern also decreases with length of residency in the city. Those who have lived in Newark for a decade or less are the most concerned (25 percent “very,” 35 percent

³⁴ Given the small number of residents who answered this question, generalizations should be drawn with extreme caution.

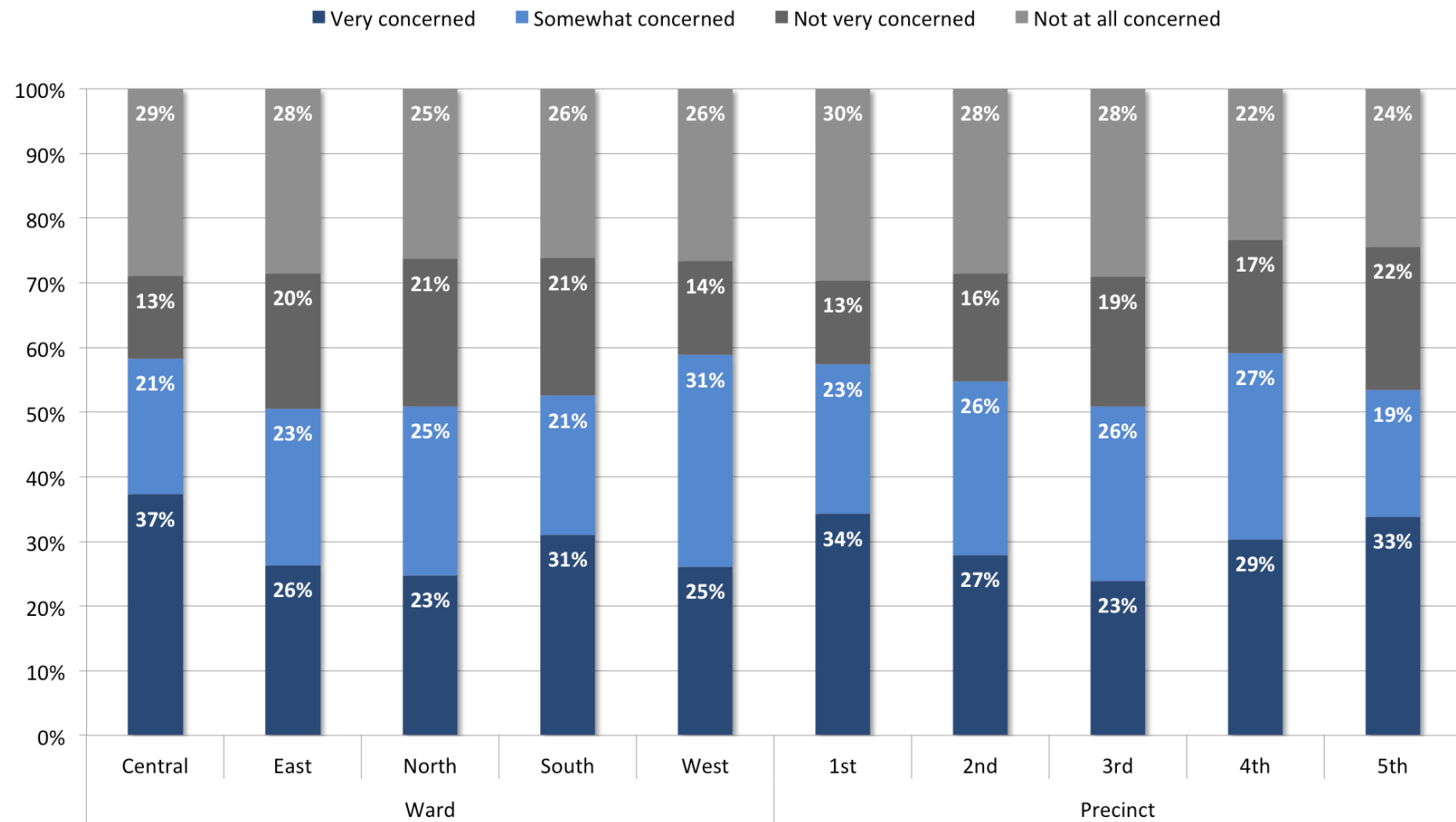
“somewhat”), whereas those who have lived in the city their entire life are the least concerned (24 percent “very,” 24 percent “somewhat”).

Concern is greater among certain groups: residents who rate Newark as a “fair” or “poor” place to live, those who have been stopped in the last year, those concerned for their own safety when stopped, those who have seen someone stopped, those who have seen someone body searched, those who say officers “rarely” or “never” investigate complaints in general or against themselves, those who feel unsafe in their home or neighborhood, those who give officers negative ratings on the job they are doing in their neighborhood and citywide, those who believe the police have little to no impact on crime in the city, those who have little or no respect for officers, and those who do not trust officers.

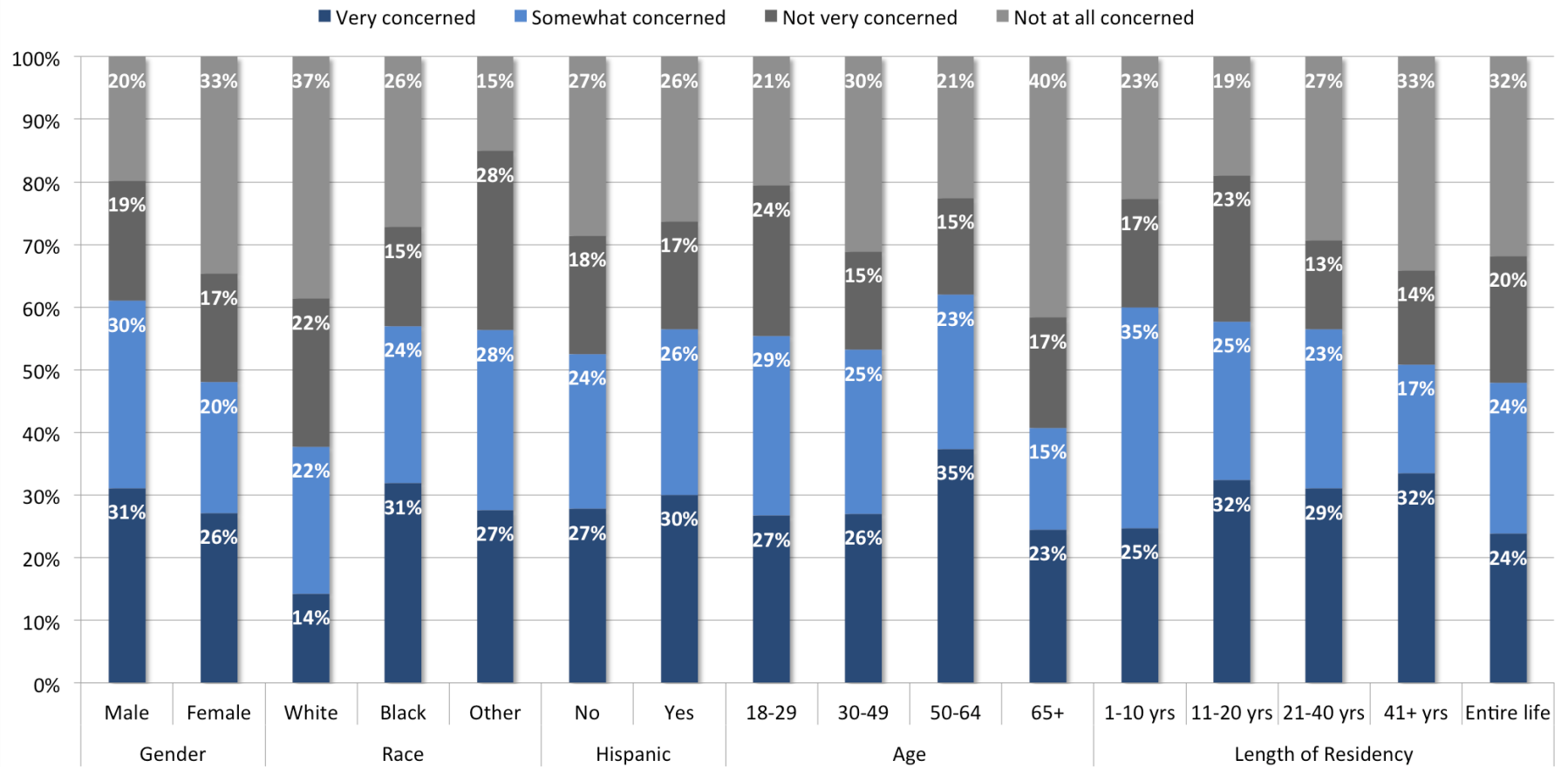
Forty-two percent of residents feel “very concerned” and 25 percent feel “somewhat concerned” that a Newark police officer **will use excessive force on a family member** in the future. Fourteen percent are “not very concerned,” and 16 percent are “not concerned at all.” See Figures 5.16 through 5.20.

Those living in the West, Central, and South wards are the most concerned about excessive force being used on a family member – 76 percent (43 percent “very,” 33 percent “somewhat”), 70 percent (46 percent “very,” 24 percent “somewhat”), and 70 percent (50 percent “very,” 20 percent “somewhat”), respectively. Those in the East and North wards are less likely to feel this way, but a majority nevertheless expresses some level of concern (40 percent “very” and 24 percent “somewhat” in the North ward; 31 percent “very” and 22 percent “somewhat” in the East ward). A majority of every precinct likewise expresses some level of concern, with those living in the 1st (52 percent “very,” 25 percent “somewhat”) precinct expressing the most and those living in the 3rd precinct (36 percent “very,” 22 percent “somewhat”) expressing the least.

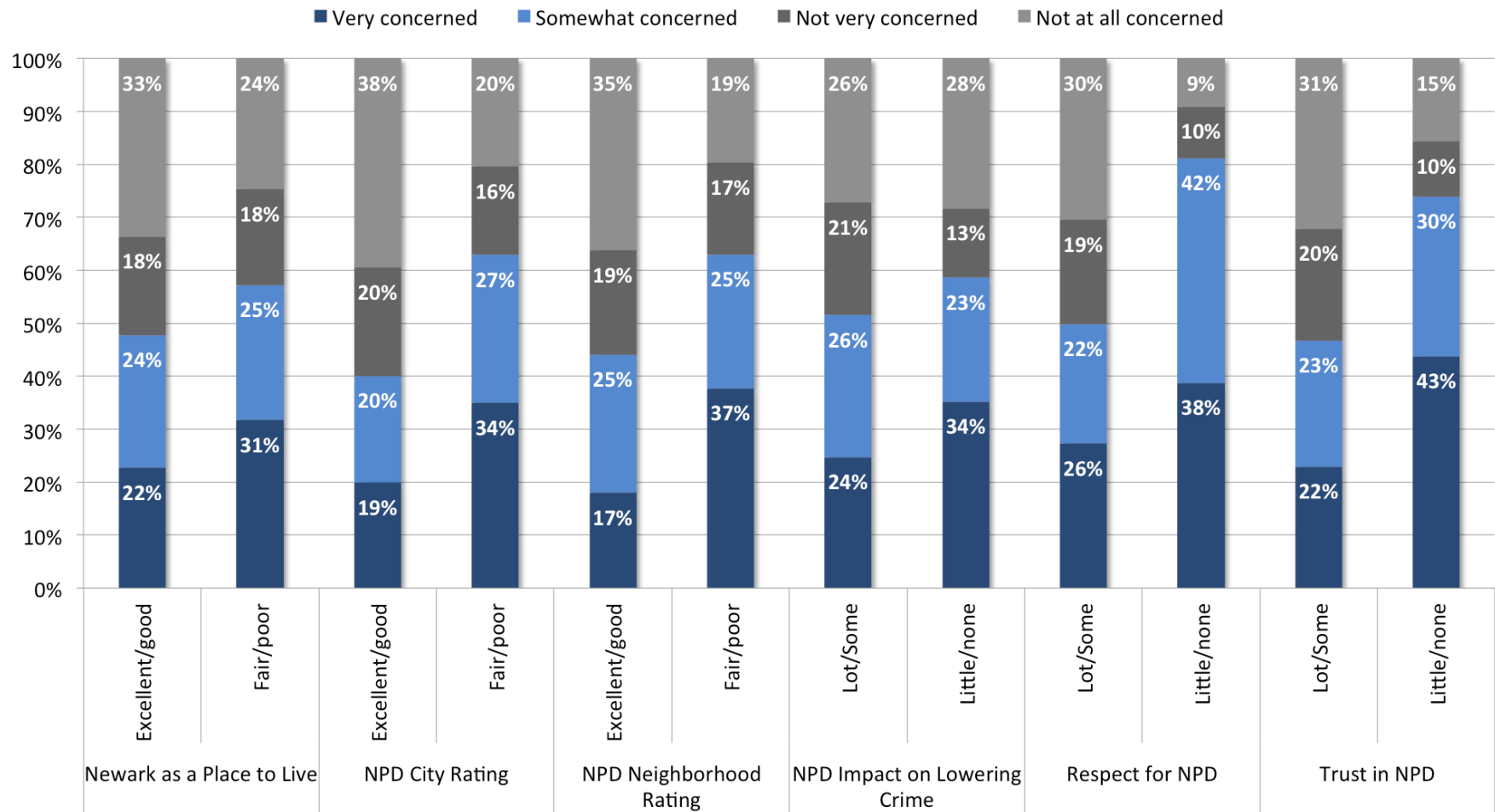
5.12 Resident Concerned Excessive Force will be Used on Them by Ward and Precinct



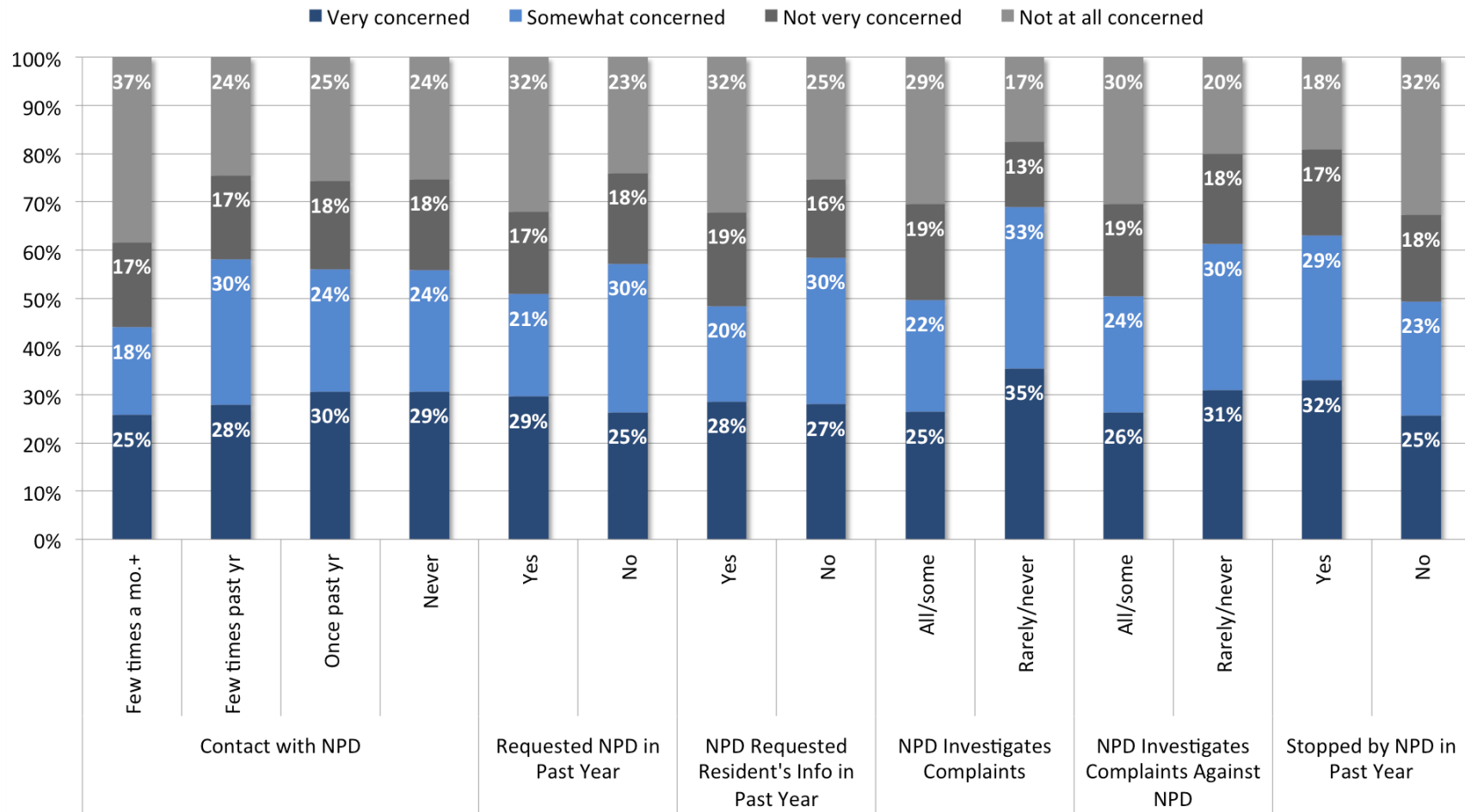
5.13 Resident Concerned Excessive Force will be Used on Them by Gender, Race, Ethnicity, and Age



5.14 Resident Concerned Excessive Force will be Used on Them by Newark Ratings, NPD Ratings, NPD Impact on Crime, Respect for NPD, and Trust in NPD



5.15 Resident Concerned Excessive Force will be Used on Them by Contact, Request NPD, NPD Requested Info, NPD Complaints, and Stopped by NPD



Black residents are more than twice as likely as white residents to be “very” concerned about force being used on a family member – 48 percent (26 percent “somewhat”) versus 21 percent (22 percent “somewhat”).

Senior citizens are once again the least concerned of all the age cohorts, though a majority nevertheless expresses concern at some level (42 percent “very,” 15 percent “somewhat”). Millennials (42 percent “very,” 30 percent “somewhat”) and 50 to 64 year olds (49 percent “very,” 22 percent “somewhat”) are the most concerned. Concern also decreases with length of residency in the city.

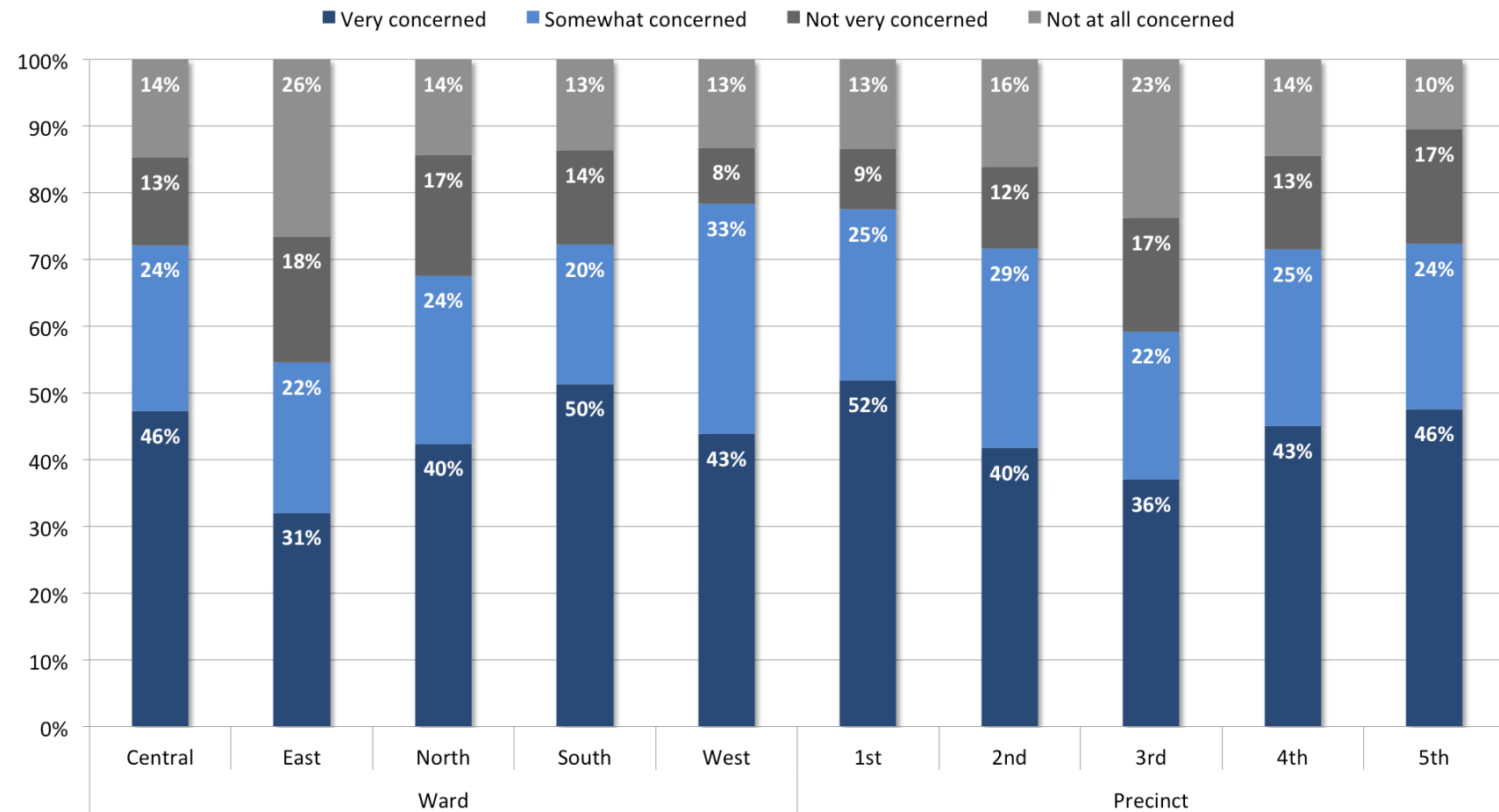
Income makes a difference here: concern decreases as income increases, with 73 percent (44 percent “very,” 29 percent “somewhat”) of those in the lowest income bracket concerned, versus 60 percent (40 percent “very,” 20 percent “somewhat”) of those in the highest bracket.

Those who have lived in Newark for two decades or less are slightly more likely to be either “very” or “somewhat” concerned than those who have lived in the city for longer; most of this difference, however, is driven by relative newcomers being a bit more likely to choose the “somewhat” category.

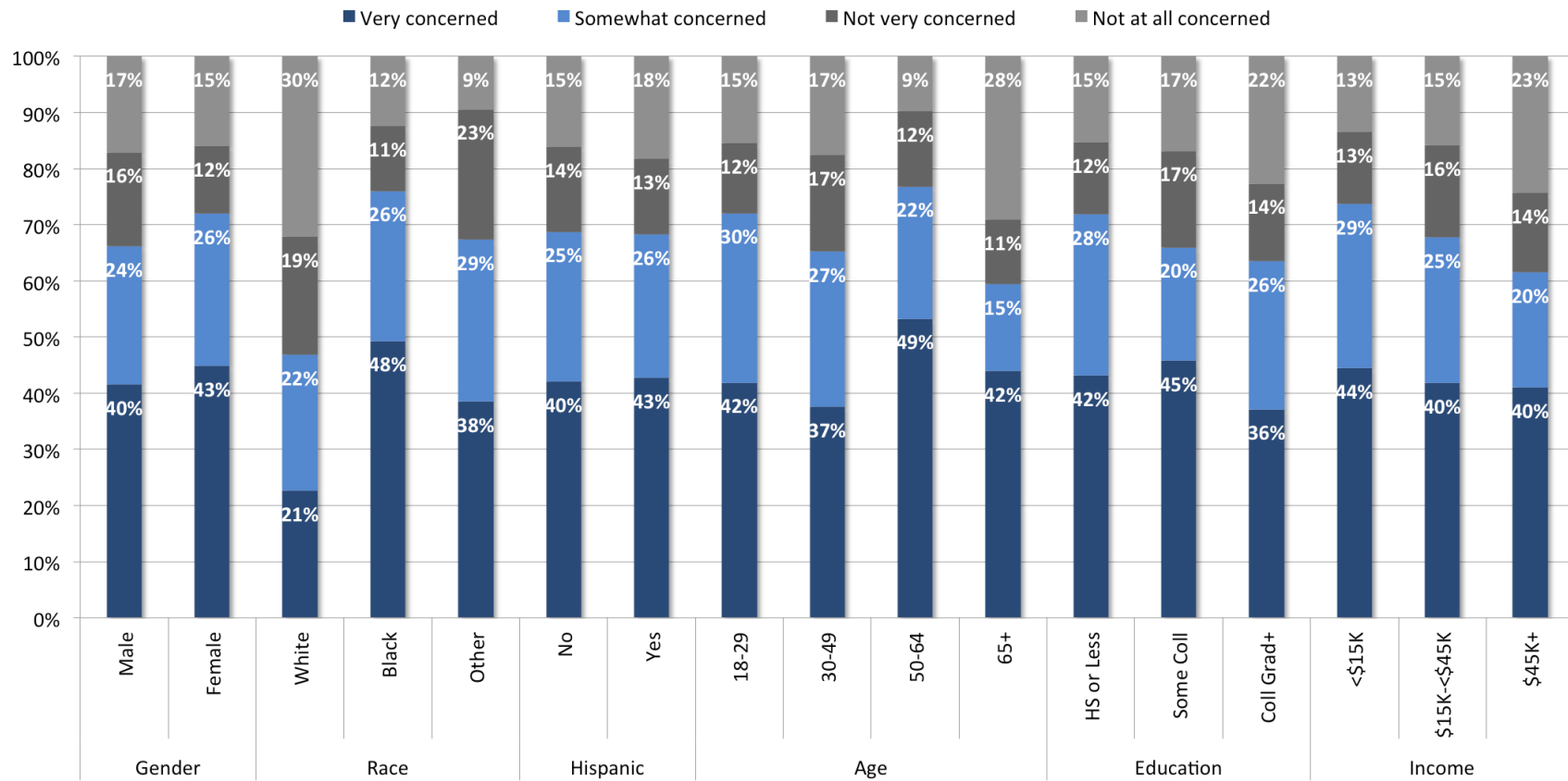
Those with children are a few points more likely to be concerned about force being used on a family member compared to those without children – 70 percent (44 percent “very,” 26 percent “somewhat”) versus 65 percent (41 percent “very,” 25 percent “somewhat”).

Much like with personal concern for excessive force, concern for force being used on a family member is greater among certain groups: residents who rate Newark as a “fair” or “poor” place to live, those who have been stopped in the last year, those concerned for their own safety when stopped, those who have seen someone stopped, those who have seen someone body searched, those who say officers “rarely” or “never” investigate complaints in general or against themselves, those who feel unsafe in their home or neighborhood, those who give officers

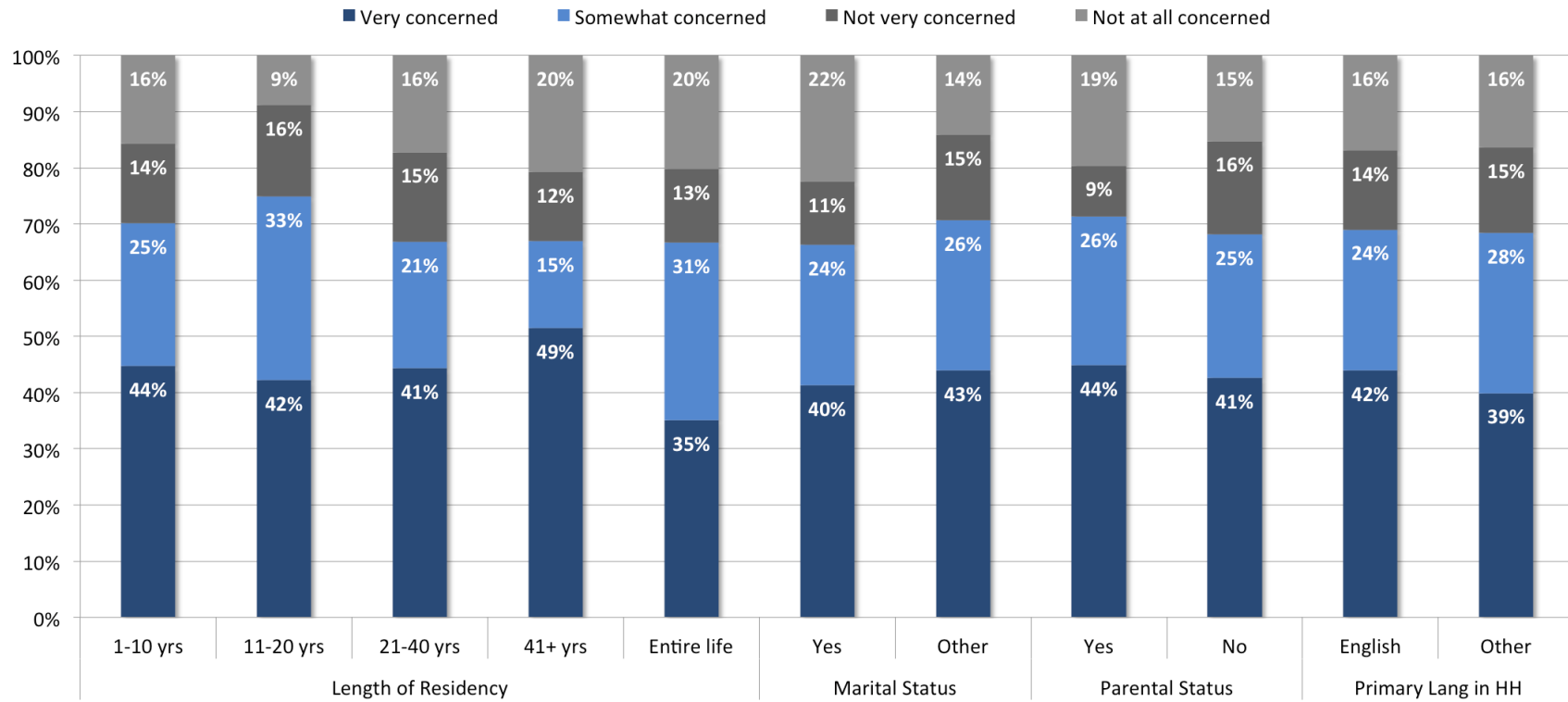
5.16 Resident Concerned Excessive Force will be Used on Family Member by Ward and Precinct



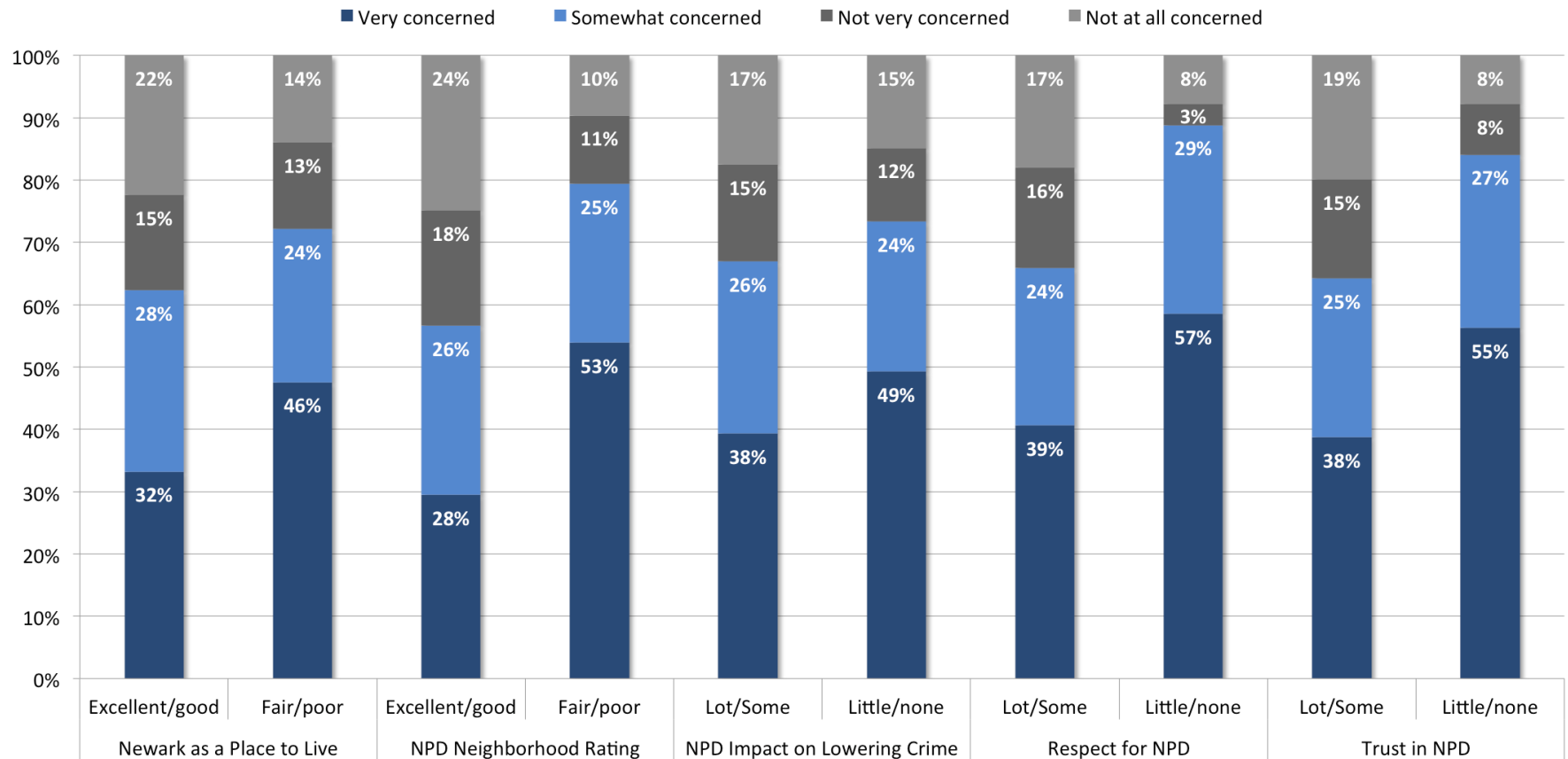
5.17 Resident Concerned Excessive Force will be Used on Family Member by Gender, Race, Ethnicity, Age, Education, and Income



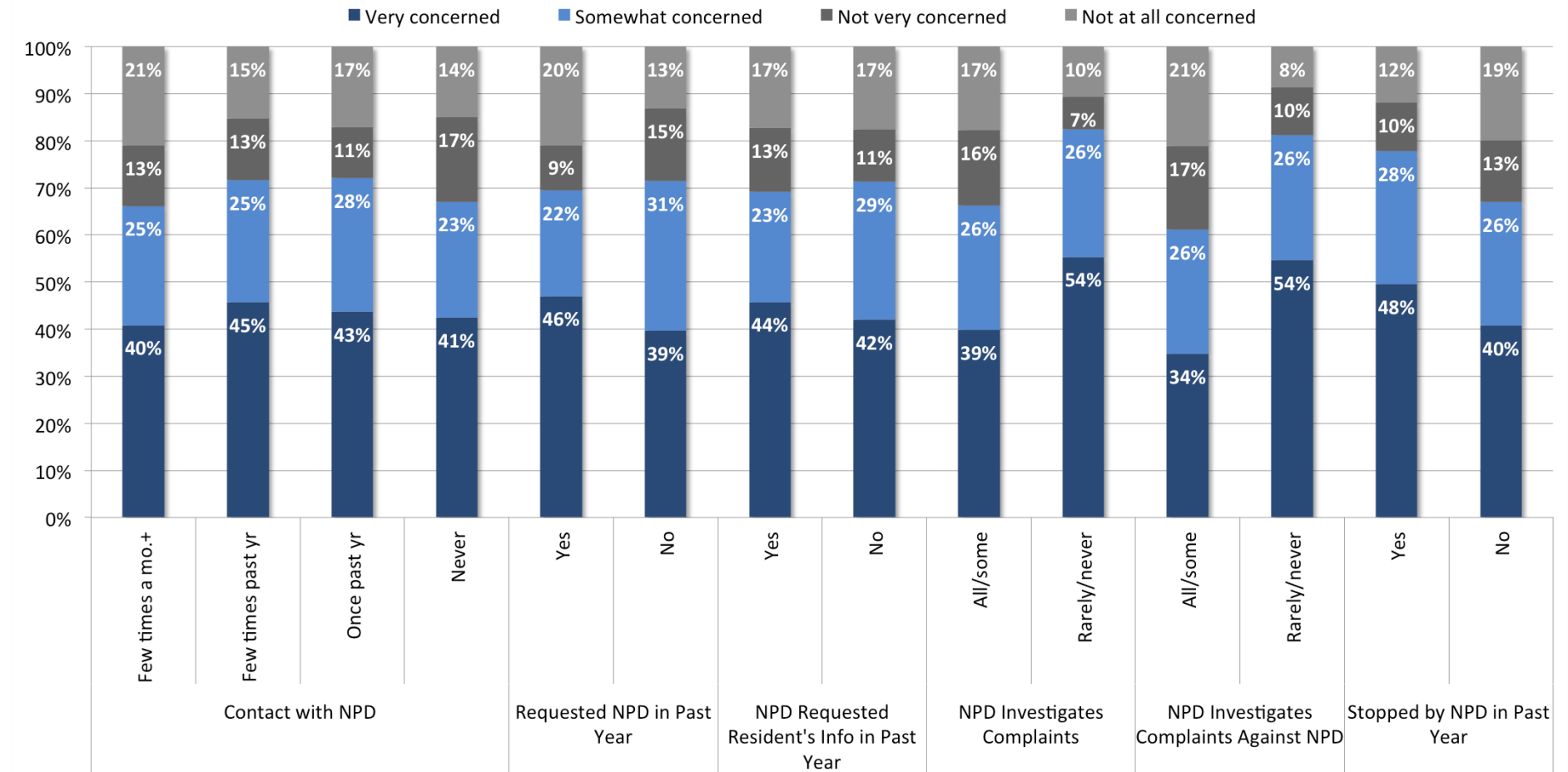
5.18 Resident Concerned Excessive Force will be Used on Family Member by Length of Residency, Marriage, Parental Status, and Primary Language



5.19 Resident Concerned Excessive Force will be Used on Family Member by Newark Ratings, NPD Ratings, Respect for NPD, and Trust in NPD



5.20 Resident Concerned Excessive Force will be Used on Family Member by Contact, Request NPD, NPD Requested Info, NPD Complaints, and Stopped by NPD



negative ratings on the job they are doing in their neighborhood and citywide, those who believe the police have little to no impact on crime in the city, those who have little or no respect for officers, and those who do not trust officers.

Body Cameras

Almost all Newark residents (94 percent) say it is **a good idea for more Newark police officers to wear body cameras** that would record their interactions. More than nine in 10 residents in virtually every demographic feel this way.

Seventy-five percent say they would be “very comfortable” knowing they are **being filmed when communicating with police officers wearing body cameras**, and another 17 percent say they would be “somewhat comfortable.” See Figures 5.21 and 5.22.

Large majorities of every single demographic feel this way, but there are differences in the degree to which certain groups feel comfortable. Those in the South and Central wards are especially likely to say they “very comfortable” compared to other wards – 83 percent and 80 percent, respectively. Those living in the 5th precinct are most likely to say they are “very” comfortable (85 percent), while those in the 2nd precinct are least likely (68 percent). Comfort rises with income. Native English speakers also feel much more comfortable than those who primarily speak another language: 79 percent of the former say they would be “very comfortable,” compared to 63 percent of the latter.

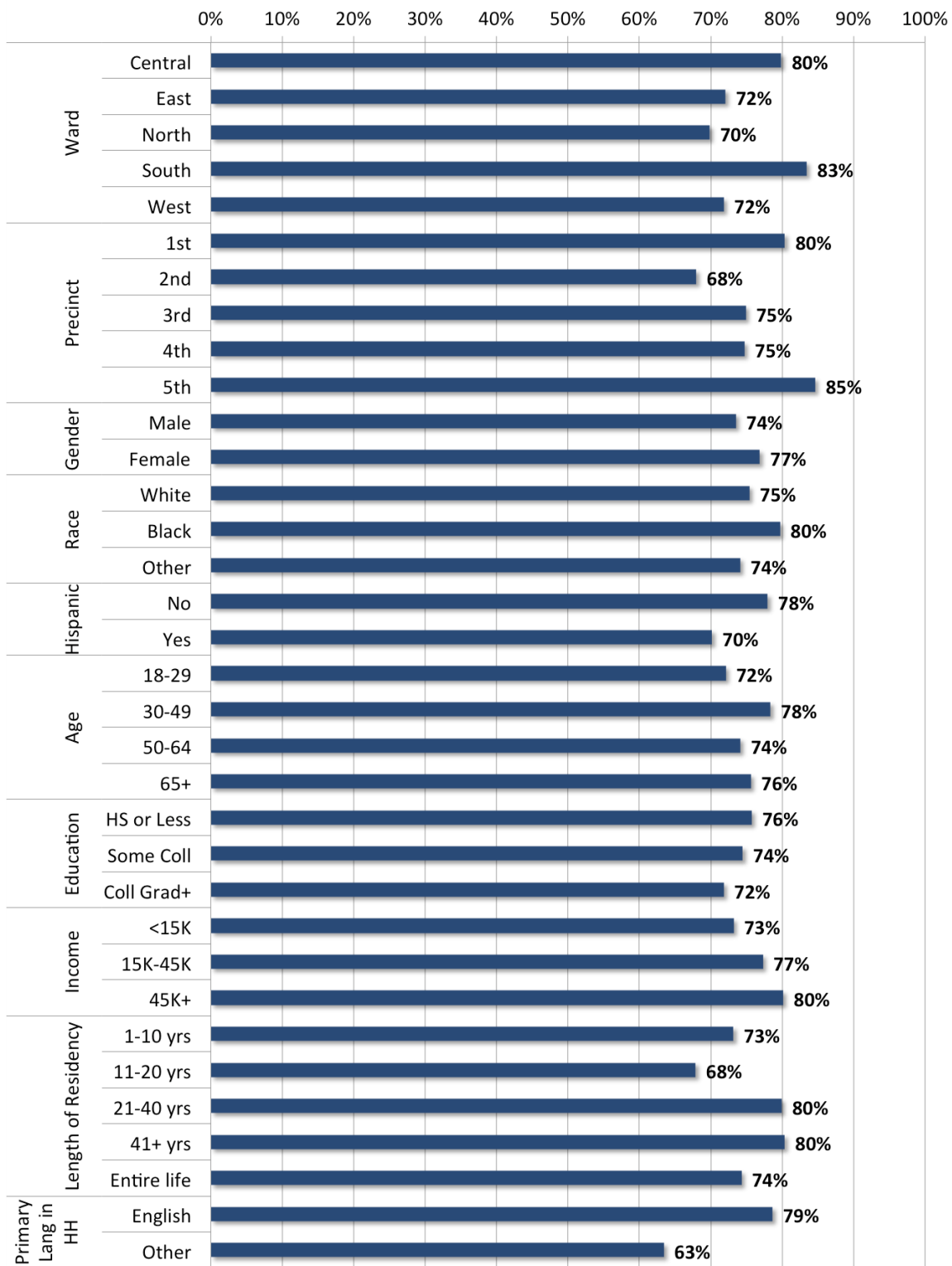
Other groups are especially likely to feel comfortable with the usage of body cameras: those who have seen someone stopped at least once a day, those who have witnessed a body search at least once in the past year, those who believe the police investigate complaints in general or against themselves, those who give positive ratings about the job officers are doing in their neighborhood, those who respect the police, and those who trust the police.

Residents agree that **body cameras would foster greater trust in police officers wearing them**: 63 percent “strongly agree,” and another 24 percent “somewhat agree.” The degree to which residents feel this way varies by ward, however. Those living in the Central ward are most likely to “strongly” agree about the trust factor (72 percent), while those living in the East ward are least likely to do so (51 percent). Likewise, opinions vary by precinct, with those in the 4th precinct most likely to “strongly” agree (77 percent) and those in the 3rd precinct least likely (56 percent). Black residents are also more likely to “strongly” agree than white residents that cameras would promote trust – 69 percent to 58 percent. Millennials are less likely to feel this way (55 percent “strongly” agree) compared to their older counterparts. Those who have witnessed body searches at least a few times a month are also more likely to “strongly” agree (73 percent) than those who have witnessed this to a lesser extent (57 percent) or not at all (58 percent). Residents who feel “not very” or “not at all” safe in their neighborhood, those who have had contact with the police a few times in the past year, and those who have more respect for officers are all more likely than their counterparts to “strongly” that body cameras would foster greater trust.

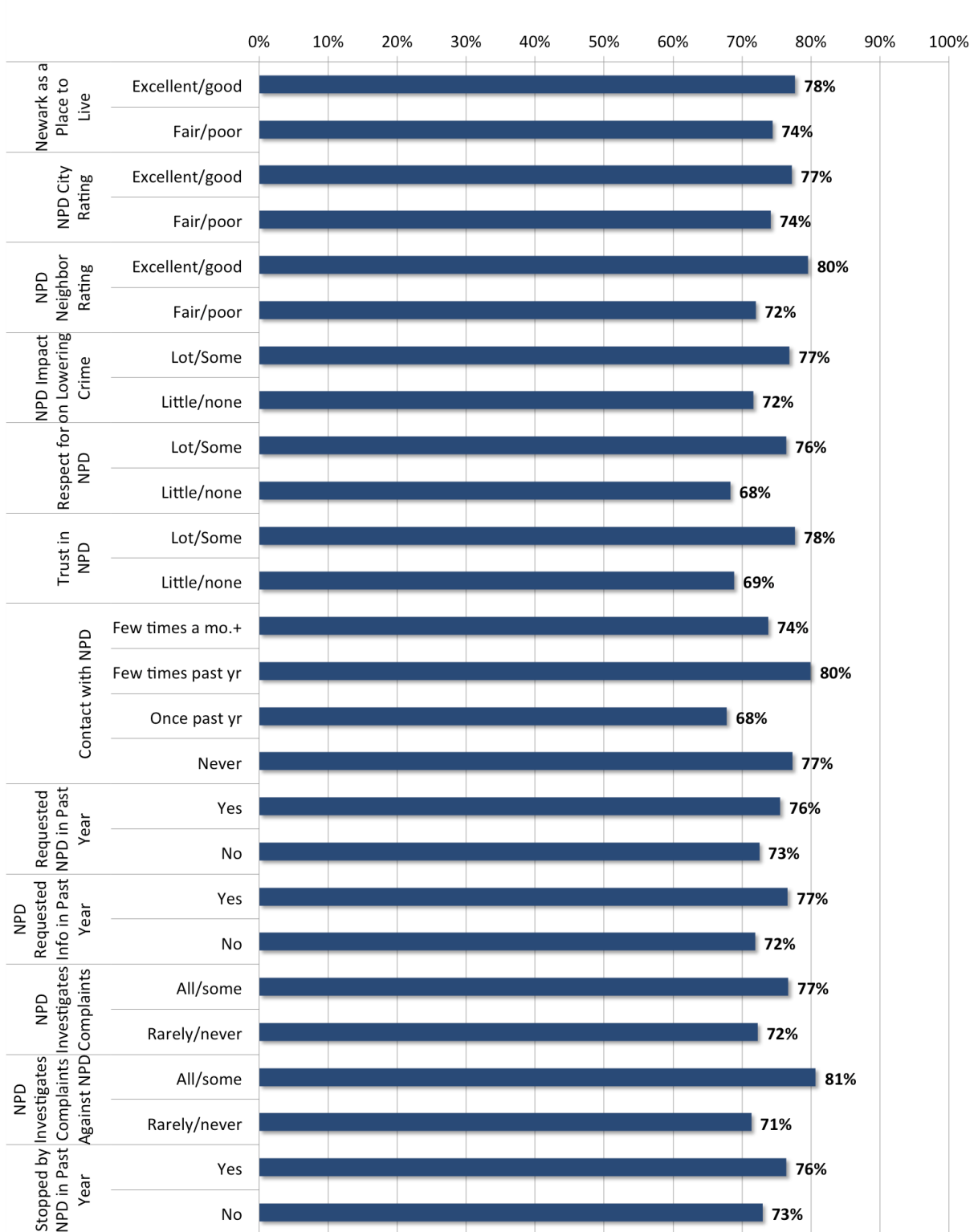
Sixty percent of resident also “strongly” agree that body cameras would encourage greater **compliance** with officer requests; another 20 percent “somewhat” agree. Black residents are once again more likely to feel this way (66 percent, compared to 52 percent of white residents), as are those with a high school degree or less (65 percent compared to about 51 percent of those with some college or more).

Forty-nine percent of all residents moreover “strongly” agree that body cameras would increase residents’ likelihood to **share information about a crime**; another 20 percent “somewhat” agree. This fluctuates by ward, however: those living in the Central ward are most likely to “strongly” agree that cameras would help encourage greater sharing of crime information (62 percent), while those living in the South ward are least likely (37 percent “strongly” agree). Other groups more likely than their counterparts to “strongly” agree include those who have had little or no contact with an officer in the past year and those who do not

5.21 “Very Comfortable” with Body Cameras



5.22 “Very Comfortable” with Body Cameras

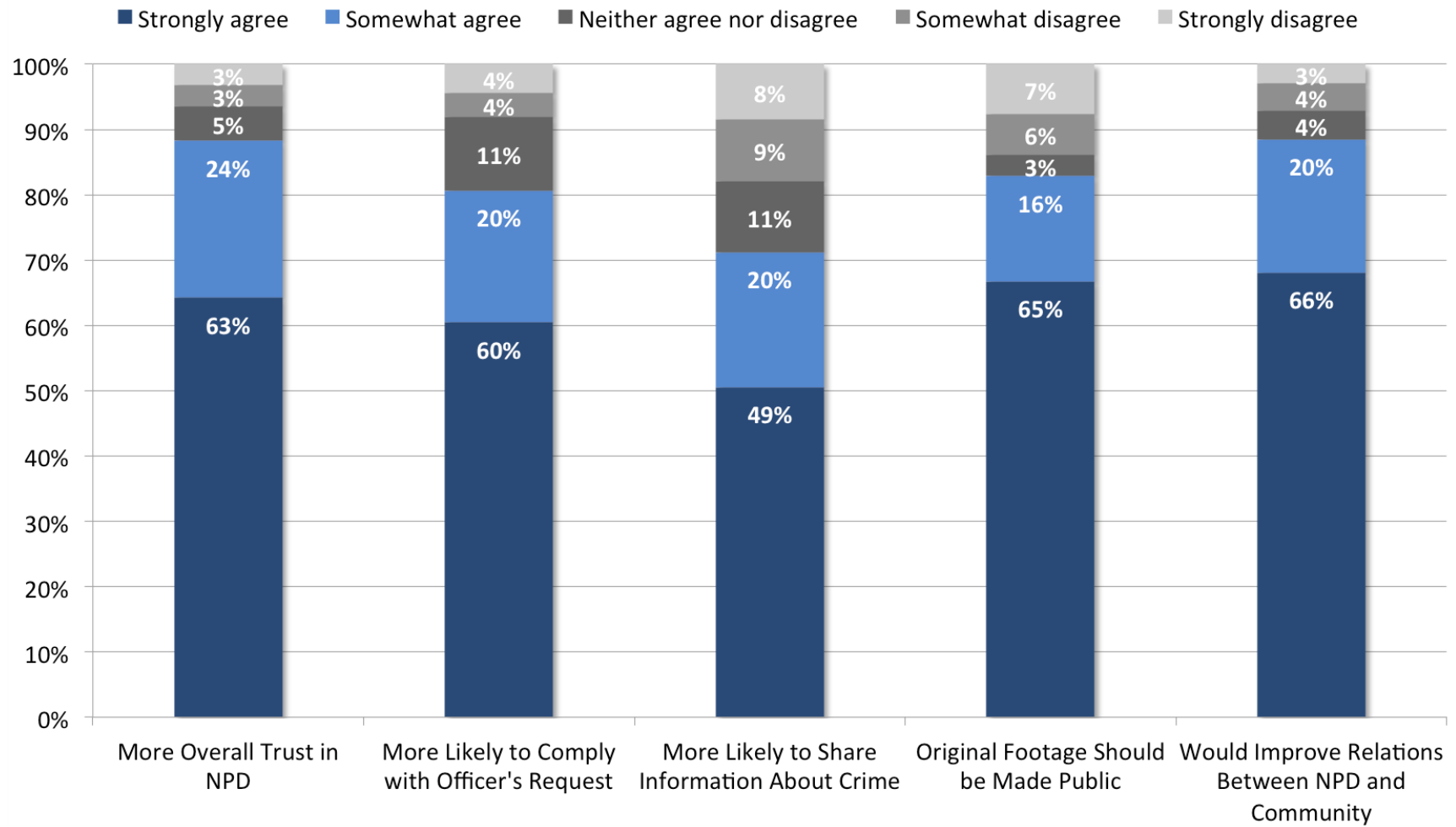


feel safe in their neighborhood during the day. Residents most likely to report a crime are also the most likely to say they “strongly” agree.

Among all residents, eight in 10 “strongly” (65 percent) or “somewhat” (16 percent) agree that **original footage** from body cameras should be made publicly available. Those in the South ward are most passionate about this prospect (77 percent “strongly” agree, 16 percent “somewhat” agree). While a majority of those in the North ward agree at some level with publicly releasing footage, they do so to a much lesser extent than any other ward (50 percent “strongly,” 20 percent “somewhat”). Similarly, about 75 percent of those living in the 1st, 4th, and 5th precincts “strongly” agree with making the footage public, compared to 61 percent in the 3rd precinct and 55 percent in the 2nd precinct. Race is also a factor when it comes to footage: 75 percent of Black residents “strongly” agree with doing so, compared to 54 percent of white residents. Non-Hispanic residents are similarly more likely to “strongly” agree than Hispanic residents, as are native English speakers compared to non-English speakers. Millennials are least likely to “strongly” agree (58 percent), while middle-aged residents are most likely (69 percent). Other groups more likely to “strongly” agree than their counterparts include: residents who give negative ratings to the City of Newark or the police in their neighborhood, those stopped by an officer in the last year, those concerned for their safety when stopped, those who have witnessed more stops and body searches, and those who believe the police “rarely” or “never” investigate complaints, in general.

Finally, 66 percent of residents “strongly agree” that body cameras would improve overall **relations between the police and community**; another 20 percent “somewhat agree.” Similar patterns emerge here as they have on most of the previous body camera statements: Black residents are more likely to “strongly” agree than white residents about the impact cameras would have on relations (73 percent versus 58 percent), as are native English speakers (69 percent) compared to those who primarily speak something else (58 percent). Millennials are least likely compared to older age cohorts, as are those who have had contact with the police a few times a month or more in the past year. See Figure 5.23.

5.23 Level of Agreement on Body Camera Statements Among Newark Residents



6 POLICE INVOLVEMENT IN THE COMMUNITY

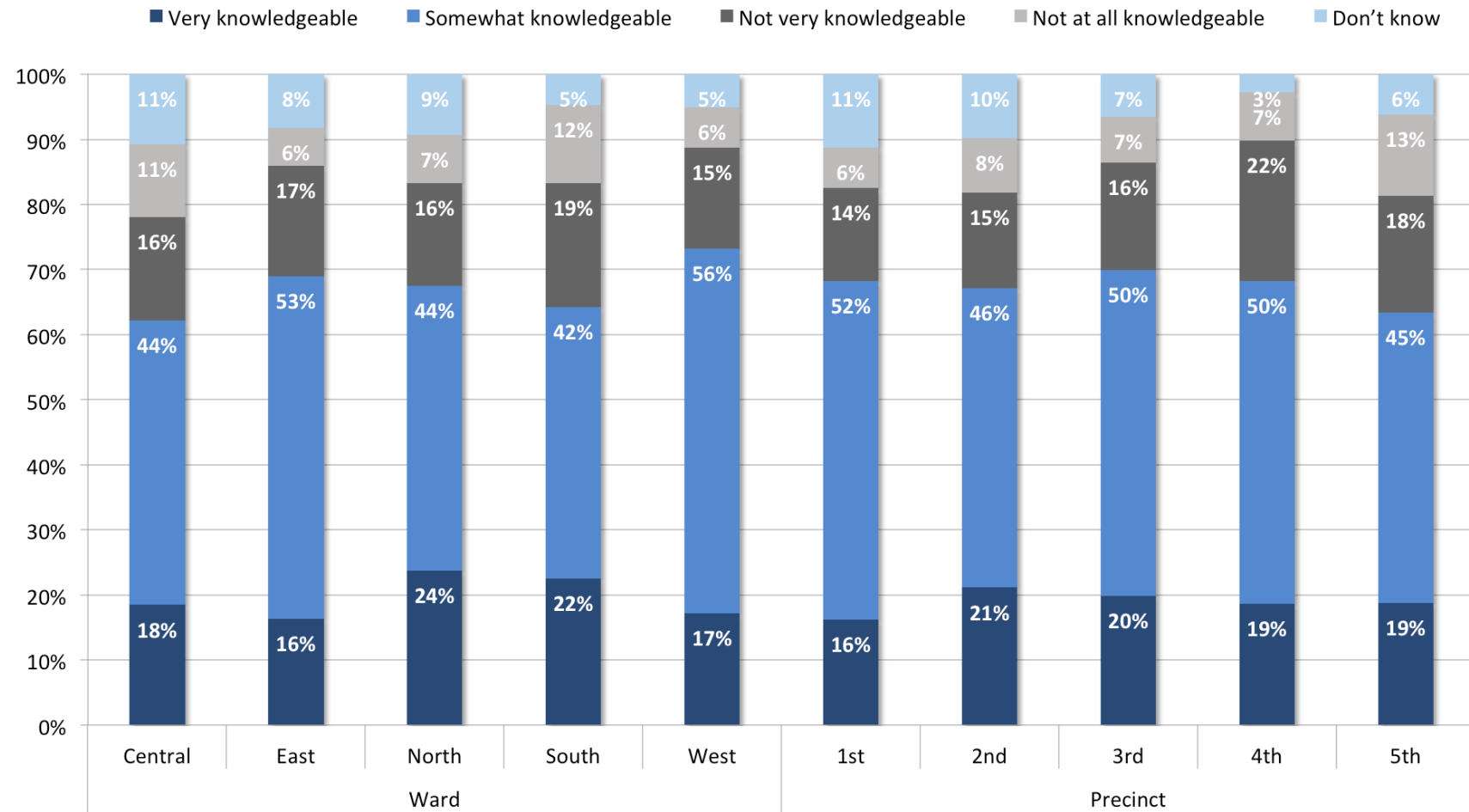
Knowledge and Interaction About the Community

Nineteen percent of residents believe that Newark Police officers are “very” **knowledgeable about the backgrounds and experiences of members in the community**, and another 48 percent say they are “somewhat” knowledgeable; conversely, 17 percent say officers are “not very knowledgeable” and another 8 percent say they are “not knowledgeable at all”; 8 percent are unsure.

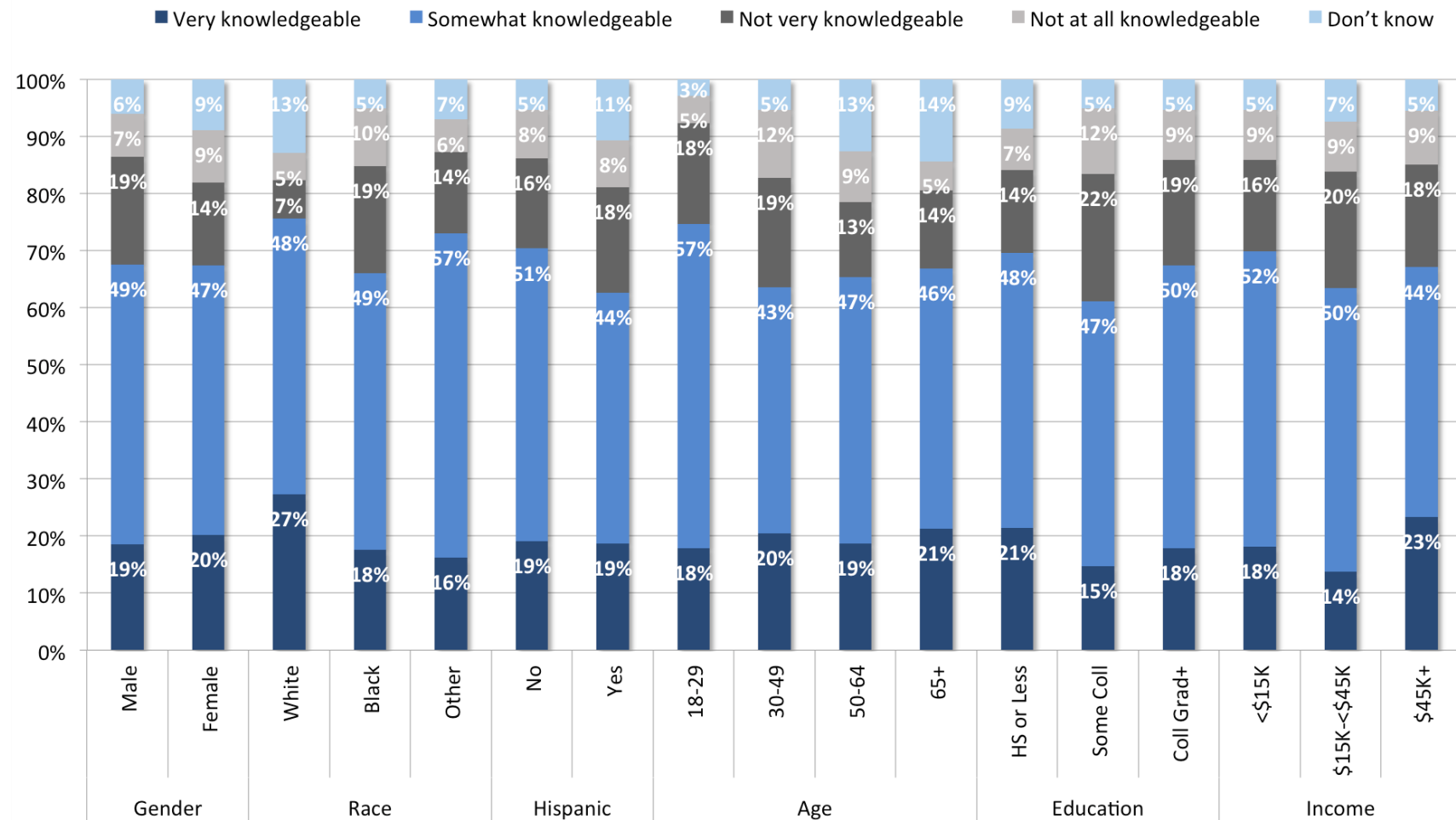
While a majority of virtually every key demographic believes the police are at least somewhat culturally aware, the magnitude to which each group believes this differs. White residents are more likely than Black residents to believe officers are “very knowledgeable” – 27 percent to 18 percent. Millennials (19 percent “very,” 58 percent “somewhat”) and relative newcomers (18 percent “very,” 57 percent “somewhat”) are also more likely than their counterparts to say officers are knowledgeable about community members. See Figures 6.1 and 6.2.

Beliefs are influenced by a number of other views, past experiences, and feelings. Those who give the city of Newark positive ratings, those who give the police positive ratings both overall and in their neighborhood, those who believe the police have an impact on reducing crime in the city, those who believe the police investigate complaints in general and against themselves, those who feel safer in their homes and neighborhoods, those who have respect for officers, and those who trust officers are all more likely than their counterparts to say that officers are knowledgeable about the community. Residents who have been stopped by an officer in the last year, and those who fear excessive force will be used on themselves or a family member are less likely to believe officers are knowledgeable about the community. Beliefs are also intertwined with other questions specifically about the community that immediately follow, such as perceptions of how often officers attend community events and interact with community members in a positive way. See Figures 6.3 through 6.5.

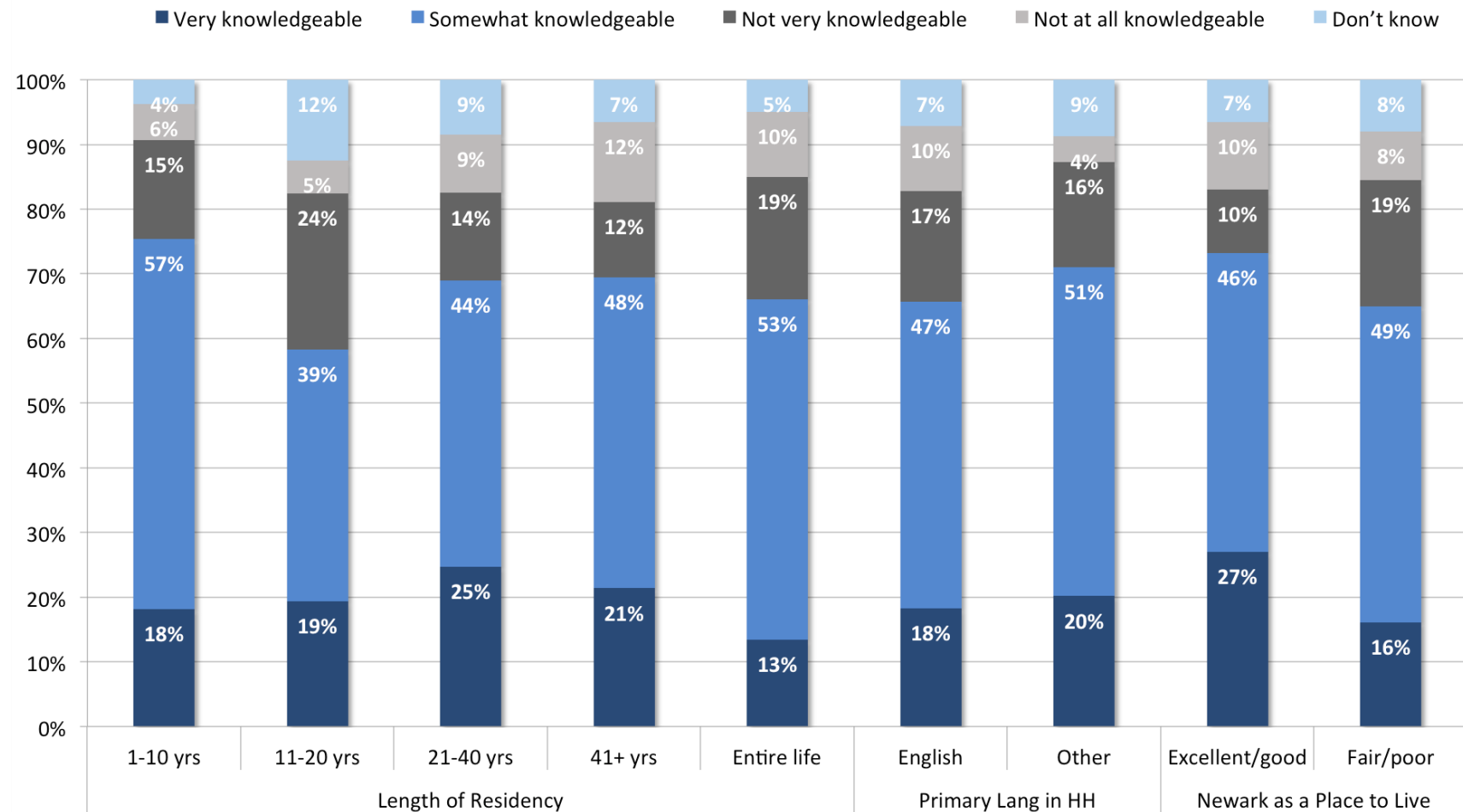
6.1 Knowledge of NPD About Community by Ward and Precinct



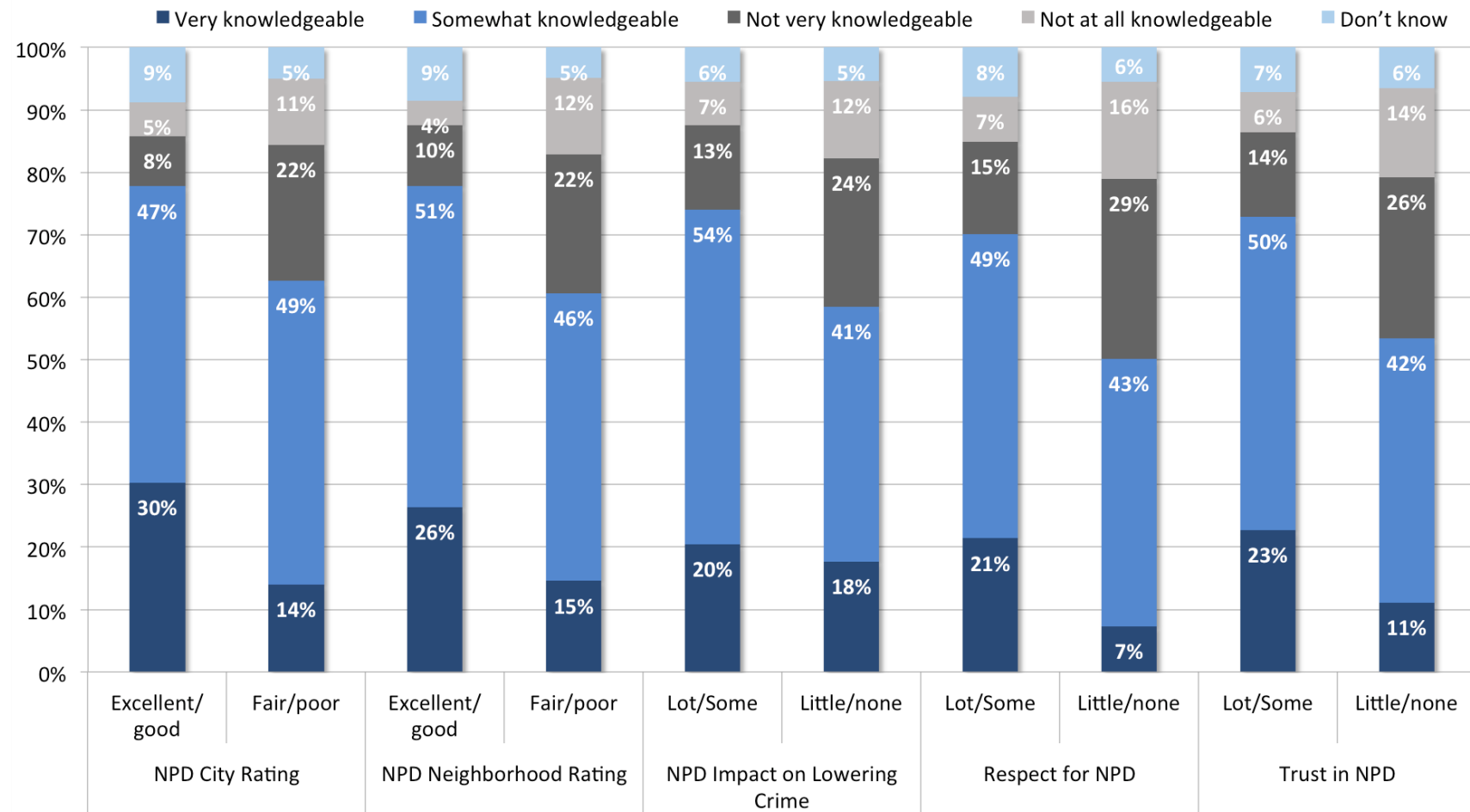
6.2 Knowledge of NPD About Community by Gender, Race, Ethnicity, Age, Education, and Income



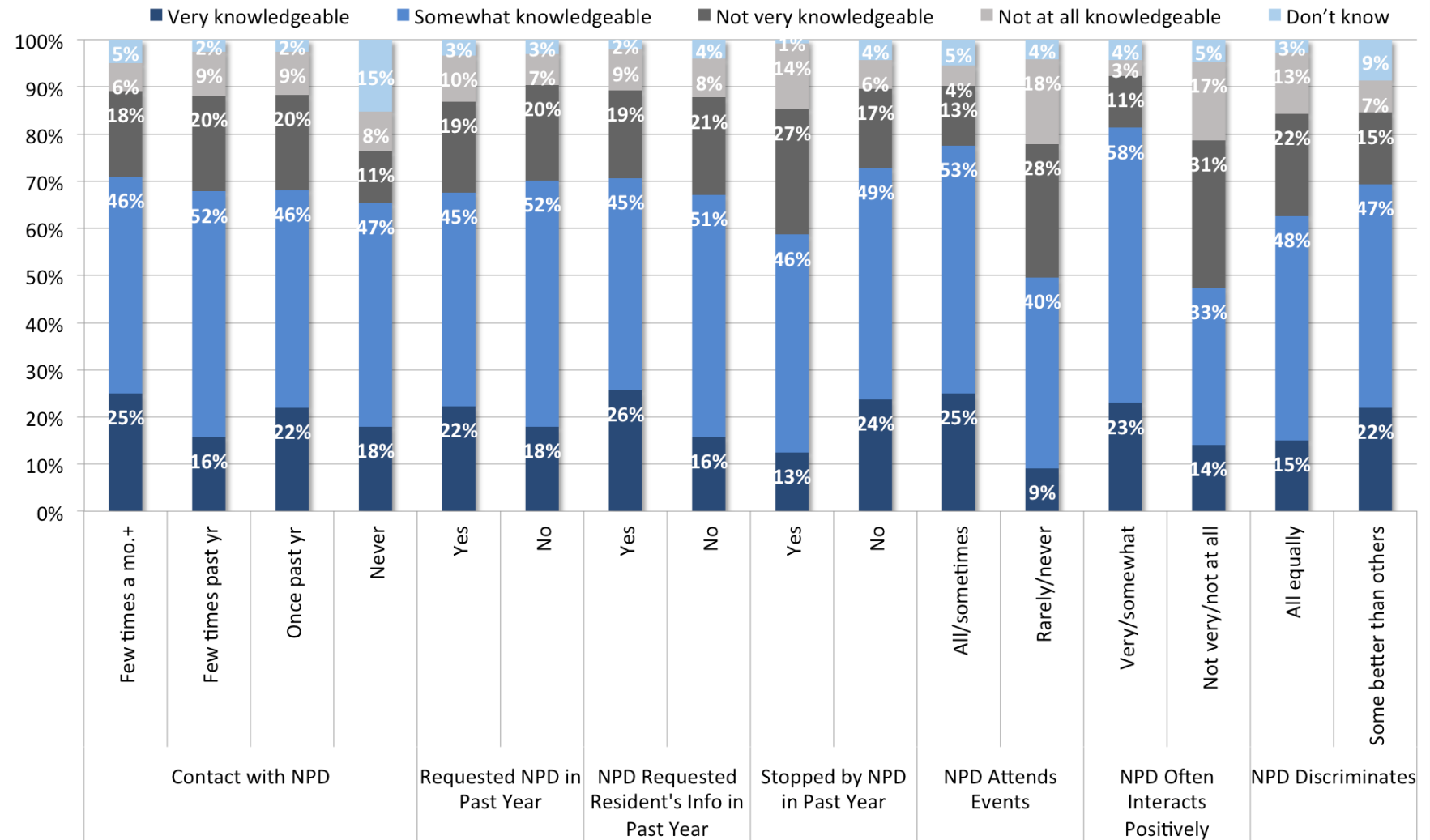
6.3 Knowledge of NPD About Community by Residency, Primary Language, and Newark Ratings



6.4 Knowledge of NPD About Community by NPD Ratings, NPD Impact, Respect for NPD, and Trust in NPD



6.5 Knowledge of NPD About Community by NPD Contact, Requested NPD, NPD Requested Info, Stopped by NPD, NPD Attends Events, NPD Interacts Positively, and NPD Discriminates



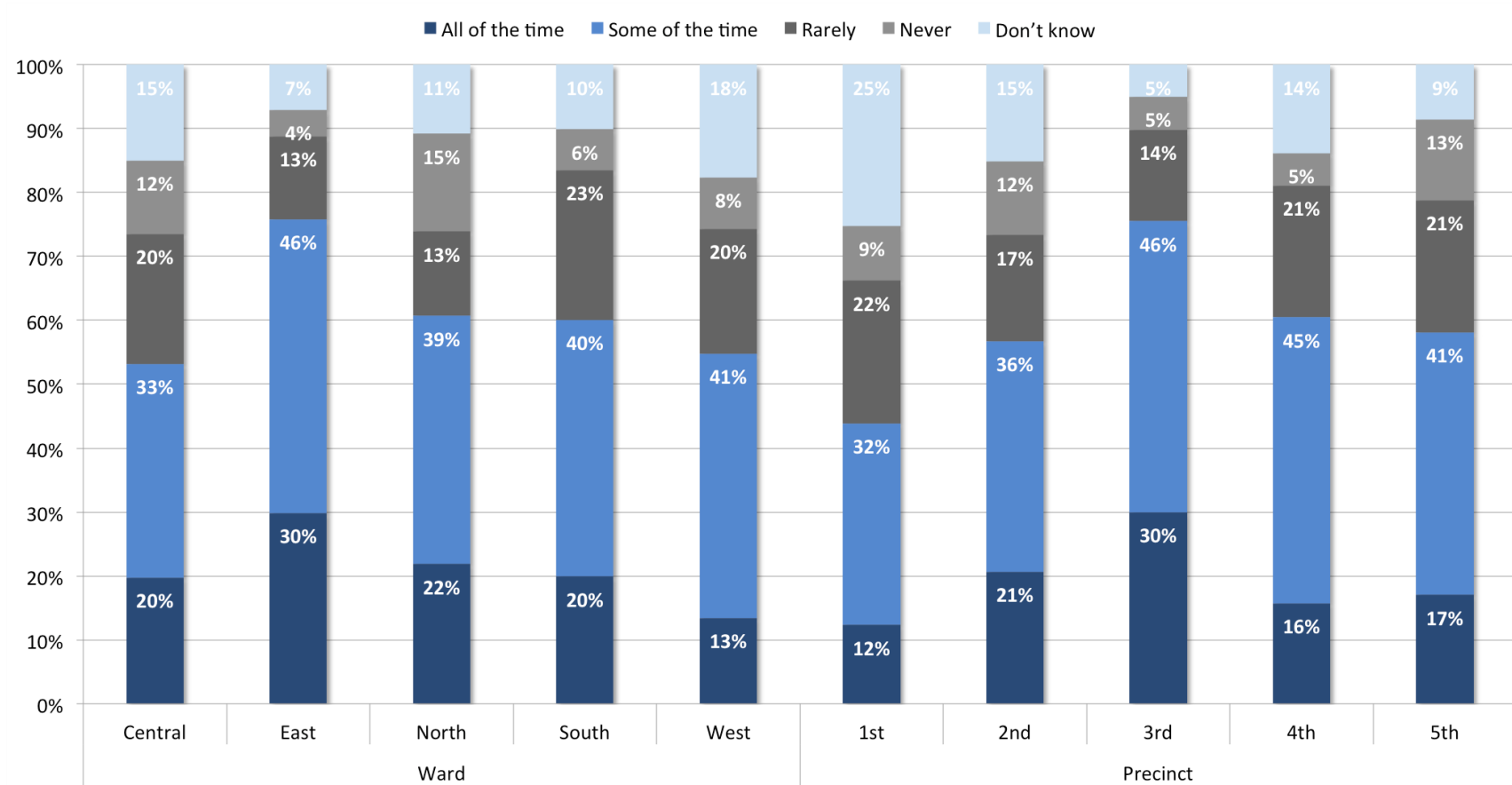
Twenty-one percent of all residents report **seeing Newark police officers at community events** “all of the time,” while another 40 percent say they see officers at events “some of the time.” Eighteen percent say they “rarely” see officers at community events, 9 percent say they “never” do, and 12 percent are unsure.

But this time, where residents live makes a difference in how they respond: while a majority of residents living in the Central and West wards report seeing police officers at community events “all” (20 percent in the Central ward, 13 percent in the West ward) or “some” (33 percent in the Central ward, 41 percent in the West ward) of the time, they are less likely than those living in other wards to say this. Precinct also makes a difference: while those in the 3rd precinct are most likely among all the precincts to report seeing officers at community events (30 percent “all” of the time, 46 percent “some” of the time), those in the 1st precinct are least likely (12 percent “all” of the time, 32 percent “some” of the time). See Figure 6.6.

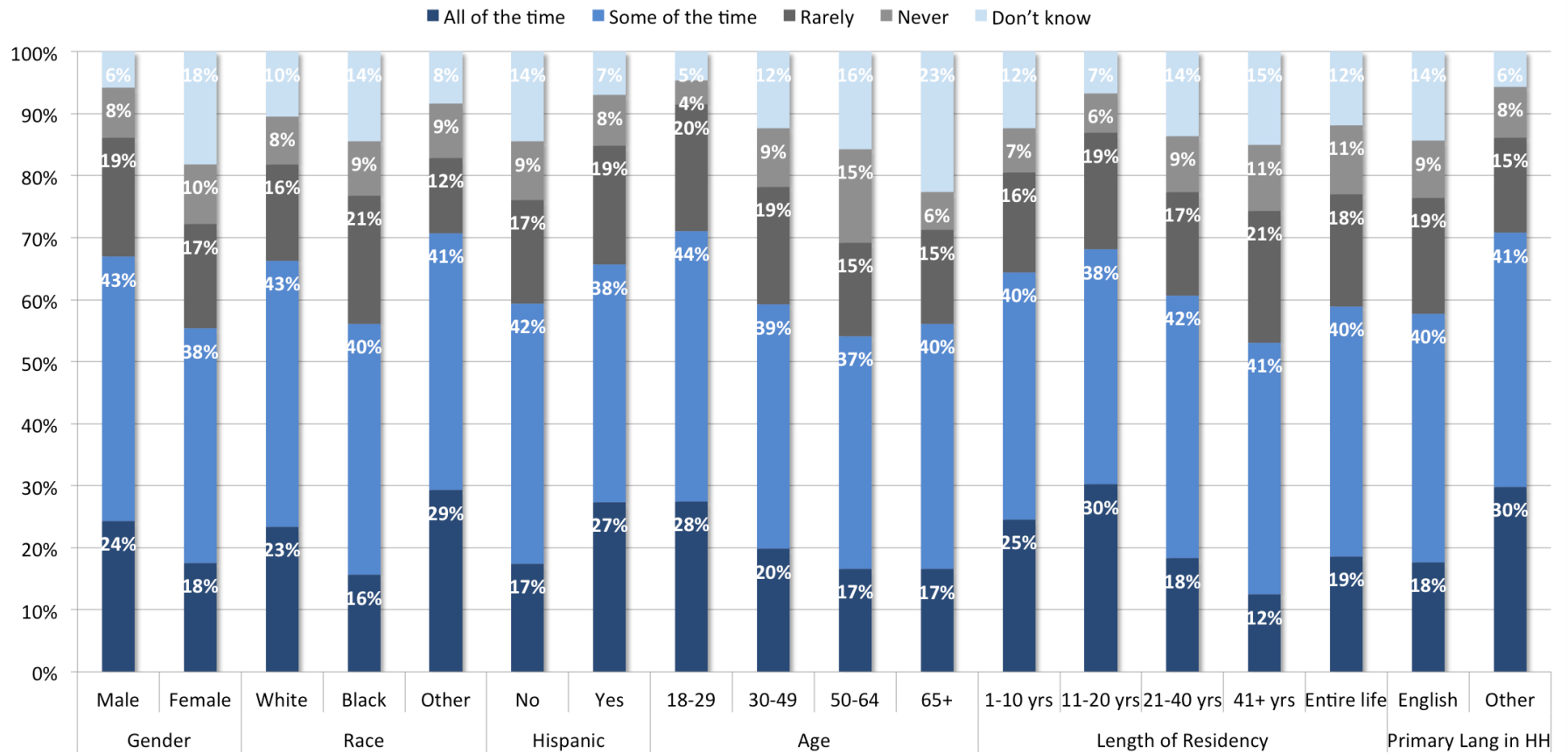
Female residents across the city also report seeing officers at community events to a lesser extent than male residents; 18 percent of women see them “all of the time” and another 38 percent “some of the time,” compared to 24 percent and 43 percent of men.

Differences emerge by race and ethnicity, as well. Black residents are slightly less likely than white residents to report seeing officers at community events – 56 percent (16 percent “all of the time,” 40 percent “some of the time”) versus 66 percent (23 percent “all of the time,” 43 percent “some of the time”). Hispanic residents likewise report seeing officers at community events (27 percent “all” of the time, 38 percent “some” of the time) to a greater extent compared to non-Hispanic residents (17 percent “all” of the time, 42 percent “some” of the time). A similar pattern emerges between those who primarily speak English and those who do not. Millennials are also more likely than their older counterparts to say they have seen officers at events. Much like with the officer knowledge question above, a variety of feelings, perceptions, and behaviors impact how often residents report seeing officers at community events. See Figure 6.7.

6.6 NPD Attends Community Events by Ward and Precinct



6.7 NPD Attends Community Events by Gender, Race, Ethnicity, Age, Residency, and Primary Language



Twenty-two percent believe **Newark police officers interact with residents in a positive way** “very often,” and 36 percent say this happens “somewhat often.” Nineteen percent feel officers do this “not very often,” and 12 percent say “not at all”; 11 percent are unsure.

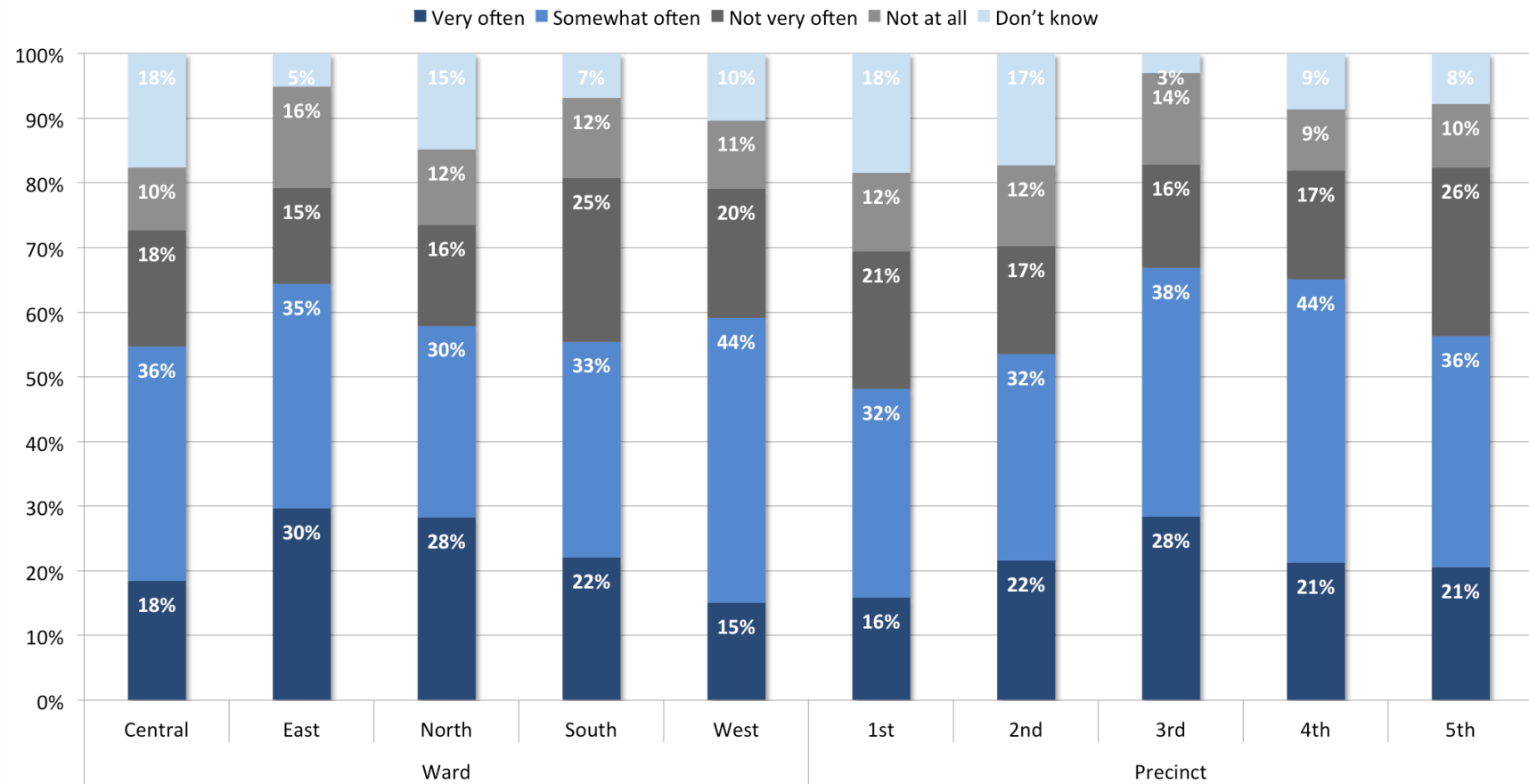
Differences by ward emerge on this measure, as well. Once again, those in the Central and West wards, as well as those South ward this time, are slightly less likely to believe that officers often interact positively with residents – at 54 percent (18 percent “very,” 36 percent “somewhat”), 59 percent (15 percent “very,” 44 percent “somewhat”), and 55 percent (22 percent “very,” 33 percent “somewhat”), respectively. Beliefs also vary by precinct: those in the 3rd precinct are most likely to say officer interact positively “very” (28 percent) or “somewhat” (38 percent) often, while those in the 1st precinct are least likely (16 percent “very,” 32 percent “somewhat”). See Figure 6.8.

Female residents across the city are once again more critical than male residents of officers’ community interactions: 53 percent of women (18 percent “very,” 35 percent “somewhat”) believe officers often interact with residents positively, compared to 64 percent of men (27 percent “very,” 37 percent “somewhat”).

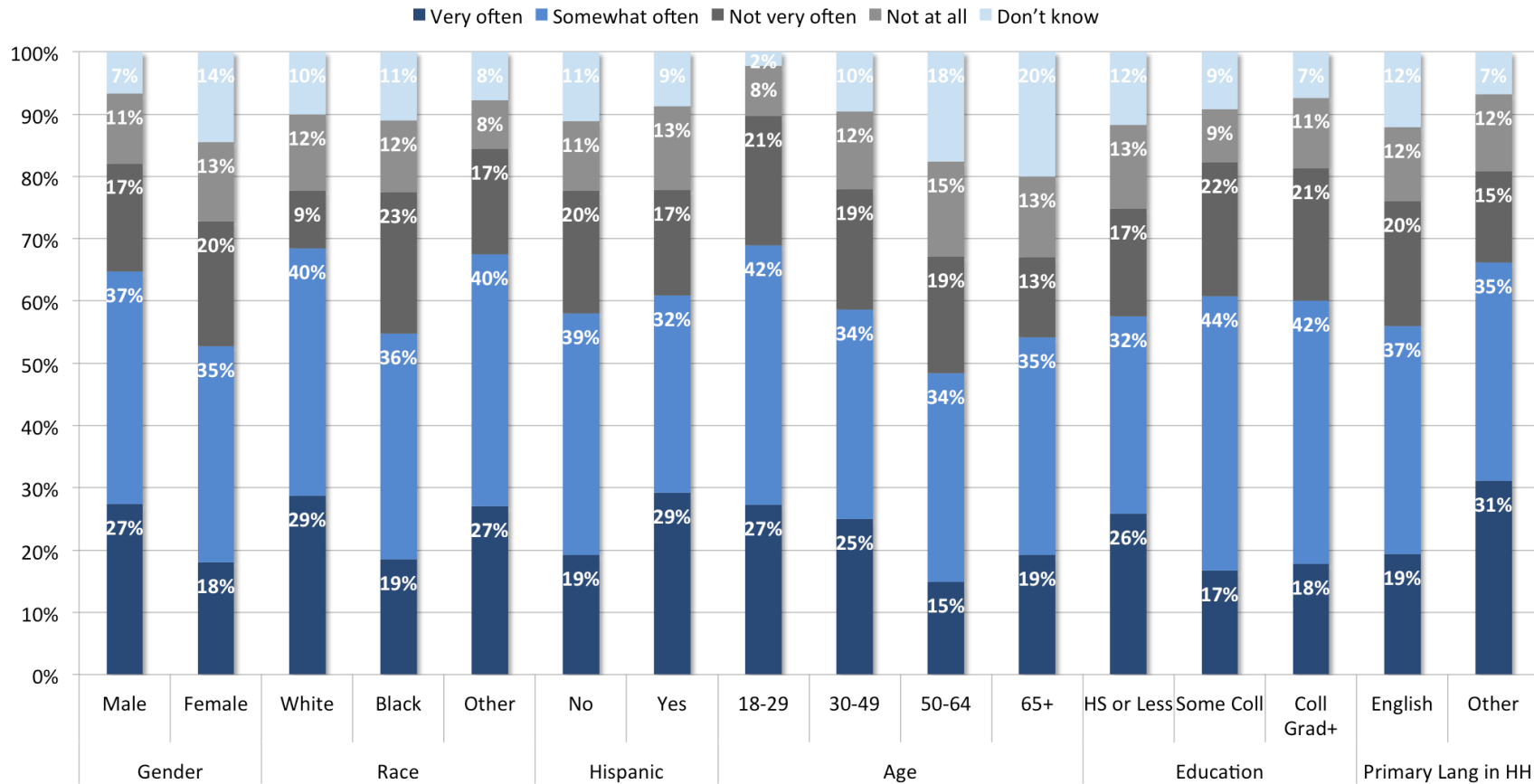
Black residents are also less likely than white residents to say they often see officers positively interacting with the community – 55 percent (19 percent “very,” 36 percent “somewhat”), versus 67 percent (25 percent “very,” 42 percent “somewhat”). Hispanic residents similarly are more likely to report seeing positive behavior (29 percent “very,” 32 percent “somewhat”) than non-Hispanic residents (19 percent “very,” 39 percent “somewhat”); the same pattern emerges between native English speakers and those who primarily speak another language. See Figure 6.9.

Millennials are more positive about officers’ community interactions than their older cohorts. Sixty-nine percent of 18 to 29 year olds say officers interact with community members in a

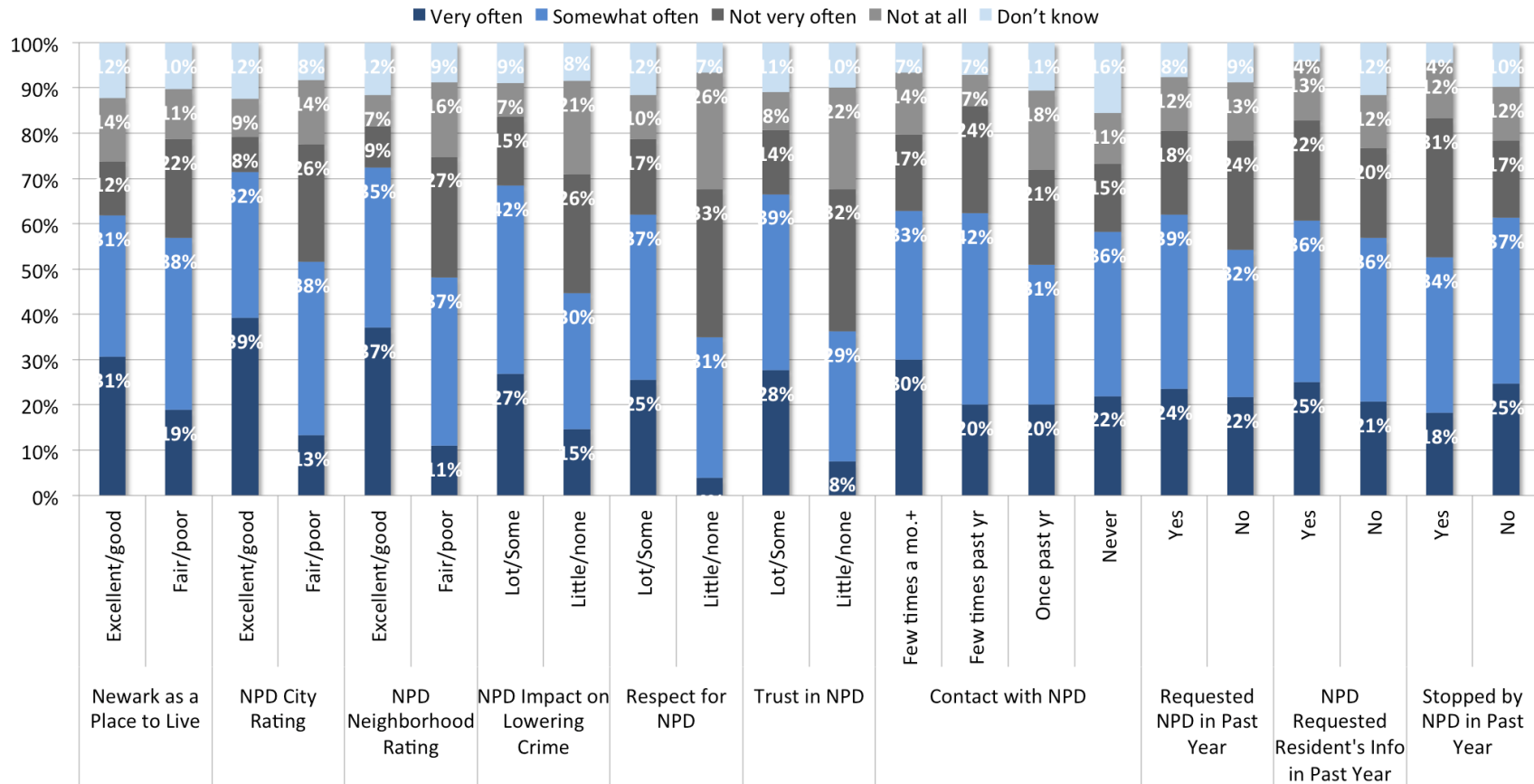
6.8 How Often NPD Interacts Positively by Ward and Precinct



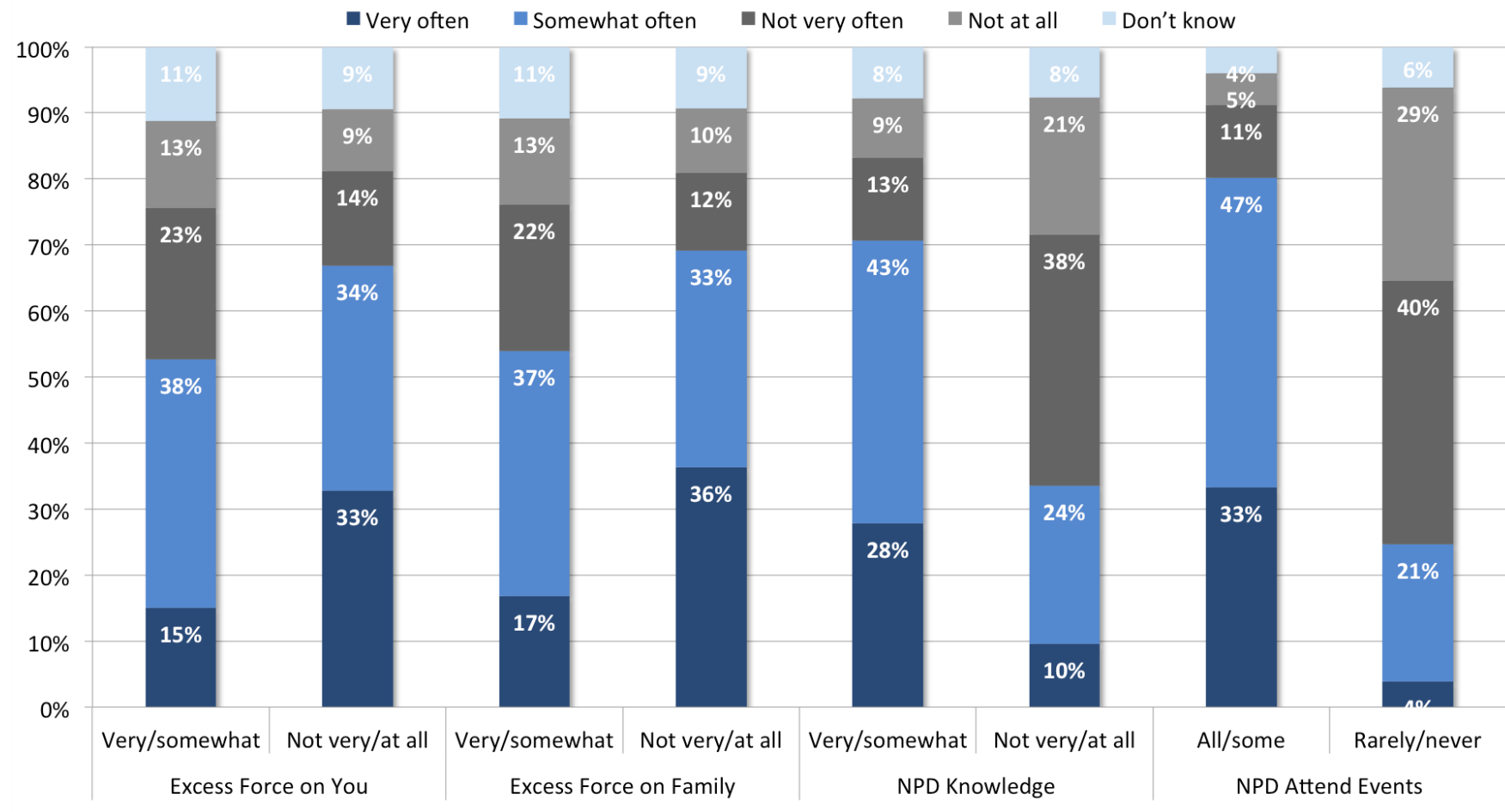
6.9 How Often NPD Interacts Positively by Gender, Race, Ethnicity, Age, Education, and Primary Language



6.10 How Often NPD Interacts Positively by Newark Ratings, NPD Ratings, Respect for NPD, Trust in NPD, Contact with NPD, and Interactions with NPD



6.11 How Often NPD Interacts Positively by Excessive Force Concerns, NPD Knowledge, and NPD Event Attendance



positive way “very” (27 percent) or “somewhat” (42 percent) often, compared to 59 percent of 30 to 49 year olds, 49 percent of 50 to 64 year olds, and 54 percent of those 65 years or older.

Perceptions and feelings on other questions influence residents’ perceptions of how often officers positively interact with members of the community. Groups who are more likely to feel than their counterparts that officers do not interact positively with the community include: those who rate Newark as a “fair” or “poor” place to live, those who believe officers are not knowledgeable about the community, those who believe officers “rarely” or “never” attend events, those who have been stopped by an officer in the last year, those who fear excessive force being used on themselves or a family member, those who believe the police do not investigate complaints in general or against themselves, those who feel unsafe in their homes or neighborhoods, those who give officers low ratings, those who have little or no respect for the police, and those who do not trust the police. See Figures 6.10 and 6.11.

Equal Treatment

Fifty-four percent of residents believe the **Newark police treat some members of the community better than others**; 35 percent feel all members of the community are treated equally.

Residents living in the West and Central wards are less likely than those living in any other ward to believe the police treat all community members equally. In the West ward, 28 percent believe community members are treated equally, 58 percent feel some are treated better than others, and 14 percent are unsure. In the Central ward, 30 percent believe all members are treated equally, 57 percent do not, and 12 percent are unsure. Those in the North ward, on the other hand, are the most split across all of the wards and more likely than those elsewhere to say that the police treat everyone equally – 47 percent to 49 percent. Views do not vary by precinct. See Figure 6.12.

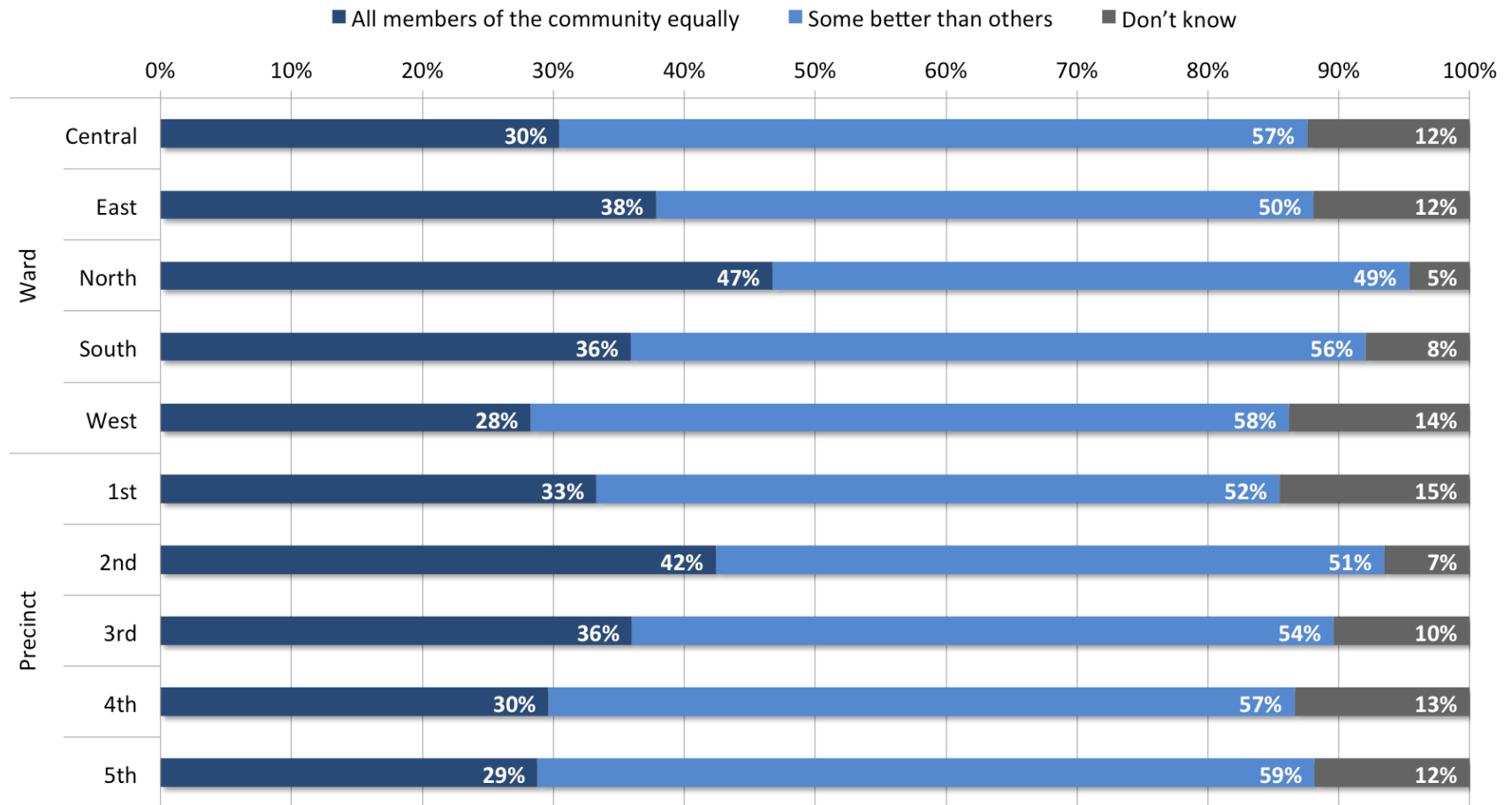
Female residents are less likely than male residents to believe all residents are treated equally. Among women, 30 percent say officers give equal treatment, while 58 percent do not, and 12 percent are unsure; among men, 41 percent believe the police treat everyone equally, compared to 50 percent who do not believe this, and 9 percent who are unsure.

Views on equal treatment differ by race and ethnicity, as well. Twenty-eight percent of Black residents say the police treat all members equally, while 61 percent say the opposite, and 11 percent are unsure. White residents, on the other hand, are more split: 42 percent believe officers give equal treatment to all community members, while 48 percent do not, and 10 percent are unsure. Hispanic residents likewise are more likely to believe than non-Hispanic residents that officers treat everyone equally – 44 percent, compared to 31 percent. A similar pattern emerges between those who primarily speak English and those who do not.

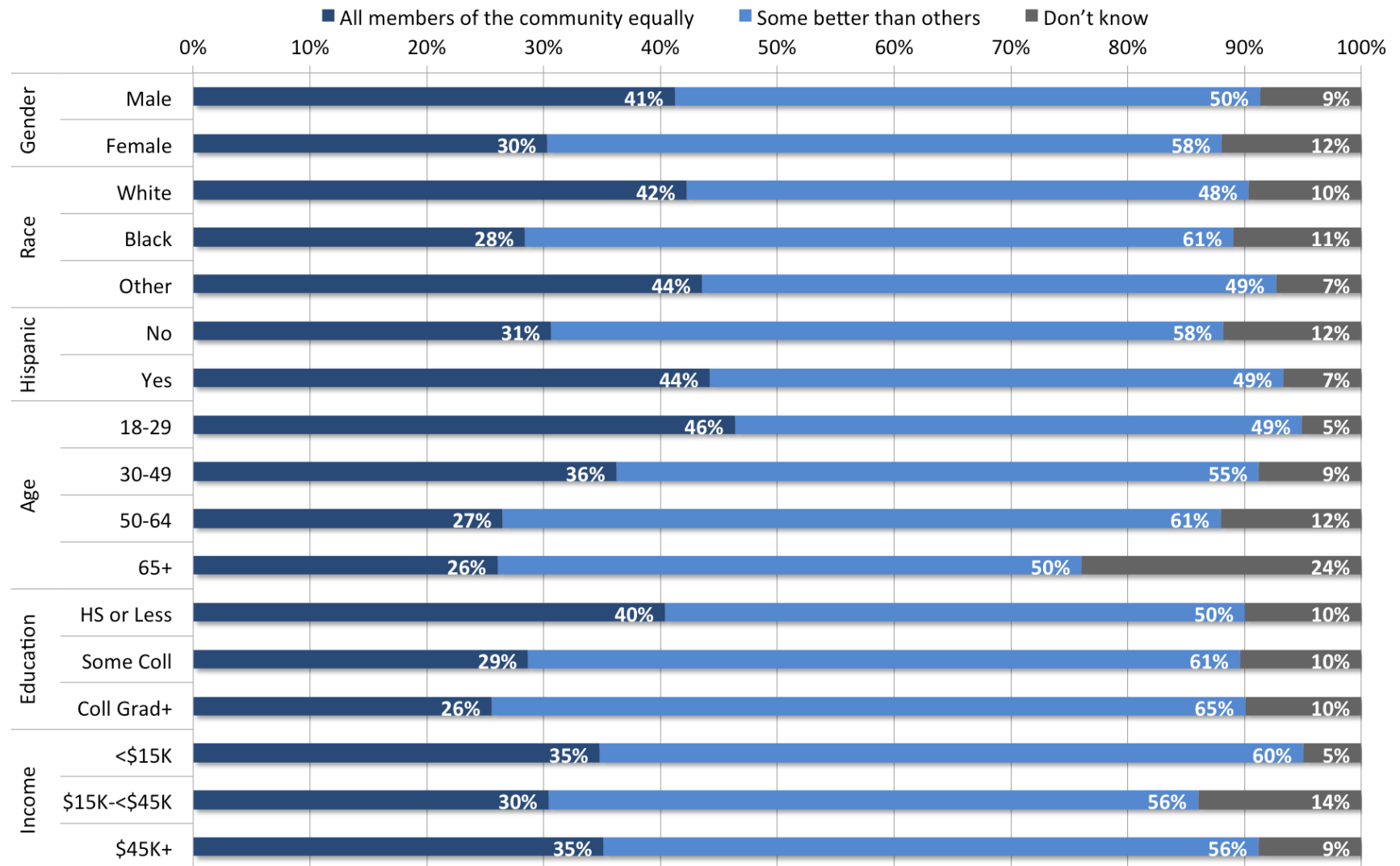
Belief that the police treat all community members equally declines with age: 46 percent of 18 to 29 year olds believe this, compared to 26 percent of those 65 years or older. Those with a high school degree or less are more likely than their counterparts to believe everyone is treated equally as well – 40 percent, compared to 29 percent of those with some college and 26 percent of those with a college degree or more. See Figure 6.13.

A number of groups are less likely to believe the police treat all community members equally. These groups include (see Figures 6.14 and 6.15): those who say officers are not knowledgeable about the community, those who report that officers do not attend local events, those who feel personally discriminated against, those who have been stopped in the past year, those who fear excessive force will be used on themselves or on a family member, those who have interacted with officers a few times in the past year, those who believe officers rarely or never investigate complaints in general or against themselves, those who give the police low ratings, those who

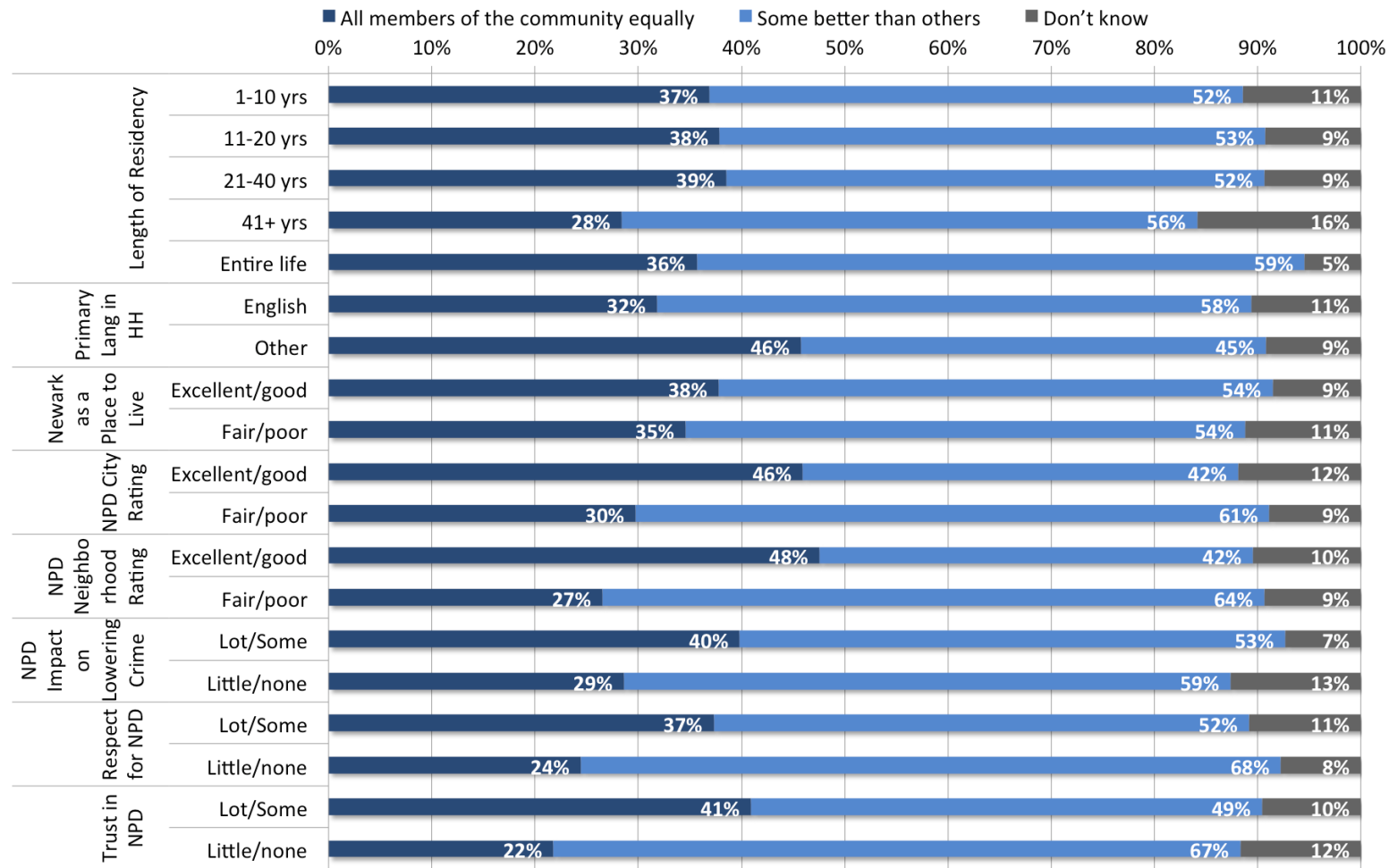
6.12 NPD Treats Some Better Than Others by Ward and Precinct



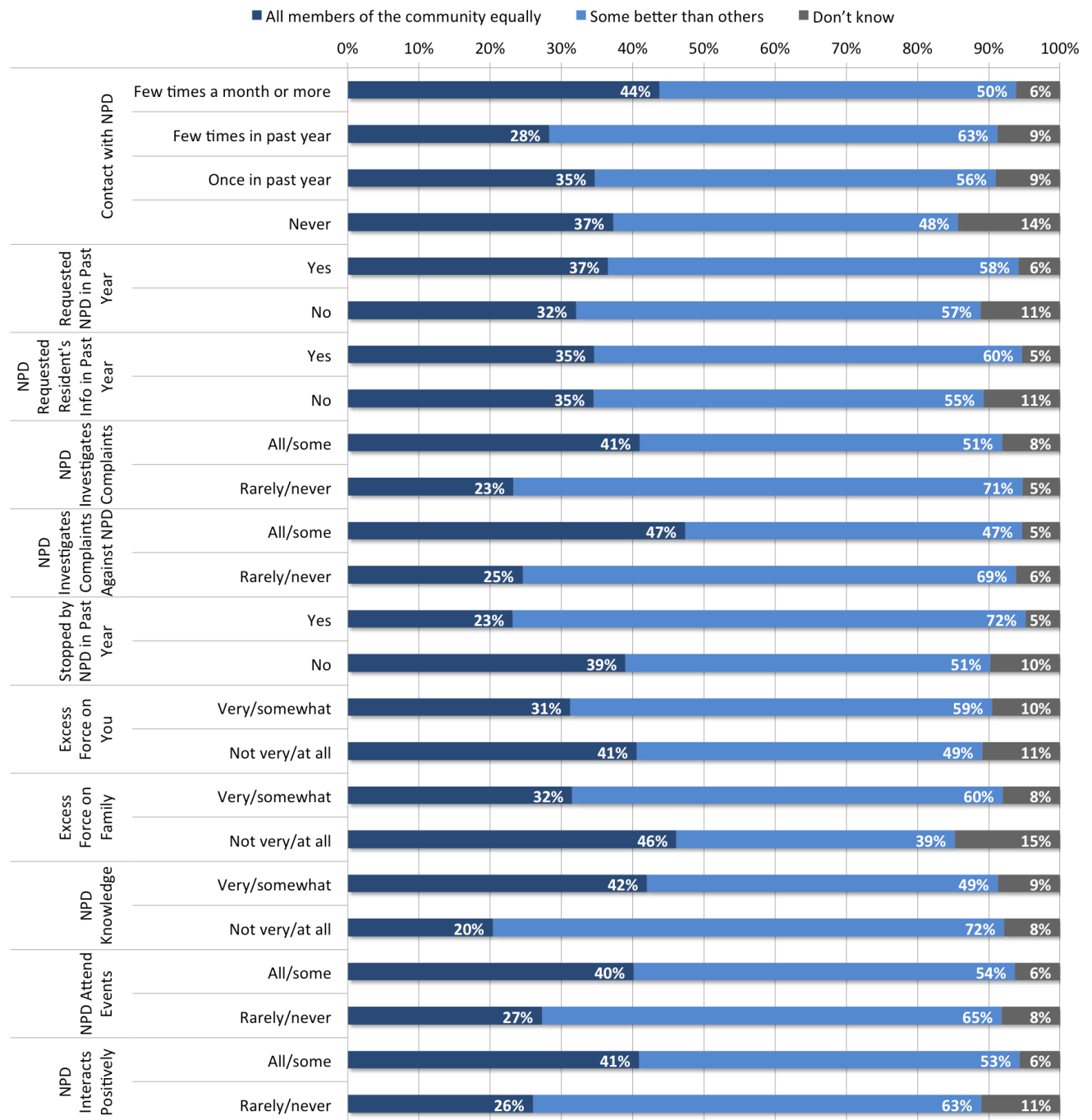
6.13 NPD Treats Some Better Than Others by Gender, Age, Race, Ethnicity, Education, and Income



6.14 NPD Treats Some Better Than Others by Residency, Primary Language, Newark Ratings, NPD Ratings, Respect for NPD, and Trust in NPD



6.15 NPD Treats Some Better Than Others by Contact with NPD, Requested NPD, NPD Requested Resident Info, NPD Investigates Complaints, Stopped by NPD, Excessive Force Concerns, NPD Knowledge, NPD Event Attendance, and NPD Positive Interaction



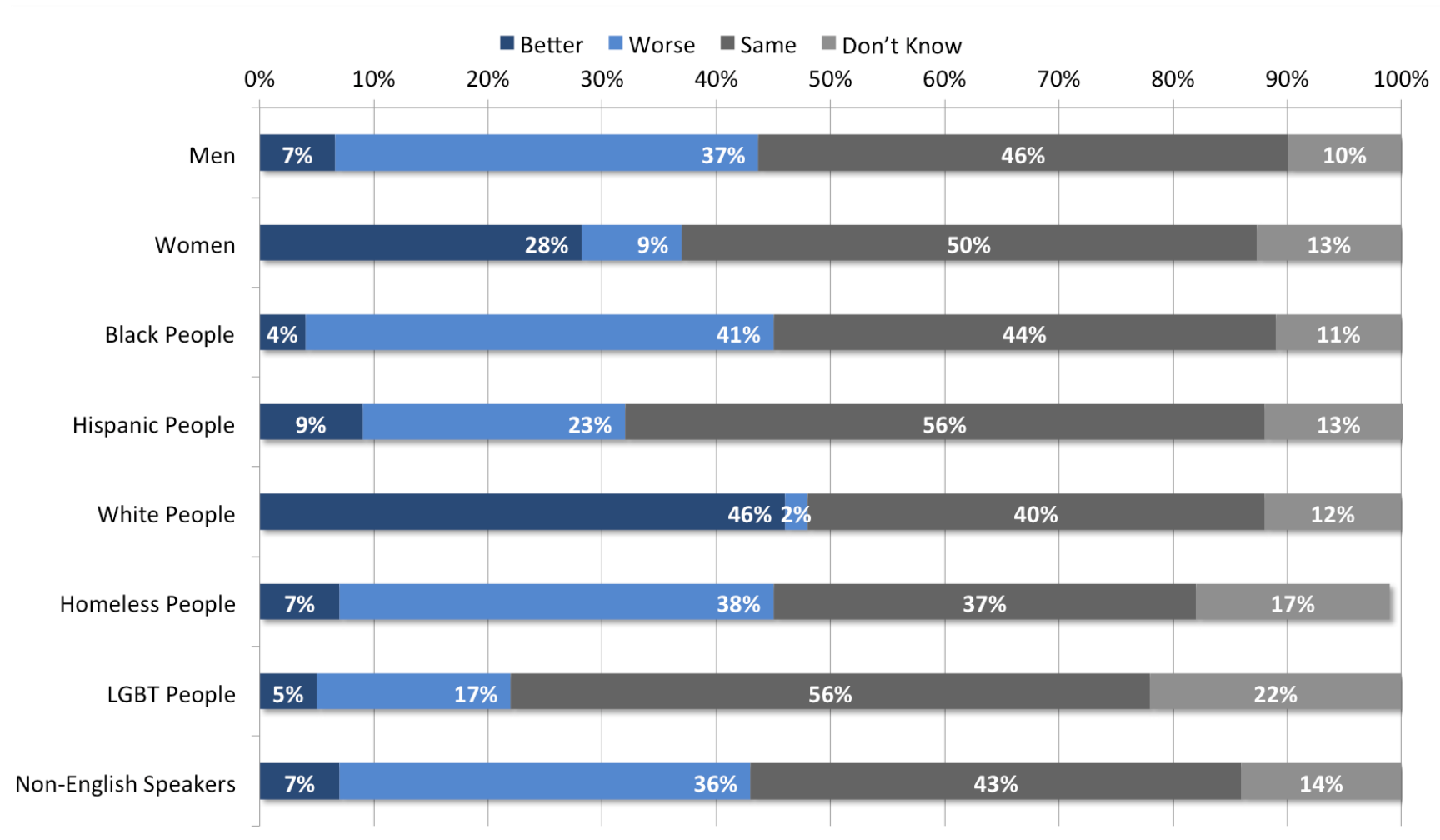
believe the police have little to no impact on crime, those who have little to no respect for officers, and those who do not trust officers.

Residents were then asked whether they think the police **treat specific groups better, worse, or the same as other groups in the community** (see Figure 6.16). Residents were most likely to believe that **white individuals** were treated better by the police than any other group; 46 percent say white individuals get better treatment from the police, compared to 2 percent who say they are treated worse, 40 percent who say they are treated the same as anyone else, and 12 percent who are unsure. Those in the North ward (51 percent), Black residents (54 percent), and millennials (48 percent) are especially likely to say this.

Residents are also more likely to say than they are for other groups that **women** are treated better: 28 percent say this, while 9 percent believe women are treated worse, 50 percent say they are treated the same, and 13 percent are unsure. Black residents (33 percent) and millennials (34 percent) are especially likely to say this.

In terms of which groups fare the worst, residents are especially likely to believe that a certain few are treated by the police in an inferior way: **males** (37 percent), **Black individuals** (41 percent), the **homeless** (38 percent), and **non-English speakers** (36 percent). Men are seen as treated worse, in particular, by: those living in the South (47 percent) and West (45 percent) wards, those living in the 1st precinct (51 percent), women (43 percent), Black residents (49 percent), and middle-aged residents. Black individuals are seen as treated worse, in particular, by: those living in the West ward (46 percent), Black residents (46 percent), non-Hispanic residents (45 percent), and 50 to 64 year olds (49 percent). The following groups believe the homeless are treated worse than others: Black residents (44 percent), and millennials (47 percent). Non-English speakers are seen as treated worse, in particular, by: those living in the East (44 percent) and North wards (42 percent), those living in the 3rd precinct (45 percent), women (41 percent), Hispanic residents (41 percent), millennials (40 percent), and those who primarily speak something other than English (42 percent).

6.16 How Groups are Treated Compared to Others in the Community



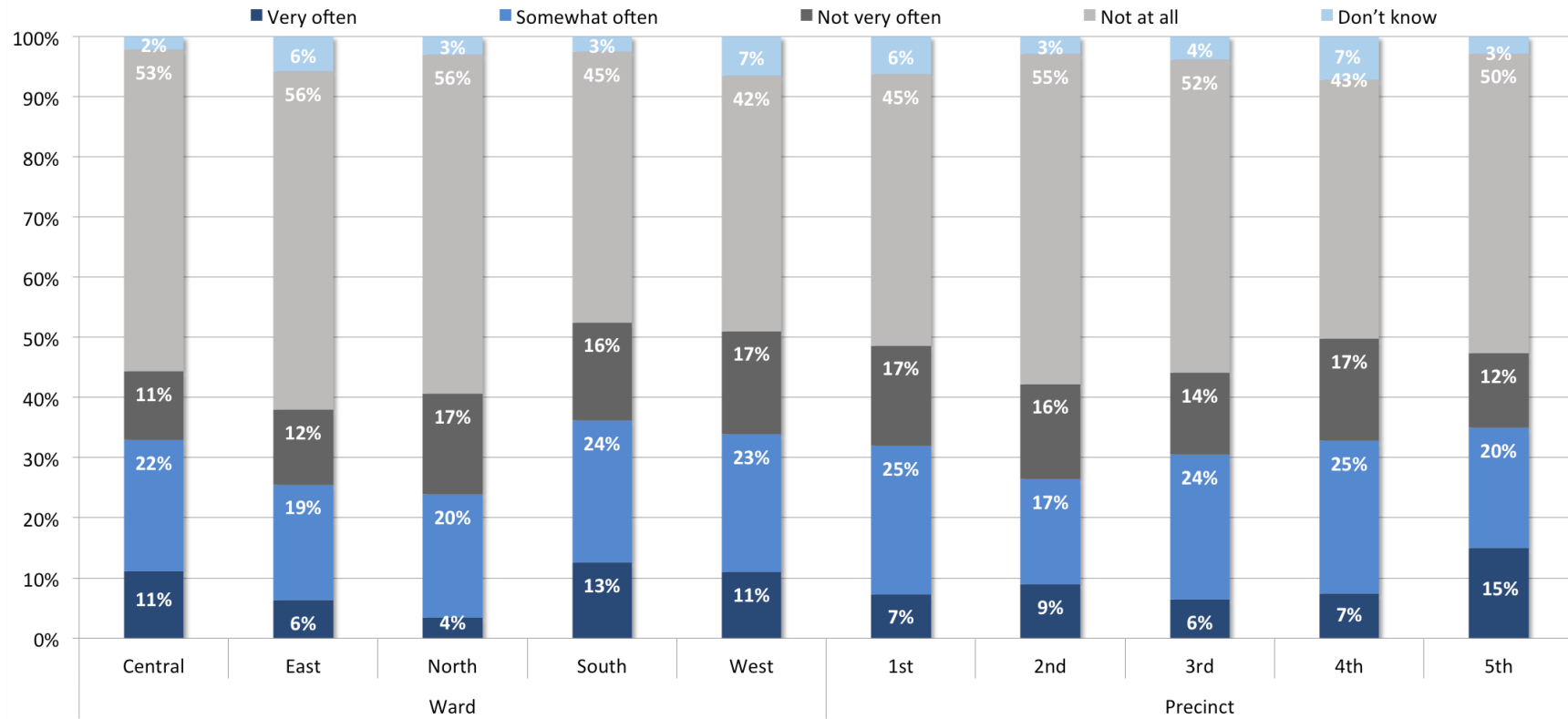
Nine percent of all residents feel **personally discriminated against by Newark police officers** “very often” and another 22 percent say “somewhat often” because of who they are or how they identify; 15 percent feel this way “not very” often, and 50 percent “never” feel this way.

These feelings vary little by ward or by precinct (see Figure 6.17); differences in either case are not statistically significant. Female residents feel this way to a lesser extent than male residents – 28 percent (7 percent “very often,” 21 percent “somewhat often”) to 33 percent (11 percent “very often,” 22 percent “somewhat often”). Black residents are especially likely to say they feel personally discriminated against: 12 percent say they feel discriminated against “very often,” and another 26 percent say “somewhat often.” White residents on the other hand feel this way to a lesser extent (4 percent “very often,” 16 percent “somewhat often”).

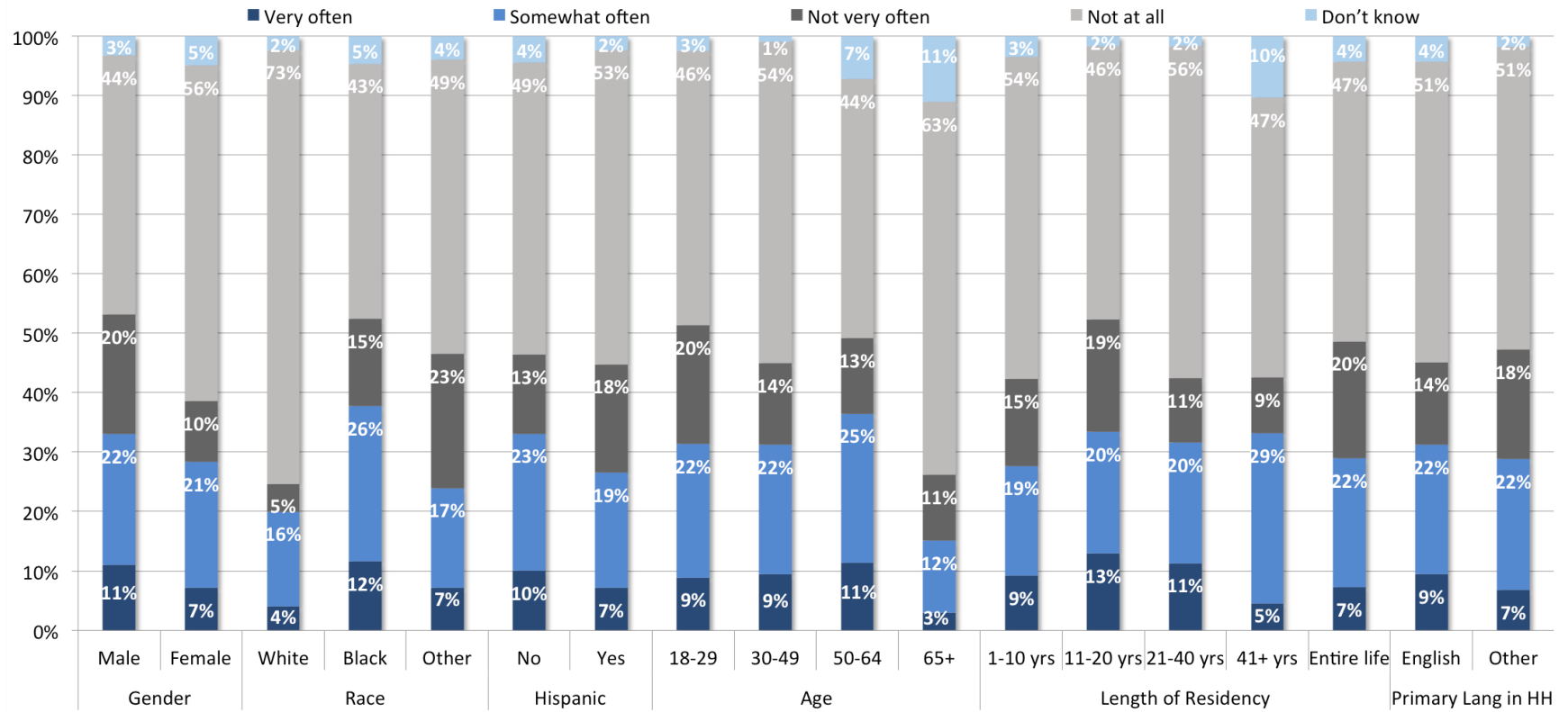
Senior citizens are about half as likely as other residents to feel discriminated against “very” (3 percent) or “somewhat often” (12 percent). Those in the highest income bracket are also less likely than their counterparts to feel this way. Those who have lived in Newark for four decades or more or who have lived in the city their entire life are less likely to say they feel personally discriminated against “very often” compared to those who have lived in Newark for a shorter period of time. See Figure 6.18.

Feelings of discrimination are more prevalent among those who have been stopped at some point in the last year, those who have seen someone else stopped or body searched, those who fear excessive force will be used on themselves or a family member, those who have come in contact with the police a few times in the past year, those who give the police negative ratings, those who believe the police have little to no impact on crime, those who have little to no respect for the police, and those who do not trust the police. See Figures 6.19 and 6.20.

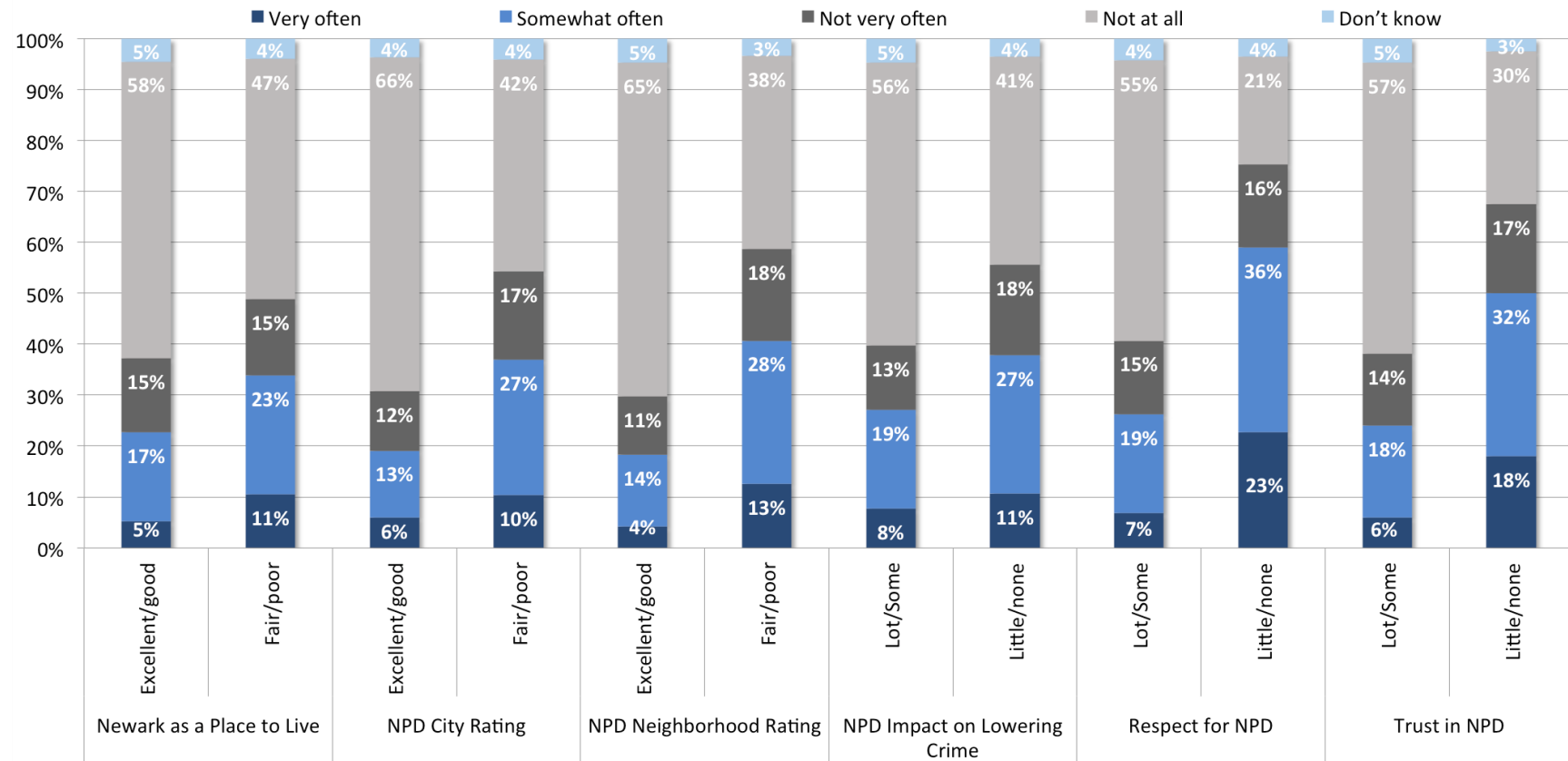
6.17 How Often Resident Feels Discriminated Against by Ward and Precinct



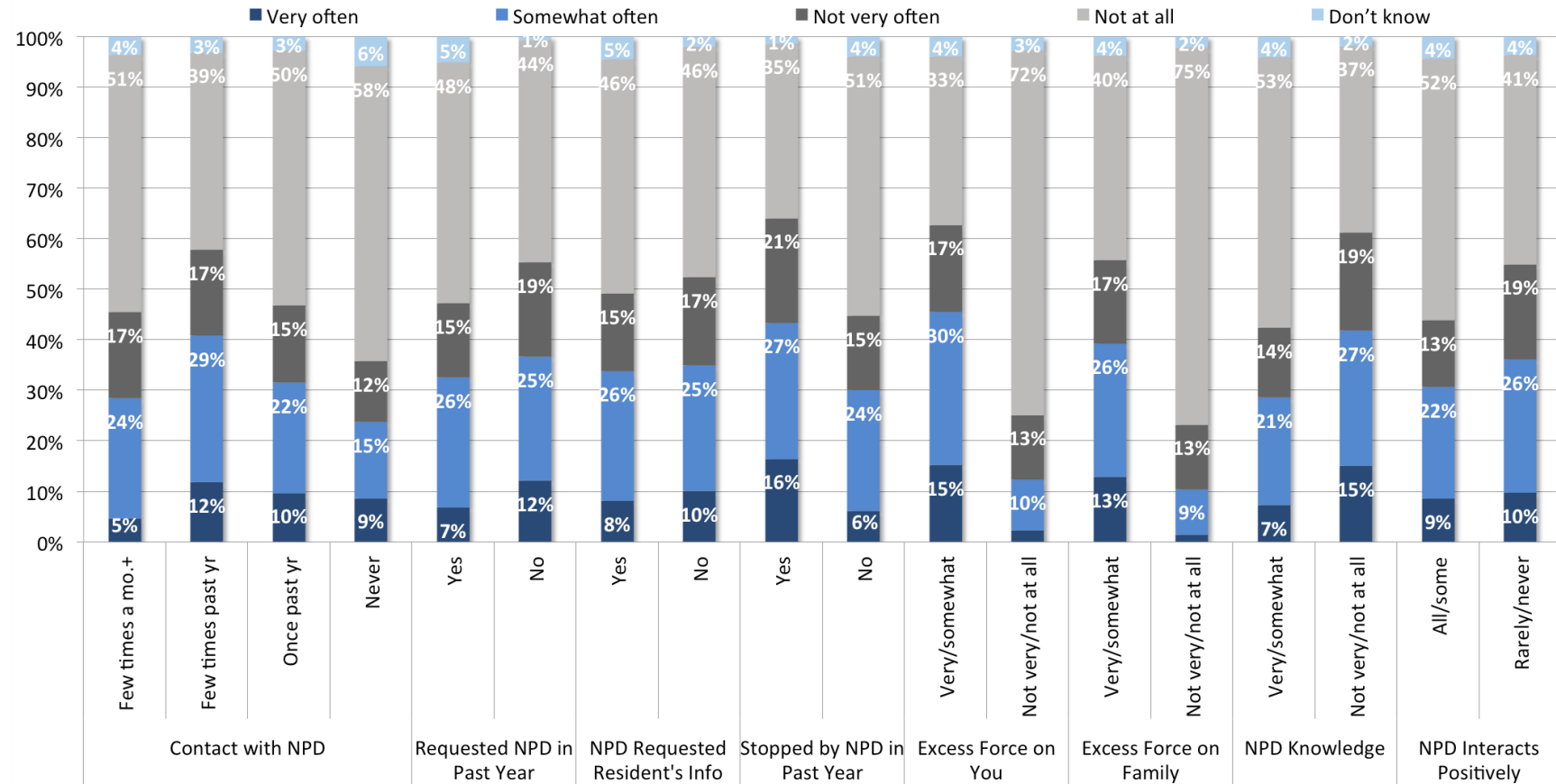
6.18 How Often Resident Feels Discriminated Against by Gender, Race, Ethnicity, Age, Residency, and Primary Language



6.19 How Often Resident Feels Discriminated Against by Newark Ratings, NPD Ratings, NPD Impact, Respect for NPD, and Trust in NPD



6.20 How Often Resident Feels Discriminated Against by Contact with NPD, Requested NPD, NPD Requested Info, Stopped by NPD, Excessive Force Concerns, NPD Knowledge, and NPD Positive Interaction



The NPD's Role in the Community

Residents were asked what role the NPD should have in the community, and their answers were recorded verbatim. The most popular response by far revolved around protecting, serving, and making the community safer: 40 percent of residents mention something like this, with many directly citing the well-known “to protect and serve” law enforcement motto.

As a distant second, another 22 percent of respondents say something related to the idea of community policing – including regularly patrolling around the neighborhoods and interacting and engaging with residents more. Residents mention things like the NPD should ideally be “approachable,” “accessible,” “positively involved,” and even “neighborly.” As one resident stated, “They need to be more involved, they need to know who they are policing, [and] they need to be a part of their community.” Some residents specifically cite the fact that officers do not live in the city and that this should be rectified.

Nine percent say the NPD should serve as role models to the community. “They should be someone you look up to and trust,” said one respondent. Seven percent say their primary role should be enforcing the law and dealing with crime.

Four percent say the NPD's role in the community should be centered around respect. As one resident puts it, “If you want respect, you have to give respect.” Another 4 percent say their role should be one of empathy and helpfulness in the community. One resident wishes that officers were “someone you [could] go to when you have a problem.” Others mention things like officers should show more “concern,” “provide support,” and not “belittle” residents.

Three percent say the NPD's primary role in the community should be to treat everyone equally. As one resident explains, “They need to interact more and learn to understand that every black male isn't a criminal. Just because we live here doesn't [mean] we are about trouble.” Another 2 percent mention something specifically about the need for the NPD to

respond quickly and be present when needed. Four percent mention something other than these categories, and 7 percent are unsure of what the NPD's role should be in the community.

What the NPD Should Do Differently

Residents were also asked what one thing the Newark Police should do differently to improve police-community relations, and their answers were recorded verbatim. The most popular response revolved around being a bigger part of the community: 34 percent of residents want officers to positively interact with community members and learn more about their culture. Residents want officers to be more “involved [...] and not just when they are required to,” with some mentioning that the NPD either needs to hire from within the community or require their officers to live there.

Eleven percent want officers to have a more positive attitude and to be nicer and more respectful. As one resident stated, “They should not judge a book by its cover. We are not all the same. Respect everyone. Respond to all situations like it is [their] family.” Another 10 percent want officers to be visible in the community, wanting more of a presence from officers and more officers physically patrolling around on foot.

Five percent say the police should treat everyone equally and stop profiling, stressing the need to stop discriminating because of color, sexual orientation, educational level, the way a person looks, or disability. Four percent want the NPD to engage more with schools and youth so, as one resident puts it, children are not “scared” of the police. As one resident said, “They need to have a place for these youths; play sports and games and be a part of it. They took away the PAL, so how can they get close to you? [The] relationship is not there anymore, lack of communication.”

Some residents say that the NPD should have better communication skills and listen more to residents, as well as improve their response time – at 3 percent each. Two percent say officers need more training and education about the community. One percent specifically mentions the

need for body cameras. Ten percent say something that does not fit into any of these categories, 3 percent believe the NPD does not need to do anything differently, and 14 percent are unsure.

Learning About the Consent Decree and the NPD

Three-quarters of residents report that they had heard “nothing at all” about the **Newark Consent Decree** before taking the survey; 7 percent say they had heard “a lot,” 9 percent “some,” and 8 percent a “little” about it. Two percent are unsure.

Lack of awareness is widespread across all wards and precincts. Female residents, Black residents, 30 to 49 year olds, and those who have lived in the city for two decades or less were especially less likely than their counterparts to have heard anything about it.

Obtaining Information about the NPD

Residents are most likely to get information about the Newark Police from local TV news (62 percent), family or friends (56 percent), or word of mouth (55 percent). Forty percent go online for information about the NPD, and 41 percent use social media. Twenty-nine percent get information from the local paper, and 13 percent get information from government officials.

APPENDIX

NEWARK COMMUNITY PROBABILITY SURVEY QUESTIONNAIRE

ENGLISH VERSION (POPULATED WITH RESULTS)

December 1, 2016 – February 10, 2017
687 Newark, New Jersey Adults (18+)

Question numbers appear in the order in which they were programmed; due to questionnaire edits before fielding, numbering is not always sequential. "Unweighted Total N" specifies the actual total number of respondents who answered each question; percentages may not add up to 100% due to rounding.

Introduction - LANDLINE

Hello, my name is _____. I am calling Newark residents on behalf of the Independent Monitor. Under the Newark Consent Decree, the Monitor needs to hear from community members like you about your perceptions of, experiences with, and expectations for the Newark Police. I'm not selling anything and just need a few minutes of your time. All of your answers are completely confidential.

[YM VERSION]

I'd like to ask a few questions of the YOUNGEST MALE over 18 who is now at home.

[IF NO MALE AT HOME]: May I speak to the YOUNGEST FEMALE over 18 who is now at home?

[IF PERSON ANSWERING THE PHONE IS THE RIGHT PERSON SAY:

Great, would you talk with me for a bit?

- 1. YES – CONTINUE TO SCREENER
- 0 NO – ATTEMPT CALLBACK SCHEDULE/CONVERSION

[IF PERSON ANSWERING THE PHONE IS NOT THE RIGHT PERSON, WAIT FOR PERSON AND REINTRO]

[REINTRO]

Hello, my name is _____. I am calling on behalf of the Independent Monitor who wants to hear firsthand from residents in the community about the Newark Police. Under the Newark Consent Decree, the Monitor needs to hear from residents like you about your perceptions of, experiences with, and expectations for the Newark Police. I'm not selling anything and just need a few minutes of your time. All of your answers are completely confidential.

- 1 YES – CONTINUE TO SCREENER
- 0 NO – ATTEMPT CALLBACK SCHEDULE/CONVERSION

Introduction – CELL PHONE

Hello, my name is _____. I am calling on behalf of the Independent Monitor who wants to hear firsthand from residents in the community about the Newark Police. Under the Newark Consent Decree, the Monitor needs to hear from residents like you about your perceptions of, experiences with, and expectations for the Newark Police. I'm not selling anything and just need a few minutes of your time. All of your answers are completely confidential.

I know I am reaching you on a cell phone. We need to talk to community members with cell phones to ensure that the information we gather represents the opinions of all Newark residents. Are you currently driving, walking, or in any public place that might distract you?

- 0 DISTRACTED → **RESCHEDULE/TERMINATE**
- 1 NOT DISTRACTED, good time to talk [**CONTINUE TO SCREENER**]

IF NOT DISTRACTED: Great, would you talk with me for a bit?

- 1. YES – CONTINUE TO SCREENER
- 0 NO – ATTEMPT CALLBACK SCHEDULE/CONVERSION

[ENCOURAGE PARTICIPATION AS NEEDED/CONVERSION]

IF NECESSARY: We are not selling anything, not asking for money, and all your answers will be completely confidential.

IF RESPONDENT DECLINES TO PARTICIPATE, POSSIBLE PROBES:

Your participation is very important because you have been randomly selected for this survey, and your views will represent many people throughout Newark.

IF "DON'T KNOW ENOUGH":

There are really no right or wrong answers. We are only interested in your opinions. They are just as important as anybody else's.

IF NOT INTERESTED, DON'T WANT TO:

Can you help me? We could really use your cooperation, and we are interested in what you think.

IF NECESSARY, ATTEMPT TO SET UP A CALLBACK

[SCREENER]

QD6C. Do you currently live in Newark, New Jersey?

Yes	100%
No	-

Unweighted Total N	687
--------------------	-----

QD6B. May I please have your home zip code?

(Newark, New Jersey zip codes)

QD7. To ensure we are reaching people of all ages, would you please tell me your age?

18-29	27%
-------	-----

30-49	37%
-------	-----

50-64	24%
-------	-----

65+	12%
-----	-----

Unweighted Total N	687
--------------------	-----

[IF Don't Know/REFUSED IN QD7, ASK:]

QD8. Would you be willing to tell us whether it's between...?

(Combined with above question results)

[CONSENT]

Great. Your participation is very important to us. You have been randomly selected to share your views and represent many of your fellow residents. This should only take about 20 minutes. Your answers are completely confidential and will only be reported in combination with others. Your participation is voluntary, you may end at any time, and you may skip questions you do not want to answer. May I ask the first question? **[IF YES]** Thanks!

NEIGHBORHOOD LIFE

Let's talk about daily life in Newark.

B1. Were you born in Newark?

Yes	49%
-----	-----

No	51%
----	-----

Unweighted Total N	686
--------------------	-----

Q1. How long have you lived in Newark?

1-10 years	19%
------------	-----

11-20 years	19%
-------------	-----

21-40 years	22%
-------------	-----

41+ years	17%
-----------	-----

Entire life	23%
-------------	-----

Unweighted Total N 680

Q2. How would you rate Newark as a place to live? Excellent, good, fair, or poor?

Excellent	6%
Good	25%
Fair	50%
Poor	19%
Unweighted Total N	685

Q3. Thinking back over the last year, would you say Newark has gotten better as a place to live, gotten worse, or there hasn't been much change?

Better	29%
Worse	28%
Hasn't been much change	41%
Don't know (vol)	2%
Unweighted Total N	687

NEIGHBORHOOD SAFETY

Now let's turn to the issue of safety in the City of Newark.

[VERSION A]

Q5A. Please tell me if you feel very safe, somewhat safe, not very safe, or not safe at all in each of the following circumstances:

[RANDOMIZE ORDER]

	In your home during the day	In your home at night	Walking around your neighborhood during the day	Walking around your neighborhood at night
Very safe	55%	46%	28%	9%
Somewhat safe	37%	40%	52%	28%
Not very safe	5%	7%	11%	27%
Not safe at all	3%	7%	8%	33%
Don't know (vol)	1%	1%	1%	4%
Unweighted Total N	684	686	683	685

[CODE VOL OPTION IN ADDITION TO WORRY SCALE ANSWER IF APPLIES]

Q6. How worried are you that you will be a victim of a crime?

Very worried	28%
Somewhat worried	36%
Not very worried	22%
Not at all worried	11%
Already been victim of crime (vol)	3%
Don't know (vol)	1%
<hr/>	
Unweighted Total N	687

Q7A. If you were in need of assistance, how likely would you be to ask a Newark police officer for help?

Very likely	64%
Somewhat likely	24%
Not very likely	8%
Not likely at all	4%
<hr/>	
Unweighted Total N	682

[SPLIT SAMPLE]

[VERSION A]

[CODE VOL OPTION IN ADDITION TO RESPONSE]

Q8A. If you witnessed a crime that took place, how likely would you be to report it or to provide information to the Newark Police?

Very likely	69%
Somewhat likely	20%
Not very likely	6%
Not likely at all	4%
Don't know (vol)	1%
<hr/>	
Unweighted Total N	319

[VERSION B]

[CODE VOL OPTION IN ADDITION TO RESPONSE]

Q8B. If you heard about a crime that took place, how likely would you be to report it or to provide information to the Newark Police?

Very likely	71%
Somewhat likely	16%
Not very likely	5%
Not likely at all	5%
Don't know (vol)	2%
<hr/>	

Unweighted Total N 359

[END SPLIT SAMPLE]

[IF Q8A=3, 4 OR Q8B=3,4]

Q8X. In just a few words, WHY would you NOT be likely to report a crime to the Newark Police?

Pointless/nothing will happen	20%
Do not want to intrude in others' business	16%
General fear	16%
No trust in police	10%
Fear of retaliation from criminals	9%
Inconvenient/takes too long	6%
Bad previous experience	5%
Police make matters worse	5%
Unsure if crime actually occurred	4%
Police do not keep reports confidential	3%
Fear of harm from police	2%
Depends on the crime	2%
Police are rude	<1%
Other	3%
Don't know	1%
Unweighted Total N	67

Q9. In a typical month, how often do you see Newark Police officers on foot or in a car patrolling in your neighborhood?

At least once a day	41%
Several times a week	19%
Once or twice a week	10%
A few times	14%
Once	4%
Never	10%
Don't know (vol)	2%
Unweighted Total N	687

Q10. Would you like to see an increase or a decrease in the number of Newark Police officers on foot or in a car patrolling in your neighborhood, or would you like to see the number of officers stay the same?

Increase	80%
Decrease	3%
Stay the same	15%
Don't know (vol)	1%
Unweighted Total N	685

COMMUNITY EXPERIENCES AND PERCEPTIONS OF POLICE

Next, we would like to ask you for your general thoughts on Newark police officers based on what you have seen, heard, and experienced.

Q4A. Thinking about the area where you live, how would you rate the job the Newark Police are doing serving people in your neighborhood?

Excellent	11%
Good	32%
Fair	36%
Poor	19%
Don't know (vol)	2%
<hr/>	
Unweighted Total N	686

Q4B. And thinking about the City of Newark as a whole, how would you rate the job the Newark Police are doing serving all the people of Newark?

Excellent	8%
Good	27%
Fair	42%
Poor	18%
Don't know (vol)	4%
<hr/>	
Unweighted Total N	685

Q22. How much impact do you think the Newark Police have on lowering the city's crime rate?

A lot	27%
Some	34%
A little	22%
None at all	12%
Don't know (vol)	5%
<hr/>	
Unweighted Total N	686

Q11A. How much respect do you have for the Newark Police, in general?

A lot	62%
Some	25%
A little	9%
None at all	4%
<hr/>	
Unweighted Total N	684

Q11C. How much trust do you have in the Newark Police, in general?

A lot	35%
Some	38%
A little	17%
None at all	9%
Don't know (vol)	1%
Unweighted Total N	684

[SPLIT SAMPLE Q12A and Q12B]

Q12A. And for each of the following, please tell me if you think Newark police officers do this all of the time, most of the time, some of the time, rarely, or never.

[PROMPT: Do they do this all of the time, most of the time, some of the time, rarely, or never?]

[RANDOMIZE ORDER]

	Properly handle evidence	Use appropriate force only when necessary	Make truthful, accurate statements	Use respectful, polite language
All of the time	18%	17%	20%	28%
Most of the time	14%	24%	21%	23%
Some of the time	25%	36%	34%	29%
Rarely	10%	8%	8%	10%
Never	5%	4%	4%	6%
Don't know (vol)	28%	12%	14%	4%
Unweighted Total N	326	330	332	335

	Detain people only as long as necessary	Stop and/or search people w/ good reason	Treat all equally regardless of race or ethnicity	Respect residents' personal property
All of the time	17%	14%	24%	30%
Most of the time	14%	19%	17%	21%
Some of the time	33%	32%	29%	27%
Rarely	9%	12%	10%	8%
Never	7%	7%	12%	7%
Don't know (vol)	21%	15%	8%	7%
Unweighted Total N	329	327	331	332

Q12B. For each of the following, please tell me if you think Newark police officers do this all of the time, most of the time, some of the time, rarely, or never.

[PROMPT: Do they do this all of the time, most of the time, some of the time, rarely, or never?]

[RANDOMIZE]

	Tamper or interfere with evidence	Use more force than is necessary	Make untruthful or false statements	Use disrespectful and offensive language
All of the time	4%	11%	4%	14%
Most of the time	7%	11%	8%	11%
Some of the time	21%	33%	30%	24%
Rarely	12%	14%	14%	13%
Never	26%	18%	25%	26%
Don't know (vol)	29%	12%	19%	12%
Unweighted Total N	348	348	344	347

	Detain people for longer than necessary	Stop and/or search people without good reason	Discriminate against certain individuals based on their race or ethnicity	Unlawfully take property from residents
All of the time	11%	14%	13%	5%
Most of the time	10%	9%	10%	4%
Some of the time	29%	33%	26%	19%
Rarely	13%	13%	17%	16%
Never	16%	19%	24%	33%
Don't know (vol)	21%	12%	10%	22%
Unweighted Total N	346	349	347	347

[END SPLIT SAMPLE]

PERSONAL INTERACTIONS WITH POLICE

Now let's talk about your own interactions and experiences with Newark police officers.

Q13. In the last 12 months, how often did you have direct contact with a Newark police officer?

At least once a day	3%
Several times a week	3%
Once or twice a week	3%
Few times a month	8%
Few times in the past year	26%
Once in the past year	22%
Never	36%
<hr/>	
Unweighted Total N	685

[SPLIT SAMPLE]

Q17. When you come into direct contact with Newark police officers, do you typically feel more safe or less safe than you did a few moments before you came into contact with them, or do you typically feel no different?

More safe	48%
Less safe	10%
No different	37%
Depends on situation	3%
Don't know (vol)	2%
<hr/>	
Unweighted Total N	340

Q17B. When Newark police officers are nearby, do you typically feel more safe or less safe than you did a few moments before they arrived in your area, or do you typically feel no different?

More safe	62%
Less safe	7%
No different	29%
Depends on situation (vol)	1%
Don't know (vol)	1%
<hr/>	
Unweighted Total N	333

[END SPLIT SAMPLE]

[SKIP IF Q13=NEVER]

Q14A. Have you requested assistance from a Newark police officer in the last month, or not?

Yes, I have	18%
No, I have not	82%
<hr/>	
Unweighted Total N	435

[SKIP IF Q14A=1]

Q14B. Have you requested assistance from a Newark police officer in the last three months, or not?

Yes, I have	14%
No, I have not	86%
Unweighted Total N	350

[SKIP IF Q14A or Q14B=1]

Q14C Have you requested assistance from a Newark police officer in the last year?

Yes	38%
No	62%
Unweighted Total N	296

[SKIP IF Q13=NEVER]

Q15A. Has a Newark police officer requested information from you in the last month, or not?

Yes, an officer has	16%
No, an officer has not	84%
Unweighted Total N	433

[SKIP IF Q15A=1]

Q15B Has a Newark police officer requested information from you in the last three months, or not?

Yes, an officer has	10%
No, an officer has not	90%
Unweighted Total N	368

[SKIP IF Q15A or B=1]

Q15C Has a Newark police officer requested information from you in the last year, or not?

Yes, an officer has	31%
No, an officer has not	69%
Unweighted Total N	330

[ROTATE ORDER]

QOEA. In just a few words, please tell us about your most memorable negative experience with a Newark police officer.

Never had a negative experience	40%
Police took too long to respond, did not respond at all, did not help or file report	14%
Experienced/witnessed abuse, aggression, or harassment by officer	8%
Traffic, car violations: pulled over, tickets or car searched/towed without cause	7%

Officer was unprofessional/rude	6%
Falsely accused, fined, arrested and/or detained without cause	3%
Stopped and frisked	2%
Officer forced entry into home without cause	1%
Police treated someone differently based on race	1%
Other	7%
Don't know	11%
Unweighted Total N	664

QOEB. In just a few words, please tell us about your most memorable positive experience with a Newark police officer.

Never had a positive experience	35%
Officer was helpful, even when s/he didn't need to be	20%
Officer was polite/nice, positive interaction	11%
Police arrived quickly when needed	7%
Knows of, related to, or regularly works with police	4%
See them patrolling regularly/doing their job	3%
Officers engaged with community members/kids	3%
Police dealt with situation professionally	3%
Received a warning instead of a ticket	2%
Police made me feel safe	2%
Other	3%
Don't know	8%
Unweighted Total N	659

[END ROTATION]

COMPLAINTS AND REPORTING

Next, we would like to ask you about your thoughts on the Newark Police reporting and complaint process.

Q20. To the best of your knowledge, how often do you think the Newark Police investigate complaints filed by residents?

All of the time	19%
Some of the time	42%
Rarely	22%
Never	5%
Don't know (vol)	12%
Unweighted Total N	678

Q20B. To the best of your knowledge, how often do you think the Newark Police investigate complaints filed by residents specifically against a Newark police officer?

All of the time	14%
Some of the time	27%
Rarely	22%
Never	15%
Don't know (vol)	22%
<hr/>	
Unweighted Total N	670

Q21B. In the last 12 months, have you ever had a reason to file a complaint with the Newark police, or not?

Yes	9%
No	91%
<hr/>	
Unweighted Total N	672

[ASK Q21C IF Q21B=1]

Q21C. Did you end up filing a formal complaint with the Newark Police, or not?

Yes, I did	54%
No, I did not	46%
<hr/>	
Unweighted Total N	66

[ASK Q21D IF Q21C=1]

Q21D. Were you very satisfied, somewhat satisfied, not very satisfied, or not satisfied at all with the result?

Very satisfied	21%
Somewhat satisfied	1%
Not very satisfied	17%
Not satisfied at all	60%
<hr/>	
Unweighted Total N	34

[ASK Q21E IF Q21C=2]

Q21E. Why did you decide not to file a formal complaint? Just tell me if each of the following applies to you.

[READ EACH AND CHECK ALL THAT APPLY. PROBE AT END: "Any other reason?"]

You did not know how	6%
It would have taken too much time	6%
Concerned that there would be backlash	8%
You did not think it would make a difference	62%

Some other reason	18%
Unweighted Total N	31

Q21F. To the best of your knowledge, do you think the Police respond quickly enough to emergency 911 calls all of the time, some of the time, rarely, or never?

All of the time	24%
Some of the time	37%
Rarely	16%
Never	15%
Don't know (vol)	7%
Unweighted Total N	668

Q21G. Have you, yourself, ever made a 911 emergency call in Newark?

Yes	57%
No	43%
Unweighted Total N	667

STOPS, SEARCHES, AND USE OF FORCE

I now want to ask you a few questions about what you have seen or experienced specifically when it comes to stops, searches, and use of force.

[SKIP IF Q13=7 "NEVER"]

Q51A. Has a Newark police officer stopped you in the last month, or not?

Yes, an officer has	8%
No, an officer has not	92%
Unweighted Total N	424

[SKIP IF Q13=7; SKIP IF Q51A=1]

Q51B. Has a Newark police officer stopped you in the last three months, or not?

Yes, an officer has	5%
No, an officer has not	95%
Unweighted Total N	392

[SKIP IF Q13=7; SKIP IF Q51A or Q51B=1]

Q51C. Has a Newark police officer stopped you in the last year, or not?

Yes, an officer has	21%
No, an officer has not	79%

Unweighted Total N 371

[ASK IF Q51A =1]

Q18A. About how many times have you been stopped by a Newark police officer in the last month?

1 time	71%
2 times	20%
3 times	-
4 times	6%
5 times	3%
Unweighted Total N	28

[ASK IF Q51B=1]

Q18X. About how many times have you been stopped by a Newark police officer in the last three months?

1 time	56%
2 times	22%
3 times	6%
4 times	17%
Unweighted Total N	20

[ASK IF Q51C=1]

Q18Y. About how many times have you been stopped by a Newark police officer in the last year?

1 time	77%
2 times	14%
3 times	4%
4 times	3%
5 times	1%
12 times	1%
Unweighted Total N	79

Q18B. Now think about the most recent time in which you were stopped by a Newark police officer. How concerned were you for your own safety when you were stopped by the police officer? Very concerned, somewhat concerned, not very concerned, or not concerned at all?

Very concerned	19%
Somewhat concerned	22%
Not very concerned	15%
Not concerned at all	39%
Don't know (vol)	4%
Unweighted Total N	401

[SKIP TO Q16 IF Q18B=5 “NEVER”]

Q18C. Thinking again about that most recent time in which you were stopped, did the officer explain why they were stopping you, or not?

Yes	59%
No	32%
Don't know (vol)	9%
<hr/>	
Unweighted Total N	398

[SKIP TO Q16 IF Q18C=2 “NO”]

Q18D. Were you very satisfied, somewhat satisfied, not very satisfied, or not satisfied at all with the explanation you were given?

Very satisfied	50%
Somewhat satisfied	25%
Not very satisfied	8%
Not satisfied at all	17%
<hr/>	
Unweighted Total N	251

Q16. In the last 12 months, how often did you see a Newark police officer stop someone else? At least once a day, several times a week, once or twice a week, a few times a month, less than once a month, a few times in the past year, once in the past year, or never?

At least once a day	16%
Several times a week	20%
Once or twice a week	11%
A few times a month	17%
A few times in the past year	16%
Once in the past year	4%
Never	14%
Don't know (vol)	2%
<hr/>	
Unweighted Total N	648

[SKIP IF Q16=7“NEVER”]

Q19B. Thinking about the most recent time in which you saw a Newark police officer stop someone else, did you feel the police officer had a legitimate reason to stop that person, or did you not feel that way?

Yes, officer had legitimate reason	55%
No, officer did not have legitimate reason	18%
Don't know (vol)	27%
<hr/>	
Unweighted Total N	551

[SKIP IF Q16=7“NEVER”]

Q22A. And in the last 12 months, how often did you see a Newark police officer body search someone in your neighborhood?

At least once a day	4%
Several times a week	4%
Once or twice a week	6%
A few times a month	13%
A few times in the past year	17%
Once in the past year	11%
Never	41%
Don't know (vol)	4%
Unweighted Total N	562

[SKIP IF Q22A=7“NEVER”]

Q24. Thinking about the most recent time in which you saw a Newark police officer body search someone, did the officer use force in the stop you saw, or not?

Yes, officer used force	20%
No, officer did not use force	76%
Don't know (vol)	4%
Unweighted Total N	303

[SKIP IF Q24=2“NO”, 8“DON'T KNOW”]

Q25. Still thinking about that same time, how concerned were you for the safety of the person who was stopped by the police officer? Very concerned, somewhat concerned, not very concerned, or not concerned at all?

Very concerned	52%
Somewhat concerned	28%
Not very concerned	10%
Not concerned at all	10%
Unweighted Total N	64

I now want to ask you a couple of questions about excessive force – that is, when a police officer uses an unnecessary amount of force to arrest a suspect and keep the surrounding area safe.

Q26. For each of the following, please tell me if you are very concerned, somewhat concerned, not very concerned, or not concerned at all that this will happen:

	That excessive force will be used on you if you are stopped by a Newark police officer?	That excessive force will be used on a member of your family if they are stopped by a Newark police officer?
Very concerned	28%	42%

Somewhat concerned	25%	25%
Not very concerned	18%	14%
Not at all concerned	27%	16%
Don't know (vol)	3%	3%
Unweighted Total N	647	646

BODY CAMERAS

Police body-worn cameras are devices that record video of interactions with citizens from the officer's viewpoint.

Q27. Do you think it would be a good idea or a bad idea for more Newark police officers to wear body cameras that would record their interactions?

Good idea	94%
Bad idea	3%
Don't know (vol)	4%
Unweighted Total N	647

Q31. How comfortable are you knowing you are being filmed when communicating with police officers wearing body cameras?

Very comfortable	75%
Somewhat comfortable	17%
Not very comfortable	4%
Not at all comfortable	3%
Don't know (vol)	1%
Unweighted Total N	647

Q30. For each of the following statements, please tell me if you strongly agree, somewhat agree, neither agree nor disagree, somewhat disagree, or strongly disagree:

[RANDOMIZE ORDER]

	I would have more overall trust in Newark police officers if they were wearing body cameras.	I would be more likely to comply with a Newark police officer's request if he or she were wearing a body camera.	I would be more likely to share information about a crime I witnessed or heard about with a Newark police officer who was wearing a body camera.
Strongly agree	63%	60%	49%
Somewhat agree	24%	20%	20%

Neither agree nor disagree	5%	11%	11%
Somewhat disagree	3%	4%	9%
Strongly disagree	3%	4%	8%
Don't know (vol)	1%	1%	3%
Unweighted Total N	643	639	635

	Original footage from Newark police body-worn cameras should be made publicly available without any alterations or interference.	Body cameras would improve relations between the Newark Police and the community.
Strongly agree	65%	66%
Somewhat agree	16%	20%
Neither agree nor disagree	3%	4%
Somewhat disagree	6%	4%
Strongly disagree	7%	3%
Don't know (vol)	2%	3%
Unweighted Total N	635	635

POLICE INVOLVEMENT IN THE COMMUNITY

Now for a few questions about relationships between the Newark community and Newark police officers.

Q35. In general, how knowledgeable do you think Newark Police officers are about the backgrounds and experiences of members of your community?

Very knowledgeable	19%
Somewhat knowledgeable	48%
Not very knowledgeable	17%
Not at all knowledgeable	8%
Don't know (vol)	8%
Unweighted Total N	633

Q33A. Do Newark police officers attend events in your community all of the time, some of the time, rarely, or never?

All of the time	21%
Some of the time	40%
Rarely	18%

Never	9%
Don't know (vol)	12%
Unweighted Total N	630

Q33. How often do Newark police officers interact with members of your community in a positive way?

Very often	22%
Somewhat often	36%
Not very often	19%
Not at all	12%
Don't know (vol)	11%
Unweighted Total N	629

Q32. Generally speaking, do you think [ROTATE: the Newark Police treat all members of the community equally], or do [the Newark police treat some members of the community better than others]?

All members of the community equally	35%
Some better than others	54%
Don't know (vol)	10%
Unweighted Total N	621

Q34. For each of the following groups, please tell us if you think the Newark Police treat this group better, worse, or the same as other groups in the community:

[RANDOMIZE ORDER]

	Men	Women	Homeless people	Non-English Speakers
Better	7%	28%	7%	7%
Worse	37%	9%	38%	36%
Same	46%	50%	37%	43%
Don't know (vol)	10%	13%	17%	14%
Unweighted Total N	621	622	622	623

	Black people	Hispanic/Latino people	White people	LGBT people
Better	4%	9%	46%	5%
Worse	41%	23%	2%	17%
Same	44%	56%	40%	56%
Don't know (vol)	11%	13%	12%	22%
Unweighted Total N	621	621	622	619

Q35A. How often do you personally feel discriminated against by Newark police officers because of who you are or how you identify?

Very often	9%
Somewhat often	22%
Not very often	15%
Not at all	50%
Don't know (vol)	4%
Unweighted Total N	625

Q37. In just a few words, what should the role of Newark police officers be in the community?

Protect and serve	40%
Community policing	22%
Act as leaders/role models	9%
Enforce the law, investigate/prevent crime	7%
Be empathetic, caring, and helpful to people in the community	4%
Be respectful	4%
Treat everyone equally	3%
Respond quickly	2%
Other	4%
Don't know	7%
Unweighted Total N	619

Q38. In just a few words, what is one thing the Newark Police should do differently to improve police-community relations?

Positively interact with/learn about people in the community	34%
More positive attitude (more respectful, friendlier, nicer)	11%
More presence in the community	10%
Treat everyone equally, stop profiling	5%
Engage with schools/youth	4%
Nothing	3%
Improve response time	3%
Better communication, listen to residents	3%
Training, education	2%
Wear body cameras	1%
Other	10%
Don't know	14%
Unweighted Total N	615

Q36. How much have you heard about the Newark Consent Decree before taking this survey today?

A lot	7%
Some	9%
A little	8%
None at all	75%
Don't know (vol)	2%
Unweighted Total N	623

QD22. And where do you typically get information about the Newark Police? Please just tell me yes or no for each one.

Local TV News	62%
Friends and Family	56%
Word of mouth	55%
Social Media	41%
Online	40%
Local newspaper	29%
Government officials	13%
Unweighted Total N	628

DEMOGRAPHICS

Now just a few final questions so that we can be sure we are talking to community members representing all of Newark. Remember all of your individual information is completely confidential and will only be reported in combination with others.

QD2. What is the last grade you completed in school?

8th grade or less	4%
Some high school (Grades 9, 10 And 11)	9%
High school graduate or completed GED	47%
Vocational/technical school, or, some college	13%
Junior college graduate (2 Year, Associate's Degree)	14%
4-year college graduate (Bachelor's Degree)	8%
Graduate Work (Masters, Law/Medical School, Ph.D., Etc.)	4%
Don't know (vol)	0%
Unweighted Total N	622

QD10. What is your current relationship status?

Single	50%
Unmarried, but living as couple	5%

Civil union	1%
Married	32%
Separated	2%
Divorced	4%
Widowed	5%
Don't know (vol)	1%
Unweighted Total N	617

QD3. Are you the parent, legal guardian or caretaker of any children under 18 now living in your home?

Yes	32%
No	68%
Unweighted Total N	625

QD17. Including yourself, how many people live in in your household?

1 person	14%
2 people	26%
3 people	23%
4 people	20%
5 people	9%
6 people	4%
7 people	2%
8 people	1%
Unweighted Total N	616

QD4. Are you the chief wage earner in your household?

Yes	54%
No	41%
No chief wage earner in household	5%
Unweighted Total N	622

QD11. What best describes your employment situation today?

Employed full time 47%

Employed part time	11%
Employed in temporary or seasonal work	1%
Unemployed	10%
Stay at home parent or caregiver	3%
A student	6%
Retired	14%
On disability and can't work	8%
Unweighted Total N	618

QD5. Are you of Latino or Hispanic origin, such as Mexican, Puerto Rican, Cuban, Brazilian, Dominican, or some other Spanish or Portuguese-speaking background?

Yes	35%
No	65%
Unweighted Total N	631

QD66. [IF D5=1, display: "Many people of Latino or Hispanic origin also consider themselves to be part of a racial category. How about you?"]

Which of these groups would you say best represents your race? If more than one, just tell me as I read the list.

White	20%
Black	66%
Native	1%
Asian	1%
Multi/Other	12%
Unweighted Total N	519

[Race and Ethnicity Combined]

White	10%
Black	49%
Hispanic	35%
Native	0%
Asian	1%
Other	3%
Multi	2%
Unweighted Total N	629

QD21B. What is the primary language spoken in your home?

English	78%
Spanish	16%
Portuguese	5%
Other	2%
<hr/>	
Unweighted Total N	624

QD21D. Were both of your parents born in the United States, one of your parents, or was neither parent born in the United States?

Both parents born in US	56%
One parent born in US	6%
Neither parent born in US	37%
<hr/>	
Unweighted Total N	621

QD8. What is your housing situation? Do you, or does the head of your household, currently:

Own house	33%
Rent house	16%
Rent apartment	46%
Rent rooms in house or apartment	1%
Live with relative or friend free of rent	4%
No permanent place to live	0%
<hr/>	
Unweighted Total N	615

D11. So that we can group all answers, how much money did you earn last year, that is in 2015, from a job or jobs that withhold taxes?

[READ ANSWERS ALOUD]

Under \$5,000	20%
Between \$5,000 and \$15,000	11%
Between \$15,000 and \$25,000	15%
Between \$25,000 and \$35,000	10%
Between \$35,000 and \$45,000	7%
Between \$45,000 and \$55,000	7%
Or \$55,000 or more	16%

Don't know (vol)	14%
Unweighted Total N	546

QD12. What is your gender? [NOT ASKED ALOUD ON PHONE]

Male	49%
Female	51%
Unweighted Total N	687

QD18. Which of the following best represents how you think of yourself: Gay or lesbian, Straight, that is not gay or lesbian, Bisexual, or Something else?

[RANDOMIZE RESPONSES 1 thru 3]

Gay or lesbian	3%
Straight	91%
Bisexual	3%
Something else	3%
Unweighted Total N	599

CLOSING AND ADDITIONAL INFORMED CONSENT LANGUAGE

That completes our survey. Thank you very much for your time and cooperation. If you have any questions or further comments about the survey, you may contact Dr. Ashley Koning at 848.932.8995. If you have any questions about your rights as a research participant, you may contact the administrator of the Rutgers Institutional Review Board at 732-235-9806. To learn more about the Newark Consent and the Independent Monitor, go to www.newarkpdmonitor.com. Have a good day/evening.

SPANISH VERSION

Question numbers appear in the order in which they were programmed; due to questionnaire edits before fielding, numbering is not always sequential. "Unweighted Total N" specifies the actual total number of respondents who answered each question; percentages may not add up to 100% due to rounding.

Introduction - LANDLINE

Hola mi nombre es _____. Estoy llamando de parte del Monitor Independiente que quiere escuchar directamente de los residentes de la comunidad sobre la Policía de Newark. Bajo el Decreto de Consentimiento de Newark, el Monitor necesita escuchar de los residentes como usted acerca de sus percepciones, experiencias y expectativas para la Policía de Newark. No estoy vendiendo nada y sólo necesito unos minutos de su tiempo. Todas sus respuestas se mantendrán completamente confidenciales.

Me gustaría hacerle algunas preguntas al hombre más joven sobre los 18 años que ahora está en casa

[IF NO MALE AT HOME]: Puedo hablar con la mujer más joven sobre los 18 años que ahora está en casa?

[IF PERSON ANSWERING THE PHONE IS THE RIGHT PERSON SAY:

Gracias, puede hablar conmigo por un momento?

- 1. YES – CONTINUE TO SCREENER
- 0 NO – ATTEMPT CALLBACK SCHEDULE/CONVERSION

[IF PERSON ANSWERING THE PHONE IS NOT THE RIGHT PERSON, WAIT FOR PERSON AND REINTRO]

[REINTRO]

Hola mi nombre es _____. Estoy llamando de parte del Monitor Independiente que quiere escuchar directamente de los residentes de la comunidad sobre la Policía de Newark. Bajo el Decreto de Consentimiento de Newark, el Monitor necesita escuchar de los residentes como usted acerca de sus percepciones, experiencias y expectativas para la Policía de Newark. No estoy vendiendo nada y sólo necesito unos minutos de su tiempo. Todas sus respuestas se mantendrán completamente confidenciales.

- 1 YES – CONTINUE TO SCREENER
- 0 NO – ATTEMPT CALLBACK SCHEDULE/CONVERSION

Introduction – CELL PHONE

Hola mi nombre es _____. Estoy llamando de parte del Monitor Independiente que quiere escuchar directamente de los residentes de la comunidad sobre la Policía de Newark. Bajo el Decreto de Consentimiento de Newark, el Monitor necesita escuchar de los residentes como usted acerca de sus percepciones, experiencias y expectativas para la Policía de Newark. No estoy vendiendo nada y sólo necesito unos minutos de su tiempo. Todas sus respuestas se mantendrán completamente confidenciales.

Sé que estoy hablando con usted por un celular. Necesitamos hablar con residentes de la comunidad con celulares para asegurar que la información que recopilamos representa las opiniones de los residentes de Newark. Está ahorita manejando, caminando o en un lugar público que pueda distraerle?

- 0 DISTRACTED **RESCHEDULE/TERMINATE**
- 1 NOT DISTRACTED, good time to talk [**CONTINUE TO SCREENER**]

IF NOT DISTRACTED: Gracias, podría hablar conmigo por un momento

- 1. YES – CONTINUE TO SCREENER
- 0 NO – ATTEMPT CALLBACK SCHEDULE/CONVERSION

[ENCOURAGE PARTICIPATION AS NEEDED/CONVERSION]

IF NECESSARY: No le estamos vendiendo nada ni pidiéndole dinero y todas sus respuestas serán completamente confidenciales.

IF RESPONDENT DECLINES TO PARTICIPATE, POSSIBLE PROBES:

Su participación es muy importante porque usted ha sido seleccionado al azar para esta encuesta, y sus opiniones representarán muchas personas en Newark.

IF "DON'T KNOW ENOUGH": No hay respuestas correctas ni incorrectas. Nosotros solamente estamos interesados en sus opiniones. Sus opiniones son tan importantes como las de cualquier otra persona

IF NOT INTERESTED, DON'T WANT TO:

Puede ayudarme? Nosotros verdaderamente podemos usar su cooperación y estamos interesados en lo que usted piensa.

IF NECESSARY, ATTEMPT TO SET UP A CALLBACK

[SCREENER]

QD6C. Vive actualmente en Newark, Nueva Jersey

- 1 Sí
- 2 No
- 9 Refused (VOL)

QD6B. Me podría dar su código postal?

[ENTER ZIP CODE]

88888 = Don't Know

99999 = Refused

QD7. Para asegurar que estamos hablando con personas de todas las edades, me podría decir su edad?

_____ (ENTER AGE: 98=98+, 99 = REFUSED)

[IF Don't Know/REFUSED IN QD7, ASK:]

QD8. Estaría dispuesto a decirme si su edad cae entre...?

- 1 18 - 20
- 2 21 - 24
- 3 25 - 29
- 4 30 - 34
- 5 35 - 44
- 6 45 - 49
- 7 50 - 54
- 8 55 - 64
- 9 65 OR OVER
- 99 Refused (VOL)

[CONSENT]

Perfecto, su participación es muy importante para nosotros. Usted ha sido seleccionado al azar para compartir sus opiniones y para representar muchos de los residentes. Esta encuesta debería de tardar solamente 15 minutos a 20 minutos. Sus respuestas son confidenciales y solamente serán reportadas en combinación con otras. Su participación es voluntaria y puede terminar la encuesta cuando desee y puede saltar cualquier pregunta que no quiera responder.

Le puedo hacer la primera pregunta? **[IF YES]** Gracias!

- 1. YES
- 0. No → **Attempt Convert**

Vida de Vencindad

Hablemos de la vida cotidiana en Newark.

B1. Nacio en Newark?

- 1. Sí
- 2. No
- 8 Don't know (VOL)
- 9 Refused (VOL)

Q1. Quántos años ha vivido en Newark ?

_____ [ENTER NUMBER OF YEARS 0-75]

- 76. 76+ years
- 77. Entire Life
- 88. Can't recall/don't know
- 99. Refused

Q2. Cómo califica Newark como un lugar para vivir? Excelente, bueno, mas o menos, o malo?

- 1. Excelente
- 2. Bueno

3. Mas o Menos
4. Malo
8. Don't know (VOL)
9. Refused (VOL)

Q3. Pensando en este último año, diría usted que Newark ha mejorado como un lugar para vivir, ha empeorado, o no ha habido mucho cambio?

1. Mejorado
2. Empeorado
3. No ha habido mucho cambio
8. Don't know (VOL)
9. Refused (VOL)

La Seguridad en la Vencida

Ahora pasemos a la cuestión de la seguridad en la Ciudad de Newark.

[VERSION A]

Q5A. Por favor dígame si usted se siente muy seguro, algo seguro, no muy seguro, o completamente inseguro en las siguientes circunstancias.

- A. En su casa durante el día?
- B. En su casa por la noche?
- C. Caminando por su vecindario durante el día?
- D. Caminando por su vecindario por la noche?

1. Muy seguro
2. Algo seguro
3. No muy seguro
4. Completamente inseguro
8. Don't know (VOL)
9. Refused (VOL)

[CODE VOL OPTION IN ADDITION TO WORRY SCALE ANSWER IF APPLIES]

Q6. Que tan preocupado se siente de ser una víctima de un crimen?

1. Muy preocupado

2. Algo preocupado
3. No muy preocupado
4. No en absoluto preocupado
5. Ya he sido víctima de un crimen (VOL)
8. Don't Know
9. Refused

Q7A. Si usted necesitaría asistencia, que tan probable o improbable sería usted de pedirle ayuda a un oficial de la policía de Newark?

1. Muy probable
2. Algo probable
3. No muy probable
4. Completamente improbable
8. Don't know (VOL)
9. Refused (VOL)

[SPLIT SAMPLE]

[VERSION A]

[CODE VOL OPTION IN ADDITION TO RESPONSE]

Q8A. Si usted presenciara un crimen, como de probable sería que usted lo reportara o diera información a la Policía de Newark?

1. Muy probable
2. Algo probable
3. No muy probable
4. No probable en absoluto
5. Fui testigo de un crimen (VOL)
6. Escuche de un crimen y lo reporte (VOL)
7. Escuche de un crimen y no lo reporte (VOL)
8. Don't know (VOL)
9. Refused (VOL)

[VERSION B]

[CODE VOL OPTION IN ADDITION TO RESPONSE]

Q8B. Si usted escuchó de un crimen que ocurrió, qué tan probable sería en reportarlo o proporcionar información a la Policía de Newark?

1. Muy probable
2. Algo probable
3. No muy probable
4. No es probable en absoluto
5. Fui testigo de un crimen (VOL)
6. Escuche de un crimen y lo reporte (VOL)
7. Escuche de un crimen y no lo reporte (VOL)
8. Don't know (VOL ONLY)
9. Refused (VOL ONLY)

[END SPLIT SAMPLE]

[IF Q8A=3, 4 OR Q8B=3,4]

Q8X. En unas cuantas palabras, dígame porque usted no estaría dispuesto a reportar un crimen a la División Policial de Newark?

[OPEN-ENDED]

8. Don't Know
9. Refused

[IF Q8A=7 OR Q8B=7]

Q8Y. En unas cuantas palabras, dígame porque usted no reportó el crimen a la División Policial de Newark?

[OPEN-ENDED]

8. Don't Know
9. Refused

Q9. En un mes típico que tan a menudo ve a los policías de Newark patrullando de pie o en un carro en su vecindario?

1. Por lo menos una vez al día
2. Varias veces a la semana
3. Una o dos veces a la semana
4. Menos de una vez a la semana
5. Una vez
6. Nunca

- 8. Don't know (VOL)
- 9. Refused (VOL)

Q10. Le gustaría ver un aumento o una disminución del número de policías de Newark de pie o en carro patrullando en su vecindario, o le gustaría que el número de oficiales se quede igual?

- 1. Aumento
- 2. Disminución
- 3. Igual
- 4. Neither (VOL)
- 8. Don't know (VOL)
- 9. Refused (VOL)

Experiencias Comunitarias y Perceptions de la Policía

Ahora, nos gustaría preguntarle de sus pensamientos sobre los policías de Newark basado en lo que usted ha visto, escuchado, o ha experimentado.

Q4A. Pensando en el área en que usted vive, cómo evaluaría el trabajo que la Policía de Newark está haciendo para servir a las personas en su vecindad? Excelente, bueno, Mas o Menos, o malo?

- 1. Excelente
- 2. Bueno
- 3. Mas o Menos
- 4. Malo
- 8. Don't know (VOL)
- 9. Refused (VOL)

Q4B. Y pensando en la Ciudad de Newark en su totalidad, cómo evaluaría el trabajo que la Policía de Newark está haciendo para servir a toda la gente de Newark? Excelente, bueno, mas o menos, o malo?

- 1. Excelente
- 2. Bueno
- 3. Mas o Menos
- 4. Malo
- 8. Don't know (VOL)
- 9. Refused (VOL)

Q22. Cuánto impacto cree que la Policía de Newark tiene en bajar el nivel de crimen de la ciudad?
Mucho, bastante, poco o nada?

1. Mucho
2. Bastante
3. Poco
4. Nada
8. Don't know (VOL)
9. Refused (VOL)

[ROTATE ORDER]

Q11A. Generalmente, cuánto respeto tiene usted para la Policía de Newark? Mucho, bastante, poco o nada?

1. Mucho
2. Bastante
3. Poco
4. Nada
8. Don't know (VOL)
9. Refused (VOL)

[END ROTATE ORDER]

Q11C. En general, cuánta confianza tiene usted en la Policía de Newark? Mucha, bastante, poca o nada?

1. Mucha
2. Bastante
3. Poca
4. Nada
8. Don't know (VOL)
9. Refused (VOL)

[SPLIT SAMPLE Q12A and Q12B]

Q12A. Para cada de los siguientes, por favor dígame si cree que los policías de Newark hacen esto todo el tiempo, la mayoría del tiempo, algunas veces, raramente, o nunca.

[PROMPT: Ellos hacen esto todo el tiempo, la mayoría del tiempo, algunas veces, raramente, o nunca?]

[RANDOMIZE]

- A. manejan adecuadamente la evidencia
- B. Utilizan la fuerza adecuada sólo cuando sea necesario
- C. Hacen declaraciones verdaderas y exactas
- D. Utilizan un lenguaje respetuoso y educado
- E. Detienen a las personas sólo durante el tiempo que sea necesario
- F. Detienen y / o buscan personas solo con buenas razones
- G. Tratan a todos los individuos por igual independientemente de su raza o etnia
- H. Respetan la propiedad personal de los residentes

- 1. Todo el tiempo
- 2. La mayoría del tiempo
- 3. Algunas veces
- 4. Raramente
- 5. Nunca
- 8. Don't know (VOL ONLY)
- 9. Refused (VOL ONLY)

Q12B. Y para cada uno de los siguientes, por favor dígame si cree que los policías de Newark hacen esto todo el tiempo, la mayoría del tiempo, algunas veces, raramente, o nunca.

[PROMPT: Ellos hacen esto todo el tiempo, la mayoría del tiempo, algunas veces, raramente, o nunca?]

[RANDOMIZE]

- A. Alterar o interfieren con la evidencia
- B. Usan más fuerza de lo que es necesario
- C. Hacen declaraciones que no son ciertas o que son falsas
- D. Usan lenguaje irrespetuoso u ofensivo
- E. Detienen las personas por más tiempo de lo que es necesario.

- F. Paran y/o registran personas sin buena razón?
- G. Discriminan contra ciertas personas basado en su raza o etnicidad
- H. Toman ilegalmente la propiedad de los residentes

- 1. Todo el tiempo
- 2. La mayoría del tiempo
- 3. Algunas veces
- 4. Raramente
- 5. Nunca
- 8. Don't know (VOL)
- 9. Refused (VOL)

[END SPLIT SAMPLE]

Interacciones Personales con la Policía

Ahora hablemos de sus propias interacciones y sus experiencias con los policías de Newark.

Q13. En los últimos 12 meses, con qué frecuencia tuvo contacto directo con un agente de policía de Newark? Al menos una vez al día, varias veces a la semana, una o dos veces a la semana, unas pocas veces al mes, menos de una vez al mes, unas pocas veces en el último año, una vez en el último año o nunca?

- 1. Al menos una vez al día
- 2. Varias veces a la semana
- 3. Una o dos veces a la semana
- 4. Unas pocas veces al mes
- 5. Unas pocas veces en el último año
- 6. Una vez en el último año
- 7. Nunca
- 8. Don't know (VOL)
- 9. Refused (VOL)

[Split Sample]

Q17. Cuando usted entra en contacto directo con los policías de Newark, ¿se siente más seguro o menos seguro de lo que hizo unos momentos antes de entrar en contacto con ellos, o típicamente no se siente diferente?

- 1. Mas Seguro

- 2. Menos Seguro
- 3. Indiferente
- 8. Don't Know (VOL ONLY)
- 9. Refused (VOL ONLY)

Q17B. Cuando los policías de Newark están cerca, ¿se sienten típicamente más seguros o menos seguros de lo que estaba unos momentos antes de que llegaran a su área, o típicamente no se siente diferente?

- 1. Mas Seguro
- 2. Menos Seguro
- 3. Indiferente
- 4. Depends on the Situation (VOL)
- 8. Don't Know (VOL)
- 9. Refused (VOL)

[END SPLIT SAMPLE]

Q14A. Ha solicitado la asistencia de un policía de Newark en el último mes, o no?

- 1. Yes, I have
- 2. No, I have not
- 8. Don't know (VOL)
- 9. Refused (VOL)

[SKIP IF Q14A=1]

Q14B. Ha solicitado la asistencia de un policía de Newark en los últimos tres meses, o no?

- 1. Yes, I have
- 2. No, I have not
- 8. Don't know (VOL)
- 9. Refused (VOL)

[SKIP IF Q14B=1]

Q14C. Ha solicitado la asistencia de un policía de Newark en el último año, o no?

- 1. Yes
- 2. No
- 8. Don't know (VOL)

9. Refused (VOL)

Q15A. Un policía de Newark le ha pedido información en el último mes, o no?

- 1. Yes, an officer has
- 2. No, an officer has not
- 8. Don't know (VOL)
- 9. Refused (VOL)

[SKIP IF Q15A=1]

Q15B. Un policía de Newark le ha pedido información en los últimos tres meses, o no?

- 1. Yes, an officer has
- 2. No, an officer has not
- 8. Don't know (VOL)
- 9. Refused (VOL)

[SKIP IF Q15A or B=1]

Q15C. Un policía de Newark le ha pedido información en el último año, o no?

- 1. Yes, an officer has
- 2. No, an officer has not
- 8. Don't know (VOL)
- 9. Refused (VOL)

[ROTATE ORDER]

QOEA. En pocas palabras, por favor cuéntenos sobre su experiencia negativa más memorable con un oficial de policía de Newark.

- 8. Don't Know
- 9. Refused

[OPEN-ENDED; RECORD VERBATIM]

QOEB. En pocas palabras, por favor cuéntenos sobre su experiencia positiva más memorable con un oficial de policía de Newark.

- 8. Don't Know
- 9. Refused

[OPEN-ENDED; RECORD VERBATIM]

[END ROTATION]

QUEJAS Y PRESENTACIÓN DE INFORMES

A continuación, nos gustaría preguntarle acerca de sus opiniones sobre el proceso de denuncia y presentación de informes de la Policía de Newark.

Q20. A su mejor conocimiento y entender, ¿con qué frecuencia cree que la Policía de Newark investiga las quejas presentadas por los residentes? ¿Todo el tiempo, a veces, raramente, o nunca?

- 1. Todo el tiempo
- 1. A veces
- 2. Raramente
- 3. Nunca
- 8. Don't Know (VOL)
- 9. Refused (VOL)

Q20B. A su mejor conocimiento, con qué frecuencia cree que la Policía de Newark investiga las quejas presentadas por residentes específicamente contra un agente de policía de Newark? Todo el tiempo, algo del tiempo, raramente, o nunca

- 1. Todo el tiempo
- 2. Algo del tiempo
- 3. Raramente
- 4. Nunca
- 8. Don't know (VOL)
- 9. Refused (VOL)

Q21B. En los últimos 12 meses, alguna vez tuvo alguna razón para presentar una queja ante la policía de Newark, o no?

- 1. Yes
- 2. No >>>>> **SKIP TO Q21F**
- 8. Don't know (VOL) >>>>> **SKIP TO Q21F**
- 9. Refused (VOL) >>>>> **SKIP TO Q21F**

[ASK Q21C IF Q21B=1.]

Q21C. Terminó presentando una queja formal ante la Policía de Newark, o no?

1. Yes, I did
2. No, I did not
8. Don't know (VOL)
9. Refused (VOL)

[ASK Q21D IF Q21C=1]

Q21D. Estaba muy satisfecho, un poco satisfecho, no muy satisfecho, o no satisfecho en absoluto con el resultado?

1. muy satisfecho
2. un poco satisfecho
3. no muy satisfecho
4. no satisfecho en absoluto
8. Don't Know (VOL)
9. Refused (VOL)

[ASK Q21E IF Q21C=2]

Q21E. Por qué decidió no presentar una queja formal? Sólo dígame si cada uno de los siguientes se aplica a usted.

[READ EACH AND CHECK ALL THAT APPLY. PROBE AT END: "Any other reason?"]

1. No sabia como
2. Habría tomado demasiado tiempo
3. Le preocupaba que hubiera una reacción violenta o represalias por parte de la policía
4. Usted no pensó que haría una diferencia
5. Some other reason (Specify)
9. Don't know/refused

Q21F. A su mayor conocimiento y entender, ¿cree usted que la Policía responde con suficiente rapidez a las llamadas de emergencia de 911 todo el tiempo, algunas veces, raramente o nunca?

1. Todo el tiempo
2. Algunas veces
3. Raramente
4. Nunca

- 5. Don't Know (VOL)
- 6. Refused (VOL)
- 7.

Q21G. Alguna vez ha hecho una llamada de emergencia al 911 en Newark?

- 1. Yes
- 2. No
- 8. Don't Know (VOL)
- 9. Refused (VOL)

PARADAS, BUSQUEDAS Y USO DE FUERZA

Ahora quiero hacerle algunas preguntas sobre lo que ha visto o experimentado específicamente cuando se trata de paradas, búsquedas y uso de la fuerza.

[SKIP IF Q13=7]

Q51A. ¿Un oficial de policía de Newark lo ha parado en el último mes, o no?

- 1. Yes, an officer has
- 2. No, an officer has not
- 8. Don't Know (VOL)
- 9. Refused (VOL)

[SKIP IFQ13=7; Q51 A=1]

Q51B. ¿Un policía de Newark lo ha parado en los último tres meses, o no?

- 1. Yes, an officer has
- 2. No, an officer has not
- 8. Don't Know (VOL)
- 9. Refused (VOL)

[SKIP IF Q13=7; SKIP IF Q51A or B=1]

Q51C. ¿Un policía de Newark lo ha parado en el año pasado o no?

- 1. Yes, an officer has
- 2. No, an officer has not
- 8. Don't Know (VOL)
- 9. Refused (VOL)

[ASK IF Q51A =1]

Q18A. ¿Cuántas veces ha sido detenido por un policía de Newark en el último mes?

[RECORD NUMBER]

- 77. 77+
- 8. Don't Know (VOL ONLY)
- 9. Refused (VOL ONLY)

[ASK IF Q151B =1]

Q18X. Cuántas veces ha sido detenido por un policía de Newark en los últimos tres meses?

[RECORD NUMBER]

- 77. 77+
- 8. Don't know (VOL ONLY)
- 9. Refused (VOL ONLY)

[ASK IF Q51C=1]

Q18Y. Cuántas veces ha sido detenido por un policía de Newark en el último año?

[RECORD NUMBER]

- 77. 77+
- 8. Don't know (VOL ONLY)
- 9. Refused (VOL ONLY)

Q18B. Ahora piensa en el momento más reciente en la que un policía de Newark lo(la) paro o le pidió información. Que tan preocupado estaba usted por su propia seguridad cuando fue parado por el oficial de policía? Muy preocupado, un poco preocupado, no muy preocupado, o no preocupado en absoluto?

- 1. Muy preocupado
- 2. Un poco preocupado
- 3. No muy preocupado
- 4. No preocupado en absoluto
- 8. Don't know (VOL)
- 9. Refused (VOL)

[SKIP IF Q18B=5 Q16]

Q18C. Pensando nuevamente en el momento más reciente en que te detuvieron, ¿explicó el oficial por qué te detuvieron o no?

1. Yes
2. No>>> **SKIP TO Q16A**
 8. Don't know (VOL ONLY) >>> **SKIP TO Q16A**
 9. Refused (VOL ONLY) >>> **SKIP TO Q16A**

Q18D. ¿Estabas muy satisfecho, un poco satisfecho, no muy satisfecho, o no satisfecho en absoluto con la explicación que le dieron?

1. Muy satisfecho
2. Un poco satisfecho
3. No muy satisfecho
4. No satisfecho en absoluto
8. Don't Know (VOL)
9. Refused (VOL)

Q16. En los últimos 12 meses, con que frecuencia vió un policia de Newark parar a otras personas? Al menos una vez al día, varias veces por semana, una o dos veces por semana, algunas veces en el último año, una vez en el último año, o nunca?

1. Al menos una vez al dia
2. Varias veces por semana
3. Una o dos veces por semana
4. Alguna veces al mes
5. Alguna veces en el ultimo año
6. Una vez en el ultimo año
7. Nunca
8. Don't Know (VOL)
9. Refused (VOL)

Q19B. Pensando de nuevo en el momento más reciente en que usted vió a un oficial de policía de Newark detener a otra persona, ¿creía que el oficial de policía tenía una razón legítima para detener a esa persona, o no se sintió de esa manera?

1. Si, el oficial tenia una razon legitima.

2. No, el oficial no tenia una razon legitima.
8. Don't know (VOL)
9. Refused (VOL)

Q22A. En el mes pasado, con qué frecuencia vio a los agentes de policía de Newark hacer revisiones corporales a alguien en su vecindario?

1. Al menos una vez al día
2. Varias veces a la semana
3. Una o dos veces a la semana
4. Unas pocas veces al mes
5. una pocas veces en el último año
6. Una vez en el último año
7. Nunca >>>**SKIP TO Q16**
8. Don't know (VOL) >>>**SKIP TO Q16**
9. Refused (VOL) >>>**SKIP TO Q16**

Q24. Pensando en el tiempo mas reciente en el que vio un oficial de Newark conduciendo una revisión corporal, el oficial utilizó fuerza en la parada que usted vio, o no?

1. Si el oficial usó la fuerza
2. No, el oficial no usó la fuerza
8. Don't know (VOL)
9. Refused (VOL)

Q25. Todavía pensando en ese mismo tiempo, ¿qué tan preocupado estaba usted por la seguridad de la persona que fue detenida por el oficial de policía? Muy preocupado, un poco preocupado, no muy preocupado, o no preocupado en absoluto?

1. Muy preocupado
2. Un poco preocupado
3. No muy preocupado
4. No preocupado en absoluto
8. Don't know (VOL)
9. Refused (VOL)

Ahora quiero hacerle algunas preguntas sobre la fuerza excesiva, es decir, cuando un oficial de policía utiliza una cantidad innecesaria de fuerza para arrestar a un sospechoso y mantener la zona circundante a salvo.

Q26. Para cada uno de los siguientes, por favor dígame si usted está muy preocupado, algo preocupado, no muy preocupado, o no preocupa en absoluto que esto suceda:

- A. Que la fuerza excesiva será utilizada en usted si usted es parado por un oficial de policía de Newark
- B. Que la fuerza excesiva se utilizará en un miembro de su familia si son parados por un oficial de policía de Newark

- 1. Muy preocupado
- 2. algo preocupado
- 3. No muy preocupado
- 4. Nada en absoluto
- 5. Me han detenido (VOL)
- 8. Don't know (VOL)
- 9. Refused (VOL)

CAMARAS CORPORALES

Las cámaras fotográficas usadas por la policía son dispositivos que registran el vídeo de las interacciones con los ciudadanos desde el punto de vista del oficial.

Q27. Crees que sería una buena idea o una mala idea que más oficiales de policía de Newark usen cámaras corporales que registrarían sus interacciones?

- 1. Buena idea
- 2. Mala idea
- 8. Don't know (VOL ONLY)
- 9. Refused (VOL ONLY)

Q31. ¿Qué tan cómodo se sentiría al saber que esta siendo filmado cuando se comunica con policías con cámaras de cuerpo?

- 1. Muy comodo
- 2. Un poco comodo
- 3. No muy comodo
- 4. No esta comodo en absoluto
- 8. Don't know (VOL)

9. Refused (VOL)

Q30. Para cada una de las siguientes declaraciones, por favor dígame si está totalmente de acuerdo, algo de acuerdo, ni de acuerdo ni en desacuerdo, algo en desacuerdo o en totalmente desacuerdo:

- A. Yo tendría más confianza en los oficiales de policía de Newark si llevaran cámaras de cuerpo.
- B. Sería más probable que cumpliera con la solicitud de un oficial de policía de Newark si él o ella llevaba una cámara de cuerpo.
- D. Sería más probable que compartir información sobre un crimen del que fui testigo o oído hablar con un policía de Newark que llevaba una cámara de cuerpo.
- E. Las imágenes originales de las cámaras de la policía de Newark deben estar a disposición del público sin ninguna alteración o interferencia.
- F. Las cámaras corporales mejorarían las relaciones entre la Policía de Newark y la comunidad.

- 1. Está totalmente de acuerdo
- 2. Algo de acuerdo
- 3. Ni de acuerdo ni en desacuerdo
- 4. Algo en desacuerdo
- 5. En totalmente desacuerdo
- 8. Don't know (VOL)
- 9. Refused (VOL)

PARTICIPACIÓN DE LA POLICÍA EN LA COMUNIDAD

Ahora, para algunas preguntas sobre las relaciones entre la comunidad de Newark y los policías de Newark.

Q35. En general, qué tan bien informados cree que los oficiales de policía de Newark están sobre los antecedentes y experiencias de los miembros de su comunidad?

- 1. Muy informados
- 2. Un poco informados
- 3. No muy informados
- 4. No están informados en absoluto
- 8. Don't Know (VOL)
- 9. Refused (VOL)

Q33A. Los policías de Newark asisten a eventos en su comunidad todo el tiempo, algunas veces, raramente, o nunca?

1. Todo el tiempo
2. Algunas Veces
3. Raramente
4. Nunca
8. Don't know (VOL)
9. Refused (VOL)

Q33. Con qué frecuencia interactúan los agentes de policía de Newark con los miembros de su comunidad de una manera positiva? Muy a menudo, algo a menudo, no muy a menudo, o no en absoluto?

1. Muy a menudo
2. Algo a menudo
3. No muy a menudo
4. No en absoluto
8. Don't know (VOL)
9. Refused (VOL)

Q32. Generalmente, usted piensa que [ROTATE: La Policía de Newark trata a todos los miembros de la comunidad por igual o que [La policía de Newark trata a algunos miembros de la comunidad mejor que otros]?

1. La Policía de Newark trata a todos los miembros de la comunidad por igual
2. Trata algunos miembros de la comunidad mejor que otros
8. Don't know (VOL)
9. Refused (VOL)

Q34. Para cada uno de los siguientes grupos, díganos si cree que la Policía de Newark trata a este grupo mejor, peor, o igual a los demás grupos de la comunidad:

[RANDOMIZE]

- A. Hombres
- B. Mujeres
- C. Negros/afroamericanos
- D. Hispanos y latinos

- E. Blancos
- F. Personas sin hogar
- G. Personas LGBT
- H. Personas que no hablan ingles

- 1. Mejor
- 2. Peor
- 3. Igual
- 8. Don't Know (VOL only)
- 9. Refused (VOL only)

Q35A. Con qué frecuencia se siente discriminado personalmente por agentes de la Policía de Newark por quien es o cómo se identifica? Muy a menudo, un poco a menudo, no muy a menudo, o nada en absoluto?

- 1. Muy a menudo
- 2. Un poco a menudo
- 3. No muy a menudo
- 4. Nada en absoluto
- 8. Don't know (VOL ONLY)
- 9. Refused (VOL ONLY)

Q37. En pocas palabras, cuál debería ser el oficio de los policías de Newark en la comunidad?

[OPEN-ENDED; RECORD VERBATIM]

- 8. Don't Know
- 9. Refused

Q38. En pocas palabras, qué es lo que la policía de Newark debe hacer diferente para mejorar las relaciones entre la policía y la comunidad?

[OPEN-ENDED; RECORD VERBATIM]

- 8. Don't Know
- 9. Refused

APRENDIENDO SOBRE EL DECRETO DE CONSENTIMIENTO Y LA POLICÍA NEWARK

Q36. Cuánto ha escuchado sobre el decreto de Consentimiento de Newark antes de tomar esta encuesta hoy?

1. Mucho
2. Algo
3. Un poco
4. Nada
8. Don't know (VOL)
9. Refused (VOL)

QD22. Y dónde obtiene información sobre la policía de Newark? Por favor, díganme sí o no para cada uno.

[CODE TO RESPONSE; CHECK ALL THAT APPLY]

1. Noticias de TV locales (Specify source)
2. Un periodico local (Specify source)
3. En el internet (Specify source)
4. Medios sociales(Specify source)
5. Oficiales gubernamentales (Specify source)
6. De boca en boca
7. Amigos y familia
8. Don't Know (VOL)
9. Refused (VOL)

Demografía

Ahora unas últimas preguntas para asegurarnos que estamos hablando con los miembros de la comunidad de todo Newark. Recuerde que toda su información individual es completamente confidencial y sólo se informará en combinación con otras personas.

QD2.Cuál fue el último grado de la escuela que usted completo?

[CODE TO CATEGORIES]

1. Octavo grado o menos
2. Escuela Secundaria no completada (Grados 9, 10 y 11)
3. Escuela Secundaria Completada (Grado 12)
4. Escuela vocacional o técnica, Algunos estudios universitarios
5. Graduado/a de universidad comunitaria (2 años, Grado Asociado)
6. Graduado/a de un universidad de 4 años (Bachillerato / Licenciado)

7. Estudios de postgrado en una universidad (Maestría, Escuela de Medicina o Leyes, Etc.)
8. Don't Know (VOL)
9. Refused (VOL)

QD10.Cuál es su estado civil actual?

1. Soltero
2. Soltero, viviendo como pareja
3. Unión civil
4. Casado
5. Apartado
6. Divorciado
7. Viudo
8. Don't Know (VOL)
9. Refused (VOL)

QD3. Eres el pariente o guardián de cualquier niño menor de 18 años de edad que vive en su hogar?

1. Yes
2. No
9. Refused (VOL)

QD17. Incluyéndose a usted cuántas personas viven en su casa?

[RECORD NUMBER]

99. Refused (VOL)

QD4. Es usted el asalariado primario en su hogar?

1. Si
2. No
3. No hay salario primario en el hogar (VOL)
9. Refused (VOL)

QD11. Qué describe mejor su situación laboral hoy?

1. Empleado de tiempo completo
2. Empleado a tiempo parcial

3. Empleado en un trabajo temporal o estacional
4. Desempleado
5. Ama de casa
6. Un estudiante
7. Retirado
8. Discapacitado y no puede trabajar
9. Refused (VOL)

QD5. Es usted Latino o Hispano, tal como Mexicano, Puertorriqueño, Cubano, o algún otro origen Hispano?

1. Yes
2. No
8. Don't know (VOL)
9. Refused (VOL)

QD6. [IF D5=1, display: "Muchas personas de origen latino o hispano también se consideran parte de una categoría racial, también. Y tú? "] ¿Se considera también blanco, negro, asiático o nativo americano?

1. Blanco
2. Negro
3. Asiático
4. Nativo Americano
5. Something else (SPECIFY)
6. Hispanic or Latino/a (VOL)
8. Don't know (VOL)
9. Refused (VOL)

QD21B.Cuál es el idioma principal que se habla en su hogar?

[OPEN-ENDED]

8. Don't Know
9. Refused

QD21C. ¿Nació en los Estados Unidos?

1. Sí
2. No

QD21D. ¿Sus padres nacieron en los Estados Unidos, uno de sus padres, o ninguno de los dos nació en los Estados Unidos?

1. Sí, ambos padres
2. Un padre nacido aquí
3. Ninguno de los padres nacidos aquí
8. Don't Know (VOL)
9. Refused (VOL)

QD8.Cuál es su situación de vivienda? Usted, o la cabeza de su hogar, actualmente:

1. Es dueño de su casa
2. Alquila una casa
3. Alquila un apartamento
4. Alquila habitaciones en una casa o apartamento
5. Vive con un pariente o amigo libre de alquiler
6. No tiene un lugar permanente para vivir
8. Don't Know (VOL)
9. Refused (VOL)

D11. Para que podamos agrupar todas las respuestas, cuánto dinero ganó el año pasado, es decir en el 2015, de un trabajo o empleos que retengan impuestos.

[READ ANSWERS ALOUD]

1. Menos \$5,000
2. Entre \$5,000 y \$15,000
3. Entre \$15,000 y \$25,000
4. Entre \$25,000 y \$35,000
5. Entre \$35,000 y \$45,000
6. Entre \$45,000 y \$55,000
7. \$55,000 o mas
8. Don't know (VOL)
9. Refused (VOL)

QD12. [RECORD RESPONDENT GENDER - DO NOT READ/ASK ALOUD]

1. Hombre
2. Mujer

QD18. Cuál de las siguientes opciones representa mejor cómo se representa usted: Gay o lesbiana, Bisexual, Hetero, que no es gay o lesbiana, o otra opción?

[RANDOMIZE RESPONSES 1 thru 3]

1. Gay o lesbiana
2. Hetero, que no es gay o lesbiana
3. Bisexual
4. Algo mas
8. Don't Know (VOL)
9. Refused (VOL)

ECPIP Use Only: Dual Frame Phone Sample

[IF REACHED ON CELL PHONE ASK:]

QD34C. Usted tiene un teléfono celular, o solamente usa teléfonos de líneas fija?

3. Landline in Household (reached on Cell)
4. Only use Cell
9. Refused

[IF REACHED ON CELL PHONE ASK:]

QD35C. Usted comparte su teléfono celular con otro adulto, por lo menos un tercio de las veces?

1. Si
2. No
9. Refused

[ASK ONLY IF QD35C = 1]

QD40C. Cuántos adultos, incluyendo usted, comparten este teléfono celular?

_____ **[ENTER NUMBER: 99= REFUSED]**

[IF REACHED ON LANDLINE PHONE ASK:]

QD34L. Usted tiene un teléfono celular, o solamente usa teléfonos de línea fija?

3. Cell in Household (reached on LL)
4. Only use landline

9. Refused

[IF REACHED ON LANDLINE PHONE ASK:]

QD35L. Incluyendo usted, ¿cuántos adultos viven en su hogar?; es decir, ¿cuántos adultos viven con usted por lo menos la mitad del tiempo?

_____ **[ENTER NUMBER: 99= REFUSED]**

Recruit for Email and Potential Callbacks

QX1. Estamos buscando a participantes que estén disponible a ser contactados de nuevo para otras encuestas en el futuro relacionadas al mejoramiento de la ciudad de Newark. Sus opiniones son muy importantes y le dan orientación al Monitor Independiente y los líderes de la comunidad . Estaría usted dispuesto/a a ser contactado para entrevistas en el futuro?

- 0 No **SKIP TO QRNAME**
- 1 Yes

QX2. Para mantenernos en contacto en el futuro, necesito confirmar su número de teléfono. ¿Es **[current number]** el mejor número para llegar a usted?

- 0 No - collect best number
- 1 Yes - best number/correct **SKIP TO QX4**
- 9 Refused **SKIP TO QRNAME**

QX3. Que numero prefiere que usemos?

[ENTER NUMBER]

QX4. Está dispuesto a recibir invitaciones por correo electrónico para participar en proyectos en el futuro? Puede haber incentivos para participar en algunos de estos estudios.

- 1 Yes
- 0 No **SKIP TO QX6**

QX5. Gracias apreciamos su ayuda. Por favor me podría dar su correo electrónico?

[INTERVIEWER: VERIFY ADDRESS LETTER BY LETTER]

QX6. Por último, sería muy útil tener su nombre y apellido para que sepamos con quien hablar en el futuro. Mantenemos esta información completamente confidencial y su nombre no estará conectado con ningún informe que hagamos sobre la información que recopilamos de usted y otros.

Me podría dar su nombre?

[IF UNWILLING TO GIVE LAST NAME, ASK:] Bueno, me podría dar solamente su primer nombre para que sepamos a quién pedir en una encuesta en el futuro?

[ENTER NAME; VERIFY LETTER BY LETTER]

SKIP TO CLOSING

QRNAME. Realmente aprecio mucho su ayuda con esta encuesta. Solo una ultima pregunta. Para propósitos de verificación, por favor me podría decir solo su primer nombre?

[ENTER FIRST NAME ONLY; OR ENTER REFUSED]

QD88. **[Interviewer record own race]**

1. White
2. African American/Black
3. Hispanic/Latino.a
4. Asian
5. Something else
8. Not sure
9. Refused/prefer not to say

QD99. **[Interviewer record own gender]**

1. Male
2. Female
3. Other
9. Refused/prefer not to say

Closing and Additional Informed Consent Language

Esto completa nuestro estudio. Muchísimas gracias por su tiempo y su cooperación. Si usted tiene cualquier preguntas, usted puede contactar al Dr. Ashley Koning (*pronounced Cone-ing*) al número 848-

932-8995. Si usted tiene cualquier pregunta acerca de sus derechos como participante de un estudio, usted puede contactar la Junta de Revisión Institucional de la Universidad Rutgers al número 732-235-9806. Para obtener más información sobre el Decreto de Consentimiento de Newark y proporcionar comentarios, comentarios o preguntas al Equipo de Vigilancia, visite www.newarkpdmonitor.com. Que tenga un buen día /una buena noche.

PORTUGUESE VERSION

Introduction – LANDLINE

Olá, meu nome é _____. Estou ligando em nome do Independent Monitor que quer ouvir a opinião dos moradores da comunidade a respeito da polícia de Newark. Sob a permissão do Decreto de Newark, o Monitor precisa ouvir moradores como você a respeito de suas percepções e experiências com a Polícia e quais as expectativas que você tem em relação à Polícia de Newark. Eu não estou vendendo nada e só preciso de alguns minutos de seu tempo. Todas as suas respostas serão totalmente confidenciais.

[YM VERSION]

Eu gostaria de fazer algumas perguntas para o homem mais jovem que tenha mais de 18 anos e que esteja nesse momento em casa.

[IF NO MALE AT HOME]: Eu poderia falar com a mulher mais jovem que tenha mais de 18 anos e que esteja em casa agora?

[IF PERSON ANSWERING THE PHONE IS THE RIGHT PERSON SAY:

Ótimo, você poderia conversar comigo um pouquinho?

1. YES – CONTINUE TO SCREENER
0. NO – ATTEMPT CALLBACK SCHEDULE/CONVERSION

[IF PERSON ANSWERING THE PHONE IS NOT THE RIGHT PERSON, WAIT FOR PERSON AND REINTRO] [REINTRO]

Olá, meu nome é _____. Estou ligando em nome do Independent Monitor que quer ouvir a opinião dos moradores da comunidade a respeito da polícia de Newark. Sob a permissão do Decreto de Newark, o Monitor precisa ouvir moradores como você a respeito de suas percepções e experiências com a Polícia e quais as expectativas que você tem em relação à Polícia de Newark. Eu não estou vendendo nada e só preciso de alguns minutos de seu tempo. Todas as suas respostas serão totalmente confidenciais.

1. YES – CONTINUE TO SCREENER
0. NO – ATTEMPT CALLBACK SCHEDULE/CONVERSION

Introduction – CELL PHONE

Introdução- Celular

Olá, meu nome é _____. Estou ligando em nome do Independent Monitor que quer ouvir a opinião dos moradores da comunidade a respeito da polícia de Newark. Sob a permissão do Decreto de Newark, o Monitor precisa ouvir moradores como você a respeito de suas percepções e

experiências com a Polícia e quais as expectativas que você tem em relação à Polícia de Newark. Eu não estou vendendo nada e só preciso de alguns minutos de seu tempo. Todas as suas respostas serão totalmente confidenciais.

Eu sei que estou entrando em contato com você no seu celular. Nós precisamos conversar com membros da comunidade para assegurar que as informações que obtemos representa as opiniões da maioria dos moradores de Newark. Nesse momento, você está dirigindo , caminhando, ou em algum lugar público que possa te distrair?

- 0. DISTRACTED → **RESCHEDULE/TERMINATE**
- 1. NOT DISTRACTED, good time to talk [**CONTINUE TO SCREENER**]

IF NOT DISTRACTED: Ótimo, você gostaria de conversar comigo um pouquinho?

- 1. YES – CONTINUE TO SCREENER
- 0. NO – ATTEMPT CALLBACK SCHEDULE/CONVERSION

[ENCOURAGE PARTICIPATION AS NEEDED/CONVERSION]

Se necessário: Nós não estamos vendendo nada, não estamos pedindo dinheiro, e todas as suas repostas serão totalmente confidenciais

IF RESPONDENT DECLINES TO PARTICIPATE, POSSIBLE PROBES:

Sua participação é muito importante porque você foi selecionado aleatoriamente para essa pesquisa, e suas opiniões irão representar muitas pessoas da comunidade de Newark.

IF "DON'T KNOW ENOUGH":

Não existe respostas certas ou erradas. Estamos interessados em ouvir suas opiniões. Elas são tão importantes como as opiniões de todos os outros.

IF NOT INTERESTED, DON'T WANT TO:

Você poderia me ajudar? Nós gostaríamos de contar com sua colaboração, e nós estamos interessados em ouvir sua opinião.

IF NECESSARY, ATTEMPT TO SET UP A CALLBACK

Se necessário, Tente marcar uma futura ligação.

[SCREENER]

QD6C. Você vive atualmente em Newark, New Jersey?

- 1. Sim
- 2. Não
- 9. Refused (VOL ONLY)

QD6B. Qual é o seu cep ou código postal?

[ENTER ZIP CODE]

QD7. Para ter certeza que estamos recebendo informações de pessoas de todas as idades, você poderia me dizer sua idade?

_____ (ENTER AGE: 98=98+, 99 = REFUSED)

[IF Don't Know/REFUSED IN QD7, ASK:]

QD8. Você estaria disposto a nos dizer se está entre...?

1. 18 – 20
2. 21 - 24
3. 25 - 29
4. 30 - 34
5. 35 - 44
6. 45 - 49
7. 50 - 54
8. 55 - 64
9. 65 OR OVER
99. Refused (VOL)

[CONSENT]

ÓTIMO. Sua participação é muito importante para nós. Você foi aleatoriamente selecionado para compartilhar suas opiniões e representar muitos membros da comunidade de Newark. Essa pesquisa demorará entre 15 a 20 minutos. Suas respostas são totalmente confidenciais e serão relatadas em combinação com outras pesquisas. Sua participação é voluntária, você poderá finalizar a qualquer momento, e você pode saltar perguntas que você não queira responder.

Posso fazer a primeira pergunta? **[IF YES]]** Obrigado!

1. No → **Attempt Convert**
2. YES

NEIGHBORHOOD LIFE

Vamos falar sobre a rotina diária em Newark.

B1. Você nasceu em Newark?

2. Sim
3. Não
8. Don't know (VOL ONLY)
9. Refused (VOL ONLY)

Q1. Há quanto tempo você mora em Newark?

- _____ Enumere em anos
76. Mais de 76 anos
 77. A vida toda/ toda a minha vida
 88. Don't know (VOL ONLY)
 99. Refused (VOL ONLY)

Q2. Como você avaliaria Newark como um lugar de morar? Excelente, bom, satisfatório, ou ruim?

1. Excelente
2. Bom
3. Satisfatório
4. Ruim

- 8. Don't know (VOL ONLY)
- 9. Refused (VOL ONLY)

Q3. Relembrando o ano passado, você diria que Newark melhorou como um lugar de morar, piorou, ou não teve muitas mudanças?

- 1. Está melhor
- 2. Está pior.
- 3. Não mudou muito.
- 8. Don't know (VOL ONLY)
- 9. Refused (VOL ONLY)

NEIGHBORHOOD SAFETY

Agora vamos falar sobre o problema da segurança na Cidade de Newark.

[VERSION A]

Q5A. Por favor me diga se você se sente muito seguro, pouco seguro, não muito seguro, ou não se sente seguro em cada circunstância:

- A. Em sua casa durante o dia
- B. Em sua casa durante a noite
- C. Caminhando ao redor da vizinhança durante o dia
- D. Caminhando ao redor da vizinhança
 - 1. Muito seguro
 - 2. Pouco seguro
 - 3. Não muito seguro
 - 4. Não se sente seguro
 - 8. Don't know (VOL ONLY)
 - 9. Refused (VOL ONLY)

[CODE VOL OPTION IN ADDITION TO WORRY SCALE ANSWER IF APPLIES]

Q6. Qual é a sua preocupação de ser vítima de um crime?

- 1. Muito preocupado
- 2. Pouco preocupado
- 3. Não muito preocupado
- 4. Não preocupado
- 5. Eu já fui vítima de um crime (VOL ONLY)
- 8. Don't know (VOL ONLY)
- 9. Refused (VOL ONLY)

Q7A. Se você precisasse de assistência, qual seria a probabilidade de você pedir ajuda à um policial de Newark?

- 1. Muito provável
- 2. Mais ou menos provável

3. Não muito provável
4. Provavelmente não
8. Don't know (VOL ONLY)
9. Refused (VOL ONLY)

[ASK ONLY IF Q7A= 3, 4]

Q7C. Quem você pediria ajuda em vez de um policial de Newark?

[OPEN ENDED; RECORD VERBATIM]

[SPLIT SAMPLE]

[VERSION A]

[CODE VOL OPTION IN ADDITION TO RESPONSE]

Q8A. Se você testemunhasse um crime, qual seria a probabilidade de você relatar ou dar informações à Polícia de Newark?

1. Muito provável
2. Pouco provável
3. Mais ou menos provável
4. Provavelmente não
5. Eu já testemunhei um crime (VOL)
6. Eu já testemunhei um crime e eu relatei as autoridades (VOL)
7. Eu já testemunhei um crime mas NÃO RELATEI as autoridades (VOL)
8. Don't know (VOL ONLY)
9. Refused (VOL ONLY)

[VERSION B]

[CODE VOL OPTION IN ADDITION TO RESPONSE]

Q8B. Se você ouvisse algo sobre um crime que aconteceu, qual é a probabilidade de você relatar as autoridades ou dar informações para a Polícia de Newark?

1. Muito provável
2. Mais ou menos provável
3. Não muito provável
4. Provavelmente não
5. Eu já ouvi algo sobre um crime (VOL)
6. Eu já ouvi algo sobre um crime e eu relatei as autoridades (VOL)
7. Eu já testemunhei um crime mas NÃO RELATEI as autoridades (VOL)
8. Don't know (VOL ONLY)
9. Refused (VOL ONLY)

[END SPLIT SAMPLE]

[IF Q8A=3, 4 OR Q8B=3,4]

Q8X. Em poucas palavras, por quê você provavelmente não relataria um crime para a Polícia de Newark?

[OPEN-ENDED]

[IF Q8A=7 OR Q8B=7]

Q8Y. Em poucas palavras, por quê você não relatou o crime para a Polícia de Newark?

[OPEN-ENDED]

Q9. Em um mês normal, qual é a frequência que você vê policiais de Newark a pé ou em um carro fazendo patrulhamento na sua vizinhança?

1. Pelo menos uma vez por dia
2. Muitas vezes por semana
3. Uma ou duas vezes por semana
4. Poucas vezes
5. Uma vez
6. Nunca
8. Don't know (VOL ONLY)
9. Refused (VOL ONLY)

Q10. Você gostaria de ver um aumento ou uma diminuição nos números de policiais de Newark à pé ou em um carro fazendo patrulhamento em sua vizinhança, ou você gostaria que os números de policias permanecessem o mesmo?

1. Aumento
2. Diminuição
3. Permanecesse o mesmo
4. Nem um dos dois (VOL ONLY)
8. Don't know (VOL ONLY)
9. Refused (VOL ONLY)

COMMUNITY EXPERIENCES AND PERCEPTIONS OF POLICE

Em seguida, nós gostaríamos de perguntar sobre sua opinião em geral sobre os policiais de Newark baseado em que você já tenha visto, escutado, e vivenciado.

Q4A. Opinando sobre a área onde você mora, como você avaliaria o trabalho que a Polícia de Newark está fazendo em ajudar as pessoas na sua vizinhança? Excelente, bom, satisfatório, ou ruim?

1. Excelente
2. Bom
3. Satisfatório
4. Ruim
8. Don't know (VOL ONLY)
9. Refused (VOL ONLY)

Q4B. E opinando sobre a cidade de Newark em geral , como você avaliaria o trabalho que a Polícia de Newark está fazendo em ajudar todas as pessoas de Newark? Excelente, bom, satisfatório, ou ruim?

1. Excelente
2. Bom
3. Satisfatório
4. Ruim
8. Don't know (VOL ONLY)
9. Refused (VOL ONLY)

Q22. Em sua opinião, qual é a influência que a Polícia de Newark tem em baixar o índice da criminalidade na cidade? Muita, alguma, pouca, ou nenhuma ?

1. Muita
2. Alguma
3. Pouca
4. Nenhuma
8. Don't know (VOL ONLY)
9. Refused (VOL ONLY)

[ROTATE ORDER]

Q11A. Em sua opinião, qual é o índice de respeito que os moradores de Newark tem em relação à Polícia local? Muito, algum, pouco, ou nenhum ?

1. Muito
2. Algum
3. Pouco
4. Nenhum
8. Don't know (VOL ONLY)
9. Refused (VOL ONLY)

Q11B. Em sua opinião, qual é o índice de respeito que a Polícia de Newark tem em relação aos moradores dessa cidade? Muito, algum, pouco, ou nenhum ?

1. Muito
2. Algum
3. Pouco
4. Nenhum
8. Don't know (VOL ONLY)
9. Refused (VOL ONLY)

[END ROTATE ORDER]

Q11C. No geral, qual é o índice de confiança que você tem em relação a Polícia de Newark? Muito, algum, pouco, ou nenhum ?

1. Muito
2. Algum
3. Pouco
4. Nenhum
8. Don't know (VOL ONLY)
9. Refused (VOL ONLY)

Q11D. Qual é a organização na sua comunidade em que você mais confia?

[OPEN ENDED; RECORD VERBATIM]

8. Don't know (VOL ONLY)
9. Refused (VOL ONLY)

Q12A. Para cada pergunta seguinte, por favor me diga se você acha que os policiais de Newark fazem isso todas às vezes, a maioria das vezes, algumas vezes, raramente, ou nunca.

[PROMPT: *Eles fazem isso todas às vezes, a maioria das vezes, algumas vezes, raramente, ou nunca?*]

[RANDOMIZE]

- A. Escutam o que as pessoas tem a dizer
- B. Seguem às leis
- C. Estão interessados em ajudar e proteger a comunidade
- D. Explicam as razões por pararem e por interrogarem alguém

1. Todas às vezes
2. À maioria das vezes
3. Algumas vezes
4. Raramente
5. Nunca
8. Don't know (VOL ONLY)
9. Refused (VOL ONLY)

Q12B. Para cada pergunta seguinte, por favor me diga se você acha que os policiais de Newark fazem isso todas às vezes, a maioria das vezes, algumas vezes, raramente, ou nunca.

[PROMPT: *Eles fazem isso todas às vezes, a maioria das vezes, algumas vezes, raramente, ou nunca?*]

[RANDOMIZE]

- A. Adulteram ou mudam as evidências
- B. Usam mais força que o necessário
- C. Fazem declarações mentirosas e falsas
- D. Usam linguagem desrespeitosa e ofensiva
- E. Detém pessoas por mais tempo que o necessário

- F. Param e /ou revistam pessoas sem uma boa razão
- G. Discriminam algumas pessoas baseando-se em sua raças ou etnias
 - 1. Todas às vezes
 - 2. À maioria das vezes
 - 3. Algumas vezes
 - 4. Raramente
 - 5. Nunca
 - 8. Don't know (VOL ONLY)
 - 9. Refused (VOL ONLY)

PERSONAL INTERACTIONS WITH POLICE

Agora vamos falar sobre suas interações e experiências com os policiais de Newark

- Q13. Nos últimos 12 meses, qual foi a frequência de contato direto que você teve com um policial de Newark? Pelo menos uma vez por dia, muitas vezes por semana, uma ou duas vezes por semana, poucas vezes por mês, menos de uma vez por mês, poucas vezes no ano passado, uma vez no ano passado, ou nunca?
- 1. Pelo menos uma vez por dia
 - 2. Muitas vezes por semana
 - 3. Uma ou duas vezes por semana
 - 4. Poucas vezes por mês
 - 5. Algumas vezes no ano passado
 - 6. Uma vez no ano passado
 - 7. Nunca
 - 8. Don't know (VOL ONLY)
 - 9. Refused (VOL ONLY)

Q14A. Você solicitou assistência de algum policial de Newark no último mês, ou não ?

- 1. Sim, eu solicitei
- 2. Não, eu não solicitei
- 8. Don't know (VOL ONLY)
- 9. Refused(VOL ONLY)

[SKIP IF Q14A=1]

Q14B. Você **solicitou assistência** de algum policial de Newark nos últimos três meses, ou não ?

- 1. Sim, eu solicitei
- 2. Não, eu não solicitei
- 8. Don't know (VOL ONLY)
- 9. Refused (VOL ONLY)

[SKIP IF Q14B=1]

Q14C. Você solicitou assistência de algum policial de Newark no último ano ?

1. Sim
2. Não
8. Don't know (VOL ONLY)
9. Refused(VOL ONLY)

[ASK Q17 IF Q14A, B, or C =1]

Q17. Pense em algum momento mais recente que você pediu assistência para um policial de Newark. Quando o policial tentou te ajudar, você se sentiu mais seguro ou menos seguro de quando você pediu assistência, ou você não sentiu diferença?

1. Mais seguro
2. Menos seguro
3. Não sentiu diferença
8. Não sei (VOL ONLY)
9. Recusou (VOL ONLY)

Q15A. Algum policial de Newark te parou ou pediu sua informação no último mês, ou não?

1. Sim
2. Não
8. Don't know (VOL ONLY)
9. Refused (VOL ONLY)

[SKIP IF Q15A=1]

Q15B. Algum policial de Newark te parou ou pediu sua informação nos últimos três meses, ou não?

1. Sim
2. Não
8. Don't know (VOL ONLY)
9. Refused (VOL ONLY)

[SKIP IF Q15B=1]

Q15C. Algum policial de Newark te parou ou pediu sua informação no último ano, ou não?

1. Sim
2. Não
8. Don't Know (VOL ONLY)
9. Refused (VOL ONLY)

[ASK Q18A IF Q15A =1]

Q18A. Mais ou menos quantas vezes você já foi parado(a) por um policial de Newark no último mês?

[RECORD NUMBER]

8. Don't Know (VOL ONLY)
9. Refused (VOL ONLY)

[ASK Q18B IF Q15A =1]

Q18X. Mais ou menos quantas vezes você já foi parado(a) por um policial de Newark nos últimos três meses?

[RECORD NUMBER]

- 8. Don't Know (VOL ONLY)
- 9. Refused (VOL ONLY)

[ASK Q18A IF Q15A =1]

Q18Y. Mais ou menos quantas vezes você já foi parado(a) por um policial de Newark no último ano?

[RECORD NUMBER]

- 8. Don't Know (VOL ONLY)
- 9. Refused (VOL ONLY)

Q18B. Agora pense sobre um momento mais recente no qual um policial de Newark te parou e te pediu sua informação. Quão preocupado você sentiu em relação à sua própria segurança quando você foi parado pelo policial? Muito preocupado, mais ou menos preocupado, não muito preocupado, ou não se sentiu preocupado?

- 1. Muito preocupado
- 2. Mais ou menos preocupado
- 3. Não muito preocupado
- 4. Não se sentiu preocupado
- 8. Don't know(VOL ONLY)
- 9. Refused (VOL ONLY)

Q18C. Pensando novamente sobre um momento mais recente no qual você foi parado, o policial te explicou porque ele estava te parando, ou não?

- 1. Sim
- 2. Não>>> **SKIP TO Q16A**
- 8. Don't know (VOL ONLY) >>> **SKIP TO Q16A**
- 9. Refused (VOL ONLY) >>> **SKIP TO Q16A**

Q18D. Você ficou muito satisfeito, mais ou menos satisfeito, não muito satisfeito, ou absolutamente insatisfeito com a explicação que foi dita a você?

- 1. Muito satisfeito(a)
- 2. Mais ou menos satisfeito(a)
- 3. Não muito satisfeito(a)
- 4. Absolutamente insatisfeito
- 8. Don't Know (VOL ONLY)
- 9. Refused (VOL ONLY)

Q16A. Você viu algum policial de Newark parar alguém no último mês, ou não?

1. Sim
3. Não
8. Don't know (VOL ONLY)
9. Refused (VOL ONLY)

[SKIP IF Q16A=1]

Q16B. Você viu algum policial de Newark parar alguém nos últimos três meses, ou não?

1. Sim
2. Não
8. Don't know (VOL ONLY)
9. Refused (VOL ONLY)

[ASK IF Q16B=1]

Q16C. Você viu algum policial de Newark parar alguém no último ano, ou não?

1. Sim
2. Não
8. Don't Know (VOL ONLY)
9. Refused (VOL ONLY)

[ASK Q19A THROUGH Q19C IF Q16A =1]

Q19A. Agora pense sobre um momento mais recente no qual um policial de Newark parou outra pessoa. Depois que a o policial parou essa pessoa, você se sentiu mais seguro ou menos seguro de quando você se sentiu alguns minutos antes do policial chegar, ou você não sentiu nenhuma diferença?

1. Sim
2. Não
8. Don't Know (VOL ONLY)
9. Refused (VOL ONLY)

Q19C. Quão preocupado você sentiu em relação à segurança da outra pessoa que foi parada? Você ficou muito preocupado, mais ou menos preocupado, não muito preocupado, ou não se sentiu preocupado?

1. Muito preocupado
2. Mais ou menos preocupado
3. Não muito preocupado
4. Não se sentiu preocupado
8. Don't Know (VOL ONLY)
9. Refused (VOL ONLY)

Q19B. Agora pense sobre um momento mais recente no qual você viu um policial de Newark parar outra pessoa, você sentiu que o policial tinha uma legítima razão para parar essa pessoa, ou você não pensou dessa maneira?

1. Sim, o policial tinha uma legítima razão
2. Não, o policial não tinha uma legítima razão
8. Don't Know (VOL ONLY)
9. Refused (VOL ONLY)

[ROTATE ORDER]

QOEA. Em poucas palavras, por favor nos diga sobre uma experiência negativa que você teve com um policial de Newark que se tornou a mais marcante?

[OPEN-ENDED; RECORD VERBATIM]

QOEB. Em poucas palavras, por favor nos diga sobre uma experiência positiva que você teve com um policial de Newark que se tornou a mais marcante?

[OPEN-ENDED; RECORD VERBATIM]

COMPLAINTS AND REPORTING

Em seguida, nós gostaríamos de saber sua opinião sobre o processo de reclamações e boletins de ocorrências adotado pela Polícia de Newark .

Q20. De acordo com seu conhecimento, com qual frequência você acha que a Polícia de Newark investiga as reclamações e boletins de ocorrências dos moradores? Todas as vezes, algumas vezes, raramente, ou nunca?

1. Todas às vezes
2. Algumas vezes
3. Raramente
4. Nunca
8. Don't Know (VOL ONLY)
9. Refused (VOL ONLY)

Q20B. De acordo com seu conhecimento, com qual frequência você acha que a Polícia de Newark investiga as reclamações e boletins de ocorrências dos moradores especialmente quando é contra um policial de Newark? Todas as vezes, algumas vezes, raramente, ou nunca?

- 1 Todas às vezes
- 2 Algumas vezes
- 3 Raramente
- 4 Nunca
8. Don't Know (VOL ONLY)
9. Refused (VOL ONLY)

Q21A. Você sabe como apresentar uma queixa ou fazer um boletim de ocorrência à polícia de Newark, ou não?

1. Sim, eu sei
2. Não, eu não sei, >>>>> **SKIP TO Q22**
8. Don't Know (VOL ONLY) >>>>> **SKIP TO Q22**
9. Refused (VOL ONLY) >>>>> **SKIP TO Q22**

Q21B. Nos últimos 12 meses, você teve alguma razão para apresentar uma queixa ou fazer um boletim de ocorrência à polícia de Newark, ou não?

1. Sim
2. Não>>>>> **SKIP TO Q22**
8. Don't Know (VOL ONLY) >>>>> **SKIP TO Q22**
9. Refused (VOL ONLY) >>>>> **SKIP TO Q22**

[ASK Q21C IF Q21B=1.]

Q21C. Você precisou fazer um boletim de ocorrência ou apresentar uma queixa formal à Polícia de Newark, ou não?

1. Sim
2. Não
8. Don't Know (VOL ONLY)
9. Refused (VOL ONLY)

[ASK Q21D IF Q21C=1]

Q21D. Você ficou muito satisfeito, mais ou menos satisfeito, não muito satisfeito, ou não se sentiu satisfeito com o resultado?

1. Mais ou menos satisfeito
2. Não muito satisfeito
3. Não satisfeito
8. Don't Know (VOL ONLY)
9. Refused (VOL ONLY)

[ASK Q21D IF Q21C=2]

Q21E. Por quê você decidiu não prestar uma queixa formal? Me diga se cada situação seguinte aplica à seu caso.

[LEIA CADA UM E MARQUE TODOS QUE APLICAM A SEU CASO:“Qualquer outra razão?”]

1. Você não sabia como
2. Iria demorar muito tempo
3. Você teve medo de haver alguma retaliação da polícia a

4. Você achou que não faria nenhuma diferença
5. Alguma outra razão((specify)
9. Eu não sei/Recusou (**Don't Read**)

Q21. De acordo com seu conhecimento, você acha que a Polícia responde rápido suficiente às chamadas de emergência do 911, todas às vezes, algumas vezes, raramente, ou nunca?

1. Todas às vezes
2. Algumas vezes
3. Raramente
4. Nunca
8. Don't Know (VOL ONLY)
9. Refused (VOL ONLY)

Q21A. Você já fez por si próprio, alguma ligação de emergência ao 911 de Newark?

1. Sim
2. Não
8. Don't Know (VOL ONLY)
9. Refused (VOL ONLY)

STOPS, SEARCHES, AND USE OF FORCE

Agora eu quero te fazer algumas perguntas sobre o que você presenciou ou vivenciou especificamente em relação à paradas policiais, buscas e uso de força.

Q22. No último mês, com qual frequência você presenciou policiais de Newark parando e fazendo revistas pessoais em pessoas na sua vizinhança?

1. Pelo menos uma vez por dia
2. Muitas vezes por semana
3. Uma ou duas vezes por semana
4. Algumas vezes
5. Uma vez
6. Nunca >>>**SKIP TO Q16**
8. Don't Know (VOL) >>>**SKIP TO Q16**
9. Refused(VOL) >>>**SKIP TO Q16**

Q23. Pensando sobre a situação mais recente na qual você presenciou um policial de Newark parar e revistar alguém, você acha que a abordagem foi legal, ou não?

1. Sim, foi legal
2. Não, não foi legal
8. Don't Know (VOL ONLY)
9. Refused (VOL ONLY)

Q24. Ainda pensando sobre a mesma situação, o policial exerceu o uso de força na abordagem que você presenciou, ou não?

1. Sim, o policial exerceu o uso de força
2. Não, o policial não exerceu o uso de força
8. Don't Know (VOL ONLY)
9. Refused (VOL ONLY)

[ASK Q25 IF Q24=1]

Q25. Ainda pensando sobre a mesma situação, você acha que o nível de força que você presenciou na abordagem foi necessária, de alguma forma necessária, não muito necessária, ou totalmente desnecessária?

1. Muito necessária
2. De alguma forma necessária
3. Não muito necessária
4. Totalmente desnecessária
8. Don't Know (VOL ONLY)
9. Refused (VOL ONLY)

Agora eu quero fazer algumas perguntas sobre o uso excessivo da força policial- isso é quando policiais usam uma quantidade desnecessária de força ao prender um suspeito para manter a área ao redor segura.

Q26. Para cada pergunta a seguir, por favor me diga se você se sente muito preocupado (a), de alguma forma preocupado(a), não muito preocupado(a), ou não se sente preocupado(a) se essa situação ocorrer:

- A. Que a força policial excessiva irá ser usada contra você ao ser abordado por um policial de Newark.
 - B. Que a força policial excessiva irá ser usada contra um membro de sua família se parado por um policial de Newark
1. Muito preocupado (a)
 2. De alguma forma preocupado(a),
 3. Não muito preocupado(a)
 4. Não se sente preocupado(a)
 5. Eu já fui abordado(VOL)
 8. Don't Know (VOL ONLY)
 9. Refused (VOL ONLY)

BODY CAMERAS

Câmeras fotográficas policiais são aparelhos que fazem filmagens de interações com cidadãos do ponto de vista do policial.

Q27. Você acha que seria uma boa ou uma má idéia se mais policias de Newark usassem essas câmeras no corpo que poderia filmar as interações entre os moradores e os próprios policiais?

1. Boa idéia
2. Má idéia
8. Don't Know (VOL ONLY)
9. Refused (VOL ONLY)

Q31. Você sentiria confortável sabendo que você está sendo filmado no momento em que está comunicando com policiais que estão usando câmeras fotográficas no corpo ?

1. Sentiria muito confortável
2. De alguma maneira confortável
3. Não muito confortável
4. Não sentiria confortável
8. Don't Know (VOL ONLY)
9. Refused (VOL ONLY)

Q30. Para cada declaração a seguir, por favor me diga se você concorda totalmente, de alguma forma concorda, não concorda ou nem discorda, de alguma forma discorda, ou discorda totalmente:

- A. Eu teria mais confiança nos policiais de Newark se eles usassem as câmeras no corpo.
- B. Eu provavelmente obedeceria a um pedido de um policial se ele estivesse usando uma camera no corpo.
- C. Eu provavelmente faria uma aproximação a um policial para fazer uma queixa ou relatar um crime ou uma atividade suspeita se o policial estivesse usando uma câmera no corpo.
- D. Eu provavelmente iria compartilhar informação sobre um crime que eu presenciei ou ouvi para um policial que estivesse usando a câmera no corpo.
- E. Imagens originais das câmeras usadas nos corpos dos policiais deveriam ser disponíveis publicamente sem nenhuma alteração ou intervenção.
- F. Câmeras no corpo iriam melhorar o relacionamento entre a Polícia de Newark e a comunidade.

1. Concorda totalmente
2. De alguma forma concorda
3. Não concorda ou nem discorda
4. De alguma forma discorda
5. Discorda totalmente
8. Don't Know (VOL ONLY)
9. Refused (VOL ONLY)

POLICE INVOLVEMENT IN THE COMMUNITY

Agora responda sobre a relação entre os policiais de Newark e os moradores da comunidade.

Q32. Falando em um modo geral, você acha **[ROTATE: que a Polícia de Newark trata todos os membros da comunidade igualmente], ou você acha que [a Polícia the Newark trata alguns membros da comunidade melhor que os outros]**?

1. Trata todos os membros da comunidade igualmente
2. Trata alguns melhores que outros
8. Don't Know (VOL ONLY)
9. Refused (VOL ONLY)

Q34. Para cada um dos grupos a seguir, por favor nos diga se você acha que a Polícia de Newark trata esse determinado grupo melhor, pior, ou igual à outros grupos na comunidade:

[RANDOMIZE]

- A. Homens
 - B. Mulheres
 - C. Pessoas Negras
 - D. Hispânicos ou Latinos
 - E. Pessoas brancas
 - F. Moradores de rua
 - G. Pessoas do grupo LGBT
 - H. Pessoas que não falam inglês
1. Melhor
 2. Pior
 3. Igual
 8. Don't Know (VOL ONLY)
 9. Refused (VOL ONLY)

Q35. Em sua opinião, quão bem informada é a Polícia de Newark sobre as origens e as experiências de vida dos membros de sua comunidade?

1. Muito bem informada
2. Um pouco informada
3. Não muito bem informada
4. Não tem nenhuma informação ou idéia
8. Don't Know (VOL ONLY)
9. Refused (VOL ONLY)

Q33. Você acha que a Polícia de Newark dedica um tempo para conhecer os membros de sua comunidade, ou não?

1. Sim
2. Não

8. Don't Know (VOL ONLY)
9. Refused (VOL ONLY)

Q37. Em poucas palavras, qual o papel que a Polícia de Newark deveria exercer na comunidade?

[OPEN-ENDED; RECORD VERBATIM]

Q38. Em poucas palavras, diga uma atitude que a Polícia de Newark deveria mudar para melhorar a relação entre os policiais e todos da comunidade?

[OPEN-ENDED; RECORD VERBATIM]

APRENDENDO SOBRE O DECRETO DE CONSENTIMENTO E SOBRE A POLÍCIA DE NEWARK

Q36. Quantas vezes você já ouviu sobre o Decreto de Consentimento de Newark antes de responder essa pesquisa de hoje?

1. Muitas vezes
2. Mais ou menos
3. Poucas vezes
4. Nenhuma vez
8. Don't Know (VOL ONLY)
9. Refused (VOL ONLY) QD22.

E geralmente onde você se informa sobre a Polícia de Newark ? Por favor somente me reponda sim ou não para cada pergunta seguinte.

[CODE TO RESPONSE; CHECK ALL THAT APPLY]

1. Canal de televisão local(diga o nome da emissora)
2. Jornal local (diga o nome do jornal)
3. Online (diga o site)
4. Mídia social (diga qual)
5. Oficiais do governo(diga qual)
6. De boca em boca
7. Familiares e amigos
8. Don't know (VOL ONLY)
9. Refused (VOL ONLY)

Demographics

Agora só algumas perguntas finais para nós termos a certeza que estamos conversando com membros da comunidade que representa toda a cidade de Newark. Lembre-se que toda a informação individual é completamente confidencial e só irá ser relatada em combinação com os demais participantes.

QD2. Qual é o seu nível de escolaridade?

[CODE TO CATEGORIES]

1. 8° ano do Ensino Fundamental ou menos.
2. Algun Ensino Médio (1° ano, 2° ano e 3° ano).
3. Formado no Ensino Médio ou completou o supletivo.
4. Escola técnica ou vocacional/ou tem alguma faculdade.
5. Formado em cursos acadêmicos vocacionais ou treinamento técnico (2 anos, Curso Técnico).
6. 4 anos de Universidade (Bacharelado).
7. Estudante Formado em (Mestrado, Advocacia/Medicina, Doutorado., Etc.).
8. Don't know (VOL ONLY)
9. Refused (VOL ONLY)

QD10. Qual é seu atual estado civil?

1. Solteiro(a)
2. Morando com a companheira(o), mas não casados legalmente
3. Casado(a) no civil
4. Casado(a)
5. Separado(a)
6. Divorciado(a)
7. Viúvo(a)
8. Don't Know (VOL ONLY)
9. Refused (VOL ONLY)

QD3. Você é pai ou mãe, guardião legal, ou cuida de alguma criança menor de 18 anos que mora atualmente com você?

1. Sim
2. Não
9. Refused (VOL ONLY)

QD17. Incluindo você, quantas pessoas moram em sua casa?

[RECORD NUMBER]

8. Don't know (VOL ONLY)
9. Refused (VOL ONLY)

QD4. Você tem o salário maior da casa?

1. Sim
2. Não
3. Não tem ninguém com o salário maior na casa (VOL)
9. Refused(VOL ONLY)

QD11. Como você descreve sua situação atual no trabalho ?

1. Trabalha integral
2. Trabalha meio período
3. Empregado em um trabalho temporário ou de temporada
4. Desempregado
5. Fica em casa em tempo integral cuidando dos filhos
6. Estudante
7. Aposentado
8. Incapacitado e não pode trabalhar

QD5. Você é de origem Hispânica ou Latina, como por exemplo Mexicano, Porto-Riquenho , Cubano, Dominicano, ou pertence a um outro país que fala espanhol?

1. Sim
2. Não
8. Don't Know (VOL ONLY)
9. Refused (VOL ONLY)

QD6. [IF D5=1, display: “Muitos Latinos e Hispânicos consideram pertencer também a uma outra categoria racial. E você?”] Você se considera branco(a), negro(a), Asiático(a), ou Americano nativo?

1. Branco(a)
2. Negro(a)
3. Asiático(a)
4. Americano(a) nativo(a)
8. Don't Know (VOL ONLY)
9. Refused (VOL ONLY)

QD21. Qual é o idioma principal falado em sua casa?

[OPEN-ENDED]

QD8. Qual é a sua situação atual de moradia? Você, ou o chefe de família da sua casa, atualmente:

1. É o proprietário da casa
2. Aluga a casa
3. Aluga um apartamento
4. Aluga quartos em uma casa ou em um apartamento
5. Mora com algum parente ou um amigo sem precisar pagar o aluguel, ou
6. Você não tem um lugar permanente para morar?
8. Don't Know (VOL ONLY)
9. Refused (VOL ONLY)

D11. No ano passado, você tem uma noção de quanto mais ou menos você ganhou trabalhando em um emprego ou em alguns empregos no qual tenham tido retenção de impostos?

[READ ANSWERS ALOUD]

1. Menos de \$5,000?
2. Entre \$5,000 e \$15,000
3. Entre \$15,000 e \$25,000?
4. Entre \$25,000 e \$35,000?
5. Entre \$35,000 e \$45,000?
6. Entre \$45,000 e \$55,000?
7. Ou \$55,000 ou mais?
8. Don't Know (VOL ONLY)
9. Refused (VOL ONLY)

QD12. Qual é o seu sexo?

1. Masculino
2. Feminino
3. Transgênero
4. Outro **[especifique]**

QD18. Nas alternativas seguintes, qual é a melhor opção que representa a maneira que você se define?

[RANDOMIZE RESPONSES 1 thru 3]

1. Gay ou lésbica
2. Hétero
3. Bixessual
4. Outra coisa
8. Don't Know (VOL ONLY)
9. Refused (VOL)

.....

ECPIP Use Only: Dual Frame Phone Sample

[IF REACHED ON CELL PHONE ASK:]

QD34C. Você tem telefone fixo em sua casa ou você utiliza somente celular?

1. Tem telefone fixo em casa (reached on Cell)
2. Somente utiliza celular
9. Refused

[IF REACHED ON CELL PHONE ASK:]

QD35C. Você compartilha seu celular de uso pessoal (pelo menos um terço das vezes) com outros adultos?

1. Sim
2. Não
9. Refused

[ASK ONLY IF QD35C = 1]

QD40C. Quantos adultos –incluindo você- compartilha o celular?

_____ **[ENTER NUMBER: 99= REFUSED]**

[IF REACHED ON LANDLINE PHONE ASK:]

QD34L. Você tem algum celular em sua casa ou você tem somente telefone fixo?

3. Celular (reached on LL)
4. Utiliza somente o telefone fixo
9. Refused

[IF REACHED ON LANDLINE PHONE ASK:]

QD35L. Incluindo você, há quantos adultos em sua casa; ou que, mora com você pelo menos por algum tempo?

_____ **[ENTER NUMBER: 99= REFUSED]**

Recruit for Email and Potential Callbacks

QX1. Nós estamos procurando por participantes de pesquisas que queiram ser contatados novamente no futuro para outras pesquisas relacionadas com a melhoria das relações entre os moradores e a Polícia de Newark. Suas opiniões são muito importantes e nos oferece uma direção de melhorias e mudanças ao Independent Monitor e líderes da comunidade. Você gostaria de ser contatado no futuro para outras entrevistas?

0. No → **SKIP TO QRNAME**
1. Yes

QX2. Para manter seu contato para futuros projetos, eu preciso de confirmar seu número de telefone. Esse **[current number]** é o melhor número para entrar em contato com você?

0. No - collect best number
1. Yes - best number/correct → **SKIP TO QX4**
9. Refused → **SKIP TO QRNAME**

QX3. Qual o melhor número ?

[ENTER NUMBER]

QX4. Você gostaria de receber convites em seu email para participar em projetos futuros? Poderá ter algum incentivo financeiro por participar em alguns desses estudos.

- 0. No → **SKIP TO QX6**
- 1. Yes

QX5. ÓTIMO, nós apreciamos sua ajuda. Por favor, eu poderia ter seu endereço eletrônico (email)?

[INTERVIEWER: VERIFY ADDRESS LETTER BY LETTER]

QX6. Finalmente, seria muito útil se você pudesse nos passar seu nome e sobrenome para podermos saber quem procurar para responder a essas entrevistas futuramente. Nós mantemos as informações em sigilo e seu nome ou nome de qualquer outro participante não terá nenhuma conexão com qualquer outro tipo de trabalho que a Polícia faz.

Você poderia dizer seu nome por favor?

[IF UNWILLING TO GIVE LAST NAME, ASK:] Tudo bem, eu poderia ter então somente seu primeiro nome, para podermos saber a quem buscar no futuro em casos de pesquisas semelhantes a essa?

[ENTER NAME; VERIFY LETTER BY LETTER]

[DIGITE O NOME; VERIFIQUE LETRA POR LETRA]

→ **SKIP TO CLOSING**

QRNAME Eu realmente aprecio sua colaboração com essa pesquisa. Uma pergunta final. Para fins de verificação você poderia me dizer somente seu primeiro nome?

[ENTER FIRST NAME ONLY; OR ENTER REFUSED]

Closing and Additional Informed Consent Language

Isso completa nossa pesquisa. Muito obrigado por sua disponibilidade e cooperação. Se você tiver qualquer pergunta ou algum outro comentário sobre a pesquisa, você pode entrar em contato com Dr. Ashley Koning no telefone 848.932.8995. Se você tiver alguma pergunta sobre seus direitos como um participante de uma pesquisa, você pode entrar em contato com o administrador do Conselho de Revisão no telefone 732-235-9806. Para saber mais sobre o **Decreto de Consentimento de Newark** e para fornecer comentários, seu ponto de vista, ou perguntas para o time de Monitoração, visite o site www.newarkpdmmonitor.com. Tenha um bom dia/ boa noite.

TEXT INVITATION TO WEBSITE LANDING PAGE

Original Text Message Language

Text Service Mode	Language	Message
MMS	English	We need to hear from Newark residents! You have been selected to participate in the 2017 Newark Community Survey. If you are eligible, you could receive a \$10 Amazon gift card as a thank you for completing the survey: http://eagletonpoll.rutgers.edu/newark/ . Reply STOP to opt out.
MMS	Spanish	Queremos oír de los residentes de Newark Usted ha sido seleccionado para participar en la Encuesta de la Comunidad de Newark 2017. Si usted es elegible, puedes recibir una tarjeta de Amazon de \$10 como agradecimiento por completar la encuesta: http://eagletonpoll.rutgers.edu/newark/ . Responda STOP para parar los mensajes.
MMS	Portuguese	Voce foi selecionado para participar na Pesquisa da comunidade de Newark de 2017. Se voce e elegivel, voce pode receber um Amazon Gift Card de \$20, como um agradecimento por completar a pesquisa: http://eagletonpoll.rutgers.edu/newark/ . Responde ""STOP"" para parar mensagens.
SMS	English	Participate in the 2017 Newark Community Survey! If eligible, you could receive a \$20 gift card as a thank you: {#URL="http://eagletonpoll.rutgers.edu/newark/"#} Reply STOP to opt out.
SMS	English	Help Newark; be heard. Last chance to take the 2017 survey. Receive a \$20 gift card as a thank you if eligible: {#URL="http://eagletonpoll.rutgers.edu/newark"#} Reply STOP to opt out.
SMS	Spanish	Newark: sea oído. Última encuesta . Reciba una tarjeta de regalo de \$20 si es elegible: {#URL="http://eagletonpoll.rutgers.edu/newark"#} Responda STOP para no recibir mas mensajes.
SMS	Portuguese	Ajude Newark seja ouvido. Última chance de fazer a pesquisa. Receba um cartão de \$20 se for elegível: {#URL="http://eagletonpoll.rutgers.edu/newark"#} Responde STOP.

Ward	Original Website Landing Page URL Link
Central:	http://eagletonpoll.rutgers.edu/newarkc/
East:	http://eagletonpoll.rutgers.edu/newarke/
North:	http://eagletonpoll.rutgers.edu/newarkn/
South:	http://eagletonpoll.rutgers.edu/newarks/
West:	http://eagletonpoll.rutgers.edu/newarkw/



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2017 Newark Community Survey



Scroll down to see if you are eligible for a \$20 gift card.

Role para baixo para ver se você é elegível para um cartão de presente de US \$20. Desplácese hacia abajo para ver si es elegible para una tarjeta de regalo de \$20.

Welcome to the 2017 Newark Community Survey. On behalf of the Independent Monitor of the Newark Police Division, we are asking for your help on an important study to hear firsthand from residents in the community about the Newark Police. Under the Newark Consent Decree, the Monitor needs to hear from residents like you about your perceptions of, experiences with, and expectations for the Newark Police. Your participation is very important to us. All of your answers are completely confidential and will only be reported in combination with others. Participation in this study is voluntary.

Bienvenido a la Encuesta de la Ciudad de Newark 2017. De parte del Monitor Independiente de la División Policial de Newark, estamos pidiendo su ayuda en un estudio importante para escuchar primariamente de los residentes en la comunidad sobre la policía de Newark. Bajo del Decreto de Consentimiento de Newark, el Monitor necesita escuchar de los residentes como usted acerca de sus percepciones, experiencias y expectativas para la Policía de Newark. Su participación es muy importante para nosotros. Todas sus respuestas son completamente confidenciales y sólo se informarán en combinación con otras. La participación en este estudio es voluntaria.

Bem-vindo à Pesquisa da Comunidade de Newark de 2017. Em nome do Monitor Independente da Divisão de Polícia de Newark, nos estamos pedindo sua ajuda com um estudo importante para ouvir em primeira mão de residentes na comunidade sobre a polícia de Newark. De acordo com o Decreto de Consentimento de Newark, o Monitor tem que ouvir de residentes como você sobre seus percepções de, experiências com, e expectativas para a polícia de Newark. Sua participação é muito importante para nós. Todos os seus respostas são completamente confidenciais e só serão reportados em combinação com outros.



As a thank you for completing our survey, we would like to offer you a \$20 Amazon gift card. If you are eligible to participate, you will be re-directed to a link at the end of the survey.

Como un agradecimiento por completar nuestra encuesta, nos gustaria ofrecerle una tarjeta de Amazon con \$20. Si usted es elegible para participar, será redirigido a un enlace al final de la encuesta.

Como agradecimento pelo preenchimento de nossa pesquisa, gostaríamos de lhe oferecer um cartão de presente da Amazon de US \$20. Se você é elegível para participar, você será re-direcionado para um link no final da pesquisa.

[CLICK HERE TO LEARN MORE AND TAKE THE SURVEY](#)

If you have any questions about this research project, you may contact Dr. Ashley Koning at Eagleton Center for Public Interest Polling by email akoning@rutgers.edu or by phone at 848.632.8943. If you have any questions about your rights as a research participant, you can contact the Institutional Review Board at Rutgers (which is a committee that reviews research studies in order to protect research participants) at: Arts & Sciences Institutional Review Board, Rutgers University, the State University of New Jersey, Liberty Plaza / Suite 3200 335 George Street, 3rd floor, New Brunswick, NJ 08901, 732-235-4806, humanstg@cpip.rutgers.edu.

COMMUNITY PROBABILITY SURVEY OPEN-ENDED RESPONSES

QOEA. In just a few words, please tell us about your most memorable negative experience with a Newark police officer.

1) Churches office located on a one-way street. YMCA across street having a parade. Police blocked street, passed block aide. Police officer approved him in a negative manner. Police officers have been very rude to minorities. 2) Motorcycle cop pulls up next to car, and gives him ticket. Believes there is a lack of benefit of the doubt when interacting with minorities

12 years ago, the volume was loud in my house and I was drinking. The police kicked my bottle and threatened to throw me out a window. I was a little drunk so I understand but he didn't have to threaten me

2006 very nasty to me when I was locked up and needed my medication. I have epilepsy and they did not give me my medication.

A boy threw a bike in my daughter's car, called the police, police came for another call. Thought they were coming for my call, I told them I knew the boy who did it, get the parents involved - he says "we don't do that, go and find the mother and try and work it out." mother tried to fight.

A female officer made sexual comments to me

A neighbor gave false information about me. They arrested me without proper cause.

A police officer asked me did I know the people who robbed someone

A police officer came into my home for no reason, It was long time ago.

A police officer wrote me a ticket for street parking and I was then towed for failure of inspection.

A raid across the street from the house

Alarm went off

All normal

Almost was hit by a police car

An officer followed me, stopped me and asked questions and then let me go

An officer said I ran a red light when that was not the case at all. Many people witness him lying and instead drove off

Any

Any

Any

Any

Approached us in a bad way, so my mom had an accident and they did not call me, and another time they didn't care they didn't do anything

Arrested for having car registration expired one day and now it's on my record that I didn't comply with the cop, and made an illegal right turn and 5 cop cars pulled up with guns

Arrested, falsely charged and falsely prosecuted

Asked officer about car being towed and wouldn't help

At times they're aggressive and rude in questioning people

Bad encounter in store

Being pepper sprayed. That is the worse. Everything burns

Being stopped for no reason

Being stopped for no reason and given a ticket for something stupid that wasn't justified

Being stopped for walking in the neighborhood

Being unnecessary searched, administered wrongful tickets.

Blue collar guys, don't trust anybody

Broke into my car

Broke into my landlord's car. They said they would send a car but never came

Broke lock on gate looking for a suspect

Call the police when got robbed and they did not help enough

Call them and never show

Called as a teen and they told everyone to go to sleep

Called at 4:30 in the afternoon, and they did not arrive until 7.5 hours later. Also, I live very close to the station

Called for a car towed and they did not show up

Called for assistance, late in responding

Called for noise complaint and whoever answered the phone was not competent

Called multiple times and the same officer was answering the phone and still never sent out officers to fix the issue

Called police to report a suspicious stolen vehicle parked in front of property and police treated me as criminal rather than concerned citizen

Called the police a couple months back and they didn't come until the next day

Called them about drugs being used

Called them and they were not discrete about who called

Called them over once and they never showed up

Called them up to house for someone trying to send a package to home and instead of them investigating they seemed uninterested

Came into house and arrested me without telling me why

Can't really tell you

Can't remember

Can't remember that

Can't say I have had one

Cant

Cant remember

Cant remember

Cant think of one at the moment

Car crashed and they blocked my street

Car parked behind me in my driveway so I contact the police so that I could get out of my driveway, no one came to the address that was given no one followed up with me to see if the car was removed and I had to call a cab to take my sister to the hospital

Car was being towed and policeman and was rude and was not helpful.

Car was broken into but the police couldn't file a report because there was no insurance on the car. It was in a driveway because it wasn't drivable

Case where a person ran across the street and was hit. The officers gave the individual the benefit of doubt

Come when you call the police. They never come

Cop was off duty and arrested me, I was discriminated for me being Dominican, and used excessive force

Couple years ago people came to my door and asked if they could come in. After I said no they kicked the door down and after I pinned them against the wall they did not identify themselves as police. Female cop tried to seduce me.

Crimes around

Demeanor of officer while he was driving shouted at him to get attention. Abusive manner

Detained me longer than they should

Detaining a person for no reason

Did not turn up after registered complaint

Didn't believe me

Didn't have any

Didn't have one

Didn't help me when needed

Didn't support when its necessary

Didn't talk to police yet

Disrespected and bully my husband

Disrespectful behavior towards family - but officer not in uniform - disrespectful towards grandmother, wife and baby

Does not have one

Don't have any

Don't have one

Don't have one

Don't have one

Don't have one

Don't really have one

Donating 100 dollars to the police officers and when came to pick up the money and the police towed my car when I parked at the wrong place and it was not in the way of the construction or anything.
Reported the event

Don't have

Don't have

Don't have

Don't have any

Don't have any

Don't have any

Don't have any

Don't have any

Don't have one

Don't have one

Don't have one

Double parked and couldn't moved, at a red light, officer made me move and there was a crash because I could not move, but in the end did not pay for the ticket

Double parked on a little angle for 2 minutes. Getting cigs. Very rude and barking at me.

Driving with my license and was accused by police of not being Newark resident, and running him over and ticketed

Explained situation and nothing was done

Few years ago, I did not know anything and cops stopped me abruptly without any good explanations, asked for my id and snatched it from me

Few years back stopped it was unnecessary

Fifteen or ten years ago, ran into me with no red light on

Firefighter- so no negative experience

Getting a traffic ticket for parking in a bus stop and didn't realize it was one

Getting pulled over being nasty with me

Getting pulled over, getting disrespected

Getting stopped and frisked while walking through the projects during the day.

Give you a ticket and don't tell you the reason why they stopped you

Giving me a ticket without valid proof

Got a flat tire, police officer cursed me

Got into a car accident and they called the cops and said they do not make police reports anymore.
Very upset

Got pulled over for having my hoodie on my head he thought I stole a car

Got stopped and got ambushed by 2 or 3 cop cars

Got stopped for no reason when I was coming back from school

Gun stuck in my mouth by a police officer

Hace dos años tuve un accidente y no había policías y cuando llegaron me pusieron una multa y no me ayudaron, llevamos el caso a la corte y lo gane

Had a bad experience with FBI came in my house without a warrant and accused my son of something they didn't do

Had a bag and police said it was something in it

Had a gun thrown on me

Had a situation at home in which the police was called to the house. I didn't feel like they were really responsive to the situation and didn't seem to care much.

Had no drugs but they said he did

Harassed me for sitting on my porch

Haven't had any

Haven't had any

Haven't had one

Have none

Have none

Have not had a bad experience

Have not had one

Haven't had any

Haven't had any

Haven't

Haven't had any

Haven't had any

Haven't had one

Haven't had one

Haven't had one

He did not write up my report

He got pulled over for no reason, they didn't wanted to let him go, they gave false information, they said he was trying to go away from them

He was very disrespectful at house

High school when me and my brothers were walking around. We were two blocks from my house and a cop car pulled us over and patted us down on a fence. Said they were looking for someone that we fit the description

House got broken into

House was broken in 2012. They came and charged me with breaking into my own house and charged me with having a gun in possession which I didn't have.

How you talk to a person. Cops may have said something inappropriate. Sarcastic. But nothing serious.

I asked for help on an identity theft case and they told me that they were not able to help me. I had to call the police department in California, where the claim was taking place, and the California was able to help me.

I call them and they don't come

I called an officer for assistance for a neighbor who asked for a favor and it didn't go as planned and the neighbor was harassing him and he called the police and they came and he explained the situation and their attitude was rude and not respectful and didn't treat him well bullying him and the situation wasn't important enough for them

I called and they arrived three days later. I was robbed of my jewelry and money and computer from my house. They did not let me sleep in my house because it was a crime scene. They said they were gonna bring a detective and he never showed.

I called one time my son has issues with development issues and attacked me and family members and Newark police office did not enter the house and help me when needed. And they lied about the incident. And did not file the report.

I called the ambulance no one came and a girl died

I called the cop and cop was being mean to me in every way

I called the police when my daughter was missing, I found where she was, and they never showed up.

I can't say, I'm [redacted - age]

I cant say I have a negative experience

I cant think of any

I cant think of one, sometimes when you call it takes a long time for them to come

I could not even tell you, I have never experienced

I do not have an extreme negative memorable experience. However, I believe community policing needs to be adopted.

I don't have any

I don't have one.

I don't know, stop and frisk

I don't really call one at the moment

I don't remember any negative experience

I don't believe they mess with me

I don't have

I don't have a negative experience

I don't have a personal experience

I don't have any

I don't have any

I don't have any

I don't have one

I don't have one

I don't have one

I don't have one

I don't have one

I don't have one

I don't have one

I don't have one

I don't know

I felt like they did not care. No openness to what I needed

I flagged them down on, while standing in my street, and they drove past.

I get mugged, called for the police, and no one ever showed up; got mugged, called 911, a squad car never showed, police did nothing

I got jumped and I called and it took them a lot to get where I was, late response

I got pulled over and it was 3 in the morning and ask for proper reason and they asked for paper

I got pulled over once but it wasn't a real negative

I got robbed and I called the police five times and got no answer. I saw a cop on the street and took the report but I did not feel like he cared much.

I got robbed by 3 people and I called and the cops never came.

I got stopped, he pulled me over and gave the ticket and told me to shut up.

I got stopped and it wasn't a good stop

I had a fraud committed upon me by someone in another town, when I went to the police officer to report it, I had a lot of documents showing it. He said you're not reported here, it has to be in another place, in the place where the fraud is. The officer took the papers and threw them in the air, he started screaming and I asked to talk with the manager and he was the manager. I didn't know where to go.

I had an emergency and no one picked up the phone for half an hour so I never got in touch with the Newark police department

I had an issue with a neighbor

I had some items stolen and they didn't deal with the incident too well

I had to call for assistance and no one showed up for a long period of time

I have never had one

I have never had one

I have no negative experience at this time.

I have not had a negative experience with a police officer on Newark

I haven't had a negative experience with any police officer that I have encountered.

I haven't had one

I haven't had one

I haven't really had any

I never had a negative experience

I never had a negative experience

I pulled in my driveway and they ran to the back of my house pulled me out and ransacked my car without telling me who they were I thought I was getting robbed

I really don't have one

I really haven't had one

I thought both of my car registrations expired on the same day, but they expired on the same day. But one expired in April. The conversation with the police was not pretty. He had an attitude. The car was parked in front of my house.

I was [redacted - age] and we were 4 girls in the car and I the block was empty it was night and I dropped a friend and they screamed at me so much and I refused I was dropping the friend, they took my id, my stuff and they left without telling me what they were going to do with it, I had to go to the

office, and they made me wait without telling me anything and they had my license, they called the supervisor and the supervisor talked to the official that took my staff and they gave me 3 tickets

I was at my kids fathers house with my two-year-old daughter. Cops pulled up and performed a search on everyone who was outside in the neighborhood. Made everyone get against the wall and threw people to search them

I was beaten up by a Newark cop in 1991 December. I was locked up for the weekend. They stripped.

I was coming from a party and was stopped just for walking home in a group and they were rough housing and throwing them to the ground

I was falsely accused of being on the cell phone while driving

I was going to the store and a police officer stopped and searched me and told me I couldn't walk through my complex

I was held at gunpoint, it was a long time ago, I was coming home and I was waiting at bus stop. Suddenly a man jumped out of car and held at gun point, when I called police there was no response

I was in a domestic violence dispute and it was not the first time and the officer started yelling at me asking me why I let him back in

I was in front of AT&T I was coming out of it and it was 5 minutes to 6pm. I let the officer know I will put more change in the meter and addressed him as "sir". He got so mad he wrote the ticket and also said his name is not sir to call him Mr. Officer .

I was in my driveway and the cop came and searched me and asked questions because a guy had a gun nearby...

I was on my way to my business meeting around 5 or 6 and right around my house there's a stop sign I got them to put there. An officer falsely accused me of running the stop sign. Even the judge dismissed it

I was on strike and the officer in NPD the officer was rough almost disrespectful.

I was pulled over for tinted windows but I have a medical card for the windows.

I was robbed. I called Newark police and they never showed up. I had to go to the police precinct and file a report. It took them about 45 minutes for them to even see me and I was the only person there. I was dissatisfied with the service

I was stopped and when I asked why I was stopped they said shut up and demanded I give them I license. (multiple times)

I was stopped for what I would say no reason. They walked up to my car and noticed my inspection wasn't done. I accidentally gave them the wrong insurance card and instead of telling me they wrote on the report that I didn't have insurance at all. I was charged a large fee taking money I didn't have. The officer said it'd be thrown out and it wasn't. It took money away from my family that I didn't have. Pulled me over for inspection and reported me for invalid paperwork that I did have present with me.

I was trying to get people working on my house and I called them to watch out of the workers and they didn't come and I had to pay

I was waiting for the light for change. A police officer was behind me and my granddaughter threw the

orange out of the car and the officer told me that she was littering. They see things they do not see

I was walking and got stopped by a cop because I had no id. I told him I was just going to the store to buy food. They arrested me and I didn't get out till 10 pm. They did this and wrote in the documents that I was going to buy drugs and made me do community service when I was just buying food with 10 dollars. I had to do community service

I worked downtown with some rich folks there. I was a building superintendent for that building and several other buildings. I was standing in front of the establishment when the police pulled up and said 'move,' just like that, called me a scumbag. I wasn't arrested or anything, but people from outside had to come and tell them I was working, and the damage was done

I wouldn't say negative

I'm [a senior citizen – age redacted]. I can't remember. I forget sometimes

I've never had a negative experience with a Newark officer.

Ignored my friend in distress

In the 70s, thanksgiving, I was pregnant. Me and my mom was driving and was pulled in by the cops. I was emotionally affected cause I was harassed along with the family on holiday

Incident with son. Police did not show up

Interfering in a family squabble

Ironbound, we have 5 establishments and its very hard to find parking at night, they stop me asking why I'm going around the block so many times and my son too, acting like we were criminals

It was horrible, all I want to say

I've gotten harassed before. I was mistreated; it could have been handled more professionally. I also got hit but I never did anything about it.

Just a couple months ago there was someone parked in my parking spot and I called the police to come but they took too long to come

Lack of response time/ next day

Last week when they came and started speaking Spanish and did not understand what they were saying

Made fun of his sexuality when in contact with police.

Made left hand turn, police trap, got 2 tickets

Mistreated a woman with mental issues. Hand cuffed me naked.

Mom car got shot near a restaurant. They took a long time to come and then acted like it was no big deal.

Most of the time imp in the car with other people and they always stop the driver if he's a man and minority.

Mucho tiempo en llegar

My car was towed about two months ago in the no parking area. He said it wasn't his problem

My friend was arrested, and the respondent did not like the way I was being handled. Then I came out to intervene and was told to back up or else I would also be detained.

My grandson was coming home from college, very first day driving, got lost in Newark, found himself on a one-way street and was attempting to turn around, stopped by a Newark police officer, who immediately gave him a ticket--my grandson is white--and was very demeaning, saying, "why are you here, do you think you're better," and now my grandson won't come into Newark

My house was broken into and they came ten hours after

My house was broken into. I was dissatisfied with their follow-up. They didn't do the stuff I saw on TV. They didn't do anything about it.

My landlord is a Newark police officer, he once barged in the door without permission because he had the key, I was showering, he just opened it, please tell him to not come while I'm showering

My mom's car was stolen and it took them six hours to come and investigate.

My neighbor threw a flowerpot into my car and told the police that he stole it and they didn't do anything

My roommate got robbed and her phone was stolen. And the police questioned her and her boyfriend and a lot of unprofessional things were said. The cops said 'how can you even see a black robber if it was dark?'

My roommate's car was broken into, I called 911 but no one came

My son got in trouble for being around someone who was breaking the law

My son got jumped by a gang member, I reported it to the police and they didn't too much

My son was detained

N/a

N/a

N/a

N/a

Na

Nah

Negligence solving a case

Never

Never

Never

Never

Never

Never

Never

Never

Never a negative experience, just takes long to respond

Never had

Never had a negative

Never had a negative experience

Never had a negative experience

Never had a negative experience

Never had a negative experience

Never had a negative experience, I know they have a job to do, so they come stop to me stop me and I would talk to them

Never had a problem

Never had a run in with the Newark police

Never had any

Never had any

Never had any

Never had anything negative

Never had one

Never had one

Never had one

Never had one

Never had one

Never had one

Never had one

Never had one

Never had one

Never had one

Never had one

Never had one

Never had one

Never had one

Never had one

Never had one

Never had one

Never had one

Never had one

Never had one personally

Never had one

Never really had a negative experience with an officer

Niece had altercation with her boyfriend and the Hispanic officer was more out of pocket with tone. You could tell that he wanted to lock someone up, not very understanding compared to the African American officer

No

No

No

No

No bad experience, arrive late when call them

No experience

No experience

No ha tenido

No I don't have any

No I don't have experience talking with them, I stay at home mostly, I did not have any reason to talk to them.

No la tine

No negative experiences

No negative experiences

No negative experience

No terrible experiences

No tiene

None

None

None

None

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None

None to report

Not friendly face to face in the face of emergency

Not much negativity experienced. Have been pulled over without proper reason

Not protecting quality of life

Not responding to a non emergency quick enough

Not that I can recall of

Nothing

Nothing

Nothing

Nothing

Nothing

Nothing

Nothing

Nothing

Nothing

Nothing

Nothing negative

Nothing really

Nothing really

Nunca

Nunca

Nunca llega cuando le llamo o llegan 2 3 horas tarde

Observed them being unnecessarily rough with someone stopped at a traffic violation

Officer did not believe me about me statements of where I lived

Officer disrespected family

Officer entered my home illegally and without cause

Officer gave strong attitude when they passed by

Officer was threatening with the gun

Officer was very rude to the caller and aggressive

Officers demanded stuff, did not give room to speak for myself

On way to school, stopped by police and asked if he was ok and was told bicycle had no light when it did

Once a person attempted to rob me one block from my house. Two officers came to the scene to ask questions but I insisted on filing a report. Both were disgusted because they had to take me to [redacted – street name] and they missed out on a stolen car chase.

One pulled a shotgun on high schoolers going to prom for no reason to get them out of the street

One time I saw this guy in Newark Penn station who was harassing someone and I think the cops at Penn station tackled him. Not sure if it was NJ transit police or Newark police.

One time, a cop denied me entrance to the parking lot of my apartment building when the road was shut down for a parade. I told him I lived there and he said, "white people don't live here." he made me show him my ID and only then did he let me in, but very rudely.

Only been involved with police for traffic violations

Only once when they came looking for someone that they thought lived in my house. Involved in the house they were very respectful

Organization, nothing really to elaborate

Parking tickets, parked couple feet from corner always give me a ticket

Phone got stolen, they didn't file a report

Police never arrive on time on robbery scene.

Police office told me I was bad and used force on me for no reason.

Police officer basically in a rush in a private car and plain clothes stopped me. Phone dropped phone at a red light and garbage truck was in the way. The police officer couldn't get around me. The police were yelling, "move that car out the way" I flipped the officer off and told me to pull over. Wanted license and registration and I refused. I called police and the officer told me I was obstructing traffic. I got a ticket and it never made it into the system and I made a complaint that never made it.

Police officer did not believe the victim

Police officer gave me a ticket and I was sitting on the car, in front of the house, and it was Wednesday and they cleaned the street on Thursday when you are not supposed to park there. So I was parking in the right place and I was inside, and she did not tell me anything so I called 911 and they told me that I did not have authority to tell her that I shouldn't park on the other side. So they abused of their authority it was ridiculous

Police officer on cellphone a lot

Police officer was not too kind

Police officer, stopped me and treated me poorly

Police pulled me over and threw my license

Police repeatedly harassed me with tickets

Police took fiancé and held him. They did not provide a reason for detaining him

Police was rude, and threaten to jail and did jail for weekend caused miss of traffic court
Pull over and dragged out
Pulled for allegedly running a stop sign
Pulled over 3/4 years ago, spoken to very loudly and rudely
Pulled over by a police officer, false acquisition
Pulled over for no reason, gave no explanation, gave him 3 tickets without any explanation
Pulled someone over giving them a hard time and turned to me and asked for id. Said I had to leave saying that I was interjecting. I'm just watching they did not want me out there even though it was in front of my house. They were like you need to leave.
Really I have never had one
Refused
Report a break in and used a lot of bad language
Reported a crime and they came to the house and indirectly put me in the shoes of the criminal instead of trying to find out what was going on
Response time in general
Response time is too high
Rude, rushing
Running red light when there is no need
Saw an officer eating pizza while driving
Shootout, they ran and hid. Didn't do anything.
Showing up late to a shootout, but rode through the block moments before it began
Skip
Small accident and they took over an hour to get there
Some police stopped me just because they saw my backpack and they didn't tell me at first why they were taking it, and they were a little bit aggressive
Sometimes when they get under stress they get more wild and less sensitive
Sons arrested for bogus reasons
Stop and frisk in the 80s. They took my husband while he was out for pizza and pinned him against the wall
Stopped and frisk just going to the store for somebody, had my work id on, arrested for half a bag of weed
Stopped and put into a car without cause (15 years ago)
Stopped for taillight. Should be given a ticket not a warning
Stopped incorrectly for something I did not do

Stopped me

Stopped me for being a white person in a non white part of the town and warned me to be very careful

Stopped walking down street

Stopping me because I went in one door and came out the other door. I said damn the last time I checked that wasn't against the law

Take a long time to arrive

Takes a long time for response when you call them

Taking out garbage cans and being harassed by police

Talking about coffee

The cop threatened me when I got in trouble when I was a kid

The multiple times I call and either they don't pick up the phone or take hours to show up

The one time I interacted with a police officer, he towed my car

The police robbed one of the dealers and participated in the war on drugs.

The police take a long time to respond

There are not a lot of officials and they are always late so the people prefer to fix it themselves. My friend had an accident and the police arrived at 6 am six hour latters

There has been a few, the most memorable will always be how they incarcerated my brother when he was the victim and unfortunately self defense wasn't acknowledged by the police department or court system just because in Newark the rule of who do you know is more important than the actual facts.

There isn't one

There was a big fight, police involved in it pushing people

There was a crash accident and the driver run away, I called the police and they didn't reply or assist, they had more important things to do. They said that it wasn't an emergency. There was a child involved in the crash. I thinks that they keep record of the calls so that's way they don't take my calls

There was a robbery and no police were giving me information

There was an incident around my block where family members got stabbed and we called the policemen and they came and 2 hours later the police came

They always just spot me and give me a ticket for no reason while driving

They are not from this community so they don't understand the community

They arrested a guy because of his appearance

They beat my daughter's son

They come two or three hours later

They could be rude sometimes

They didn't come when I called about a car accident

They didn't come in time or at all

They didn't help a robbery in my house

They don't answer their calls sometimes, would take hours sometimes

They don't value the community. I feel like imp being controlled and watched rather than protected. That's the only time I see police in the community. Only for drugs, not regular stuff.

They gave me a parking ticket

They had a street closed on my home's street and they refused to let me through even though my elderly mother lived there and I needed to pick her up urgently.

They have for no reason pulled me over. Asking questions that don't make sense. Black lives matter. You know what imp saying

They just lied and I know they lied to me and lied to my daughter and wound up being arrested went to court. Had to take a plea for yelling at the police because they broke into the house and scared me to death, tore up my house so I was arrested and exonerated

They made the situation worse than what was there

They never respond when you need help

They ran into my house for no reason

They responded late

They stop cars just to make money

They stopped me for a speeding ticket they said I was going 50 mph but I was only going 30

They take too long reporting a call

They took a really long time, about an hour

They treat young black kids differently; they treat them with less respect. They treat white people better

They were towing my car and I was really pissed

They were trying to get house because they were looking for something 16 years ago

They were very compassionate

Three years ago called for help and took 6 hours to come

Ticket for something I should not have gotten a ticket for

Took me for warrant, no cause for it

Took over an hour to arrive then started asking questions about where I bought my furniture and did nothing about the reason they were called, poor service

Took some money from me

Took too long to get to place

Towed my car off the street

Traffic stop for a blown blub. Officer gave me a 60-dollar ticket.

Trying to ask a question over the phone or in the precinct

Trying to get information about my apartment in reference to something that happened outside my apartment

Two years ago my tenant house was broken, they didn't take fingerprints, didn't do anything, no follow up back

Un policia le dio dos multas al mismo tiempo sin razones

Uncle vehicle stolen, not proper response

Unfairly searched a friend's car

Unprofessional interaction while officer was chasing a suspect

Used the bathroom. On a one-way and asked the officer if you can pass the one way and he ignored me. I asked if I could back up. Two tickets for tape in her mirror and passenger.

Voodoo, fair

Walking and saw an officer use unnecessary force

Walking down the street and got stopped

Walking down the street with a friend and was stopped randomly on an undercover car

Walking downtown with his friend who is black it was at night and the police thought his friend was trying to rob him and almost handcuffed him

Walking home

Walking outside and a cop screamed "what the f*** are you looking at?"

Walking to work and was stop by a officer who asked weird questions and a week the same officer stop and asked the same questions

Want speed bumps on street and they will not comply. Nobody show up

Was mugged and approached police officer, the police officer instead of asking me what happened asked me if I was buying drugs

Was pulled over for nothing, and the police officer was very rude. Had to go to court to resolve.

Was walking home and was body searched

Way they approach people as if they were criminals and talking down to them

Well once they had broken into my house and we called the cops, they came, they took fingerprints and said they would get back to us and they never did. And we lost a lot of money and a lot of valuable items that could not be replaced with money

Went to the police precinct to find out about her great nephew who was arrested. There was a cop in the background on why they were there, and way they came, and she felt very disrespected

What observed was they assault school kids. There was a robbery, grabbed a kid who was not involved

When a guy banged on the door, complained to police , he was like do u want me to shoot him

When a guy hit my car on [redacted – street name] there was no damage but the police are patrolling him between [redacted – street name] and [redacted – street name] they saw it and didn't arrest the young man for trying to attack me. They didn't ask either of us for our driving credentials. They just stopped him from putting his hands on me and kept asking me for my number and making inappropriate comments about my appearance.

When a police officer came to my home and verbally threatened and used fowl language in search of someone who did not live in my home

When a police officer gave my friend unnecessary tickets

When I got pulled over for unnecessary thing

When I got robbed and they didn't show when I called for help until 9 hours later

When I was a kid I called them came and I didn't know what to do

When I went to a district to report an accident that happened to me. They did not acknowledge me.

When my car was stolen from my driveway and there were fingerprints on the car. They said they cannot find the car even with fingerprints

When my car was stolen I called 911 called police station they are like we aren't going to find it. They didn't even try to find it.

When the cops finally came because my car was involved in a hit and run, they arrived 5 hours later the 911 person that I talked to told me they were busy and they would send me the next available unit. They didn't come. They took down my number and they said to call her. Never phone call. Around 8:30 called back and no available people. At 9 called back and a different person because changed shift. The new person says that call was answered and officers showed up and I wasn't there. Gave info again and eventually the officer showed up at 10:30 am.

When they broke into our house but they let the criminal walk away

When they called for assistance never showed up

When they came in to raid the apartments and pointed gun at son's face

When they show up in my neighborhood because a few of my neighbors were like arguing each other or got to point where it got physical and there was 2 or 3 cops coming to my area to stop the madness in the summer maybe 2 years

When we call them in 911 they ask about ethnicity which they should not do. By the time they respond the person would be shot.

Where I live there are drugs and prostitution and the cop assumed that I was part of it but I just live there

With my father three blocks from my house at a stop sign. He stopped even though the sign was knocked down. The police officer stopped him claiming that he did not stop at the stop sign and the officer gave him two tickets: one for not stopping and another for being a reckless driver. My father had to go to court and pay \$400 for tickets.

Witnessed them harassing teenagers in front of my home

Working at night coming home one morning at 3:30am and talk to police that were in the area. Didn't

fasten seatbelt and they stopped me got back in the car and gave me four tickets. Went to court to fight the tickets.

Years ago, my friend and I were detained without any explanation. It turned out there was a warrant out for my friends arrest, however, I was still detained without explanation

Young man had a seizure, bus stopped, called police, did not care about it

Young officer was rude

QOEB. In just a few words, please tell us about your most memorable positive experience with a Newark police officer.

2 months ago, child was missing, they helped me find her

2 weeks ago I was at a party and there was a fight and the police did a good job at maintaining the order and took care of the people who got hurt

A car ran into the front of their house and the police came and were very helpful

A conversation about the neighborhood with a few police officers on foot patrol

A cop helped an elderly lady that fell while it was snowing

A cousin died, and helped me go through the motions and gave me advice on what to do

A lot because they are into sports

A lot of experiences

A person threatened me, the police officer arrested the person

A police officer helped me cross the street and back

A smiling greeting

A stolen car was set on fire on my block. I called the police. Then, they called the fire department. Fire department doused the fire before the car could explode.

About 2 years ago, I was in my garden and they stopped by and talked to me very nicely. On a whole, very nice and respectful guys

Adults sleeping on sidewalk, my children thought he was dead ,cop helped them out.....wish there w

After shooting in my neighborhood, police closed down my street for a few weeks and played with neighborhood kids

Algunos son muy atentos con las personas y las familias

All the experiences were positive

Always willing to help even with small things

Amicable they are

An officer playing a role interacting with Newark residents.

An officer thought I was going to fall so they quickly tried their best to catch and hold me up , though I was fine and was not going to fall

An officer went out his way to drive me home so I wouldn't drive under the influence

Any

Any

Arrived in timely manner to assist

Assistance in settling a domestic issue

Assisted me with a robbery in progress
Assisted with an accident on my street and a fire
Assistance with my stolen vehicle
At high school, had a fair with Newark police department
Attacked by a pit bull, and police officers were very responsive and showed compassion
Backup
Being a family member of a police officer helps me get myself out of it
Black out once, officer had matches and drove us home
Bought kids some stuff from store
Break-in in my vehicle and they handled it
Called 911 and police responded quickly.
Called 911 and they came quickly
Called the police and they helped me
Called them about my neighborhood drugs, good outcome
Came on time and handled situation in a good manner
Came to building to find someone and were very respectful
Came to house and were very polite and felt more safe
Came to our house after bike was stolen and they found the bike and brought it back
Can't remember
Can't remember
Can't remember
Can't remember that
Can't say I have one with a police officer
Can't think of one/ never had one
Car got stolen, police found car
Car was parked in my spot since 3:30am and I called the police and they came quick and arrested the guy since he had a gun
Car was stolen and police were very active in case
Care about people
Caring and understanding
Cars were stuck in the snow and police helped move car out of the way
Clergy academy

Come on time when called

Coming home from work really late and police officer escorted home

Cooperative, but cold

Cop talked to me like a regular person when he came up to me

Cop was very informative and deescalated situation

Daughter dropped doll and cop handed it over to her

Decent people, positive experience at career day in school a few years back

Didn't give ticket for running light

Didn't have one

Do not have one

Don't have

Don't have

Don't have any

Don't have any

Don't have any

Don't have any

Don't have any

Don't have any

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Don't have one

Don't have one.

Don't know

Don't not have any

Don't really have one

Don't remember

Don't remember

Drove me home post car lost

Dunkin donuts I was working and they were so nice

During the community meetings, where you have a chance to talk to them 1 on 1

During the summer, my great granddaughter's nose was bleeding. The police officer came over and told us about his son's nosebleeds and he seemed generally concerned about her nose. The ambulance never came so I had to end up taking her to the hospital.

Escorted to precinct, very generous

Every time I've called, they came. When my mother in law was dying they were here. No matter what I call them for they come. And I come to the monthly meetings. I am very involved.

Everyday their presence

Every time I call they help me and give me advice on what to do.

Family and friends in the police are cordial. Son's friend had a basketball game , they are fun and humble

Family is a police officer, so is he. Police parade, dressed up as batman

Family that are police

Fast response after car accident

Friendly conversation

Friendly. I see them patrolling more often

Gave info when working

Give him a direction

Giving me some directions

Good assistance when needed

Good conversation and engagement with the neighbors and children

Got a warning

Guy got killed a couple of years ago in front of my house and they caught the guy

Had a great conversation with an officer last week at a gas station

Had a problem and they came and solved the issue

Had to call and they did come promptly

Handled a young lady being assaulted very professionally

Hangtag and he was very nice and respectful

Hasn't had any
Hasn't had any
Hasn't had one
Hasn't had one
Hasn't had one
Have never had one
Have seen them around my area
Haven't had any
Haven't had any
Haven't had any
Haven't had any
Haven't had any real positive
Haven't had much personal contact with them and cant remember anything positive
Having dinner with a cop for a day.
He came properly on time when their was an incident and handled it well
He gave me directions
He made me laugh, gave me some advice
He started talking to me in a vulnerable state and had a nice conversation
He told me that one of my tail lights was out and told me if it was another cop they would have gave me a ticket
He was nice he help me when someone hit my car
Help people that were in an accident
Help residents
Helped a lot, it really helped
Helped him through a personal tough time
Helped me with my car because someone broke into my window
Helped me around
Helped me find my uncle suffering from Parkinson's
Helped me out in a abusive situation
Helped me when my car broke down
Helped me with a situation/problem I was going through
Helped when had an accident

Helpful during last time I called

Hispano muy buena persona

Horrible and I was offended.

I ain't never had to do nothing with the police officers

I asked a police officer a question and he answered cool

I called the police for an abusive relationship and they responded quickly and with force

I called the police to call the ambulance and they showed up quick

I called the police when someone who lived above me was being attacked, before he could be hurt more, the police arrived

I called them and they came and I have nothing against them

I called them and they solved everything, they were very efficient

I can't think of any

I cant remember one

I cant say I have a positive experience

I cant think of a positive time

I cant think of one

I did not have any contact with them all my life

I do not have an experience.

I don't have any positive

I don't have one.

I don't interact with them that much

I don't recall any at the moment

I don't think I have any

I don't have

I don't have any interactions with them

I don't have none with them. Ain't nothing positive with them

I don't have one

I don't have one

I don't have one

I don't have one

I don't have one either

I gave information about a shooting

I got hit by somebody and the officer was really clear

I got jumped again but this time they were so quick

I got locked up for mistaken identity

I got pulled over and he let me go

I has a good neighbor who is a police officer

I have a friend who's a police officer. He's practically family.

I have family in the Newark police department; they're really helpful when my mom was in a car accident a few years ago they got there really quickly and move everything along

I have never had an experience with them

I have none

I haven't had a recent.

I haven't had any

I know some just talking about football

I live in a condominium and this was the lady downstairs who had had a serious mental condition. Depression, schizophrenic is what she was diagnosed with and the way the Newark police treated her was wonderful. They did have to break the door down, but they were so polite, patient, understanding, they tried everything before they had to break the door down. I was very impressed

I married one

I never had experienced with them so far

I never had one

I never had one

I remember there was a hit and run, a driving while impaired incident, and he fled the scene and I tried to catch the guy. And out of nowhere police officers came and handled the situation and they were very helpful as they understood that I was only trying to help

I saw a cop stopping a kid from getting robbed and jumped

I see them often.

I think I had one when they came for a car accident that came in front of my house

I thought that they wanted to come in, I realized they were freezing, they got in and had coffee and they talked about everything. They asked questions about what's going in.

I usually go to the violence rallies and they are nice

I was a former boy scout. We went camping, my brother and I. The officer just starting talking to us and was very friendly

I was going to an interview and saw me and my suit and said I looked good and I felt good about that

I was going to work and my car broke down and I was going to a trip, in the middle of the highway and I called 911 and the police officer was fast and nice. And he stayed with me the whole time and

protected me and the car with his car. But it was in Maryland.

I was in a car with friends and we were pulled over and it was 9 and their reasons were that the passengers, and it was because we were African Americans

I was in middle school and they had the dare program, there was a guy who used to dress up as batman, let me try on his vest

I was on [redacted – street name], and a female and male officer walked by and we had a nice conversation

I went running. The officer made sure that I was okay. This was good,

I'm older so I'm respectful. Pleasant conversation. Short.

Iba a buscar a su madre con urgencia y paso la policia con las sirenas y no entendia por que y me lo explicaron y razonaron muy bien

If I call them, they come. It may take a while though

If I called them up with a problem, they come on time, and took down all the info and made me feel safe

If I go to ask a question or whatever, or if I just stop them and ask questions, they're polite for the most part

If I'm asking for directions they're helpful

In any community there are good and bad people, that goes to Newark police department too. We have good police and bad police.

In emergency they responded fast. None directly to me but my family's story

In the Dominican parade

In the station 8 years ago he went to report a robbery and he wait and they were very helpful

Incident at where I was working at and came in less than five seconds. Response time was good

Interaction with crossing guards

It was good

I've actually seen them do their job where at live at. They have done a really good job here when I see them

I've seen that they have taken down an individual with a gun in my neighborhood

Just talked in a friendly way

Keep on time

Last six or seven months, approachable, very pleasant, males and females

Last week the street had to evacuated due to a gas leak. They were very on top of their game. The officer took and escorted me across the street. Tried to get my cats too.

Let me go off a ticket

Let me turn first in roads

Let them skateboard in a random building

Live in building with grandpa, called cops to do welfare check and cops came in and were very polite and nice and also handles the situation very well...I was very happy

Living in this gated community the cars were vandalized on the streets and neighbors told me and I did go to the police station and sent me to someone and he did speak to me and he led me to a committee of people who patrol the area

Many in the area that I live and they were pretty nice and made us safe

Meeting an officer on a subway nice conversation

Mom was in a rush, and a police officer helped her

My alarm in my home went off and they came and checked the home to see if it was safe

My apartment was broken into, the two officers that came asked if we were ok, waited for someone to come home to be with me. They called forensics

My car was parked on [redacted – street name] against the parking time, even though it was towed and I was furious against the officer, he still remained professional in dealing with me while giving the relevant information about the towing company.

My daughter's car broke down far from home and they did a good job of getting her home safe.

My daughters friend was robbed and the detective got the jewelry back and they went and got it and kept me updated on the case

My father got taken into custody for mistakenly having stolen property, but they let him go with no hassle and I respected them for that

My house was broken into and they showed up promptly

My sister's bakery was robbed and they arrived in 3 minutes

My sons were in the pal

N/a

N/a

N/a

Negative

Never

Never

Never

Never

Never

Never

Never dealt with the police so I don't know

Never had one

Never had one

Never had one

Never had one

Never had one

Never had one

Never had one , I am a hard working law abiding citizen who just want to see the neighborhood thrive for better and the crime rate and drug dealing go

Never really had one

Never, none

Nicely asking me to move my car

Ninguna hasta ahora

None

No

No

No

No

No

No

No

No

No

No

No

No

No

No experience

No experience

No I don't have any

No not really

No positive

No positive experience

No such experience

No tiene

Noise in the hallway

None

None

None

None

None

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None as such

None that I can really point out

Normal experience

Not had a memorable positive experience with Newark police

Not really

Nothing

Nothing

Nothing

Nothing

Nothing

Nothing

Nunca

Nunca

Offering assistance to community

Officer assisted me in a vehicle

Officer helped with domestic violence call

Officer stopped fight quickly

Officer was very friendly and helpful

Once I was walking to the store and I was robbed. I saw a police officer and he drove me home and the police officer helped capture the guy afterwards.

Once someone was in front of my driveway and they came

Once they came and asked if I had heard any shootings out sound my door because someone was shooting

One day someone was trying to break in and I went to police to complain and I wish that I can help they were very empathetic

One lady helped me with a car situation. She was kind, and from another country.

One of my land lords was an officer

One time my father accidentally ran a red light in front of a cop and the cop didn't stop him.

One time, shooting on my block, some guys were trying to sell drugs on the block and police dealt with them and did a good job, block is much more quiet

Outside my son's school, providing security, making sure cars aren't speeding

Patrolling on foot and let her know that the corner of the street which was dangerous

Personally can't really say

Police are good and nice

Police are nice and honest with not just me but my neighbors too

Police escort when he was a cub scout

Police have been good with them

Police helped her child very well, helpful to her

Police helped in a family situation

Police listened when I said. They need to live in Newark to serve in Newark

Police officer did a very good job delegating traffic

Police officer was good person

Police officers knocking door to door informing everybody within the area about a sex offender nearby in the area, felt safe

Police officers rarely issuing tickets to people parking illegally. Especially police.

Police officers were assuring that they were handling the situation at a crime scene

Police responded to calls quickly

Police station and my daughter wanted to touch the horses and they were so nice

Police stopped traffic for a woman to cross

Police talked kindly to participants kids about being a police officer

Police was good at conversation and calming down people, very nice

Polite and ready to help. Doing they're job

Portuguese festival. She was taking pics. They smiled when she asked for a pic.

Positive conversation, good advice, good vibes

Positive is the key word here, unfortunately I don't have a positive thing to say.

Prevented being attacked

Private information mostly. Couple of days ago coming home from work saw them pursuing car they cautiously went though what they had to do

Professional response after in-house robbery

Pulled over and let go with a warning

Pulled over for missing a stop sign, and they let me go with a warning. Very pleasant experience

Pulled over for running a stop and he let me go with a warning

Pulled over for speeding, very helpful

Purse stolen and police very helpful

Recently a week and a half ago, helped and arrested person with police

Refused

Respond to inquiry with respect

Responded quickly to a break-in in my building, and were very respectful to the residents

Respondent was robbed, very cooperative and he got his stuff back

Respondent works with them in a partnership

Responding to calls

Safely got me home

Saved life when I was suicidal

Saw a man in front of house who was intoxicated. Officer dealt with man in a caring way.

Saw a police officer ensure that a lost child made it back to their parent

See them a lot around home checking area

See them doing their job

Seeing them riding on horses

Shared a couple jokes with a police officer

She likes to see them in her neighborhood

She occasionally has casual conversations with some NPD officers. She learns about new laws being passed from them. They provide information

Shooting on block 2 months ago and police knocked on door and was the most friendly cop encountered in last 5 years.

Shot a few baskets playing basketball

Show compassion and help

Showed up at hospital

Showed up for a home break in

Sister, brother and a lot graduated from the academy

Sitting on my porch with my 5yr old son, two officers were patrolling our block and spoke to my son about staying in school and offered him candy. He wants to be a cop, so this experience was nice.

Skip

Some are kind

Some good things in protecting

Someone attacked my landlord and they came quickly

Someone broke into house and police helped

Someone broke into my home and they found out the person that did it. And they truly investigated it.

Someone had hit my car and the police officer assisted because the person fled the scene. I called police on the individual who didn't have a car accident. The officer was really polite

Someone said that I left my one year old grandson, very nice when they came to the door

Someone tried to break into my business and the police officers responded quickly and found the person in less than an hour

Someone tried to rob me and they responded immediately

Someone was breaking into an apartment and we called the police and they came very quickly.

Someone was parked in my driveway and a female police officer got them towed for me

Something happened on the block and they saved us

Something robbed they assaulted me and I went right into the police office and they did a very good job and detained one of the assailants

Sometime last year I was pulled over and the police officer gave me a warning and did not give me a ticket he let me go I really appreciated that .

Sometimes they patrol

Son is police officer

Son muy eficiente, que cogio a una ladrona

Speaking and opening door at store

Speaking to community

Speeding, let go with warning and not ticket

Spoken to a few officers and they were very polite and respectful

Standing out in [redacted – street name] and [redacted – street name]. And there was a food drive and there were very nice friendly Hispanic police officers enjoying the time with the neighbors in the neighborhood.

Standing outside post office had a casual conversation with an officer

Step dad graduated academy

Stopped by officer and officer helped get off your car no ticket for red light passing

Stopped in Newark. Saw I was a teacher and let me go

Stopping a fight at downtown

Street was busy an officer stop traffic so the few of us can cross.

Summertime they were walking and they introduced themselves

Talking to a classmate who was a Newark police officer

Tampoco ha tenido

The fact that we don't have a problem with the police is positive

The officers came and shoveled the snow off my car and front walk.

The police officer did some real nice things for me, he was a really nice person. He's dead now. The pins he had was really nice too. Most policeman were nice to me and I felt safe around them

My car was involved in an accident. The officer who helped me was very helpful in assisting me and facilitating the insurance process.

The response time is great if someone needs them

The school near my neighborhood, some couple of students got stabbed and the police came in under 5 minutes

Them told him to be careful driving

There are none

There isn't one

There was a robbery and the police came and stopped the guy

There was a robbery on my street. We have cameras installed, so the detectives asked for footage. We gladly gave them the footage.

There was an officer in a navy blue car and stopped and gave my cousin some toys. It was right around the holidays.

There were two Newark police officers with horses and took a pic

They always respond when I called and they aid on my request

They are always over an hour wait to arrive to the scene that's horrible service who can feel protected with that

They are arresting people committing crimes, they are doing a lot

They are never there when you need them. I don't know. I can't think of one. Oh, this guy was beating up his girlfriend and they came and stopped him

They are nice at ShopRite

They are very helpful at events

They are very polite, when I took wrong turns they just warned me ,they did not give me a ticket

They asked if I was okay and checked on me randomly and I appreciated that and felt safe

They asked me questions and I cooperated with them for information they wanted

They assisted me a few times recently and acted with respect.

They assisted with her car who got stolen

They brought some stolen objects

They came and broke up a very big fight

They came by and helped me diffuse the situation and I have so much respect for them

They came quickly when I called them

They caught and arrested someone who was breaking into houses.

They clean where I live

They did their job correctly

They didn't give me a ticket when I was double parked
They do have people that come to schools to talk to kids
They do their job
They don't harass anymore. In the past they did
They gave me a ride home
They had a meet and greet session, that was about it
They have saved my life a several times
They helped her with a job in her house
They helped me when I called them once, they were really interested in what I was saying, and they tried to do their job.
They kept me safe when I had a situation going on
They let my daughter touch their horse
They responded pretty quickly and were nice and acted in a professional and respectful manner and did their job properly.
They responded very quickly
They say hi around the neighborhood
They showed up to prevent a suicide of someone I knew
They typically do a good job, considering the station is on the same street where I live
They were doing their job and dealt with me in a respectable manner
They were kind and straightforward
They were on the corner selling drugs and cops came to help
They were playing with a bunch of kids
They were pretty nice when I reported them about some incident and did not misbehave!
They were very nice
They were very persistent with one problem, they really wanted to solve it
They were watching over a prisoner
They're always respectful I don't encounter them a lot so when I do its respectful
They're nice and understanding
They're very courteous
Three months ago. Reported a stealing, collected info and was nice
Traffic stop
Treating the Penn station crazy people with respect. I commute through Penn and regularly see this.
Unprofessional

Used to work with one and went to his family barbecue so had good experience with him

Using very respectful language to give me directions

Very friendly - son has applied to be a police officer

Very friendly officer giving me directions to where I needed to go

Very good job taking report

Very helpful

Very nice at light

Very polite and helped with a problem that had occurred.

Very quick response to a shooting

Very respectful

Volunteer with police headquarters. Get to interact with police there

Volunteering a lot

Walking students across the street

Was given a lot of information at police station

Was in a park, they had conversation with us and it was good for them to come and speak to us letting them know that they're there for support

Was robbed once, detectives constantly came to house and updated and put in effort

We saw a robbery when a robber was running jumping through the fences and the police were quick and caught the robber and there were many cops

Were well behaved and respectful

When being stalked the police helped me and stayed until my mom came

When I call they come fast

When I call they come quick. No matter the situation

When I called because neighbors had 7 cars in backyard

When I called them, they were very attentive and helpful to me

When I go to the community meetings they offer me their personal cell phone number or give me information in case I need it

When I got stopped for an expired inspection sticker they let me slide with a warning

When I had called them about my kids father, they were helpful making sure I felt safe, they came and checked all of the doors and windows, and one officer came back the next day to see if I was okay

When I played football as a kid they would pat me on the back but now I looks like a criminal and has to prove myself innocent and that I am not a criminal

When I recently moved to Newark, police stopped me and explained to me some local laws, very helpful

When I requested their assistance they were very cordial, they were very informative, and showed a great deal of respect

When I took an uber there was a driver who took a wrong route , I called police , they came immediately and also got me another ride.

When I was going to work I told the police there was a hole in the road. He listened to me and by the time I came back, it was fixed. It was fixed right away.

When I was injured they came quickly to the scene

When I was robbed, they came and calmed me down

When I'm partying with my family members

When my alarm went off they came very fast

When my alarm went off, police were very nice

When my brother got shot they wouldn't give us any info. They acted like we were just another black boy that got shot.

When my friend got hurt a cop did come and help me with her

When pregnant with child, walking from work a police officer offered me a ride.

When the officers would be at community events doing their job. And making sure everything is safe

When the police came and dragged a suspect who jumped over the fence into my backyard with a gun

When the police participate in community events like horses of Newark or just interacting with children in the community who want to pet the horses

When there was only one in the property. They came immediately, and there was a guy intoxicated and they called their relatives to pick him up. They always come fast.

When they explained to me their job and had a good conversation

When they say to drive and get to the destination safely and make it out safely

When they walk around in the neighborhood they are very friendly

When they're very helpful to me, so when we want them and there there

When we call for something they will call and assist

When we thought someone tried to poison us they came really fast

When working, bus operator, anytime he calls to remove someone, they are polite and remove person

When you need them they come around, one time someone called and they came real quick

When they do the big walk, that's what people want. Family officers

While walking with my students, a police officer noticed we wanted to cross the street and realized there was no designated crosswalk. So he stopped traffic and allowed my class and I to walk protecting us along the way.

Wishing me well on my way home

Work along side officers

Work with them on a daily basis

Working side by side with them

Young men outside in front of the house, they came and handled the situation and left

Q37. In just a few words, what should the role of Newark police officers be in the community?

Be a friend, someone to help

A police officer should not take one hour to two hours or three hours when we call them with a complaint and then call back to see if things are okay. They should not discriminate someone based on race

A positive

A positive force. Firm. Vigilant.

Acquaint more with the community and the youth, being more social in a more friendly sense

Act in a positive way

Actually protect and serve

Ask questions on what they are doing and why they are doing it

Assist the community in issues that are relative to improve the community respond efficiently, not be biased

Attentive in the community and be with the children

Authority

Available to serve, public awareness

Ayudar a la comunidad y mantener la seguridad

Basically be a neighborly figure. Get to know everybody.

Be a human being, do something

Be a little more involved

Be a mentor, educator, save lives

Be a model

Be a role model and be protectors of the community

Be able to interact with and be trusted by the community

Be always alert

Be an example of a good leader and more interactive with the community so that the community won't be scared of them

Be apart of the community with the interest of everyone at hand

Be approachable

Be exemplary

Be friendly

Be friendly and walk in the community

Be good

Be helpers

Be helpful honest and caring

Be heroes

Be hero's

Be keepers of peace . They should not always rush towards violence to solve something

Be knowledgeable

Be leaders

Be leaders

Be leaders and role models for kids an ideal person for motivation and not someone they should be afraid of

Be leaders in community & more active in community

Be leaders, community liaisons, and protective.

Be mediators

Be more active

Be more active

Be more active in the community and high crime rate areas

Be more aware of crimes happening, and more patrolling in community

Be more concerned about people

Be more friendly and more observant and get to know the people in the community and identify them

Be more truthful and do your job

Be more vigilant and responsive to some of the burning social issues in this community. Because of the lack of education the community is deprived. They are hostile. Education and job training. People are not willing to be trained to be work. Serious burning issues are social development

Be on the side of the people

Be part of the community and do their job

Be present when people need help

Be protectors not dictators.

Be the eyes and ears of the community

Being that they are the police of the community they should be instilling safety in the community and doing their job.

Be more humane, stand up to injustice, also up to the people to help make community better

Better community relations

Better relation with the community, instructing them , supervising and interact better. Volunteer with the community

Better role models

Biggest role should be enforcement

Buen trabajo

Care, custody and control

Clean up and make the community safe

Cleaning up drug dealers and cleaning up people who do unnecessary killing

Closer to the people that they be watching, be more alike keep the guard up at the same time

Come out when you call and be seen

Communicate better with the public. They should listen to others before they judge. They could be more cordial. They need to smile more!

Community leadership and be more active in the community and set positive tones

Community officers

Community outreach, protect and serve and no us vs. them mentality

Community policing, should be a part of the community that they serve

Community policing. Getting involved and living in Newark

Community protectors

Courteous, understanding and not quick to rush to judgment

Courtesy, professional, and respect. They have to understand the climate in which you work in

Defend and protect the lawful business

Defend the people

Depends on need of the community. They're protectors, that is their job

Do everything they can to help to community

Do exactly what they always did

Do not stop people abruptly and block people

Do their job by serving the neighborhood

Do their job. Stop crime. Be helpful. Peacekeepers

Do they're job and treat people with respect

Don't know

Don't know

Don't know

Don't know

Don't know

Don't know

Enforce and protect the law

Enforce law

Enforce the law and equally treat everyone regardless of their race

Enforce the law and protect the citizens

Enforce the law not be the law.

Enforce the rules and laws

Enforcer of the law but while enforcing the law they should try to understand the perspective of the person in front of them,

Enforcing the law

Engaging

Ensure safety, be available for emergency

Equality is necessary

Extension of community, represent community, get information to help community

Fight crime and have more police on the streets. Do their job

Firstly, protecting the community.... Be considerate about the people before interrogating.... Have the ability to distinguish between a criminal and who's not

Focus more on the crimes, worry about more important things

Get more involved in people of community. A hands on approach

Get more training in community culture, understand the makeup of the community

Get out the police cars and walk the beat

Get the bad boys

Get to know people in the community

Get to know the people

Get to know the people in the community

Get to know the residents of Newark

Getting more involved and familiarize with community on a personal level, to increase trust

Give respect to the community. If you want respect you have to give respect.

Hacen ya un buen trabajo,

Hacer las cosas como deben de ser, y cuidar a la ciudadania

Have a good attitude; change their ways

Have a good role

Have a positive image and reach out to the community on a personal level

Have communication with the public peacefully and the people will treat them well

Have good communication and respect

He believes they need to do a better job in preventing crime from happening. A lot more traffic control during rush hour downtown and it extends to other parts of town. Have respectful stop and searches.

Help citizens

Help the people and respond in a timely manner-this is a big issue!

I don't know

I don't know

I expect them to respect

I think that their role should be to create a safe space for all members to feel included

I think they should be the eyes and ears of the community to be aware of what's going on and then enforce the laws

I think they should be the models to protect and serve , they should know the community well, and they should get involvement in the community. They should interact with people. With interactions they can gain more trust with the people.

I think they should be walking more like they did years ago, on side streets and on busy streets they should be out there

I think they should have more of a mediator role

I think they should interact with us more instead of when a negative event happens. Get to know the community. Know who to harass and who not

I think they should pay attention to certain areas where drugs and crimes are reported. Those areas having gang activity.

I'm not sure

Improving life and wellness of community.

Instructors

Insuring safety, and be there with a reaction of the criminal action, being reactive, and correcting

Interact with the people

Involved

Involved in the community

Just be more friendly, take care of the people, pay attention when they are talking to you and when they complain about being robbed

Just be there, just be seen

Just enforcing safety

Just make sure everyone is safe.

Just make sure they are patrolling more to make it a little bit safer

Keep down violence

Keep everybody safe

Keep everyone safe. Stop ticketing people for no reason. Focus on violent crimes more.

Keep improving relationships

Keep people safe

Keep the peace. They should not use stereotypes

Keep the security of everyone in Newark

Keep them safe

Keep us safe

Know the community, protect people

Know the people in the community they are watching

Learn the community, talk and listen

Listen to both parties, make assessments

Maintain a level of safety

Maintain justice, be fair, protect and serve

Make it safer for residents

Make people feel safe and comfortable

Make people feel safer

Make the streets safer for the people in the community

Make us feel safe

More community policing and interacting with the community and doing events in the community

More community policing

More foot patrol. More interaction with the community. Better bond and relation with the people

More interaction with the community

More involved in events and drive around the area more often and be more concerned about the neighborhood

More of authority figures, they do have to set an example.

More of communication, ease walk in the city

More patrolling and responses to calls

More people in the block just to look

More positive and more involved

More protection and more safety for Newark residents, children, and we need more police coming out. Especially in the evening time since we don't want children running the streets doing god knows what

More protective

More safety

National protection

Need to be there more and positive

No se decir

Official arresting, charging when necessary, and equal treatment

One

Other than protecting and serving, being a part of the community as a whole

Overlook , watch the streets more

Participate in the culture and lifestyle of the community

Patrol and cleaning the community downtown

Patrol community and keep respect

Patrol in the neighborhoods frequently

Patrol more so there's more caution and more order with the people

Patrol the community more, be around more often

Patrol the neighborhood, keep it safe, let their presence be known, follow up on incidents

Patrolling and being visualized

Patrolling more, be more aggressive on crime and drugs

Patrolling the city regularly,

Pay attention to all emergency calls.

Play the role of keeping things in order

Police

Police need to have a good relationship with community not out of fear, understand the community, and have language skills. No racism.

Police officers should be patrolling areas and build relationships with residents

Positive

Positive

Positive influence on the children and just get the criminals because they are destroying the people

Positive role

Positive role - protectors

Positively involved

Presence should be shown more. Unfortunately we have a lot of drugs and they make their presence known. Basically just by making stops around the neighborhood. They need more trained officers

Present

Probably more interaction with the community, so they can act accordingly and get to know the people

Promote peace, promote safety, educate youth, be present to deter negative actions

Protect

Protect

Protect

Protect

Protect and people to look up to

Protect and serve

Protect and serve

Protect and serve

Protect and serve

Protect and serve

Protect and serve

Protect and serve

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Protect and serve

Protect and serve

Protect and serve

Protect and serve and be an important asset to community

Protect and serve and be pillars

Protect and serve and treat everybody the same

Protect and serve but also communicate

Protect and serve in the best way they can

Protect and serve with a positive attitude, they should not discriminate and have bias

Protect and serve, stay active in community activities and outreach programs, try to prevent crime, patrol

Protect and serve, stop towing cars

Protect and serve, try to help better communities

Protect and serve.

Protect and treat everyone the same

Protect and uphold the law

Protect assist and serve

Protect citizens and build relationships with them. Actually stop crime and do it without bias

Protect citizens and community

Protect citizens of the city from violence, crime and take them seriously

Protect ourselves from hurting other people, drug addicts and handguns. We don't know how kids have handguns. What can we do to get people away from handguns? The cameras help out a lot, especially for dealing with drug dealers. The cameras are very good for this. A lot of lives will be saved.

Protect people

Protect serve the citizens and uphold the law

Protect the citizens

Protect the citizens

Protect the citizens

Protect the community

Protect the community and make community feel safe. No fear from police

Protect the members. Provide support, be involved with criminals and people that need help

Protect the neighborhoods

Protect the people

Protect the people

Protect the people no matter who they are

Protect us and help us and not kill us

Protect you

Protect, serve the community, make the community feel safe

Protect, and not intimidate

Protect, and serve

Protect, more police officers out. There's a lot of drug addicts and prostitutes

Protect, serve, and make themselves a part of the community they serve. They need to live there, need to be a victim

Protecting and serving

Protecting people

Protecting the people

Protection and safety and friendlier and not hostile

Protection for members of the community, and should be a little better known and seen in the area (more visible)

Protective

Protective service

Protective to the community

Protective, known by the community, have relationships with the community, know who causes the trouble

Protector and empathize

Protector- sign of respect and safety

Protectors

Protectors, not enablers.

Protects and servants. Servants first. Protectors second. Thoughtful community partners.

Proteger a las personas

Provide safety no matter what color. No matter who you are

Public service

Reduce crime
Refused
Refused
Respect
Respect and serve, don't use excessive force
Respected, kind
Respectful of all and help older people
Respond faster to issues in the community
Responsible
Restoring order, investigating complaints
Role model
Role model
Role model
Role model and protectors
Role model citizens
Role models
Role models for children
Role models
Role models
Role models, guardians
Safety
Safety
Safety and protect us
Safety and security
Safety of residents
Safety, protection
Security for the community
Ser igual con todo el mundo sin importa te su raza
Servants
Serve and protect
Serve and protect
Serve and protect

Serve and protect
Serve and protect
Serve and protect
Serve and protect
Serve and protect
Serve and protect
Serve and protect
Serve and protect
Serve and protect
Serve and protect the community
Serve and protect the community including everyone in the community
Serve and protect the people
Serve and protect, doing a good job
Serve and protect, not discriminate and be bias
Serve and protect, peace maintains law and order
Serve and protect, the role that they have
Serve and protect. Do what they are suppose to do
Serve and protect. Get to know the residents. Talk to them.
Serve assist and protect
Serve the people
Serving and protecting other people doing the right thing
Serving to protect
Set an example and be peace educators by using empathy and better communication by using humor
Set order and respect in order to be respected
Should be a liaison between the courts and the citizens. You know they are not
Should be a more active presence in areas and at times where crime becomes prevalent such as at 6 - 7
o clock at night when people are getting home from work.
Should be a role model
Should be better and should have more patience and should know how to talk to people without
negative language. They should just get right to the point about why they stopped you.
Should be concerned about people doing illegal activities
Should be fair to everyone regardless of race

Should be members of the community or in the city in which they police, leads to a better interaction with people that they know, should live in that city

Should be more into searching for issues

Should be more mindful and respectful towards citizens. Use of non lethal firearms to subdue criminals should be explored

Should be more open , maintain order and protect community

Should be role models

Should be the same

Should be to protect and serve the people and treat everybody equally

Should be to protect the people

Should have a positive role and be more fair

Should interact more for trust to be built

Should protect and serve

Should be more like navigators and correct them from doing wrong

Show up when they are called, assist when someone requests their services.

Someone I can see more of

Someone who protects and cares

Someone you can go to when you have a problem no matter what it is

Sometimes when I talk to them they don't like to listen to my problems

Start with the kids and talk to the kids more. So that when the kids grow up they grow up as better people

Stay alert at all times

Stop being parked all the time, get involved

Stronger presence

Supervise more things and areas

Support people in the community

Supportive, involved and I would say knowledgeable

Take care of the community

Take less time to get to crime scene. Take too long

Tener mas contacto con la comuidad tener mas contacto, compartir ideas , patrullar un poco mas las calles

That they investigate, that they're watchful over neighborhoods to make sure everything's ok

The community partners, they should be in charge of keeping safe. They have to have a vested interest

The guard to protect, be safe

The responsibility that they should have to carry out everyday. Walking around the general area, making sure everyone is safe,

The role of NPD in the community should be to make residents feel safe, interact with members of the community, know residents by houses if possible by apartment, try to understand the parking situation around a church and a night club and stop issuing tickets unnecessarily. Focus more on protecting lives and properties then distributing tickets. Try to have conversations with residents, make them feel that you are part of them and overall, officers should live in these communities that they are assigned in.

Their role should be respectful, concerned, I think they should feel safe, it should go both ways, be respected and give respect, have rapport with the neighbors

Their role should be to be positive role models and set the standard for the community

Their role should be to keep the peace, serve and protect. Make sure everything is okay

Their role should be to patrol and survey the community

Their service in the community to protect and inform and be present in times of need

There role should be to make people of all race and color feel safe an protect them from harm, everyone should have equal rights

There should be an alliance between the law and the people

There should be integrated community patrol. Should be a housing requirement to live where they patrol. Shouldn't have to clench up when seeing an officer. Be more involved in communities and events. Feel safer and closer.

There to help people

There to serve the people

There's a lot of drug dealers so there needs to be a lot more patrol. All the way from [redacted – street name]. All the way down

They already did it, they cleaned it up in the past two years

They are actively seen, they are involved and they show it in their actions. They explain to us and they give us information.

They are fine

They are supposed to be there to protect us

They be driving through. They should do more. A little more rounds more often and watch a little more often.

They do the best they can, crime rate is high, should have more police officers

They doing alright

They don't take any actions on drug dealers and also release them quickly

They need to be more into the community to stop the crime. There are a lot of jumpings in my neighborhood. To protect the people

They need to be more involved, they need to know who they are policing, they need to be a part of their community

They need to go back to when police had to live in the community. So that they get to know people in the community. Community policing might be a big big help. We can confide in them if we knew them.

They need to interact more and learn to understand that every black male isn't a criminal. Just because we live here doesn't mean we are about trouble.

They need to know the people in the community so they know everyone and trust them in all situations

They need to live in the city of Newark and know the neighborhood and people that live there

They should be safe place for children and be role models

They should always be in the community

They should be a part of and know the community. And serve the community

They should be all be faithful

They should be community relations. Positively interacting with members and finding ways to improve the community. Find out information instead of going headstrong.

They should be examples

They should be helpers of the people of the community. They should not take things on themselves to investigate the situation. I don't think they should belittle any complaints.

They should be helpful in the community. You should be able to report a crime and they'll investigate. They should be more active in the community

They should be helping everyone more ,equally without racial discrimination.

They should be here for our safety

They should be in the community at all times to know what's going on like it use to be, walking the streets

They should be moa vigilant and get to know everyone in the community

They should be more knowledgeable of what's going on and the area they are patrolling. If they stop and talk to people it will better the confidence in the police

They should be more open to concerns and be a little bit more considerate and less aggressive especially towards children

They should be more uplifting, and not put fear in anybody. People are not being protected. More background and psychological

They should be more visible to prevent crime

They should be near the kids every week during the week come through here and check to see if anything is going the wrong way

They should be out more getting to know about people, drugs gang activities should be more looked into and be a role model

They should be out to protect all of the people all of the time.

They should be patrolling - they have a small force, it's an urban area, they should be patrolling, they can't be everywhere. The gang activity is so out of hand -- and you need be ready for retaliation.

They should be people from the community looking to help their neighborhood

They should be positive role models for the kids.

They should be protectors, respect people's rights, and serve with integrity

They should be role models and they should make people feel safer not make them feel like they don't want to call them at all

They should be seen as people who enforce the law and as an institution to ensure people are safe all the time. (wear body cameras before exiting car)

They should be someone you look up to and trust

They should be there. They should be more controlling or more active

They should build better relations in the community

They should do their job and answer 911 calls

They should do their job and do what they must but they can only do what they are trained to do

They should follow their code of ethics at all times without discriminating against race, religion, color or sexual preference

They should get along with the community, have more communication with all of Newark not just some wards.

They should have better interaction with the residents of the community. Many of them don't live here so they don't realize how hard it is to live in the city, it's different working here than living here. Have a little bit more compassion for its residents.

They should have communication with citizens of the community to help solve whatever is going on. Getting to know them

They should investigate issues within the community

They should know the areas where they patrol and know the areas where crime is going to occur and be there to stop it

They should know the people in the community and they should interact with people in the community, so people feel comfortable going to the police in their district and there should be camaraderie

They should not hit us, and ask before hitting

They should practice what they do, they protect. I don't feel like they do it. They make it seem like we serve them. They are not serving and protecting. More concerned about making and earning money. Not concerned about the community

They should protect and serve

They should protect and serve equally

They should protect everyone. They should respond to calls with urgency. They respect all members of the community.

They should protect us. Humanitarians. They're losing their human side and talk crazy to other human beings. We all have stories and we all have issues. You don't know what is going on with them. More communication

They should provide support and confidence in the people they police

They should realize that they are working for the public and not against them. They should be better trained how to deal with certain people. Do the job you are being paid to do. They should be sure of what they are doing

They should see

They should serve the community, prevent crime.

They should support and help people

They should treat everyone the same and do their job the best that they can. Don't be so rough and hard.

They should wear body protection and try to be more understanding

They should, in the areas they patrol, they should know the storeowners and homeowners in the community. Make presence more visible throughout the whole state

They suppose to make the town feel safe, and serve the people's needs

To assure that everyone is safe

To be a protecting light. There should be a bigger Newark police department. There should be a feeling of mutual respect between the police and community

To be an extension of the community, they are reflecting the population that live in the community. Responding to issues that come along and not discern towards certain issues depending on what comes along. They should be fair in who they respond to

To be approachable, be more seen and available

To be available when they are requested to be in need, at any time of the day or night.

To be empathetic, sympathetic, relatable protective, equally concerned for the community as they were their own family

To be patrolling on foot

To be peace officers and get involved with recreation so that children have access to the programs run by the police. We need to build a civilian unit

To be protectors that community can rely on

To be role models

To become involved in the community to know where they are and the people they serve

To build relationships with the community and to act according to the law without prejudice if they can not resolve conflict

To communicate

To continue to develop good relationship with the community

To enforce laws and keep everyone safe

To engage with community and keep people and property safe

To ensure everyone's safety

To ensure safety and security for all

To establish a relationship with community and not be judgmental

To get to know the people/neighborhood. Be more visible. Interact with the community.

To help and protect the people in it

To help the community to be helpful and care for the residents instead of profiling ,writing tickets and harassing them

To help the people in the community, keep the community safe and to be (especially among the young people) to have some sense of comfort

To help those that need assistance and listen to both sides not just women. Men are sensitive and have feeling and hurt just as much.

To help throughout

To honestly protect and serve their community

To improve

To interact with the community in ways that ensures safety for all citizens

To justify crime

To keep crime out

To keep people safe and to make them feel safe

To keep people safe.

To keep the community safe and also look out for residents. Non-discriminatory practices to make people feel safer.

To keep the peace and help unify the community

To keep us safe, more patrol is needed, be a little friendlier, communicate more

To keep where we live safe

To maintain safety and encourage trust

To make residents feel safe and equal and have respect for each other

To make the residents feel safe

To make us feel safer.

To patrol the streets

To protect

To protect

To protect

To protect and aid the people, investigate crimes

To protect and interact with the community

To protect and make people feel safe.

To protect and serve

To protect and serve

To protect and serve

To protect and serve

To protect and serve

To protect and serve

To protect and serve

To protect and serve

To protect and serve

To protect and serve

To protect and serve

To protect and serve

To protect and serve

To protect and serve

To protect and serve

To protect and serve

To protect and serve

To protect and serve

To protect and serve everyone

To protect and serve everyone

To protect and serve its residents and ensure safety

To protect and serve the community

To protect and serve the community

To protect and serve treat everyone equally

To protect and serve, if I am in trouble I can call the cops but I don't do it, because I am afraid. Since I am black

To protect and serve. The rules needs to actually be followed. Getting familiar with members of the community is essential. Ensuring safety. There's so much.

To protect and to follow the law

To protect and to unite

To protect citizens

To protect our citizens

To protect people

To protect the citizens

To protect the citizens make sure there are no crimes being committed and make sure there is progress made in the city for safety

To protect the community from themselves and external force

To protect the community, to be involved in the community because now they don't even live in Newark

To protect the people and make them feel safe/trust the police

To protect the people in the community

To protect the people's rights regardless of race, gender, and sexual orientation

To protect the residents

To protect the tax payers and the innocent

To protect their citizens

To protect us

To protect us

To protect us

To protect, serve and engage

To secure the community without killing people

To serve and protect

To serve and protect

To serve and protect

To serve and protect

To serve and protect

To serve and protect

To serve and protect

To serve and protect

To serve and protect

To serve and protect

To serve and protect everyone

To serve and protect the community

To serve and protect the community. Understand every situation at hand and if they cannot handle it call their supervisor or someone that can do better.

To serve the community

To serve the community , everybody in the same way, no distinction of race, we are all human

To survey the area

To take care of people and to see that they don't do any harm.

To treat everybody the same, to be work training, and respond quicker to emergency

To treat everyone equally, protect and serve

Todo por igual

Tracking down traffic violation

Tratar de averiguar e investigar lo que esta pasando, en caso de que haya un grupo de personas que pregunten y comprueben que todo esta bajo control

Treat everyone equal

Treat everyone equally, don't speak Spanish when the person speaks English

Treated everyone equally

Unity brings community together

Upholding/ enforcing the law

Very friendly and kind

Walk around more, let people know they are there to help.

We need more officers around here where I live.

We need more officers living in and patrolling the community.

We need them to do their jobs

When they are on a horse, it is inconvenient. When an issue arises it would be better to be in a car or on a motorcycle.

When they get a call , they should assist, listen to the person and should not jump to conclusions

Work on coming faster and being better officers

Work with the community

Work with the community to make it better

Working for the people, finding out what's going on, positive initiative

You can't live without police

Q38. In just a few words, what is one thing the Newark Police should do differently to improve police-community relations?

A very good job is being done

Actually be more involved with the community

Actually listen to our concerns

Actually start a relationship

All good

Allow more parking spots, allow cars to park after the streets have been cleaned

Answer 911 calls earlier

Appear at community events

Approach situations with open mind

Arrive sooner at a situation

Ask better questions

Ask questions before acting

At present I do not know to be honest

Attend community events

Attend community events

Attend more community events or communication within the school districts

Attend more events and continue foot patrols

Attitudes towards stopped person, and have a reason for stopping them

Authority

Be a little more active around schools

Be a little more understanding.

Be around all the time

Be around more often

Be friendlier and be more open with communication

Be friendlier to everyone

Be friendlier towards the people. Don't have an attitude

Be generous and protect all the citizens

Be good guys

Be human first, officer second

Be involved with the community and not just when they are required to police the event.

Be kind and respectful and not use excessive force

Be more access, be more around

Be more accurate on other events other than crimes

Be more active

Be more active in all areas not just in some parts

Be more active in the community

Be more active in the community, people are scared of police, if they are more active that might lessen, build relationships

Be more active in the community. Hold more events and promote them better. And I think Newark police needs an auxiliary program like New York's.

Be more approachable

Be more attentive

Be more aware

Be more aware of what is happening and be present more

Be more consistent

Be more effective

Be more engaged with the community and build rapport with the neighborhood. Communicate and engage with people building trust.

Be more familiar with the people

Be more friendly

Be more involved

Be more involved

Be more involved and aware, stay connected

Be more involved and more conscious conversations. Store owners more conversation with community

Be more involved in community. Certain officers should have area they patrol all the time

Be more involved in the transitions of male and females leaving high schools in positive ways

Be more involved. If you walk by an officer, they should be inviting and friendly.

Be more involved with different events in the community

Be more kind

Be more polite and show more kindness

Be more polite, more respectful to men and women. Don't jump to conclusions

Be more present

Be more present in the community especially with the youth.

Be more respectful don't speak down to us

Be more stationed

Be more vigilant

Be more vigilante and respond to people in a less threatening manner

Be more visible on foot

Be more visual in community

Be nice to people. Just because you're a police doesn't mean you should be mean. You need to give respect.

Be nicer to people

Be on foot. Talk to the neighborhood residents. I don't see police officers unless a crime has happened. I know that the police force isn't as large as the city is, but steps need to be taken to ensure police at least have an increased presence

Be on the streets with more violence and more drugs and shooting

Be on time

Be out more and get involved

Be out more in the streets, throughout the community. They put you in the car, more on foot officers, that is more needed.

Be out there on the streets assisting and showing your presence, get rid of all the illegal parked cars clean up these streets

Be outside and try to remove all the negative people outside.

Be respectful

Be respectful

Be seen

Be seen in the neighborhood more and at gatherings

Be sociologically trained to understand different communities. Well versed and understanding. Race and class relations.

Be visible

Be well trained and disciplined in their duties and in their city covenant and constitution

Be where the people get to interact

Become a part of the community. How many actually live in Newark?

Become more involved in community and not just in a negative way

Become more involved with community leaders and advocates.

Being friendly

Being in the street more often

Better communication

Better communication, and better interaction

Better community relations

Better leadership

Better recognize the sociological problems such as poverty drugs and addiction.

Better response time

Better treatment of disabled people

Big push for block watches, more interactions

Body cameras

Body cameras would be a good idea

Breakup selling of drugs

Bring the feds in and retrain them

Care and respond, that's a big thing. I understand the staff may be short-staffed, but the response time, responding is a big thing because I used to live in a different part of Newark where people would get shot all the time and the cops would hardly come, we were right across the corner from the police station and the cops would come 2, 3 hours later

Change the way they are for the people to have faith. If the people are peaceful, they should be peaceful

Clean up the streets of Newark

Come in a faster time limit when an emergency is called in

Come in and talk to people and interact with them and make them, feel safe

Come in the block, come around here, and a car and they would have the badge

Come more often to gatherings by people of the community

Come out more often. Ride the neighborhood

Come out more to schools and event

Come to more events. Communicate

Communicate with the people more

Communicate

Communicate

Communicate more

Communicate more

Communicate more by doing positive things

Communicate more with the public

Communicate with the community

Communicate with the people in the neighborhood

Communication

Communication

Communication with the citizens visiting houses memorize names and specific police for each neighborhood

Communications with citizens

Community outreach; be more transparent and be more involved in community

Community program

Community seminars

Consider that some people don't speak English and try to be connected more with them

Continue the communications.

Control their temper

Creating more opportunities to interact with members of the community.

Dar charlas a la comunidad, invitarnos, instruir a la ciudadanía para que se sepa proteger por si misma

Detectives should be more mindful of the need for privacy when people are trying to provide information

Discriminate less

Do more in the community rather than focusing on one part of town

Do more rounds and be more present

Do more stuff for the kids

Do not be racist with the people

Don't know

Don't know

Don't know

Don't know

Don't shoot first

Don't beat up on people. Communicate more. Create a sense of community. Understand the people of the county better and get to know them better as people

Don't believe everything people tell you - investigate to make sure

Don't curse, treat people better

Don't know

Don't know

Don't know

Don't know

Don't know

Don't know

Don't know

Don't know

Don't know

Don't know

Don't push people away because of the way they look

Don't think they can do anything different they have gotten better

Enforce better

Engage more in school activities for kids

Engage more socially

Estar mas presente

Every now and then get to know the community and the people that live there

Foot patrol. Actually speak to residents.

For me, nothing, for me, everything's good.

For once actually interact with people in general instead of being only in their vehicles. I've even seen an officer texting and driving which honestly isn't a good example to follow.

Form relationships with younger children

Get as much knowledge to do job

Get closer to the community

Get involved more

Get involved with kids more so not scared

Get more cops

Get more engaged in the community, patrol more, talk to people in the area

Get more involved in activities while in uniform

Get more involved with the youth

Get more involved with youth

Get more officers that come from the community

Get more out there and be involved

Get out and communicate with us, get to know us so we can help

Get out in the public and stop harassing

Get out more

Get out, go around, ask people how they are doing and if they have any problems

Get the guns off the street

Get to know and communicate with people

Get to know people

Get to know the community

Get to know the community in which they serve

Get to know the neighborhood

Get to know the neighborhood more

Get to know the people

Get to know the people

Get to know the people that are here and that they see

Get to know the people they are supposed to protect

Get to know they're community. I don't see them around

Getting to know everyone and that's it, meetings that they can hear what's going on. Interacting with the people in the area

Give rid of the mean face and try to smile more. Treat everyone like humans.

Had more funding to have more officers

Have a better police presence in the community

Have a good attitude

Have community policing

Have meetings or public events once a month or more within different parts of the community also walk around the neighborhood more to greet the people in the neighborhood

Have more communication with the citizens and listen more

Have more community based projects for youth

Have more compassion

Have more cultural training

Have more manners and respect

Have more officers interact with the community on a daily basis, for that you would need more officers

Have more officers on foot patrol

Have more people and more foot patrol

Have more police in senior buildings

Have more police in the streets

Have more police officers out

Have more police patrol

Have more presence

Have more respect for the people

Have patience

Have respect for all people

Have well known events to reach out to people but more so kids

Having people that are more patient with other people. Not hotheads or cocky people

Hire men from the community

Hire more officers

Hire more officers to report to and investigate

Hire more people from the community who know these people

Hire within the community, people that know Newark, they have to be from here because they treat us better

Hold town meetings to get to know officers

Honesty and respect

Host events and get to know people of the community.

I don't know

I don't know

I don't know

I don't know

I have no idea; being more visible

I think relations are just fine

I think some police officers are very rude. I know that much. They will call you a liar and don't investigate. They are just coming up grabbing people they don't know who is doing what they grabbed my son and he was just going to the store. Grabbed him and put him in jail

I think that they should listen to show up. They should approach everything with the intentions to diffuse instead of coming and looking for war

I think they need to get to know the people in the community more

I would say the things they've been doing, the cameras would be a plus, our words would be heard and also protect them too

I would say treat everyone the same, show they care
If they get the body cameras, then that'll be okay
I equal
Improve
Improve interaction with people. Interact more.
Improve patrolling of streets and children
Increase foot patrols to interact with local residents, get to know them
Increase the amount of officers
Integrate more into the community
Interact more
Interact more
Interact more with community, general conversation
Interact more with the community
Interact more with the community and go through the dangerous areas a little more they seem scared of them
Interact more, as a part of the community, as a friend.
Interact nicely with anyone in the community equally
Interact with people
Interact with people. A basic hello
Interact with respect with minority citizens, and act on better intelligence
Interact with the community
Interact with the community
Interacting with the citizens more, understand the problems of the community, work in the weekends, there is a need of better relations, to people trust them more
Interacting with the community residents to find out information about the community.
Interpersonal skills
Involve themselves within the community and show people that they can be trusted and not feared
Involvement in schools to start early and go around community. Community outreach positivity
It would help if they lived in the community
Join the community
Just be nice and talk to people
Just communicate with the public better
Just hear people out when we have a complaint. Sometimes feel like they don't really listen

Keep communicating with civilians, used to have activities for them

Keep open communication

Keep people informed about stuff happening around

Keep up walking patrol

Know every single member of the community

Know residents better

Know the people who live in their community, having a relationship with the community that's kind

Learn how to talk to everyone

Learn the community themselves. To see how the shoe can be on the other foot.

Legitimate reason for stopping somebody

Less aggression towards the community and more collaborative efforts.

Less aggressive when speaking to people

Less confrontational in certain areas

Less hiding, should be more in the open

Less parking tickets

Less violent when attempting to make an arrest

Let suspect know why they are being stopped

Listen more and interact more with the youth

Listen more to people

Listen to what people/ victims have to say

Listen, non-dictatorship

Little more involved in activities that are going on in the streets and the school and community.

Live in Newark

Live in the community

Live the example

Live where they work in Newark

Make it accessible to talk to police. Make police present at community events.

Make some events and get to know people

Make sure that people killing other people do not get out

Make themselves more visible

Mas contacto

Maybe get more involved in the community and get to know the people they're serving

Maybe talk to people more often instead of giving them tickets
More active with community and children at schools
More approachable
More approachable
More community activity
More community engagement and community policing
More community involvement
More cops on the road
More cops walking around
More dedicated to community, more police run programs towards children
More engaging with the community
More foot control, more door to door housing, introducing themselves
More foot patrol
More foot patrol
More friendly
More humble
More interaction
More interaction
More interaction and friendliness. Don't assume everyone is in a gang
More interaction with the community
More interactions with the community in a positive way
More interactions within the community. Walking the block like in the old days so police officers know the community
More intervention with the community, on a friendly basis
More involved
More involved in community
More involved in community events
More involved, more patient
More involvement with children
More neighborhood interaction, more police that walk the street
More nice
More of walking on foot and talking to people

More on foot and get to know residents

More outreach from the police to the community, like volunteers and public service

More presence

More presence and greet and meet people

More recruiting

More training

More training in empathy and understanding residents, don't use force or aggression

More training, more empathy. More communication

More understanding of religions and morals

More visibility in local super meeting store owners and patrons

More visible

More visibility

More walking routes. Less time spent in a tinted car looking like big brother watching over you and more time walking and getting to know people on your route

Motivate kids

Nada no sabe

Need more communication

Need to have community meetings. Patrol on foot to interact with community to lower fear.

Immigration status should not matter to police

Newark department is better than most but I don't know, keep doing what they're doing

No

No answer

No clue

No harassment, support community, look for criminals

No lo sabe

No se

No stopping randomly

Not arrest for everything you do

Not be mean to people

Not come around when there is nothing happening and talk to people

Not discriminating

Not having preconceived biases towards some individuals. Interacting more with the people in the community. Be more visible

Not speak aggressively especially young black men. Especially young black men

Not sure

Not sure

Nothing

Nothing

Nothing

Nothing

Nothing

Nothing much they do everything

Nothing that I say, what they are doing is working

Nothing they're doing their jobs the way the should

Pal should do something

Pasear un poco mas , incrementar el numero de policias paseando por la calle

Patrol more

Patrol more

Patrol more

Patrol more, be in more places that are dangerous, like for example the projects. And be attentive when we call them

Patrol more, more police presence

Patrol neighborhood often, wear body cameras for their own benefit. Live where you work and try to understand the culture of the precinct/community you patrol.

Patrol the community on foot

Pay attention

Pay attention to areas that have high crimes.

Personal interactions

Police from neighborhood communicate and be polite with residents

Police need more community connection with the neighborhoods they serve.

Police needs to step up on drug problem in community

Police officers need to live in Newark

Police should be more aware of their situations not using excessive force

Positive face for community

Probably have more events with the community so they can both get to know each other

Probably try to interact with people instead of trying to demand

Protect more

Protect more

Provide more resources by government and more law enforcement and more training dealing with people and more hiring

Put bad guys in jail

Raise their kids better

Reach out more

React soon

Realize they work for the people not the other way around

Reduce the excessive force

Reduce use of excessive force

Refused

Renew the police who are on duty in our community. The current police don't know who we are. Sometimes they drive through with windows closed. It would take some doing to yell help and an officer to notice. Police should know their neighborhood.

Respect

Respect people

Respond quicker and speak to people

Respond quicker, can't be omnipresent. They need to do some activities with the kids so the kids can get to know them, neighbors get to know them.

Response time

Response times to emergency calls

Say hello if they're patrolling the area, make a conversation

See beyond color, or sexual preference no discrimination

Serve and protect everyone equally, not to protect some and not protect others

Shake hand with people and talk to them to see what's going on

Should be more officers in the community

Should be more present

Should have a line of communication

Should have more police officers in the street and interact with the community

Should not take advantage of authority.

Should reduce random searches

Show respect to community

Show that they build relationships. Just through outreach programs like after school and volunteering programs.

Show up when the residents call

Smile

Smile more often - greet people - be more friendly and cordial

Smile more seem less intimidating until needed

Smile more!

Smile when we cross each other.

Solve the crimes

Some of them don't really act concerned about what might be going on when they are called and then you explain something to them and they ask you the same thing over again as if you will change your answer. They need to be more understanding and attentive to what people will say to them.

Sometimes there are over instances of what is petty. Cracking down in areas where they know crime is heavy. If they are monitoring areas in the city, its always something happening

Speak more to the citizens

Speak more, more patrol

Speak Spanish

Stop assuming all residents are not educated

Stop assuming people are criminals

Stop being discriminatory

Stop by and say hi. It's as simple as that.

Stop consistently profiling and harassing citizens

Stop criminalizing every person that is not white

Stop hanging out with the drug dealers and befriending them and turning the other cheek when they break the law

Stop harassing everyone. Not everyone is out causing trouble

Stop harassing people for very frivolous things and focus more on crimes that will change a certain community. Need to take into account that there are much greater things to be worried about, do not stop people for an unreasonable cause

Stop harassing the community

Stop interfering in family matters, unless it is critical

Stop judging people

Stop riding horses on the street because they poop all over and they don't clean it

Stop stopping people without any legitimate reason.

Stop the crime-rate that is going on

Stop unlawfully pullovers and stops

Stronger relationships within the community

Take a class on economics, how to speak to a person. Relations. Communications. And sensitivity

Talk better to the people who live in the community

Talk more and listen to the people and know their needs

Talk to people

Talk to people and find out issues.

Talk to schools and educate them and get rid of kids perception about the police

Talk to the community

Talk to the people

Talking to people more respectfully

Tener mas contacto con la comuidad tener mas contacto, compartir ideas , patrullar un poco mas las calles .

The best way to improve is the way they approach people. Don't be so aggressive, rude, or impolite

The police need to live in Newark, get diversity training, gender diversity training

The way they approach

The way they interact with residents

The way they speak to people

The way they talk and treat people

The way they talk to people. More calm less aggression

Their response time to emergency calls

There should be more police and we need to see more police in troubled areas. It will help the confidence of the people

There should be more police out in the public. Be more police on the force

They are doing alright

They are nice and no change

They are ok

They could try to resolve things without force and they have back up to control people, but try to use other skills to stop possible criminals. Don't treat people with that much force. The community is so scared because of that and they fear the police because of that.

They need more hands, more people, police

They need to be familiar with the community they are policing

They need to be more visible. You can't have a good relationship without communication.

They need to get to know the neighborhood

They need to have a place for these youths; play sports and games and be a part of it. They took away the park, so how can they get close to you? Relationship is not there anymore, lack of communication.

They need to host events, treat people better. Community involvement

They need to make themselves more visible in the community

They need to unite with the community and become allies. Communication is important.

They should approach people in a more respectful way

They should ask the community more and ask the community about the situation happening in town.

They should be in the community

They should be more visible on the streets. More walking patrols. Vehicles that could better cover entire neighborhoods, and are more accessible to community members

They should be more visible so that people could feel more safe

They should definitely keep attending community events and participate in them

They should equalize services in all neighborhoods since we're all taxpayers

They should have more education about the community

They should have more interactions with the community voluntarily.

They should have more presence in downtown and all over the city to protect taxpayers

They should have more vigilance over neighborhoods and try to treat everyone equally.

They should help each other

They should improve but I don't know

They should interact more with the elementary schools

They should interact with the people, more patrolmen walking around the neighborhood

They should learn to play the steel pan. Learn to deal with different types of people (Caribbean). know the community culture.

They should listen more to others complaints and not have judgment on them.

They should not judge a book by its cover. We are not all the same. Respect everyone. Respond to all situations like it is their family.

They should patrol more quiet places

They should protect more than patrolling

They should stop discriminating. And when they stop somebody they should be fair, explain why you are stopping me, I always have to ask. They always see black people as a threat

They should take social courses and cultural courses, they should increase the length of the academy, they should do community service before coming into power

They should talk to people more often and be polite!

They should treat all equal, there should be an increase

They should treat everyone with the same respect

They should treat us with respect

They should walk the community more instead of driving around. Start a program where officers interact with the young people in the community on a personal level.

They're doing everything, they are interacting with the ministers very positively.

They're trying a lot of new things...I think maybe a little more visible. They're not quite as visible as I would hope

Things should get better

To act with the community, go into residential areas ring the doorbell

To be more available so that the people in the community would get to know you

To be more involved in the community not when there are just events. Also host specific events that would be more of a conversation builder and not just be in an authoritative role but more on the people's level

To come faster when someone calls 911 and not to take so much time

To deregulate cannabis in the streets. This would bring some type of calm start for a foundation to be built on

To get up out of the car and walk outside

To interact with more people in the community

To know the people, to show respect to the people in community

To listen to people

To respect

To respond promptly when called upon

Training

Training

Tratar a todos por igual

Treat all people alike

Treat all people equally

Treat all with respect

Treat each race equally

Treat everybody the same

Treat everyone equally

Treat everyone equally

Treat other people right

Treat people better

Treat people kinder and nicer, use force when needed

Treat people with more respect

Trust

Try their best to be courteous and serve everybody, not just some people and to remember that people are always looking.

Try to get around more

Try to get to know everybody in the community

Try to get to know the people of the neighborhood

Try to show up more, and in the ghettos and where the black people are

Try to understand the community and situation better

Try to understand the community they are policing

Unbiased opinion

Understand the community

Walk a bit

Walk around and not always be in the car

Walk around and talk to the people and make them feel safe.

Walk around more and be more in touch

Walk around more often and greet people

Walk around the community

Walk in the streets during the day and getting to know the neighbors

Walk in the streets to get to know the people

Walk the street a little more

Walk the street a little more walk the street so that they can interact with people more

Walking on foot in neighborhood and knowing the name of the residents in the neighborhood

Walking through the neighborhood more often so that the community can get to know them

We need more cops on the force so that more areas can be supervised

Wear body worn cameras

Wear cameras

Wear cameras and be more present

What makes them biased? Find out and rectify

Whatever they did for my area, they should do it for the rest of the areas

When questions are being asked don't always come off with an attitude we get that a lot when even trying to ask for directions not everyone has gps.

When someone calls come within a half an hour instead of the next day

Work together

Work with us instead of against us

Workshops to need be more connected with the community

Worry more about crime than how people park their cars

APPENDIX C

City of Newark Consent Decree Baseline Survey Assessment
**Baseline Assessment of Custodial Arrestees in Newark on Behalf of the
Independent Monitor**

March 2017

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This report has been prepared at the request of Hon. Peter C. Harvey, Independent Monitor of the Consent Decree signed by the Newark Police Division (NPD) and the United States Department of Justice. The survey presented here was designed with input from the Independent Monitoring Team, including the New Jersey Institute for Social Justice, Delores Jones-Brown, Ph.D., and Patterson Belknap Webb & Tyler LLP.

EXECUTIVE SUMMARY

Between February 13, 2017 and February 21, 2017, interviews were conducted with people arrested by the Newark Police Department (NPD) and incarcerated at the Essex County Correctional Facility while awaiting trial. Detainees were asked questions regarding their attitudes, perceptions, experiences, and interactions with the NPD. A total of 57 individuals participated in an interview.

Initial statistical analyses focused on five key themes of police conduct and procedural justice: professionalism, fairness, effectiveness, trust, and the obligation to obey. These themes are described in Table 1.

Table 1: Descriptions of Themes

<i>Theme</i>	<i>Description</i>	<i># of Items</i>
Professionalism	Represents perceptions of professionalism exhibited by the NPD and the relationship they have with the community.	2
Procedural Justice – Fairness [^]	Assess perceptions that officers do not treat people differently based upon race, ethnicity, sexual orientation, or gender identity.	6
Procedural Justice - Effectiveness	Examines perceptions of officers' approachability and ability to respond, prevent, and apprehend suspects involved in committing crimes in the neighborhood.	5
Legitimacy (Trust) [^]	Measure the degree to which respondents do not avoid contact with the NPD, do not view them as a nuisance to the community, and trust them generally.	5
Legitimacy (Obligation to Obey)	Assess the extent to which respondents believe they must obey an officers' directives regardless of whether they agree or think their decisions are wrong.	3

[^] Theme was reverse coded

Table 2 displays the summary of respondents' evaluations of police conduct in each of the key themes. The category *low* includes the responses, "strongly disagree" and "moderately disagree"; *medium* includes "slightly disagree" and "slightly agree"; and *high* includes "moderately agree" and "strongly agree." Overall, detainees rated NPD most favorably on legitimacy (obligation to obey) and least favorable on professionalism.

Table 2: Overall Categorized Responses and Themes

<i>Theme</i>	<i>Low (%)</i>	<i>Medium (%)</i>	<i>High (%)</i>
Professionalism	73.2	21.4	5.4
Fairness	39.1	45.7	15.2
Effectiveness	61.8	29.1	9.1
Legitimacy (Trust)	58.8	35.3	5.9
Legitimacy (Obligation to Obey)	8.8	33.3	57.9

For the second stage of our analysis, we compared these results to findings from an analysis of evidence suppression hearings in Newark from 2014 and interviews with defense attorneys and prosecutors with experience in handling evidence suppression issues.¹ This analysis of the 42 evidence suppression hearings² identified seven recurring matters: police credibility, use of pretext, familiarity targeting, influence of race, use of cameras as a potential solution, what was searched, and what was recovered. In Table 3, results from the detainee interviews are presented alongside key findings and themes from the suppression hearing analysis. This comparison suggests that the patterns of problematic police conduct identified in suppression hearings were largely confirmed in interviews with custodial arrestees.

Table 3: Comparing Major Findings from the Evidence Suppression Hearing Analysis and Detainee Interviews

Theme	Suppression Hearing	Detainee
Police Credibility	<ul style="list-style-type: none"> 34 out of the 42 cases reviewed which include 11 of the 14 granted suppression motions involved allegations of fabricated police statements. 	<ul style="list-style-type: none"> The majority believe the police lie: 1) about observing criminal behavior, 2) to protect other officers, and 3) in court to support their cases.
Use of Pretext	<ul style="list-style-type: none"> 22 out of the 42 cases involved allegations that the police used a pretext to stop the defendant – 12 involved a pretextual motor vehicle stop. 	<ul style="list-style-type: none"> The majority believe the police make up reasons to pull over drivers.
Familiarity Targeting	<ul style="list-style-type: none"> 5 cases involved allegations that the defendant was targeted due to his criminal record or other interactions with police. 	<ul style="list-style-type: none"> Inmates strongly believed their friends and past arrest history made them targets.
Influence of Race	<ul style="list-style-type: none"> Analysis of suppression interviewees indicated race to be a factor at times, but its influence is considered minimal. 	<ul style="list-style-type: none"> Race / ethnicity was believed to effect treatment negatively and increase risks of physical force.
Use of Cameras	<ul style="list-style-type: none"> Suggested by multiple interviewees as a possible solution to police officer misconduct. 	<ul style="list-style-type: none"> The majority of inmates would feel safer if all interactions with police were recorded.
Items Recovered	<ul style="list-style-type: none"> All cases reviewed involved either the recovery of drugs, weapons, or both. 	<ul style="list-style-type: none"> Drugs and money were the two items recovered by officers the most as indicated by inmates.
Consent to Search	<ul style="list-style-type: none"> 23 of the 42 cases reviewed involved a car stop/and or search. Additionally, over 75% of the granted suppression motions (11 of 14) involved a car stop/and or search. 	<ul style="list-style-type: none"> The majority of inmates indicated they did not consent to the police searches that were conducted.

¹ See Nir, Esther (2017), *The nature of Newark police conduct regarding 4th and 5th amendment issues: An analysis of suppression motions in Newark*. Report to the Federal Consent Decree Monitor for the Newark Police Department. March 7, 2017.

² In 14 of these 42 evidence suppression hearings, the motion was granted.

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METHODOLOGY

The Consent Decree calls for the reform the Newark Police Division (NPD) so its policing services “delivered to the people of Newark fully comply with the Constitution and the laws of the United States, promote public and officer safety, and increase public confidence in the Newark Department of Public Safety and Newark Police Division...and its officers” (pp.1).³ As a part of the review of the current circumstances facing the NPD, and in order to prepare for an evaluation of change in practices, the consent decree calls for a survey of people who are in detention awaiting trial, after having been arrested by the NPD.⁴

This report investigates the experiences, attitudes, and perceptions of a sample of people arrested in Newark, NJ and being held in the Essex County Correctional Facility. Eligibility criteria for participating in interviews were that respondents be at least 18 years old, arrested in Newark for the presently incarcerated offense, have no indicators of mental illness, and consent to be interviewed. Because of the ethnic composition of Newark, NJ, the survey was offered in both English and Spanish.

The interview instrument (see Appendix A) was divided into five parts: 1) personal and criminal background, 2) attitudes towards the police, 3) perceptions of police professionalism, 4) perceptions of police-community relations, and 5) attitudes regarding the incident which resulted in their current arrest. Background items posed in Section 1 were designed to be forced choice and rank-order responses. Items in Section 2 and 4 were posed as statements with participants answering on a six-point Likert scale:

- 1 = Strongly Disagree
- 2 = Moderately Disagree
- 3 = Slightly Disagree
- 4 = Slightly Agree
- 5 = Moderately Agree
- 6 = Strongly Agree

Items in Section 3 were also posed as statements with participants answering on a similar six-point Likert scale:

- 1 = Highly Unprofessional
- 2 = Moderately Unprofessional
- 3 = Slightly Unprofessional
- 4 = Slightly Professional
- 5 = Moderately Professional
- 6 = Highly Professional

³ *United States of America v. City of Newark* (2016). Consent Decree, No.2:16-cv-01731-MCA-MAH.

⁴ *Ibid.* p. 12

Items in Section 5 were posed in a variety of formats and answered using a six-point Likert scale, binary response options, and multiple responses.

Identifying Themes

The procedural justice theory posits that the perceived legitimacy of the police is correlated with public perceptions about the fairness of police decisions about and exercise of their authority.⁵ Ultimately, if the process is conducted in a procedurally fair manner, the recipient of the action(s) is more likely to perceive the outcome(s) as satisfactory. This will in turn lead to greater trust and respect of the police. Should the behavior of the police be deemed to be procedurally unjust, numerous negative consequences follow – most notably a reduction in trust and respect, which leads to doubts about the legitimacy of the law, itself—and reduced willingness to comply with the law.⁶

We constructed a survey to test perceptions of procedural justice. Empirical research⁷ regarding procedural justice identifies five thematic areas (or constructs) in which procedural justice can be operationalized as specific police behavior during a stop: *professionalism, fairness, effectiveness, trust, and obligation to obey*. Our survey asked the respondent to evaluate his/her interactions with the police in each thematic area. We calculated an average Likert scale score for the items in each scale. Descriptions the constructs are provided in Table 4. (For frequency distributions of individual survey items, see Appendix C.)

Table 4: Descriptions of Themes

<i>Theme</i>	<i>Description</i>	<i># of Items</i>
Professionalism	Represents perceptions of professionalism exhibited by the NPD and the relationship they have with the community.	2
Procedural Justice – Fairness ^	Assess perceptions that officers do not treat people differently based upon race, ethnicity, sexual orientation, or gender identity.	6
Procedural Justice – Effectiveness	Examines perceptions of officers’ approachability and ability to respond, prevent, and apprehend suspects involved in committing crimes in the neighborhood.	5
Legitimacy (Trust) ^	Measure the degree to which respondents do not avoid contact with the NPD, do not view them as a nuisance to the community, and trust them generally.	5
Legitimacy (Obligation to Obey)	Assess the extent to which respondents believe they must obey an officers’ directives regardless of whether they agree or think their decisions are wrong.	3

⁵ Sunshine, J., & Tyler, T. R. (2003). The role of procedural justice and legitimacy in shaping public support for policing. *Law & society review*, 37(3), 513-548.

⁶ Terrill, W., & Paoline III, E. A. (2015). Citizen complaints as threats to police legitimacy: The role of officers’ occupational attitudes. *Journal of Contemporary Criminal Justice*, 31(2), 192-211.

⁷ Tyler, T. R. (2006). *Why people obey the law*. Princeton University Press; Fratello, J., Rengifo, A. F., & Trone, J. (2013). Coming of age with stop and frisk: Experiences, self-perceptions, and public safety implications. *New York: Vera Institute of Justice*; Gau, J. M. (2014). Procedural justice and police legitimacy: A test of measurement and structure. *American Journal of Criminal Justice*, 39(2), 187-205.

RESULTS

Results are presented in three ways. First, we present descriptive information on the detainees who participated in the interviews. Second, we present the attitudes respondents expressed toward the NPD. Third, the procedural legitimacy theme results are presented.

Descriptive Statistics

Personal Background

Table 5 displays descriptive information on a variety of custodial arrestees' personal background characteristics.⁸ The average age of the respondent was 31.9 years, with the largest group being 18 to 29 years old (47.4 percent). There were more males interviewed (77.2 percent; N=44) than females (22.8 percent; N=13).

Table 5: Inmate Personal Background Characteristics

<i>Variable</i>	<i>N</i>	<i>Percent</i>
<i>Age</i>		
18 to 29	27	47.4
30 to 39	16	28.1
40 to 49	8	14.0
50+	6	10.5
<i>Gender</i>		
Female	13	22.8
Male	44	77.2
<i>Race</i>		
White	3	5.4
Black	43	76.8
Other	10	17.9
<i>Ethnicity</i>		
Hispanic/Latino	8	14.0
Not Hispanic/Latino	49	86.0
<i>Education</i>		
Less than High School	18	31.2
High School/GED	30	52.6
Some College	7	12.3
Associate Degree	1	1.8
Bachelor's Degree	1	1.8
<i>Marital Status</i>		
Married	9	15.8
Divorced/Separated	6	10.5
Single	40	70.2
Other	2	3.5
<i>Residential Status</i>		
Live in Newark	45	78.9
Does Not Live in Newark	12	21.0
<i>Housing Status</i>		
Private, Co-op, or Apartment	49	86.0
Public Housing Complex	7	12.3
Homeless	1	1.7

⁸ Percentages within each variable may not total 100% due to rounding error.

More African Americans (76.8 percent; N=43) were interviewed than any other group. Only 14 percent of the sample identify as Hispanic or Latino. More than half completed high school or had a GED, while almost one-third did not complete high school (N=18). About one-sixth had at least some college. The large majority of respondents were single (70.9 percent; N=40) divorced or separated (10.9 percent; N=6); one-sixth were currently married. Slightly more than three-fourths our sample live in the city of Newark (78.9 percent; N=45) and most live in private housing, a co-op, or an apartment (78.9 percent; N=49).

Criminal Background

Table 6 contains descriptive information of the criminal background on detainees in the sample.⁹ The average age at first arrest is 20.3 years old, with the largest group being 15 to 24 years old (61.4 percent; N=35). As a group, there is considerable criminal justice involvement in our sample. The vast majority (77.2 percent; N=44) had experienced a stop by the NPD prior to their current arrest, and 82.5 percent (N=47) had been previously arrested in Newark. Just under one-third served time in prison or jail, and three-fifths have previously been convicted of a crime. Two-thirds have been on either probation or parole. Almost all report that having a friend who has been arrested by the NPD.

Table 6: Inmate Criminal Background Characteristics

<i>Variable</i>	<i>N</i>	<i>Percent</i>
<i>Age of First Arrest</i>		
9 to 14	10	17.5
15 to 24	35	61.4
25 to 34	8	14.0
35+	4	7.0
<i>Arrested in Newark Previously</i>		
Yes	47	82.5
No	10	17.5
<i>Served Time in Prison/Jail</i>		
Yes	38	32.1
No	18	67.9
<i>Stopped by NPD Previously</i>		
Yes	44	77.2
No	13	22.8
<i>Convicted of Crime</i>		
Yes	34	59.7
No	23	40.3
<i>Probation or Parole</i>		
Yes	38	66.7
No	19	33.3
<i>Friends Arrested by NPD</i>		
Yes	54	96.4
No	2	3.6

⁹ Percentages within each variable may not exactly total 100.0 due to rounding error.

Attitudes Towards NPD

Table 7 presents the self-reported attitudes of detainees towards the NPD. Overwhelmingly, the majority of custodial arrestees were dissatisfied with the way NPD does their job and did not have confidence in the NPD. Results also indicate that detainees believe that juveniles have low levels of respect for NPD (71.9 percent; N=41) than adults (41.1 percent; N=23).

Table 7: Attitudes Towards NPD

<i>Question</i>	<i>Low N (Percent)</i>	<i>Medium N (Percent)</i>	<i>High N (Percent)</i>
NPD officers do the right thing.	39 (68.4)	14 (24.6)	4 (7.0)
NPD officers are respected by adults within the community.	23 (41.1)	24 (42.9)	9 (16.1)
NPD officers are respected by juveniles within the community.	41 (71.9)	11 (19.3)	5 (8.8)
NPD officers treat everyone with respect.	43 (75.4)	12 (21.1)	2 (3.5)
In general, I trust the NPD.	45 (78.9)	10 (17.5)	2 (3.5)
In general, I have confidence in the NPD.	49 (86.0)	7 (12.3)	1 (1.8)
In general, I am satisfied with the way NPD does their job.	47 (82.5)	8 (14.0)	2 (3.5)

Themes

The five themes that are examined in the survey used items derived from previous tests of procedural justice: (1) professionalism; (2) fairness; (3) effectiveness; (4) trust; and (5) obligation to obey. Table 8 displays the responses for each of these themes. Overall, respondents scored the police *low* on professionalism, indicated a belief the NPD did not act in a fair manner, disagreed with the effectiveness of NPD, did not trust the NPD, and scored the police *high* on their presentation of an obligation to be obeyed.

Table 8: Descriptive Statistics of Themes

<i>Theme</i>	<i>N</i>	<i>Low N (Percent)</i>	<i>Medium N (Percent)</i>	<i>High N (Percent)</i>
Professionalism	56	41 (73.2)	12 (21.4)	3 (5.4)
Procedural Justice - Fairness	46	18 (39.1)	21 (45.7)	7 (15.2)
Procedural Justice - Effectiveness	55	34 (61.8)	16 (29.1)	5 (9.1)
Legitimacy (Trust)	51	30 (58.8)	18 (35.3)	3 (5.9)
Legitimacy (Obligation to Obey)	57	5 (8.8)	19 (33.3)	33 (57.9)

SUPPRESSION MOTION ANALYSIS

An earlier analysis was conducted by Dr. Esther Nir of 42 evidence suppression hearings in Newark in 2014. Nir's analysis included interviews with six defense attorneys and four Essex County Assistant Prosecutors.¹⁰ This analysis identified seven recurring problems of police potential misconduct at the arrest stage: police credibility, use of pretext, familiarity targeting,

¹⁰ See Nir, Esther (2017). *The nature of Newark police conduct regarding 4th and 5th amendment issues: An analysis of suppression motions in Newark*. Report to the Federal Consent Decree Monitor for the Newark Police Department, March 7, 2017.

influence of race, use of cameras as a potential solution, what was searched, and what was recovered. We asked questions about each of these issues during respondents' current arrest. Overall, we find that respondents report continuing patterns of problematic police conduct. These results are presented in tables 9-15.

Police Credibility (Table 9)

There is a common belief that many NPD officers view the use of "white lies" about a case as an acceptable practice. Our results, presented in Table 9, indicate that an overwhelming majority of detainees believe police lie in court to support their case (92.7 percent; N=51) and to protect other officers (92.9 percent; N=52). A similarly strong majority believe the police make up facts to build false cases and believe the police lie about observing criminal activity.

Table 9: Police Credibility

<i>Interview Question</i>	<i>Low N (Percent)</i>	<i>Medium N (Percent)</i>	<i>High N (Percent)</i>
Sometime police lie about observing criminal activity.	3 (5.3)	7 (12.3)	47 (82.5)
Sometimes the police plant evidence.	5 (8.9)	9 (16.1)	42 (75.0)
Sometimes the police make up facts to build false cases against innocent people.	0 (0)	6 (10.7)	50 (89.3)
Sometimes police lie to protect other officers.	0 (0)	4 (7.1)	52 (92.9)
Sometimes police will lie in court to support their case.	1 (1.8)	3 (5.5)	51 (92.7)

Use of Pretext (Table 10)

The suppression hearing analysis found numerous allegations that police used a pretext to in stops and searches. Our respondents agree overwhelmingly with these allegations. (see Table 10).

Table 10: Use of Pretext

<i>Interview Question</i>	<i>Low N (Percent)</i>	<i>Medium N (Percent)</i>	<i>High N (Percent)</i>
Sometimes the police make up reasons to pull over drivers.	5 (8.8)	3 (5.3)	49 (85.9)

Familiarity Targeting (Table 11)

The suppression hearing analysis revealed allegations that the defendant was targeted due to his criminal record or past interactions with police. Table 11 shows that detainees overwhelmingly believe that police target those who have been arrested before (80.3 percent; N=45) and that the police use their friends as rationale for initiating an encounter (80.7 percent; N=46).

Table 11: Familiarity Targeting

<i>Interview Question</i>	<i>Low N (Percent)</i>	<i>Medium N (Percent)</i>	<i>High N (Percent)</i>
Sometimes police target people who have been arrested previously.	3 (5.4)	8 (14.3)	45 (80.3)
Sometimes police target people based on their friends.	2 (3.5)	9 (15.8)	46 (80.7)

Influence of Race (Table 12)

The suppression hearings suggested that race is a factor in policing results. Table 12 shows that detainees believe NPD officers treat people who are white better than they do African American and Latino individuals.

Table 12: Influence of Race

<i>Interview Question</i>	<i>Low N (Percent)</i>	<i>Medium N (Percent)</i>	<i>High N (Percent)</i>
Police in Newark treat white people better than they do black people.	11 (20.4)	17 (31.5)	26 (48.2)
Police in Newark treat white people better than they do people who are Latino.	15 (28.3)	12 (22.6)	26 (49.1)
Police officers are more likely to use physical force against black people than against white people in similar situations.	7 (12.7)	5 (9.1)	43 (78.2)
Police officers are more likely to use physical force against black people than against white people in similar situations.	7 (13.5)	9 (17.3)	36 (69.2)

Use of Cameras (Table 13)

Findings gleaned from interviews with detainees indicated in Table 13, show that the majority would feel safer if all of their interactions with the police were recorded (87.5 percent; N=49).

Table 13: Use of Cameras

<i>Interview Question</i>	<i>Low N (Percent)</i>	<i>Medium N (Percent)</i>	<i>High N (Percent)</i>
I would feel safer if all of my interactions with the police were recorded.	4 (7.1)	3 (5.4)	49 (87.5)

Consent to Search (Table 15)

More than 75% of the granted suppression motions involved a car stop/and or search. In 21 of the 23 vehicle stops, police relied upon the Plain View Doctrine to justify the search and seizure; in 19 of these cases, the defendants claimed the police had lied. Table 15 shows that in the

sample of detainees, 86.5 percent (N=45) stated that they did not consent to the police searches that were conducted.

Table 14: Consent to Search

<i>Interview Question</i>	<i>Yes</i>	<i>No</i>
Did you consent to the police searches that were conducted?	7 (13.5)	45 (86.5)

CONCLUSION

Analyses in this report reveal a number of interesting findings. First, detainees perceive the police negatively with regard to four dimension of “procedural justice,” namely professionalism, fairness, effectiveness, and trust, however, they believe there is an obligation to obey police. Second, many of the patterns of police practices identified in a prior investigation of evidence suppression hearing were confirmed in interviews with detainees. Overall, the problematic frequency of seven recurring matters in the suppression hearing analysis--police credibility, use of pretext, familiarity targeting, influence of race, use of cameras as a potential solution, what was searched, and what was recovered--was confirmed by the responses of inmates to identify both consistent and inconsistent results across studies.

This is important in the broader framework of procedural justice, which postulates that as long as the police act in a fair, legitimate, and effective manner, individuals are more likely to be accepting of the outcome and to have positive perceptions of the police.¹¹ When the citizens hold positive views of the police, they stand to benefit from an increased willingness to obey with their commands, cooperate, empower the police to exercise discretion in enforcing the law, and ultimately assist the police in their efforts to control crime through reporting.¹² The importance of legitimacy rests in the ability for police to do their jobs effectively and improve community-police relations.¹³ Our results indicate that people who have been arrested by the NPD do not hold their legitimacy in high regard, and so this is an obvious target for improving the performance of the NPD.

¹¹ Terrill, W., & Paoline III, E. A. (2015). Citizen complaints as threats to police legitimacy: The role of officers' occupational attitudes. *Journal of Contemporary Criminal Justice*, 31(2), 192-211.

¹² Gau, J. M. (2014). Procedural justice and police legitimacy: A test of measurement and structure. *American Journal of Criminal Justice*, 39(2), 187-205.

¹³ Sunshine, J., & Tyler, T. R. (2003). The role of procedural justice and legitimacy in shaping public support for policing. *Law & society review*, 37(3), 513-548.

Appendix A: Design and Administration of the Interview

The construction of the Custodial Arrestees survey was a joint effort among members of the Consent Decree's Community Assessment Team. Broadly, there were two key components that went into composing the survey instrument to be used during the interview process. First, survey items from instruments used in existing research on perceptions of the police with respect to the core tenets of procedural justice (e.g. Gau, 2014; Sunshine and Tyler, 2003; Tyler, 2006; Tyler, 2004; Brunson, 2007; Tyler and Huo, 2002; Reisig, 2007; Gau and Brunson, 2010) to ensure empirically validates measures of key concepts in community relations were included. Second, findings from a preliminary report of evidence suppression motions was used to guide the development of contextual questions that would address issues specific to police conduct regarding the 4th and 5th amendment.

The survey was intended to be a random sample survey whereby a portion of the custodial arrestees residing in Essex County Correctional Facility (ECCF) were provided an opportunity to complete the interview, and therefore have their attitudes and experiences represented. In order to do so, the statistics software Stata v14 was utilized to randomly select names from a list of detainees provided to us by the director of ECCF that met the established qualification criteria. All information reported in this analysis is self-report data. For example, detainees reported aspects of their personal and criminal background.

Over the course of two weeks (February 13th to February 21st, 2017), interviews were conducted on four separate days, totaling 57 individual interviews. At the beginning of each day in which interviews were scheduled to take place, a correctional officer would inform the selected detainees of our study and asked if they would like to participate. If they said no, the correctional officer would go to the next name on the list and so on and so forth until a detainee agreed to participate.

The detainee would then be taken to an interview room, where a member of the Rutgers University-School of Criminal Justice's (RU-SCJ) team would read the study description and ask for their signed consent to begin the interview. Because some of the personal and criminal background information requested from subjects could possibly be linked to their identities which were given to us by the director of ECCF, the interview was not considered anonymous; instead, the interview was strictly confidential. Before conducting the interview, a representative from RU-SCJ's team read instruction to participants informing them that their responses will be kept confidential. Moreover, participants were informed that the U.S. Department of Justice and Rutgers University's Institutional Review Board approved procedures established by RU-SCJ's team to ensure confidentiality of the data.

Upon consenting, two members of the team would administer the survey in a tandem style; one individual would ask the questions, while the other recorded the answers in a pen and paper format. When completed, the detainee would then be asked to sign an informed consent form releasing the responses of the interview to be used and were given contact information for the leader of the Community Assessment Team (Dr. Todd Clear) and Rutgers University's Institutional Review Board should they have any questions about their participation and/or data handling procedures. The surveys and consent forms were placed in sealed envelopes to be

transported back to Rutgers University's School of Criminal Justice, where they were placed in a locked cabinet of a locked room.

Responses from each interview were entered into a central database in preparation for analysis. Data entry was completed by a team of two graduate students from Rutgers University's School of Criminal Justice. The software program *Qualtrics* was used to compile data because of its ability to secure data and restrict access. Specifically, the program centralizes survey responses on a secure sever without information being stored on any computer used to input the data. Throughout the process, access to hard copies of completed surveys and the centralized database was restricted to only members of RU-SCJ's team.

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Appendix B: Interview Instrument

City of Newark Consent Decree
Confidential Survey of Newark Detainees

2016

This survey is **CONFIDENTIAL**. The U.S. Department of Justice has approved the confidentiality procedures established by Rutgers University that protect the identities of individuals who complete this survey.

Thank you for volunteering to participate and allowing us to gather some insightful information from you about the police-community relationship as you see it. Let's start with some basic background information.

Section 1: Background

Personal Background

1.1. Age (Years): _____				
1.2. Gender: Male / Female				
1.3. Race: White Black/African American Asian Other: _____				
1.4. Hispanic or Latino/a: Yes / No				
1.5. Highest level of education completed: Less than High School High School/GED Some College Associate Degree Bachelor's Degree Master's Degree or Higher				
1.6. Marital Status: Married Divorced Separated Single Other				
1.7. Do you live in the city of Newark, NJ? Yes / No				
1.8. Have you ever served in the military? Yes / No				
1.8a. If yes, for how many years? _____				
1.8b. If yes, during your service were you ever mobilized or deployed to a combat zone? Yes / No				
1.9. Where do you live? Private Home, co-op or apartment Homeless Shelter/Temporary Housing Other: _____ Public Housing Complex				

Criminal Background

1.10. Have you ever been arrested in Newark prior to your current arrest? Yes / No				
1.11. Age at time of first arrest (Years): _____				
1.12. Have you ever served time in prison or jail? Yes / No				
1.13. Did Newark Police ever stop you prior to your current arrest? Yes / No				
1.14. Have you ever been convicted of a crime? Yes / No				
1.15. Have you ever been on probation? Yes / No				
1.16. Have you ever been on parole? Yes / No				
1.17. Do you have friends who were arrested by the Newark Police? Yes / No				

Now I will ask you some questions about your attitudes towards the police overall, and Newark police more specifically.

Section 2: Attitudes towards the police (Generally and Specifically)

	Strongly Disagree			Strongly Agree		
2.1. In general, police do the right thing.	1	2	3	4	5	6
2.2. NPD officers do the right thing.	1	2	3	4	5	6
2.3. In general, police are respected by adults within the community.	1	2	3	4	5	6
2.4. NPD officers are respected by adults within the community.	1	2	3	4	5	6
2.5. In general, police are respected by juveniles within the community.	1	2	3	4	5	6
2.6. NPD officers are respected by juveniles within the community.	1	2	3	4	5	6
2.7. In general, the police treat everyone with respect.	1	2	3	4	5	6
2.8. NPD officers treat everyone with respect.	1	2	3	4	5	6
2.9. In general, I trust the NPD.	1	2	3	4	5	6
2.10. In general, I have confidence in the NPD.	1	2	3	4	5	6
2.11. In general, I am satisfied with the way NPD does their job.	1	2	3	4	5	6
2.12. Sometimes the police make up reasons to pull drivers over.	1	2	3	4	5	6
2.13. Sometimes police target people who have been arrested previously.	1	2	3	4	5	6
2.14. Sometimes police target people based on their friends.	1	2	3	4	5	6
2.15. Sometimes police search people without a good reason.	1	2	3	4	5	6
2.16. Sometimes police lie about observing criminal activity.	1	2	3	4	5	6
2.17. Sometimes the police plant evidence.	1	2	3	4	5	6
2.18. Sometimes the police make up facts to build false cases against innocent people.	1	2	3	4	5	6
2.19. Sometimes police arrest people without enough evidence.	1	2	3	4	5	6
2.20. Sometimes police officers lie to protect other officers.	1	2	3	4	5	6
2.21. Sometimes police will lie in court to support their case.	1	2	3	4	5	6
2.22. I am afraid of the police.	1	2	3	4	5	6
2.23. I would feel safer if all of my interactions with the police were recorded.	1	2	3	4	5	6

Section 3: Police Professionalism

	Highly Unprofessional			Highly Professional		
3.1. How would you describe the professionalism of the NPD?	1	2	3	4	5	6
3.2. How would you describe the relations between the NPD and your community?	1	2	3	4	5	6

Next, I will ask you some questions regarding police-community relations here in Newark.

Section 4: Police-Community Relations (please circle only one number per question)

	Strongly Disagree			Strongly Agree		
Procedural Justice						
4.1. Police officers in Newark treat white people better than they do black people.	1	2	3	4	5	6
4.2. Police officers in Newark treat white people better than they do people who are Latino.	1	2	3	4	5	6
4.3. Police officers in Newark often treat people who are lesbian, gay, bisexual, or transgender with less respect than others.	1	2	3	4	5	6
4.4. Police officers in Newark treat people who do not speak English with less respect than English speakers.	1	2	3	4	5	6
4.5. Police officers in Newark are more likely to use physical force against black people than against white people in similar situations.	1	2	3	4	5	6
4.6. Police officers in Newark are more likely to use physical force against people who are Latino than against white people in similar situations.	1	2	3	4	5	6
Effectiveness						
4.7. If I were in trouble, I would feel comfortable asking a police officer for help.	1	2	3	4	5	6
4.8. The police are honest.	1	2	3	4	5	6
4.9. The police are good at preventing crimes in my neighborhood.	1	2	3	4	5	6
4.10. The police are good at catching the people who commit crimes in my neighborhood.	1	2	3	4	5	6
4.11. The police in this neighborhood respond quickly to calls.	1	2	3	4	5	6

Police Legitimacy – Trust						
4.12. The police in my neighborhood ignore a lot of the crime that they see.	1	2	3	4	5	6
4.13. I avoid the police whenever possible.	1	2	3	4	5	6
4.14. The police have too much power around here.	1	2	3	4	5	6
4.15. People in my neighborhood don't trust the police.	1	2	3	4	5	6
4.16. The police around here bother kids for no good reason.	1	2	3	4	5	6
Police Legitimacy – Obligation to Obey						
4.17. When the police issue a formal order, you should do what they say even if you disagree with it.	1	2	3	4	5	6
4.18. You should accept police officers' decisions even if you think they're wrong.	1	2	3	4	5	6
4.19. It would be hard to justify disobeying a police officer.	1	2	3	4	5	6

Lastly, I will ask you some questions about your attitudes and perceptions regarding the incident which resulted in your current arrest. Please do not tell me the details of the case or what you are currently incarcerated for.

Section 5: Attitudes Regarding Incident Resulting in Current Arrest:

	Strongly Disagree				Strongly Agree		
5.1. I am satisfied with the way I was treated during my arrest.	1	2	3	4	5	6	
5.2. I am satisfied with the outcome of my interaction with the police.	1	2	3	4	5	6	
5.3. What I said influenced how I was treated by the police.	1	2	3	4	5	6	
5.4. What I did during the interaction influenced how I was treated by the police.	1	2	3	4	5	6	
5.5. The way the police acted toward me was influenced by my race/ethnicity.	1	2	3	4	5	6	
5.6. The police showed concern about my rights.	1	2	3	4	5	6	
5.7. The police treated me with respect and dignity.	1	2	3	4	5	6	

5.8. Thinking about all the times you were stopped, did the police ever do the following to you? (Circle all that apply)	Ask for ID		
	Inform for Reason of Involuntary Conduct		
	Make Threats		
	Display Weapon		
	Issue a Summons		
	Arrested Me		
5.9 Where did the police search? (Circle all that apply)	Arrested Someone I Was With		
	Car	Other	
	House	I was not searched	
	Person		
5.10. Did you consent to the police searches that were conducted?	Yes	/	No
5.11. What property did the police recover? (Circle all that apply)	Drugs	Other	
	Weapon	No property recovered	
	Money		
5.12. Was anyone with you when you were arrested?	Yes	/	No
5.13. Were you in a car prior to your arrest?	Yes	/	No
5.14. Did the police use any force in arresting you?	Yes	/	No
5.15. Were you injured during the arrest?	Yes	/	No
5.16. Did the police ask you any questions after you were arrested?	Yes	/	No
5.17. Did the police tell you that you do not have to answer any of their questions?	Yes	/	No
5.18. Did the police promise you anything in exchange for making a statement?	Yes	/	No
5.19. Did the police threaten you at any point?	Yes	/	No
5.20. Did you give a statement to the police?	Yes	/	No
5.21. Did the police tell you that you have the right to an attorney?	Yes	/	No

Those are all the questions that I have for you today. Thank you for your time and have a good day.

Appendix C: Frequency Tables for Individual Survey Items

ATTITUDES TOWARDS THE POLICE

In general, police do the right thing.

	<i>N</i>	<i>Percent</i>	<i>Cumulative Percent</i>
Strongly Disagree	25	43.9	43.9
Moderately Disagree	5	8.8	52.6
Slightly Disagree	14	24.5	77.2
Slightly Agree	6	10.5	87.7
Moderately Agree	2	3.5	91.2
Strongly Agree	5	8.8	100.0
Total	57	100.0	

NPD officers do the right thing.

	<i>N</i>	<i>Percent</i>	<i>Cumulative Percent</i>
Strongly Disagree	32	56.1	56.1
Moderately Disagree	7	12.3	68.4
Slightly Disagree	11	19.3	87.7
Slightly Agree	3	5.3	93.0
Moderately Agree	2	3.5	96.5
Strongly Agree	2	3.5	100.0
Total	57	100.0	

In general, police are respected by adults within the community.

	<i>N</i>	<i>Percent</i>	<i>Cumulative Percent</i>
Strongly Disagree	16	28.6	28.6
Moderately Disagree	4	7.1	35.7
Slightly Disagree	19	33.9	69.6
Slightly Agree	5	8.9	78.6
Moderately Agree	4	7.1	85.7
Strongly Agree	8	14.3	100.0
Total	56	100.0	

NPD officers are respect by adults within the community.

	<i>N</i>	<i>Percent</i>	<i>Cumulative Percent</i>
Strongly Disagree	19	33.9	33.9
Moderately Disagree	4	7.1	41.1
Slightly Disagree	19	33.9	75.0
Slightly Agree	5	8.9	83.9
Moderately Agree	2	3.6	87.5
Strongly Agree	7	12.5	100.0
Total	56	100.0	

In general, police are respected by juveniles within the community.

	<i>N</i>	<i>Percent</i>	<i>Cumulative Percent</i>
Strongly Disagree	31	54.4	54.4
Moderately Disagree	7	12.3	66.7
Slightly Disagree	7	12.3	79.0
Slightly Agree	4	7.0	86.0
Moderately Agree	2	3.5	89.5
Strongly Agree	6	10.5	100.0
Total	57	100.0	

NPD officers are respected by juveniles within the community.

	<i>N</i>	<i>Percent</i>	<i>Cumulative Percent</i>
Strongly Disagree	32	56.1	56.1
Moderately Disagree	9	15.8	71.9
Slightly Disagree	9	15.8	87.7
Slightly Agree	2	3.5	91.2
Moderately Agree	1	1.8	93.0
Strongly Agree	4	7.0	100.0
Total	57	100.0	

In general, the police treat everyone with respect.

	<i>N</i>	<i>Percent</i>	<i>Cumulative Percent</i>
Strongly Disagree	31	54.4	54.4
Moderately Disagree	7	12.3	66.7
Slightly Disagree	13	22.8	89.5
Slightly Agree	2	3.5	93.0
Moderately Agree	2	3.5	96.5
Strongly Agree	2	3.5	100.0
Total	57	100.0	

NPD officers treat everyone with respect.

	<i>N</i>	<i>Percent</i>	<i>Cumulative Percent</i>
Strongly Disagree	36	63.2	63.2
Moderately Disagree	7	12.3	75.4
Slightly Disagree	10	3.2	93.0
Slightly Agree	2	5.3	96.5
Moderately Agree	2	3.5	100.0
Strongly Agree	0	0.0	100.0
Total	57	100.0	

In general, I trust the NPD.

	<i>N</i>	<i>Percent</i>	<i>Cumulative Percent</i>
Strongly Disagree	41	71.9	71.9
Moderately Disagree	4	7.0	79.0
Slightly Disagree	7	12.3	91.2
Slightly Agree	3	5.3	96.5
Moderately Agree	0	0.0	96.5
Strongly Agree	2	3.5	100.0
Total	57	100.0	

In general, I have confidence in the NPD.

	<i>N</i>	<i>Percent</i>	<i>Cumulative Percent</i>
Strongly Disagree	42	73.7	73.7
Moderately Disagree	7	12.3	86.0
Slightly Disagree	5	8.8	94.7
Slightly Agree	2	3.5	98.2
Moderately Agree	0	0.0	98.2
Strongly Agree	1	1.8	100.0
Total			

In general, I am satisfied with the way NPD does their job.

	<i>N</i>	<i>Percent</i>	<i>Cumulative Percent</i>
Strongly Disagree	41	71.9	71.9
Moderately Disagree	6	10.5	82.5
Slightly Disagree	4	7.0	89.5
Slightly Agree	4	7.0	96.5
Moderately Agree	0	0.0	96.5
Strongly Agree	2	3.5	100.0
Total	57	100.0	

Sometimes the police make up reasons to pull drivers over.

	<i>N</i>	<i>Percent</i>	<i>Cumulative Percent</i>
Strongly Disagree	4	7.0	7.0
Moderately Disagree	1	1.8	8.7
Slightly Disagree	0	0.0	8.7
Slightly Agree	3	5.3	14.0
Moderately Agree	8	14.0	28.1
Strongly Agree	41	71.9	100.0
Total	57	100.0	

Sometimes the police target people who have been arrested previously.

	<i>N</i>	<i>Percent</i>	<i>Cumulative Percent</i>
Strongly Disagree	3	5.4	5.4
Moderately Disagree	0	0.0	5.4
Slightly Disagree	2	3.6	8.9
Slightly Agree	6	10.7	19.6
Moderately Agree	3	5.4	25.0
Strongly Agree	42	75.0	100.0
Total	56	100.0	

Sometimes the police target people based on their friends.

	<i>N</i>	<i>Percent</i>	<i>Cumulative Percent</i>
Strongly Disagree	2	3.5	3.5
Moderately Disagree	0	0.0	3.5
Slightly Disagree	3	5.3	8.8
Slightly Agree	6	10.5	19.3
Moderately Agree	9	15.8	35.1
Strongly Agree	37	64.9	100.0
Total	57	100.0	

Sometimes police search people without a good reason.

	<i>N</i>	<i>Percent</i>	<i>Cumulative Percent</i>
Strongly Disagree	0	0.0	0.0
Moderately Disagree	0	0.0	0.0
Slightly Disagree	1	1.8	1.8
Slightly Agree	7	12.3	14.0
Moderately Agree	3	5.3	19.3
Strongly Agree	46	80.7	100.0
Total	57	100.0	

Sometimes police lie about observing criminal activity.

	<i>N</i>	<i>Percent</i>	<i>Cumulative Percent</i>
Strongly Disagree	1	1.8	1.8
Moderately Disagree	2	3.5	5.3
Slightly Disagree	3	5.3	10.5
Slightly Agree	4	7.0	17.5
Moderately Agree	1	1.8	19.3
Strongly Agree	46	80.7	100.0
Total	57	100.0	

Sometimes the police plant evidence.

	<i>N</i>	<i>Percent</i>	<i>Cumulative Percent</i>
Strongly Disagree	3	5.4	5.4
Moderately Disagree	2	3.6	8.9
Slightly Disagree	4	7.1	16.1
Slightly Agree	5	8.9	25.0
Moderately Agree	3	5.4	30.4
Strongly Agree	39	69.6	100.0
Total	56	100.0	

Sometimes the police make up facts to build false cases against innocent people.

	<i>N</i>	<i>Percent</i>	<i>Cumulative Percent</i>
Strongly Disagree	0	0.0	0.0
Moderately Disagree	0	0.0	0.0
Slightly Disagree	2	3.6	3.6
Slightly Agree	4	7.1	10.7
Moderately Agree	3	5.4	16.1
Strongly Agree	47	83.9	100.0
Total	56	100.0	

Sometimes police arrest people without enough evidence.

	<i>N</i>	<i>Percent</i>	<i>Cumulative Percent</i>
Strongly Disagree	0	0.0	0.0
Moderately Disagree	0	0.0	0.0
Slightly Disagree	2	3.5	3.5
Slightly Agree	2	3.5	7.0
Moderately Agree	9	15.8	22.8
Strongly Agree	44	77.2	100.0
Total	57	100.0	

Sometimes police officers lie to protect other officers.

	<i>N</i>	<i>Percent</i>	<i>Cumulative Percent</i>
Strongly Disagree	0	0.0	0.0
Moderately Disagree	0	0.0	0.0
Slightly Disagree	2	3.6	3.6
Slightly Agree	2	3.6	7.1
Moderately Agree	3	5.4	12.5
Strongly Agree	49	87.5	100.0
Total	56	100.0	

Sometimes police will lie in court to support their case.

	<i>N</i>	<i>Percent</i>	<i>Cumulative Percent</i>
Strongly Disagree	0	0.0	0.0
Moderately Disagree	1	1.8	1.8
Slightly Disagree	2	3.6	5.5
Slightly Agree	1	1.8	7.3
Moderately Agree	4	7.3	14.6
Strongly Agree	47	85.5	100.0
Total	55	100.0	

I am afraid of the police.

	<i>N</i>	<i>Percent</i>	<i>Cumulative Percent</i>
Strongly Disagree	24	42.1	42.1
Moderately Disagree	4	7.0	49.1
Slightly Disagree	4	7.0	56.1
Slightly Agree	3	5.3	61.4
Moderately Agree	2	3.5	64.9
Strongly Agree	20	35.1	100.0
Total	57	100.0	

I would feel safer if all of my interactions with the police were recorded.

	<i>N</i>	<i>Percent</i>	<i>Cumulative Percent</i>
Strongly Disagree	3	5.3	5.4
Moderately Disagree	1	1.8	7.1
Slightly Disagree	1	1.8	8.9
Slightly Agree	2	3.6	12.5
Moderately Agree	4	7.1	19.6
Strongly Agree	45	80.4	100.0
Total	56	100.0	

POLICE PROFESSIONALISM**How would you describe the professionalism of the NPD?**

	<i>N</i>	<i>Percent</i>	<i>Cumulative Percent</i>
Highly Unprofessional	30	52.6	52.6
Moderately Unprofessional	13	22.8	75.4
Slightly Unprofessional	8	14.0	89.5
Slightly Professional	3	5.3	94.7
Moderately Professional	3	5.3	100.0
Highly Professional	0	0.0	100.0
Total	57	100.0	

How would you describe the relations between the NPD and your community?

	<i>N</i>	<i>Percent</i>	<i>Cumulative Percent</i>
Highly Unprofessional	32	57.1	57.1
Moderately Unprofessional	7	12.5	69.6
Slightly Unprofessional	11	19.6	89.3
Slightly Professional	3	5.4	94.6
Moderately Professional	2	3.6	98.2
Highly Professional	1	1.8	100.0
Total	56	100.0	

POLICE-COMMUNITY RELATIONS*Fairness***Police officers in Newark treat white people better than they do black people.**

	<i>N</i>	<i>Percent</i>	<i>Cumulative Percent</i>
Strongly Disagree	8	14.8	14.8
Moderately Disagree	3	5.6	20.4
Slightly Disagree	7	13.0	33.3
Slightly Agree	10	18.5	51.9
Moderately Agree	4	7.4	59.3
Strongly Agree	22	40.7	100.0
Total	54	100.0	

Police officers in Newark treat white people better than they do people who are Latino.

	<i>N</i>	<i>Percent</i>	<i>Cumulative Percent</i>
Strongly Disagree	12	22.6	22.6
Moderately Disagree	3	5.7	28.3
Slightly Disagree	5	9.4	37.7
Slightly Agree	7	13.2	50.9
Moderately Agree	3	5.7	56.6
Strongly Agree	23	43.4	100.0
Total	53	100.0	

Police officers in Newark often treat people who are lesbian, gay, bisexual, or transgender with less respect than others.

	<i>N</i>	<i>Percent</i>	<i>Cumulative Percent</i>
Strongly Disagree	15	31.3	31.3
Moderately Disagree	1	2.1	33.3
Slightly Disagree	10	20.8	54.2
Slightly Agree	4	8.3	62.5
Moderately Agree	4	8.3	70.8
Strongly Agree	14	29.2	100.0
Total	48	100.0	

Police officers in Newark treat people who do not speak English with less respect than English speakers.

	<i>N</i>	<i>Percent</i>	<i>Cumulative Percent</i>
Strongly Disagree	12	23.1	23.1
Moderately Disagree	5	9.6	32.7
Slightly Disagree	3	5.8	38.5
Slightly Agree	8	15.4	53.9
Moderately Agree	5	9.6	63.5
Strongly Agree	19	36.5	100.0
Total	52	100.0	

Police officers in Newark are more likely to use physical force against black people than against white people in similar situations.

	<i>N</i>	<i>Percent</i>	<i>Cumulative Percent</i>
Strongly Disagree	6	10.9	10.9
Moderately Disagree	1	1.8	12.7
Slightly Disagree	2	3.6	16.4
Slightly Agree	3	5.5	21.8
Moderately Agree	8	14.6	36.4
Strongly Agree	35	63.6	100.0
Total	55	100.0	

Police officers in Newark are more likely to use physical force against people who are Latino than against white people in similar situations.

	<i>N</i>	<i>Percent</i>	<i>Cumulative Percent</i>
Strongly Disagree	6	11.5	11.5
Moderately Disagree	1	1.9	13.5
Slightly Disagree	4	7.7	21.2
Slightly Agree	5	9.6	30.8
Moderately Agree	8	15.4	46.2
Strongly Agree	28	53.9	100.0
Total	52	100.0	

Effectiveness

If I were in trouble, I would feel comfortable asking a police officer for help.

	<i>N</i>	<i>Percent</i>	<i>Cumulative Percent</i>
Strongly Disagree	36	63.2	63.2
Moderately Disagree	5	8.8	71.9
Slightly Disagree	6	10.5	82.5
Slightly Agree	3	5.3	87.7
Moderately Agree	2	3.5	91.2
Strongly Agree	5	8.8	100.0
Total	57	100.0	

The police are honest.

	<i>N</i>	<i>Percent</i>	<i>Cumulative Percent</i>
Strongly Disagree	36	63.2	63.2
Moderately Disagree	10	17.5	80.7
Slightly Disagree	5	8.8	89.5
Slightly Agree	2	3.5	93.0
Moderately Agree	1	1.8	94.7
Strongly Agree	3	5.3	100.0
Total	57	100.0	

The police are good at preventing crimes in my neighborhood.

	<i>N</i>	<i>Percent</i>	<i>Cumulative Percent</i>
Strongly Disagree	33	58.9	58.9
Moderately Disagree	6	10.7	69.6
Slightly Disagree	6	10.7	80.4
Slightly Agree	2	3.6	83.9
Moderately Agree	1	1.8	85.7
Strongly Agree	8	14.3	100.0
Total	56	100.0	

The police are good at catching the people who commit crimes in my neighborhood.

	<i>N</i>	<i>Percent</i>	<i>Cumulative Percent</i>
Strongly Disagree	29	52.7	52.7
Moderately Disagree	6	10.9	63.6
Slightly Disagree	8	14.6	78.2
Slightly Agree	3	5.5	83.6
Moderately Agree	5	9.1	92.7
Strongly Agree	4	7.3	100.0
Total	55	100.0	

The police in this neighborhood respond quickly to calls.

	<i>N</i>	<i>Percent</i>	<i>Cumulative Percent</i>
Strongly Disagree	31	56.4	56.4
Moderately Disagree	7	12.7	69.1
Slightly Disagree	4	7.3	76.4
Slightly Agree	2	3.6	80.0
Moderately Agree	3	5.5	85.5
Strongly Agree	8	14.6	100.0
Total	55	100.0	

*Legitimacy – Trust***The police in my neighborhood ignore a lot of crime that they see.**

	<i>N</i>	<i>Percent</i>	<i>Cumulative Percent</i>
Strongly Disagree	12	22.2	22.2
Moderately Disagree	5	9.3	31.5
Slightly Disagree	11	20.4	51.9
Slightly Agree	6	11.1	63.0
Moderately Agree	2	3.7	66.7
Strongly Agree	18	33.3	100.0
Total	54	100.0	

I avoid the police whenever possible.

	<i>N</i>	<i>Percent</i>	<i>Cumulative Percent</i>
Strongly Disagree	3	5.3	5.3
Moderately Disagree	1	1.8	7.0
Slightly Disagree	2	3.5	10.5
Slightly Agree	2	3.5	14.0
Moderately Agree	3	5.3	19.3
Strongly Agree	46	80.7	100.0
Total	57	100.0	

The police have too much power around here.

	<i>N</i>	<i>Percent</i>	<i>Cumulative Percent</i>
Strongly Disagree	6	10.9	10.9
Moderately Disagree	1	1.8	12.7
Slightly Disagree	1	1.8	14.6
Slightly Agree	0	0.0	14.6
Moderately Agree	4	7.3	21.8
Strongly Agree	43	78.2	100.0
Total	55	100.0	

Police in my neighborhood don't trust the police.

	<i>N</i>	<i>Percent</i>	<i>Cumulative Percent</i>
Strongly Disagree	1	1.8	1.8
Moderately Disagree	1	1.8	3.6
Slightly Disagree	3	5.4	8.9
Slightly Agree	4	7.1	16.1
Moderately Agree	5	8.9	25.0
Strongly Agree	42	75.0	100.0
Total	56	100.0	

The police around here bother kids for no good reason.

	<i>N</i>	<i>Percent</i>	<i>Cumulative Percent</i>
Strongly Disagree	8	14.8	14.8
Moderately Disagree	2	3.7	18.5
Slightly Disagree	9	16.7	35.2
Slightly Agree	8	14.8	50.0
Moderately Agree	9	16.7	66.7
Strongly Agree	18	33.3	100.0
Total	54	100.0	

*Legitimacy – Obligation to Obey***When the police issue a formal order, you should do what they say even if you disagree with it.**

	<i>N</i>	<i>Percent</i>	<i>Cumulative Percent</i>
Strongly Disagree	6	10.5	10.5
Moderately Disagree	2	3.5	14.0
Slightly Disagree	1	1.8	15.8
Slightly Agree	8	14.0	29.8
Moderately Agree	3	5.3	35.0
Strongly Agree	37	64.9	100.0
Total	57	100.0	

You should accept police officers' decisions even if you think they're wrong.

	<i>N</i>	<i>Percent</i>	<i>Cumulative Percent</i>
Strongly Disagree	24	42.1	42.1
Moderately Disagree	2	3.5	45.6
Slightly Disagree	4	7.0	52.6
Slightly Agree	3	5.3	57.9
Moderately Agree	6	10.5	68.4
Strongly Agree	18	31.6	100.0
Total	57	100.0	

It would be hard to justify disobeying a police officer.

	<i>N</i>	<i>Percent</i>	<i>Cumulative Percent</i>
Strongly Disagree	12	21.1	21.1
Moderately Disagree	1	1.8	22.8
Slightly Disagree	6	10.5	33.3
Slightly Agree	6	10.5	43.9
Moderately Agree	4	7.0	50.9
Strongly Agree	28	49.2	100.0
Total	57	100.0	

ATTITUDES REGARDING INCIDENT RESULTING IN CURRENT ARREST

I am satisfied with the way I was treated during my arrest.

	<i>N</i>	<i>Percent</i>	<i>Cumulative Percent</i>
Strongly Disagree	39	69.6	69.6
Moderately Disagree	6	10.7	80.4
Slightly Disagree	3	5.4	85.7
Slightly Agree	1	1.8	87.5
Moderately Agree	1	1.8	89.3
Strongly Agree	6	10.7	100.0
Total	56	100.0	

I am satisfied with the outcome of my interactions with the police.

	<i>N</i>	<i>Percent</i>	<i>Cumulative Percent</i>
Strongly Disagree	38	66.7	66.7
Moderately Disagree	7	12.3	79.0
Slightly Disagree	8	14.0	93.0
Slightly Agree	1	1.8	94.7
Moderately Agree	1	1.8	96.5
Strongly Agree	2	3.5	100.0
Total	57	100.0	

What I said influenced how I was treated by the police.

	<i>N</i>	<i>Percent</i>	<i>Cumulative Percent</i>
Strongly Disagree	26	49.1	49.1
Moderately Disagree	4	7.6	56.6
Slightly Disagree	1	1.9	58.5
Slightly Agree	2	3.8	62.3
Moderately Agree	6	11.3	73.6
Strongly Agree	14	26.4	100.0
Total	53	100.0	

What I did during the interaction influenced how I was treated by the police.

	<i>N</i>	<i>Percent</i>	<i>Cumulative Percent</i>
Strongly Disagree	27	49.1	49.1
Moderately Disagree	2	3.6	52.7
Slightly Disagree	3	5.5	58.2
Slightly Agree	2	3.6	61.8
Moderately Agree	3	5.5	67.3
Strongly Agree	18	32.7	100.0
Total	55	100.0	

The way the police acted towards me was influenced by my race/ethnicity.

	<i>N</i>	<i>Percent</i>	<i>Cumulative Percent</i>
Strongly Disagree	20	36.4	36.4
Moderately Disagree	2	3.6	40.0
Slightly Disagree	9	16.4	56.4
Slightly Agree	4	7.3	63.6
Moderately Agree	1	1.8	65.5
Strongly Agree	19	34.6	100.0
Total	55	100.0	

The police showed concern about my rights.

	<i>N</i>	<i>Percent</i>	<i>Cumulative Percent</i>
Strongly Disagree	47	82.5	82.5
Moderately Disagree	0	0.0	82.5
Slightly Disagree	6	10.5	93.0
Slightly Agree	1	1.8	94.7
Moderately Agree	1	1.8	96.5
Strongly Agree	2	3.5	100.0
Total	57	100.0	

The police treated me with respect and dignity.

	<i>N</i>	<i>Percent</i>	<i>Cumulative Percent</i>
Strongly Disagree	36	63.2	63.2
Moderately Disagree	5	8.8	71.9
Slightly Disagree	7	12.3	84.2
Slightly Agree	3	5.3	89.5
Moderately Agree	2	3.5	93.0
Strongly Agree	4	7.0	100.0
Total	57	0.0	

Thinking about all the times you were stopped, did the police ever do the following to you? Select all that apply. (N=57)

	<i>N</i>	<i>Percent</i>
Ask for ID	39	68.4
Inform for Reason of Involuntary Conduct	15	26.3
Make Threats	37	64.9
Display a Weapon	33	57.9
Issue a Summons	31	54.4
Arrested Me	55	96.5
Arrested Someone I Was With	41	71.9

Where did the police search? Select all that apply. (N=57)

	<i>N</i>	<i>Percent</i>
Car	21	36.8
Home	23	40.4
Person	40	70.2
Other	10	17.5
I Was Not Searched	5	8.8

Did you consent to the police searched that were conducted?

	<i>N</i>	<i>Percent</i>
Yes	7	13.5
No	45	86.5
Total	52	100.0

What property did the police recover? Select all that apply. (N=57)

	<i>N</i>	<i>Percent</i>
Drugs	14	24.6
Weapon	11	19.3
Money	18	31.6
Other	5	8.8
No Property Recovered	26	45.6

Was anyone with you when you were arrested?

	<i>N</i>	<i>Percent</i>
Yes	36	63.2
No	21	36.8
Total	57	100.0

Were you in a car prior to your arrest?

	<i>N</i>	<i>Percent</i>
Yes	15	26.3
No	42	73.7
Total	57	100.0

Did the police use any force in arresting you?

	<i>N</i>	<i>Percent</i>
Yes	30	52.6
No	27	47.4
Total	57	100.0

Were you injured during the arrest?

	<i>N</i>	<i>Percent</i>
Yes	15	26.3
No	42	73.7
Total	57	100.0

Did the police ask you any questions after you were arrested?

	<i>N</i>	<i>Percent</i>
Yes	28	49.1
No	29	50.9
Total	57	100.0

Did the police tell you that you do not have to answer any of their questions?

	<i>N</i>	<i>Percent</i>
Yes	7	12.3
No	50	87.7
Total	57	100.0

Did the police promise you anything in exchange for making a statement?

	<i>N</i>	<i>Percent</i>
Yes	21	37.5
No	35	62.5
Total	56	100.0

Did the police threaten you at any point?

	<i>N</i>	<i>Percent</i>
Yes	20	35.7
No	36	64.3
Total	56	100.0

Did you give a statement to the police?

	<i>N</i>	<i>Percent</i>
Yes	15	26.3
No	42	73.7
Total	57	100.0

Did the police tell you that you have the right to an attorney?

	<i>N</i>	<i>Percent</i>
Yes	12	21.4
No	44	78.6
Total	56	100.0

APPENDIX D

City of Newark Consent Decree

2017 Community Survey

Thank you for volunteering to participate and allowing us to gather some insightful information from you. The survey should take 10-15 minutes to complete.

We would like to know your general thoughts on Newark police-community relationships based on what you have seen, heard, and experienced.

Please select one answer for each question.

NEIGHBORHOOD SAFETY

1. What is your home zip code? _____
2. How long have you lived in Newark? (Number of Years) _____
3. Thinking back over the last year, would you say Newark has gotten better as a place to live, gotten worse, or there hasn't been much change?
☐ Better ☐ Worse ☐ No Change ☐ Don't Know
4. When you are walking in your neighborhood during the DAY, do you feel:
☐ Very safe ☐ Somewhat safe ☐ Not very safe ☐ Not safe at all ☐ Don't know
5. When you are walking in your neighborhood at NIGHT, do you feel:
☐ Very safe ☐ Somewhat safe ☐ Not very safe ☐ Not safe at all ☐ Don't know
6. If you were in need of assistance, how likely would you be to ask a Newark police officer for help?
☐ Very likely ☐ Somewhat likely ☐ Not very likely ☐ Don't know
7. If you had information about a crime that took place, how likely would you be to report it or to provide information to the Newark Police?
☐ Very likely ☐ Somewhat likely ☐ Not very likely ☐ Don't know
8. Would you like to see an increase or a decrease in the number of Newark Police officers on foot or in a car patrolling in your neighborhood, or would you like to see the number of officers stay the same?
☐ Increase ☐ Decrease ☐ Stay the same ☐ Don't know

COMMUNITY EXPERIENCES AND PERCEPTIONS OF POLICE

9. Thinking about the area where you live, how would you rate the job the Newark Police are doing serving people in your neighborhood?
☐ Excellent ☐ Good ☐ Fair ☐ Poor ☐ Don't know
10. How much impact do you think the Newark Police have on lowering the city's crime rate?
☐ A lot ☐ Some ☐ A little ☐ None at all ☐ Don't know

11. How much respect do you have for the Newark Police, in general?

☐ A lot ☐ Some ☐ A little ☐ None at all ☐ Don't know

12. How much trust do you have for the Newark Police, in general?

☐ A lot ☐ Some ☐ A little ☐ None at all ☐ Don't know

COMPLAINTS, REPORTING, AND PERSONAL INTERACTIONS WITH POLICE

13. Have you requested assistance from a Newark police officer in the last year?

☐ Yes ☐ No ☐ Don't know

14. Has a Newark police officer requested information from you in the last year?

☐ Yes, an officer has ☐ No, an officer has not ☐ Don't know

15. Do you know how to file a complaint with the Newark Police Department?

☐ Yes ☐ No

16. If you were to file a complaint with the Newark Police, do you believe that your complaint would be adequately investigated?

☐ Yes ☐ No ☐ Don't know

17. In the last 12 months, have you filed a complaint with the Newark police? If your answer to this question is no, skip to Question 19.

☐ Yes ☐ No ☐ Don't know ☐ N/A

18. If you answered yes to Question 17, were you satisfied with the result?

☐ Very satisfied ☐ Somewhat satisfied ☐ Not very satisfied ☐ Not satisfied at all ☐ Don't know

STOPS, SEARCHES, AND USE OF FORCE

19. Has a Newark police officer stopped you in the last year? If your answer to this question is no, Skip to Question 26.

☐ Yes, an officer has ☐ No, an officer has not ☐ Don't know

20. If you answered yes to Question 19, about how many times have you been stopped by a Newark police officer in the last year?

☐ 1 or 2 ☐ 3 or 4 ☐ 5 or 6 ☐ More than 6 ☐ Don't know

21. If you answered yes to Question 19, did the officer explain why he/she stopped you?
- ☐ Yes ☐ No ☐ Don't know
22. If you answered yes to Question 19, how satisfied were you with the explanation you were given?
- ☐ Very satisfied ☐ Somewhat satisfied ☐ Not very satisfied ☐ Not satisfied at all ☐ Don't know
- ☐ I was not given an explanation
23. If you answered yes to Question 19, how concerned were you for your own safety when you were stopped by the police officer?
- ☐ Very concerned ☐ Somewhat concerned ☐ Not very concerned ☐ Not concerned at all ☐ Don't know
24. If you answered yes to Question 19, did you think you were stopped for good reason?
- ☐ Yes ☐ No ☐ Don't know
25. If you answered yes to Question 19, do you think you were stopped longer than necessary?
- ☐ Yes ☐ No ☐ Don't know
26. Do you think Newark police officers use the appropriate level of force during encounters with the public?
- ☐ Yes ☐ No ☐ Don't know

BODY-WORN CAMERAS

The Newark Consent Decree requires the Newark Police Division to implement body-worn cameras. Body-worn cameras are devices that record video of interactions with the public from the officer's viewpoint.

27. Would you have more overall trust in Newark police officers if they were wearing body cameras?

☐ Yes ☐ No ☐ Don't know

28. Do you think that footage from Newark police body-worn cameras should be made publicly available without any alterations or editing?

☐ Yes ☐ No ☐ Don't know

29. Do you think body cameras would improve relations between the Newark Police and the community?

☐ Yes ☐ No ☐ Don't know

POLICE INVOLVEMENT IN THE COMMUNITY

30. To the best of your knowledge, do Newark police officers attend events in your community all of the time, some of the time, rarely, or never?

☐ All of the time ☐ Some of the time ☐ Rarely ☐ Never ☐ Don't know

31. For each of the following groups, please tell us if you think the Newark Police treat this group better, worse, or the same as other groups in the community:

	Better	Worse	Same	Don't know
A. Men	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B. Women	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C. Black people	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D. Hispanic and Latino people	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
E. White people	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
F. Homeless people	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
G. LGBT people	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
H. Non-English Speakers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

32. In just a few words, what is one thing the Newark Police should do differently to improve police-community relations?

33. Is there anything that we have not asked you that you want to share with us?

DEMOGRAPHICS

Now just a few final questions so that we can be sure we are talking to community members representing all of Newark.

34. What is your age range?

- 14-17 ☐ 18-20 ☐ 21-24 ☐ 25-29 ☐ 30-34 ☐ 35-44 ☐
45-49 ☐ 50-54 ☐ 55-64 ☐ 65 OR OVER ☐

35. What best describes your employment situation today?

- ☐ Employed full time ☐ Employed part time ☐ Employed in temporary or seasonal work
☐ Unemployed ☐ Stay at home parent or caregiver ☐ A student
☐ Retired ☐ On Disability

36. Which of these groups would you say best represents your race?

- ☐ White ☐ Black/African American ☐ Asian/
Asian American ☐ Native American or
Alaska Native
☐ Native Hawaiian and Other Pacific Islander ☐ Some other race ☐ Don't know

37. Are you of Latino or Hispanic origin, such as Mexican, Puerto Rican, Cuban, Brazilian, Dominican, or some other Spanish or Portuguese-speaking background?

- ☐ Yes ☐ No ☐ Don't know

38. What is your gender? ☐ Male ☐ Female ☐ Transgender ☐ Other

- ☐ Prefer not to say

39. Do you identify as LGBT?

- ☐ Yes ☐ No

You have completed the 2017 Community Survey. Please return your completed survey to a member of the Independent Monitoring Team.

Thank you for your time and have a good day.

APPENDIX E



Survey Statistics

City of Newark Consent Decree 2017 Community Survey

Created on: 22-Feb-2017


Total questions: 39

Survey Overview Statistics

231	168	160	69%
Displayed	Attempted	Completed	Response-Rate

Question : What is your home zip code?


Latest Responses :

 156 out of 160 people responded.

Submitted on	
06/19/2017 01:55	07108
06/19/2017 01:51	07108
06/19/2017 01:45	07106
06/19/2017 01:37	07108
06/19/2017 01:33	07108

Question : How long have you lived in Newark? (Number of Years)

Latest Responses :

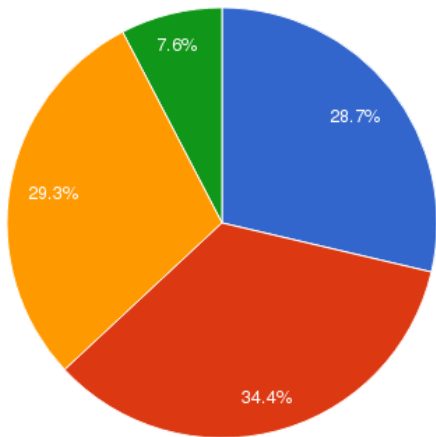
 154 out of 160 people responded.

Submitted on	
06/19/2017 01:55	57
06/19/2017 01:51	38
06/19/2017 01:45	25
06/19/2017 01:37	51
06/19/2017 01:33	1

Question : Thinking back over the last year, would you say Newark has gotten better as a place to live, gotten worse, or there hasn't been much change?

Aggregate Response :


 157 out of 160 people responded.

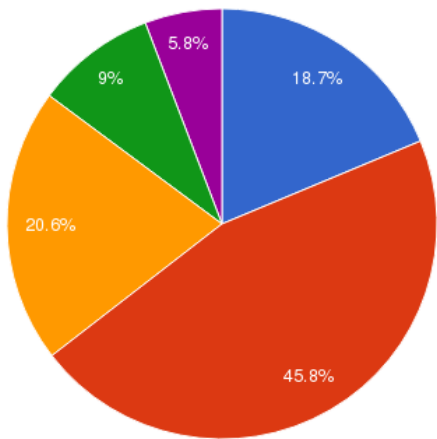


	Label	Percentage %	Response count
<div></div>	Better	28.7 %	45
<div></div>	Worse	34.4 %	54
<div></div>	No Change	29.3 %	46
<div></div>	Don't Know	7.6 %	12

Question : When you are walking in your neighborhood during the DAY, do you feel:

Aggregate Response :


 155 out of 160 people responded.

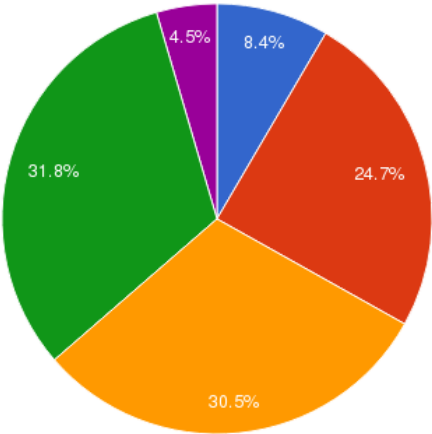


	Label	Percentage %	Response count
<div></div>	Very safe	18.7 %	29
<div></div>	Somewhat safe	45.8 %	71
<div></div>	Not very safe	20.6 %	32
<div></div>	Not safe at all	9.0 %	14
<div></div>	Don't know	5.8 %	9

Question : When you are walking in your neighborhood at NIGHT, do you feel:

Aggregate Response :


 154 out of 160 people responded.

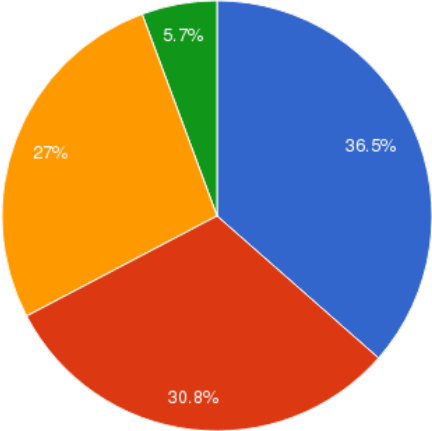


	Label	Percentage %	Response count
<div></div>	Very safe	8.4 %	13
<div></div>	Somewhat safe	24.7 %	38
<div></div>	Not very safe	30.5 %	47
<div></div>	Not safe at all	31.8 %	49
<div></div>	Don't know	4.5 %	7

Question : If you were in need of assistance, how likely would you be to ask a Newark police officer for help?

Aggregate Response :


 159 out of 160 people responded.

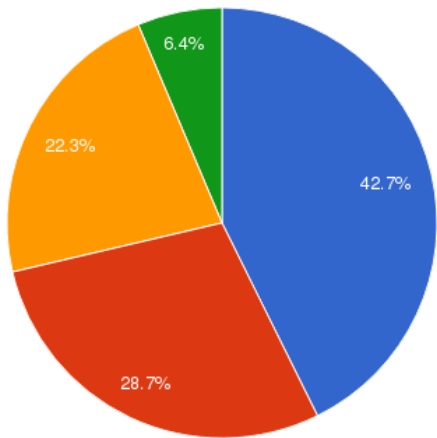


	Label	Percentage %	Response count
	Very likely	36.5 %	58
	Somewhat likely	30.8 %	49
	Not very likely	27.0 %	43
	Don't know	5.7 %	9

Question : If you had information about a crime that took place, how likely would you be to report it or to provide information to the Newark Police?

Aggregate Response :


 157 out of 160 people responded.

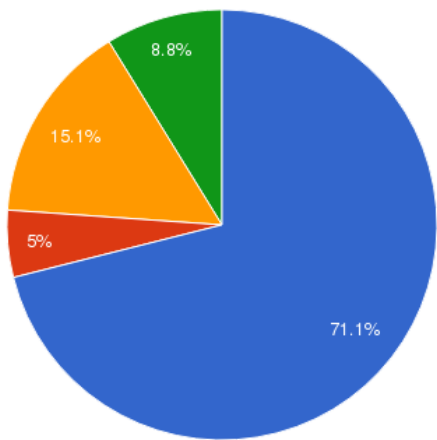


	Label	Percentage %	Response count
	Very likely	42.7 %	67
	Somewhat likely	28.7 %	45
	Not very likely	22.3 %	35
	Don't know	6.4 %	10

Question : Would you like to see an increase or a decrease in the number of Newark Police officers on foot or in a car patrolling in your neighborhood, or would you like to see the number of officers stay the same?

Aggregate Response :

 159 out of 160 people responded.

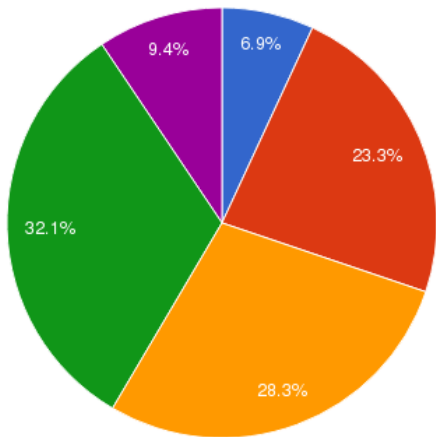


	Label	Percentage %	Response count
<div></div>	Increase	71.1 %	113
<div></div>	Decrease	5.0 %	8
<div></div>	Stay the same	15.1 %	24
<div></div>	Don't know	8.8 %	14

Question : Thinking about the area where you live, how would you rate the job the Newark Police are doing serving people in your neighborhood?

Aggregate Response :


 159 out of 160 people responded.

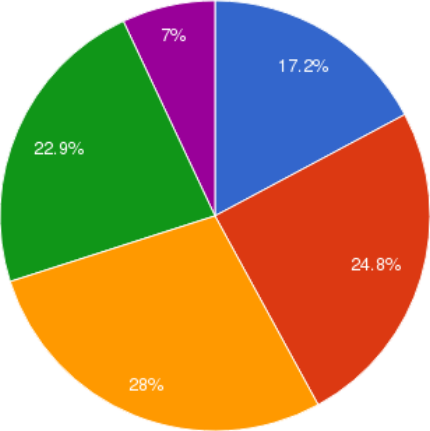







	Label	Percentage %	Response count
<div></div>	Excellent	6.9 %	11
<div></div>	Good	23.3 %	37
<div></div>	Fair	28.3 %	45
<div></div>	Poor	32.1 %	51
<div></div>	Don't know	9.4 %	15

Question : How much impact do you think the Newark Police have on lowering the city’s crime rate?

Aggregate Response :


 157 out of 160 people responded.

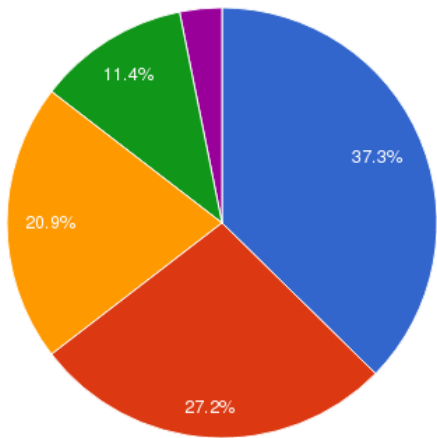


	Label	Percentage %	Response count
	A lot	17.2 %	27
	Some	24.8 %	39
	A little	28.0 %	44
	None at all	22.9 %	36
	Don't know	7.0 %	11

Question : How much respect do you have for the Newark Police, in general?

Aggregate Response :


 158 out of 160 people responded.

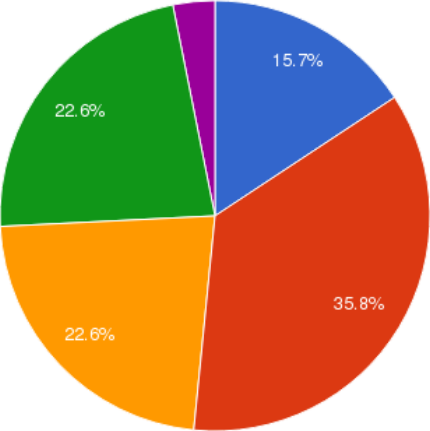


	Label	Percentage %	Response count
<div></div>	A lot	37.3 %	59
<div></div>	Some	27.2 %	43
<div></div>	A little	20.9 %	33
<div></div>	None at all	11.4 %	18
<div></div>	Don't know	3.2 %	5

Question : How much trust do you have for the Newark Police, in general?

Aggregate Response :

 159 out of 160 people responded.

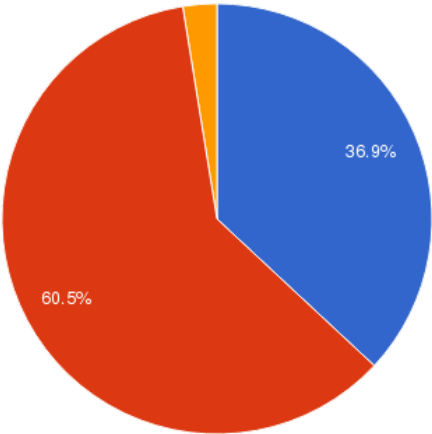


	Label	Percentage %	Response count
<div></div>	A lot	15.7 %	25
<div></div>	Some	35.8 %	57
<div></div>	A little	22.6 %	36
<div></div>	None at all	22.6 %	36
<div></div>	Don't know	3.1 %	5

Question : Have you requested assistance from a Newark police officer in the last year?

Aggregate Response :


157 out of 160 people responded.

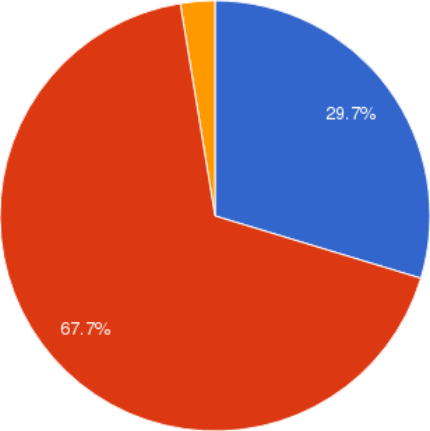


	Label	Percentage %	Response count
	Yes	36.9 %	58
	No	60.5 %	95
	Don't know	2.5 %	4

Question : Has a Newark police officer requested information from you in the last year?

Aggregate Response :


 155 out of 160 people responded.

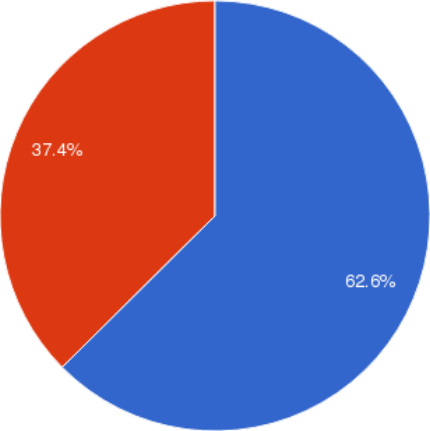


	Label	Percentage %	Response count
<div></div>	Yes, an officer has	29.7 %	46
<div></div>	No, an officer has not	67.7 %	105
<div></div>	Don't know	2.6 %	4

Question : Do you know how to file a complaint with the Newark Police Department?

Aggregate Response :


 155 out of 160 people responded.

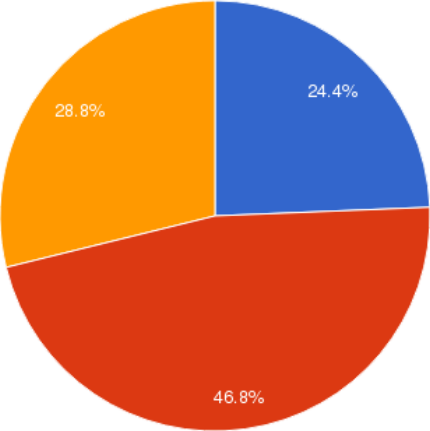


	Label	Percentage %	Response count
	Yes	62.6 %	97
	No	37.4 %	58

Question : If you were to file a complaint with the Newark Police, do you believe that your complaint would be adequately investigated?

Aggregate Response :


 156 out of 160 people responded.

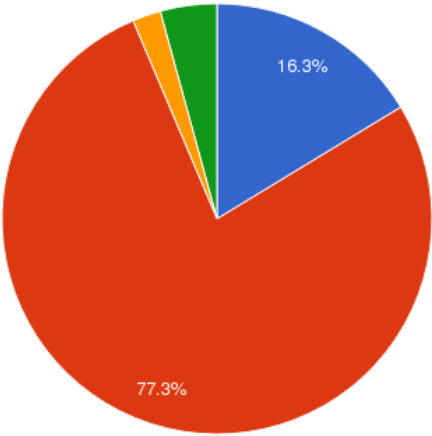


	Label	Percentage %	Response count
<div></div>	Yes	24.4 %	38
<div></div>	No	46.8 %	73
<div></div>	Don't know	28.8 %	45

Question : In the last 12 months, have you filed a complaint with the Newark police? If your answer to this question is no, skip to Question 19.

Aggregate Response :


 141 out of 160 people responded.

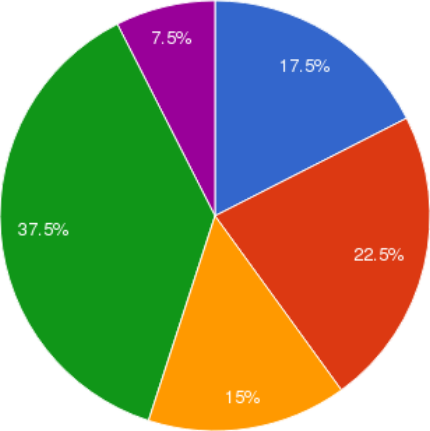







	Label	Percentage %	Response count
<div></div>	Yes	16.3 %	23
<div></div>	No	77.3 %	109
<div></div>	Don't know	2.1 %	3
<div></div>	N/A	4.3 %	6

Question : If you answered yes to Question 17, were you satisfied with the result?

Aggregate Response :


 40 out of 160 people responded.

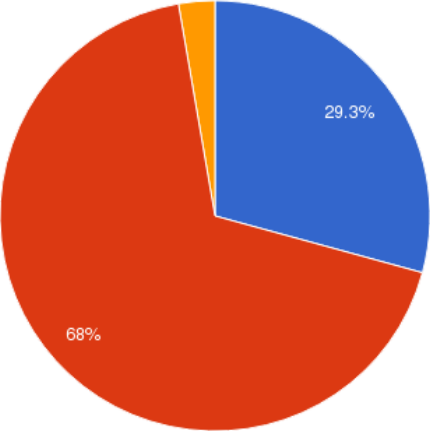


	Label	Percentage %	Response count
	Very satisfied	17.5 %	7
	Somewhat satisfied	22.5 %	9
	Not very satisfied	15.0 %	6
	Not satisfied at all	37.5 %	15
	Don't know	7.5 %	3

Question : Has a Newark police officer stopped you in the last year?
If your answer to this question is no, Skip to Question 26.

Aggregate Response :


 147 out of 160 people responded.

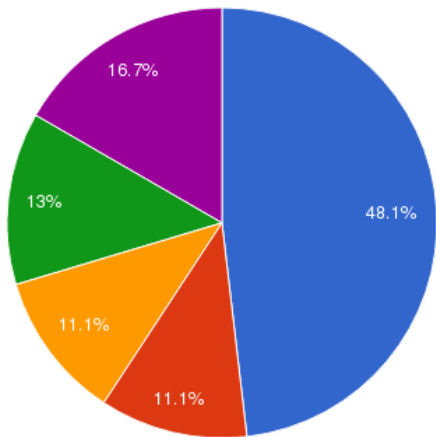


	Label	Percentage %	Response count
<div></div>	Yes, an officer has	29.3 %	43
<div></div>	No, an officer has not	68.0 %	100
<div></div>	Don't know	2.7 %	4

Question : If you answered yes to Question 19, about how many times have you been stopped by a Newark police officer in the last year?

Aggregate Response :


 54 out of 160 people responded.

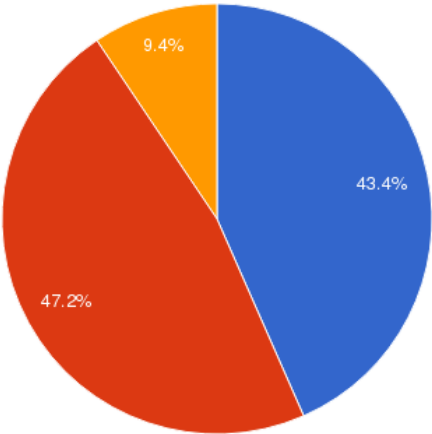


	Label	Percentage %	Response count
<div></div>	1 or 2	48.1 %	26
<div></div>	3 or 4	11.1 %	6
<div></div>	5 or 6	11.1 %	6
<div></div>	More than 6	13.0 %	7
<div></div>	Don't know	16.7 %	9

Question : If you answered yes to Question 19, did the officer explain why he/she stopped you?

Aggregate Response :

 53 out of 160 people responded.

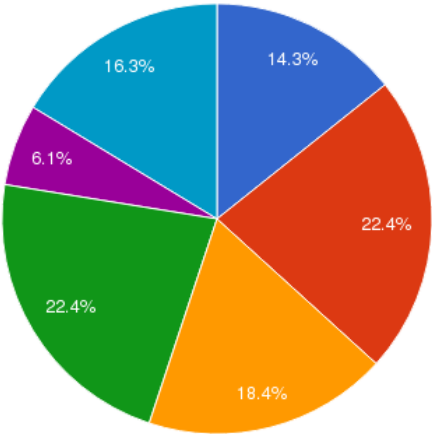


	Label	Percentage %	Response count
<div></div>	Yes	43.4 %	23
<div></div>	No	47.2 %	25
<div></div>	Don't know	9.4 %	5

Question : If you answered yes to Question 19, how satisfied were you with the explanation you were given?

Aggregate Response :


49 out of 160 people responded.

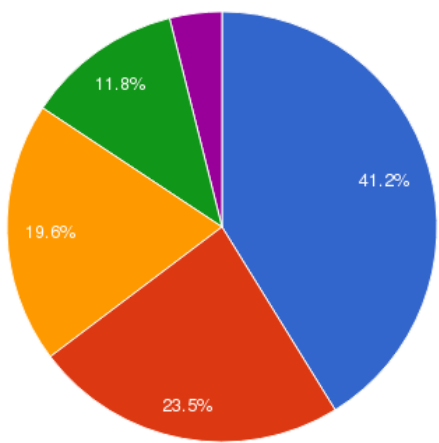


	Label	Percentage %	Response count
	Very satisfied	14.3 %	7
	Somewhat satisfied	22.4 %	11
	Not very satisfied	18.4 %	9
	Not satisfied at all	22.4 %	11
	Don't know	6.1 %	3
	I was not given an explanation	16.3 %	8

Question : If you answered yes to Question 19, how concerned were you for your own safety when you were stopped by the police officer?

Aggregate Response :


 51 out of 160 people responded.

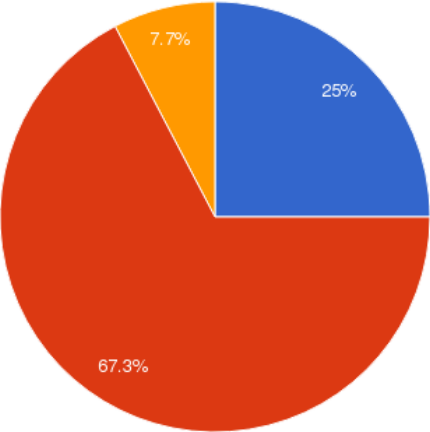


	Label	Percentage %	Response count
<div></div>	Very concerned	41.2 %	21
<div></div>	Somewhat concerned	23.5 %	12
<div></div>	Not very concerned	19.6 %	10
<div></div>	Not concerned at all	11.8 %	6
<div></div>	Don't know	3.9 %	2

Question : If you answered yes to Question 19, did you think you were stopped for good reason?

Aggregate Response :


 52 out of 160 people responded.

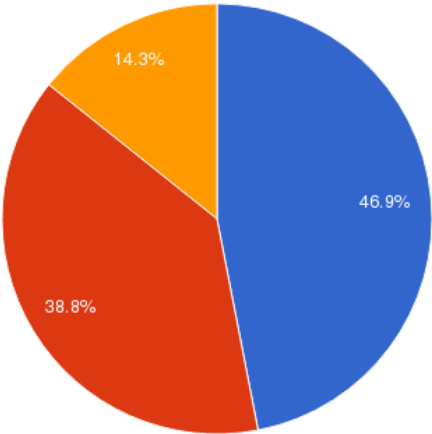


	Label	Percentage %	Response count
<div></div>	Yes	25.0 %	13
<div></div>	No	67.3 %	35
<div></div>	Don't know	7.7 %	4

Question : If you answered yes to Question 19, do you think you were stopped longer than necessary?

Aggregate Response :


 49 out of 160 people responded.

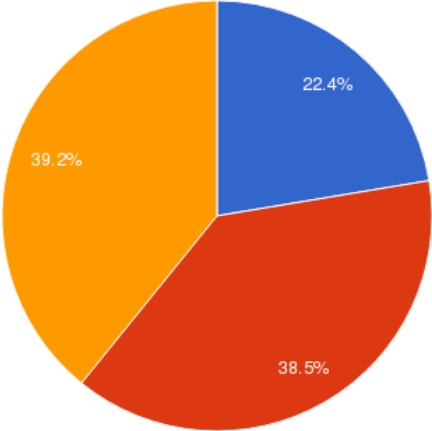


	Label	Percentage %	Response count
	Yes	46.9 %	23
	No	38.8 %	19
	Don't know	14.3 %	7

Question : Do you think Newark police officers use the appropriate level of force during encounters with the public?

Aggregate Response :

 143 out of 160 people responded.

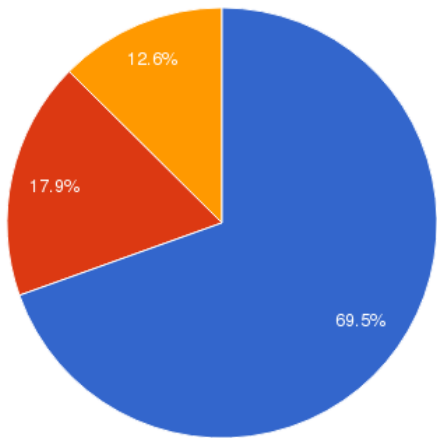


	Label	Percentage %	Response count
<div></div>	Yes	22.4 %	32
<div></div>	No	38.5 %	55
<div></div>	Don't know	39.2 %	56

Question : Would you have more overall trust in Newark police officers if they were wearing body cameras?

Aggregate Response :


151 out of 160 people responded.

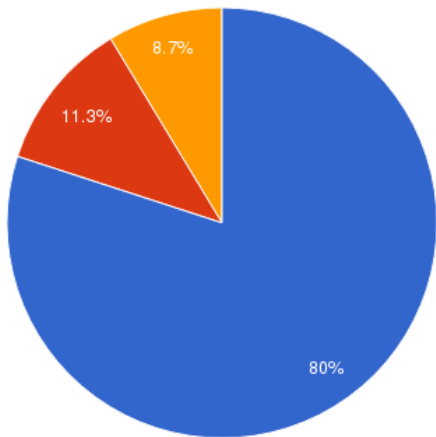


	Label	Percentage %	Response count
	Yes	69.5 %	105
	No	17.9 %	27
	Don't know	12.6 %	19

Question : Do you think that footage from Newark police body-worn cameras should be made publicly available without any alterations or editing?

Aggregate Response :


 150 out of 160 people responded.

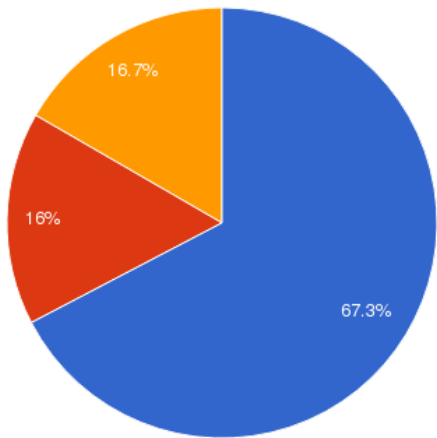


	Label	Percentage %	Response count
<div></div>	Yes	80.0 %	120
<div></div>	No	11.3 %	17
<div></div>	Don't know	8.7 %	13

Question : Do you think body cameras would improve relations between the Newark Police and the community?

Aggregate Response :


 150 out of 160 people responded.

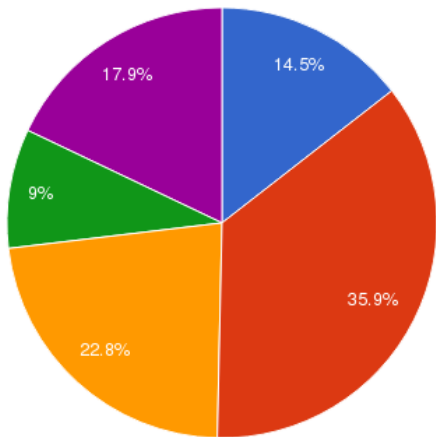







	Label	Percentage %	Response count
<div></div>	Yes	67.3 %	101
<div></div>	No	16.0 %	24
<div></div>	Don't know	16.7 %	25

Question : To the best of your knowledge, do Newark police officers attend events in your community all of the time, some of the time, rarely, or never?

Aggregate Response :


 145 out of 160 people responded.

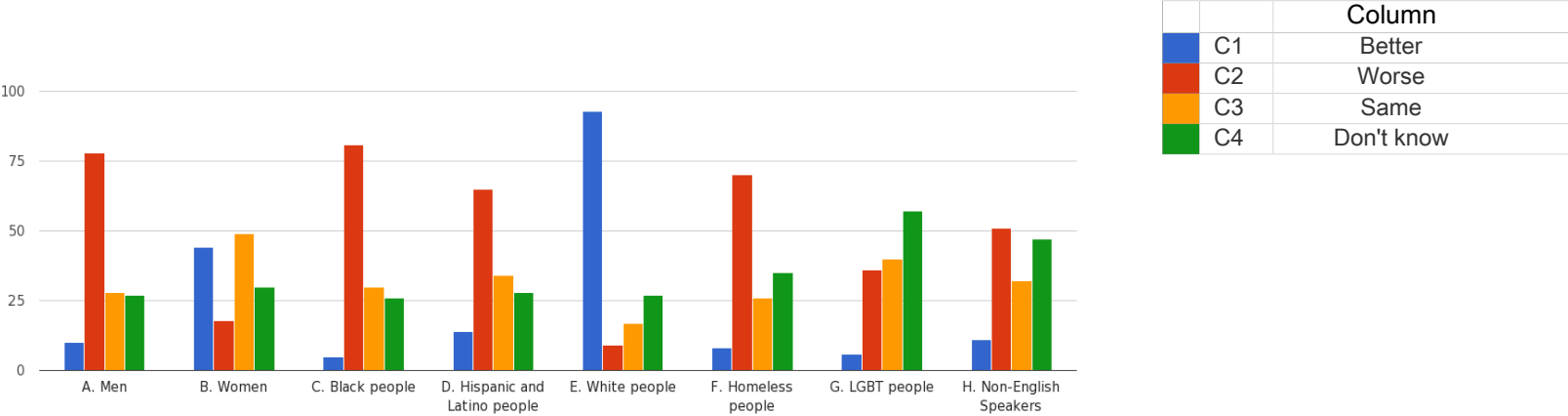


	Label	Percentage %	Response count
	All of the time	14.5 %	21
	Some of the time	35.9 %	52
	Rarely	22.8 %	33
	Never	9.0 %	13
	Don't know	17.9 %	26

Question : For each of the following groups, please tell us if you think the Newark Police treat this group better, worse, or the same as other groups in the community:

Aggregate Response :


 147 out of 160 people responded.



	C1	C2	C3	C4
A. Men	10	78	28	27
B. Women	44	18	49	30
C. Black people	5	81	30	26
D. Hispanic and Latino people	14	65	34	28
E. White people	93	9	17	27
F. Homeless people	8	70	26	35
G. LGBT people	6	36	40	57
H. Non-English Speakers	11	51	32	47

Question : In just a few words, what is one thing the Newark Police should do differently to improve police-community relations?


Latest Responses

 125 out of 160 people responded.

Submitted on	Comment (See all)
06/19/2017 01:57	The police need to walk the block, and talk to people in the community. There should be more interaction with the community because it improves trust and respect.
06/19/2017 01:53	More respect for people - listen more, judge less, stop abusing power, be more in touch with neighborhood. Communicate more.
06/19/2017 01:47	Stop shooting black people.
06/19/2017 01:38	Better police crime.
06/19/2017 01:35	Respond faster to community calls, even when it's not an emergency. Walk the blocks.

Question : Is there anything that we have not asked you that you want to share with us?


Latest Responses

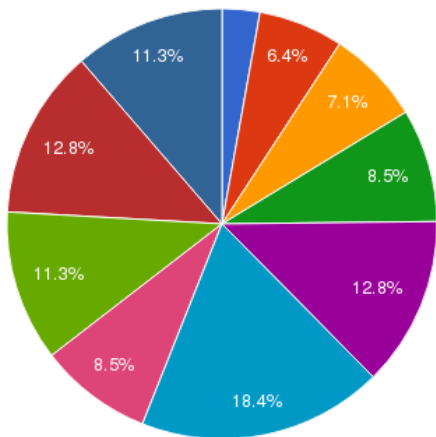
 79 out of 160 people responded.











Submitted on	Comment (See all)
06/19/2017 01:53	Do what's necessary to keep streets clean; stop harassing working people. They are here to uphold the law, they are not above it.
06/19/2017 01:32	Constant police harassment.
06/19/2017 01:28	No
06/19/2017 01:25	Nothing.
06/19/2017 01:23	The reason why citizens of Newark are afraid to leave their residences is because of the senseless acts of killings, shootings, drug traffic. Also law enforcement interaction with the black and hispanic communities.

Question : What is your age range?

Aggregate Response :


 141 out of 160 people responded.

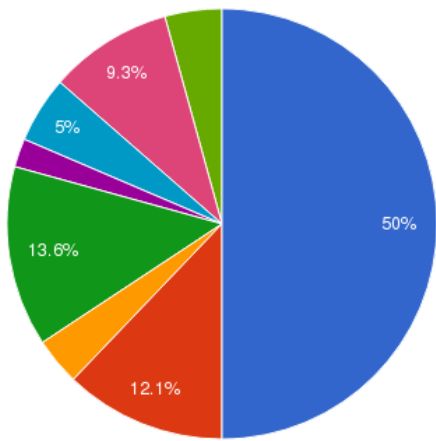










	Label	Percentage %	Response count
	14-17	2.8 %	4
	18-20	6.4 %	9
	21-24	7.1 %	10
	25-29	8.5 %	12
	30-34	12.8 %	18
	35-44	18.4 %	26
	45-49	8.5 %	12
	50-54	11.3 %	16
	55-64	12.8 %	18
	65 OR OVER	11.3 %	16

Question : What best describes your employment situation today?

Aggregate Response :

 140 out of 160 people responded.

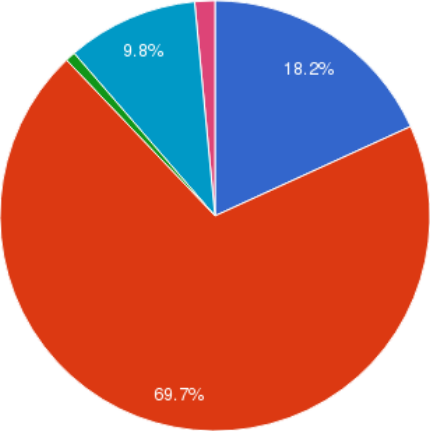









	Label	Percentage %	Response count
	Employed full time	50.0 %	70
	Employed part time	12.1 %	17
	Employed in temporary or seasonal work	3.6 %	5
	Unemployed	13.6 %	19
	Stay at home parent or caregiver	2.1 %	3
	A student	5.0 %	7
	Retired	9.3 %	13
	On disability	4.3 %	6

Question : Which of these groups would you say best represents your race?

Aggregate Response :

 132 out of 160 people responded.

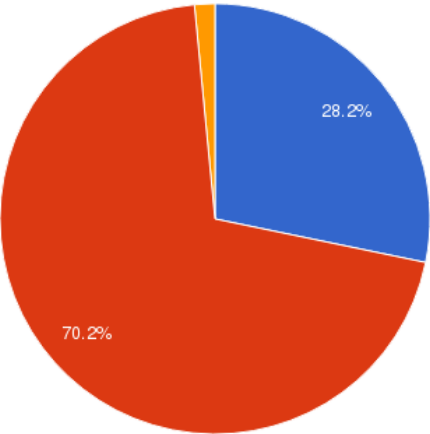


	Label	Percentage %	Response count
	White	18.2 %	24
	Black/African American	69.7 %	92
	Asian/Asian American	-	0
	Native American or Alaska Native	.8 %	1
	Native Hawaiian and Other Pacific Islander	-	0
	Some other race	9.8 %	13
	Don't know	1.5 %	2

Question : Are you of Latino or Hispanic origin, such as Mexican, Puerto Rican, Cuban, Brazilian, Dominican, or some other Spanish or Portuguese-speaking background?

Aggregate Response :


 131 out of 160 people responded.

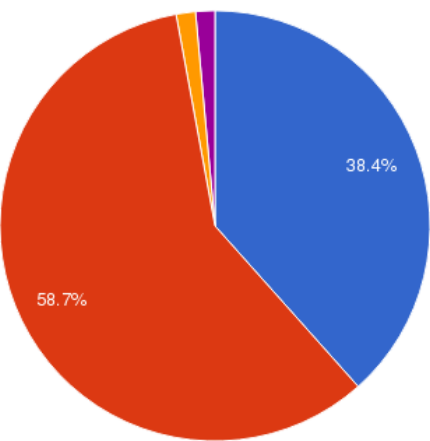







	Label	Percentage %	Response count
<div></div>	Yes	28.2 %	37
<div></div>	No	70.2 %	92
<div></div>	Don't know	1.5 %	2

Question : What is your gender?

Aggregate Response :


 138 out of 160 people responded.

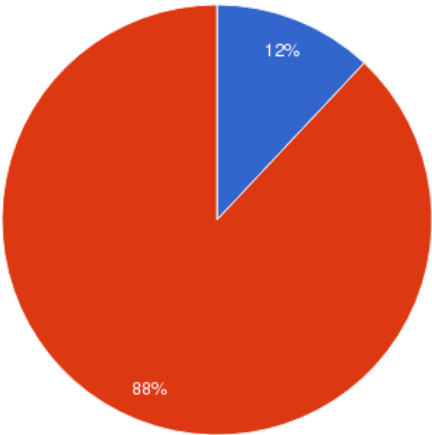


	Label	Percentage %	Response count
	Male	38.4 %	53
	Female	58.7 %	81
	Transgender	1.4 %	2
	Other	-	0
	Prefer not to say	1.4 %	2

Question : Do you identify as LGBT?

Aggregate Response :

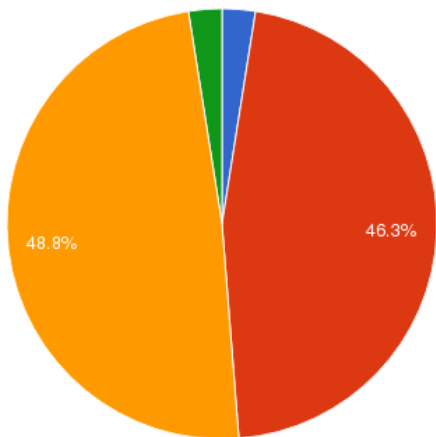
 125 out of 160 people responded.



	Label	Percentage %	Response count
	Yes	12.0 %	15
	No	88.0 %	110

Client's browser based distribution of survey responses

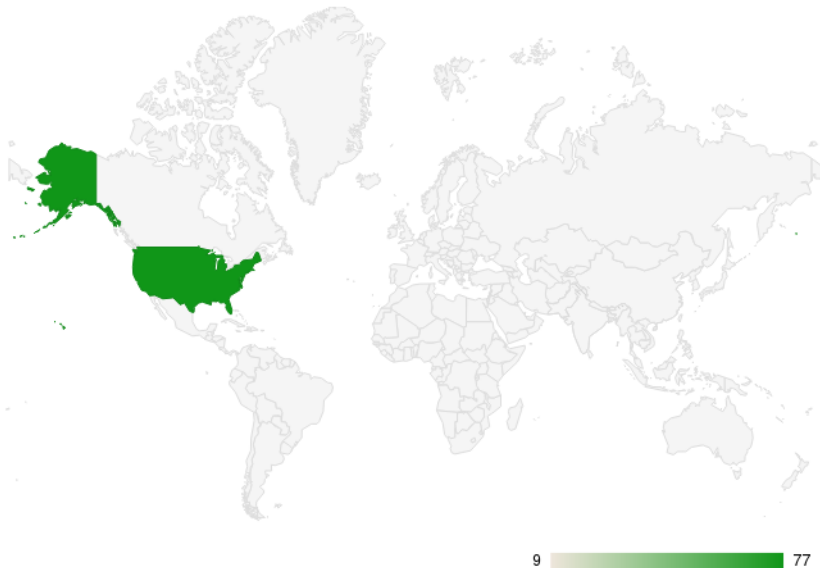
Browser Stats :



	Browser	Percentage %	count
	Safari	2.5 %	4
	N/A	46.2 %	74
	Firefox	48.8 %	78
	Chrome	2.5 %	4

Geo based distribution of respondents

Geo Stats :



	Country	Percentage %	count
1	United States	48.1 %	77
2	N/A	46.2 %	74
3	Not set	5.6 %	9

	City	Percentage %	count
1	New York	46.9 %	75
2	N/A	46.2 %	74
3	Not set	5.6 %	9
4	Little Falls	.6 %	1
5	Newark	.6 %	1

APPENDIX F

City of Newark Consent Decree Baseline Survey Assessment

Report on Focus Groups of Newark Police Division Officers

August 2017

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EXECUTIVE SUMMARY

This report has been prepared at the request of the Hon. Peter C. Harvey, Independent Monitor of the Consent Decree and signed by the Newark Police Division (NPD) and the United States Department of Justice. The focus group questions summarized here were designed with input from the Independent Monitoring Team, including the New Jersey Institute for Social Justice, Delores Jones-Brown, Ph.D., Rutgers University, and Patterson Belknap Webb & Tyler LLP.

Background

During May and June 2017, 42 members of the Newark Police Division (“NPD”) participated in five focus groups. These focus groups consisted of three groups of patrol officers, one group of officers from specialized police units, and one group of NPD supervisors. Through these focus groups the survey team sought to gain further insight into some of the key findings of the previously-administered Officer Survey, which was given to the entire NPD (1,092 sworn personnel and 42 civilians) and surveyed officers’ attitudes, perceptions, and experiences related to their job and the community. The focus group questions concentrated on firearms discharge, attitudes towards the profession and the department, NPD leadership, fear of criticism, community support, police officer training, and residency.

General Observations

Overall, the focus group participants appeared to be truthful and outspoken about all of the questions posed. As can be expected, there were certain officers who dominated the conversation in each group. Newer officers, however, did not actively participate as much as the older officers. When the newer officers were asked for their opinion, they often stated that due to their inexperience they did not have one. One officer voiced that he or she was suspicious of the wording of the questions, stating that the questions were based on perception rather than fact, and even suggesting that the facilitators had an agenda based upon the wording of the questions. Other than this individual, participants were generally receptive to the questions.

Most of the officers appeared to want to engage in community policing (in fact, a number of them said they already were) and wanted to do the right thing for the community. In general, the officers believed that policing in Newark is unique because Newark is the largest city in New Jersey, even if small in comparison to others nationally, with a higher percentage of violence for a city its size. Officers perceived that while the “hardworking” people and older generation of individuals who live in the city support them, they feel often times that their own department and city leadership does not support them. The officers generally stated that they use their firearm as a last result.

Among the officers’ biggest concerns were favoritism and nepotism. These appear to affect Division-wide morale, and may explain the Officer Survey results regarding the

perception of bias within the department by more experienced officers. In fact, the officers seemed to generally understand references to “bias” in the questions as referring to this type of political or in-group bias, rather than racial bias. When prompted to discuss race, the majority of participants stated that racial bias was a problem of the past but not the present, because, they believe, the Division is majority Hispanic and black. Every officer in the groups, by comparison, agreed that success at the department is determined by “hooks” that provide specific officers with preferential treatment, rather than merit.

Other major concerns included lack of support from the Division, including a lack of training, and being treated unfairly when citizens file “bogus” or false complaints. The officers voiced that they do the best that they can with limited resources, but need more training to become more effective police officers.

Summary of Findings

The focus group questions concentrated around eight themes found in the Officer Survey results: department leadership, within-department bias, policing bias, fear of criticism, community support, media scrutiny, citizen complaints, and training. During the focus group, officers were also asked to express their views about whether NPD members should be required to reside within the City of Newark. The questions posed to the focus groups are reproduced below, followed by a summary of the answers provided in response to each.

Question 1: Firearms Discharge: Analysis of the individual officer surveys indicated that nearly 21% of officers reported having fired their service weapon in the line of duty. This focus group question did not specify a time period as to when officers fired their service weapon. The actual data shows that in 2015, eleven officers discharged their firearm. In 2016, seven officers discharged their firearm.

During the focus group interviews, there was a mixed response as to whether this finding means that, as a department, the NPD has an abnormally high occurrence of firearms discharge. Generally, officers agreed that they only fire their service weapon when their life or someone else’s life is at imminent risk. But the officers had different explanations of what constituted “imminent risk.” Some common situations officers agreed put lives at “imminent risk” were: when someone has a gun pointed at an officer or another individual, when a car is coming at an officer, or when a dog is coming at an officer. Officers stated that they use their firearm as a last resort, and that some officers may be hesitant to use their firearm because of the paperwork and increased media scrutiny it generates. Officers in the focus group reported that all officers receive near immediate notification when an officer fires his or her service weapon during an incident, and, that it is mandatory that this action be reported to a supervisor.

Question 2: Attitudes Toward the Profession and the Department: Analysis of the individual Police Survey results suggested that a significant percentage of officers with more years of policing experience held more negative attitudes towards policing and the

department compared to officers who are relatively newer to the force. (Police Survey results, pg. 15).

Most officers in the focus groups thought this finding was accurate that more experienced officers hold more negative feelings about their jobs than newer officers. The officers with fewer years of policing feel that they are being taught to “police the right way”, and that they have been instructed not to listen to the older officers in order to avoid picking up “bad policing habits”, or policing habits that do not follow NPD policy. The junior officers tended to view the Consent Decree as an opportunity to begin their careers “policing correctly”. There was a consensus among the groups that the challenges facing NPD officers include a special population of “bad people” (i.e. the individuals known to be repeatedly involved in criminal activity), negative media portrayal, lack of training, decreased benefits and “internal chaos”¹ in the department, that creates a negative work environment. Also, the officer focus groups felt that the department does not recognize or respect seniority in assignments, tours, or promotions, and that older officers may not be able to do what they did when they were younger. For example, an older officer may not be as fast as they were when they were younger officers and not be able to chase and apprehend a suspect so these officers should not necessarily be assigned to patrol an area with a significant amount of criminal activity.

Question 3: Bias: Survey results suggested that officers with more time on the job reported that there is biased treatment within the department, among department leadership and in police practice on the street.

Focus groups members were most reluctant to discuss this finding, expressed concerns about the anonymity and confidentiality of their response and seemed to choose their words carefully during this discussion. Both supervisors and officers stated that “NPD leadership knows who is in this room” and felt that their statements could be traced back to them. Most officers agreed with this finding because older officers “know how the department works”. The longer that the officers are members of the department, the more they see how favoritism affects them individually in terms of assignments, promotions and discipline. Most of the officers and supervisors agreed more experienced officers perceive a greater bias in the department and described a department that runs on favoritism and nepotism and not on merit. They stated that, to succeed, an officer needs to have a “hook”² or connection to a higher up that gets them special treatment such as less discipline, better assignments and promotions. A couple of officers, while agreeing that the department mostly runs on merit, stated that at times an officer will be promoted because he/she may be a “hard” worker. One officer in each group stated that the best officer in the department might be harshly disciplined or reprimanded for one minor

¹ The “internal chaos” referred to the number of leadership changes in the five years. The NPD has had three directors between 2012 and 2017. In addition, officers stated that the NPD leadership puts officers in jobs who do not have the skill set for that assignments and does not provide training for assignments. As one supervisor stated, “You have to figure it out for yourself.”

² A hook is defined as an individual up in the police department or an individual who is high up in the other political structures of the City.

infraction, while an inferior officer with “hooks” would not be reprimanded for a more serious infraction.

Question 4 also dealt with bias. The survey results revealed that compared to other officers, black officers reported perceiving significantly higher levels of bias within the department and among policing as practiced on the street.

Officers in each focus group appeared to give much thought to the question of what might explain the Black officers’ response to this question in the Police Survey. It is noted that no particular kind of bias was identified in the original question and that the focus groups included officers from diverse racial/ethnic backgrounds. All of the officers who voiced an opinion on this issue reported believing that while racism was a problem for the department in the past, and it is not a problem now because the department is majority Hispanic and black. They agreed that within-department bias is a problem, but identified the problem as political bias in favor of those with connections within the department rather than racial bias. Officers also agreed that policing practice depends on an officer’s personality, and how much fear they perceive while policing.

Question 5: Media Scrutiny, Use of Force, Community Support and Response:

Analysis of the individual police officer survey results indicated that compared to other officers, black officers were significantly less likely to think that media scrutiny of police use of force affects officers’ attitudes and behaviors. NPD data reported that in 2015, officers had 254 use of force incidents and in 2016, the officers had 305 use of force incidents.

The focus group responses to this finding are somewhat confusing. Some officers blamed the media for creating that “racial stuff” or racial tension, by focusing on the race of victims without accounting for the race of the officers. Most officers agreed the media no longer differentiates between a black officer and a white officer, but just says police officer when publicizing controversial use of force incidents³. In contrast to the results from Black officers in the individual police surveys, most officers in the focus groups (regardless of race) reported that the media affects all of their decisions and made specific reference to their decisions about use of force. In their view, when officers think about using force, they also are aware of the publicity it may bring or what the community may say about the incident. All of the groups agreed that older civilians and specific neighborhoods are more supportive of the police, whereas younger civilians are less supportive of the police. The officers and supervisors stated that there is more support for the police in the East and North wards of the city, and in the South and West wards, support for police is about 50%. Most of the focus groups stated that officers are often more “vigilant” about their own safety after national incidents in other cities, but that they nonetheless go out and “do their jobs”, which the officers perceive as making the city safer by arresting individuals who are engaged in criminal activity. They do not, however, worry about riots similar to those occurring in other cities because they believe that Newark residents organize and protest peacefully.

³ Officers noted that when describing an incident, the media only reports on the race of the victim and not the race of the police officer. “The media only sees blue,” one officer stated.

Question 6: Citizen Complaints: Compared to officers with no history of citizen complaints, officers who indicated that they have had at least one citizen complaint filed against them had less favorable views of the department and the community. According to the NPD, in 2015, there were 664 complaints filed against officers and supervisors and in 2016, there were 733 complaints filed against officers and supervisors.

The consensus among the officers was that it is too easy for individuals to file false complaints. This is of concern to the officers because all complaints are referred to internal affairs and every complaint stays in an officer's record, whether it is sustained or not. In addition, if an officer receives a specific number of complaints (whether founded or unfounded), a supervisor has to monitor the officer on a monthly basis. Officers also voiced frustration that individuals who file false police complaints do not face any consequences.

Question 7: Training: In the individual officer surveys, nearly half of officers disagreed with the statement that they receive training from the department that helps them do their job.

In the focus group interviews, all of the officers agreed that they do not receive enough introductory training or training that is specific to their assignment. The officers stated that they would like to receive more training specific to their assignments but reported that the department lacks the resources to give them the proper training.

Question 8: Attitudes Towards Leadership and Residency: The individual police survey results showed that officers who live in Newark reported greater confidence in department leadership compared to officers who did not live in the city.

Officers in the focus groups had mixed viewpoints about how long an officer should have to live in Newark and whether officers who live in Newark have greater confidence in department leadership. All officers believed that officers should live in Newark for some period of time in order to learn how the city works and get to know the community.

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I. Background

In May 2016, the City of Newark agreed to enter into a Consent Decree with the Department of Justice in settlement of a lawsuit filed by the United States of America. The purpose of the Consent Decree is to reform the Newark Police Division (“NPD”) so its policing services “delivered to the people of Newark fully comply with the Constitution and the laws of the United States, promote public and officer safety, and increase public confidence in the Newark Department of Public Safety and Newark Police Division...and its officers” (Consent Decree at 1).

As part of the Consent Decree, the monitoring team selected Rutgers University’s School of Criminal Justice as the lead partner to create a department-wide quantitative survey that investigated the experiences, attitudes and perceptions of NPD employees. In an effort to develop a deeper understanding of the Officer Survey results, the survey team drafted eight questions for focus group discussions that would assist the team in developing a deeper understanding of the police-community dynamic and gain insight into the police institution and the culture that exists within it. Two facilitators from Rutgers’ School of Criminal Justice conducted five focus groups with NPD officers. The five focus groups consisted of three groups of patrol officers, one group of specialized police units, and one group of NPD supervisors. By speaking with officers, the survey team sought to further understand some of the key findings revealed during the analysis of the Officer Survey.

NPD officers initially were chosen because they contacted leadership in their department or Dr. Todd Clear (the Principle Investigator for the project) to participate in a focus group. This option was given to each police officer when they completed the Officer Survey. All of the police officers that took the survey were given information on who to contact if they were interested in participating in a focus group. Participation was completely voluntary. However, on the day of the focus groups, some officers who volunteered for the focus groups were not available due to scheduling issues, so NPD leadership randomly chose officers from each precinct to participate in the focus groups. Once police officers arrived at the focus group, each officer was told that they were not required to participate and each signed a consent form. Out of the five focus groups, one officer decided not to participate and left the focus group before it began.

This report summarizes the focus group discussions. It does not analyze or comment on the truth, merit, or validity of any of the views expressed by focus group participants, and nothing in this report should be taken as an endorsement by the Independent Monitoring Team of those views. Rather, the statements and opinions summarized here are entirely and only those of the focus group participants.

II. Methodology for Focus Groups

A. Research Design

Rutgers used a series of focus group containing between 8-10 participants to assess the attitudes, perceptions, and experiences of Newark Police Division officers. A focus group is appropriate for the proposed research because it is able to qualitatively assess the findings of the approved Officer Survey and allows for discussion to take place amongst the officers who may hold different sentiments in regards to the same question. Additionally, due to the flexibility of the design, participants are able to provide detailed responses, and the focus group discussion leader was able follow up on points that are unclear or warrant further discussion.

B. Sample

The research used individuals who volunteered for the focus groups to generate participation in the proposed focus group study. However, some of the officers who volunteered were not available at the time of the focus group, so a supervisor asked other officers to participate in each focus group. All police officers signed a voluntary consent form. We conducted five sessions that contained between 7-10 police officers each, which ensured a positive group dynamic so that officers would feel comfortable speaking about their experiences with other officers and resulted in a total of 42 total participants. Our sample included three focus groups of patrol officers, one focus group of special units/plain-clothes officers, and one focus group of supervisors in the NPD.

C. Measurement / Instrumentation

The key outcomes that were measured in the Officer Survey included officers' attitudes towards their occupation, organizational justice in their department, perceptions of their legitimacy as officers, attitudes towards the community, perceptions of community policing, experiences interacting with citizens, and bias in policing.

The instrument was constructed by analyzing the results of the aforementioned Officer Survey, which guided the selection process of questions to pose during the focus groups. After the survey was completed by all NPD officers, statistical analysis was conducted by the Community Assessment Team to guide the determination of which questions were of interest to both research staff and other subject matter experts (SME's) with regards to the police-community dynamic. Based on those findings, we developed eight questions to be asked of each focus group.

D. Study Procedures

There were a total of five sessions that took approximately 90 minutes to complete. There were between 7 and 10 officers in each of the focus groups. The facilitators attempted to ensure that there was a representative grouping of participants in each focus group based upon individual-level characteristics such as rank, race, gender, and years of experience; however, the pool of potential participants was limited due to the voluntary nature of the study.

E. Consent Procedures

The proposed research utilized a standard informed consent procedure for confidential data collection being that there will be no definite linkage between the officers' identity and the responses collected. Each respondent was given a pseudonym to protect his or her

identity and notes takers used the pseudonyms instead of the participants' real names. Additionally, the focus group team made sure there were no linkages between a given pseudonym and the participant's actual name that would allow for the respondent to be identified.

Importantly, this research did not attempt to mislead participants in any way. At least two representatives from the Rutgers University-School of Criminal Justice ("SCJ") team were present to conduct each focus group. When administering the survey, the SCJ representative read instructions for participating in the focus group and answered the questions officers had prior to beginning.

F. Participant Selection – Participants volunteered for the focus groups, either by emailing the project's Principle Investigator, Dr. Todd Clear, or informing an NPD supervisor.

Participant Profile

Group	Total No. of Officers	Total No. of Males	Total No. of Females	Race of the Police Officer	No. of years as a police officer	Police Officer's Rank	Unit
1	9	7	2	3 Hispanic; 6 black		All Patrol Officers	Patrol
2	10	9	1	4 Hispanic; 5 black; 1 white		All Patrol Officers	Patrol
3	8	6	2	3 Hispanic; 4 black; 1 white		All Patrol Officers	Patrol
4	8	8	0	4 Hispanic, 2 black; 2 white		All Patrol Officers	Narcotics
5	7	6	1	3 Hispanic, 4 white		4 Lieutenants; 3 Sergeants	Supervisors

III. Detailed Findings

A. Use of Firearm Discharge.

Question 1: Survey results indicated that nearly 21% of officers have fired their service weapon in the line of duty. What situations do you believe best describe the circumstances that lead officers to fire their weapons in Newark? What are the most common situations that lead officers to discharge their firearm?

1. Patrol Officers

Most of the officers agreed that they may fire their weapon when there is a suspect shooting at police, officers have a vehicle coming at them, a suspect has a weapon and is not compliant with an officer's instructions to put the weapon down, or when a dog is used as a weapon against an officer. When an officer or other individual is in imminent danger, the officers respond with justifiable force. Some of the officers in focus group one reported that they thought that 21% was a low percentage in a city as large as Newark with a lot of violence. All of the patrol officers agreed that the percentage of officers who use deadly force in Newark is low and that deadly force is only used as a last resort because it can end an officer's career.⁴ Officers stated that the use of deadly force is often related to the lack of respect that many people have for the police. The officers also stated that NPD officers in general use restraint before they consider firing their weapon. As described in the quotation below, one officer describes a suspect pointing a gun at he or she and then turning around to run with the gun. The officer chased the armed suspect into the projects. The suspect stopped at the front door of the projects and gave up. In the quotation below, the officer is referring to the chase from the street to the door of the projects.

Officer 1: Yeah, at the time we could've shot him when he had the gun in his hand and drawn. We could've shot him. And we chose not to. Newark is a different type of police department. In most cases here, we do choose not to [shoot].

Officer 2: Exactly. Newark is different. We chose not to. It is different than any other police department, down South. We're different.

2. Specialized Units

Officers in this group stated that the reasons that an officer would fire their service weapon would be for self-defense, such as when they are being shot at, when dogs are used to attack them, or when they otherwise fear for their life. The majority of the officers in this group felt that the 21% rate of discharge sounded high and the number may be skewed because Newark has an older department. Now, because of technology, officers are afraid to use their weapons because of the repercussions that come after an officer uses his/her weapon. The quotation below quotes an officer's opinion as to why he/she feels the 21% number is higher than the actual number of officers who discharge their weapon. One officer stated:

It's probably that high because I'd say for the large percentage of the department, it's an older department right now. You got guys that have been here a long time.

3. Supervisors

⁴ After an incident where an officer fires his service weapon, the NPD conducts an investigation and the officer can be subject to discipline including being fired.

The supervisors thought that the 21% number was high and police officers may fire their weapons when their life is in danger, when a dog is biting an individual, or when the officer has a perception of fear of harm. They agreed that everyone has their own threshold, but if someone points a knife or a weapon at an officer, that would be a universal reason to fire a service weapon.

Follow-up Question: How well known is it among people in the department when an officer is involved in a shooting?

All of the individuals in the focus groups stated that everyone knows instantaneously when a shooting occurs because of the police grapevine (*i.e.*, one person tells five people), social media including Facebook, a private police union Facebook page, texting, emails (there are approximately 300 individuals on an email that goes out within an hour after the incident), or from academy classmates or family members. Focus groups 3 and 5 compared word getting around the NPD to “high school” gossip. Interestingly, focus group 3 stated that they often play “Monday morning quarterback” in that they ask one another if the officer is okay, whether the shooting was good or bad, and whether the shooting will put pressure on the department as a whole. Due to the second-hand nature of these retellings, the story of a shooting may not be told the right way. Media coverage contributes to this effect; usually, there is one media member who comes around to all of the scenes and broadcasts it to other media outlets. The quotation below quotes an officer speaking about the repercussions on the NPD as a whole when there is an officer-involved shooting. One officer stated:

Now in the department we have to look at if it's a bad shooting. Jesus Christ, now we're all going to be focused on what's going on. Believe it or not, it builds pressure on all of us. (Agreement)

Follow-up Question: Is there a requirement that this action be reported to supervisors?

All of the individuals in the focus groups stated that when an officer fires their service weapon, they must immediately report the event to a supervisor, a supervisor must immediately report to the scene, the report immediately goes up the chain of command, and the incident is referred to Internal Affairs (“IA”). Next, the officer involved is evaluated and removed from duty for 48 hours after the “critical incident.” The officer will continue the report when he or she returns. Another interesting point the officers in focus group 3 brought up was that the fact that a shooting is investigated by the chain of command in the department makes them not want to use their gun, so they do not have to go through all of the paperwork.

B. Attitudes Toward the Profession, Division, and Leadership.

Question 2: Survey results suggested that officers with more years of policing experience often held more negative attitudes towards policing and the department compared to officers who are relatively newer to the force. Do you find this to be accurate? Why or why not?

1. Patrol Officers

These officers agreed with the statement posed in question two. The older officers stated that by seeing the same people and doing the same job over a long period of time, they could build a negative attitude about the job and people in general and become cynical. One officer thought that the negativity comes from management, because management treats the new officers differently than the older officers and wants the newer officers to police the “right way” or the way that the consent decree or the academy is going to train them to police. The older officers felt that the new guys do not know about this negativity yet because they are new to the job. Another officer thought that older officers have become smarter about policing and figure out how to police effectively from trial and error. The newer officers did not offer a lot of input to this question but one newer officers felt that they are being taught to do things the right way (according to the Consent Decree), new officer stated that he did not want to pick up “bad habits” and that the department had a chance to start fresh with the Consent Decree. Another newer officer stated that the older officers are losing benefits, policing is changing and things that they counted on are being taken away from them, so he could understand why they had a negative attitude toward policing. The older officers in the room agreed. Officers started out wanting to make a difference but then, somewhere along the line, they made all the change they could and it was over. Another officer stated the layoffs from 2010 contributed to the negative attitude. According to this officer going to another police department is not a good option for NPD officers because officers in other police departments do not see in a lifetime what a Newark officer sees in a year, and NPD officers who go to other departments experience discrimination for being from the NPD. Officers also stated that policies and memos, difference in policing, and lack of training contribute to a negative attitude towards policing and the department and result in confusion about what are the proper procedures to follow. One officer stated that officers are being sent to housing projects without a partner or backup, which the officer considered dangerous. This officer felt that management is putting officer lives at risk by sending them to dangerous areas alone. One officer stated:

The negative attitude actually comes from policies and memos. (Agreement) I personally call it “stupidvisors.” Just statistically and book smart and all that stuff, and all that stuff in a book, but they’ve never seen the people in the projects. Spoke to him and ask why he’s a drug dealer.

2. Specialized Units

The officers agreed with the statement in the question because officers’ benefits have been flipped halfway through their career, medical insurance and pension contributions are decreased, and officers’ pay is maxed out at ten years instead of five years. There is also no longer a cost of living increase for officers who have retired. There is no security in the department in being a senior person, except for vacation. Shifts and assignments are not based on seniority and can be used as punishment or a way to produce more arrests and summonses. Older officers cannot do what they did when they were younger but the administration/leadership does not respect that. Although the NPD is becoming a new department because of all of the new hiring; the officer stated that the administration should be hiring approximately 500 new police officers in the next 2-3 years.

3. Supervisors

The supervisors agreed with the statement in the question. They believed that older officers are jaded and new officers are motivated. They stated that police officers are always dealing with people's problems and after 25 years it takes a toll. One supervisor stated that some of the new officers develop negative attitudes because they do not like their walking posts; they listen to the negative attitude of the training officers, and talk to officers from other places. Officers can also develop negative attitudes when they feel that they are disciplined too harshly for minor infractions, such as not having his or her hat on while patrolling or at a crime scene. Some supervisors try to overlook small rules that the supervisors themselves do not follow because it lowers officer morale. The supervisors felt that between 6-9 years into the job, officers can develop negative attitudes because officers learn that there is favoritism and politics in the department that allow some officers to receive a better assignment because of who they know. Officers also have negative attitudes because benefits have changed. For example, max pay has gone from five years on the job to ten years on the job. So, an officer must now work for ten years to obtain their maximum pay on their pay scale instead of five years, which prior union contracts stipulated. This means that an officer can be partnered with someone who obtained their maximum pay five years into the job, while that officer has to wait double the time in order to obtain their maximum pay. There is also a feeling that the union sold out the newer officers. The supervisors also noted that the Newark police deal with a special population of "bad people" (individuals who are repeatedly engaged in illegal behavior and violence), the negative media portrayal, and "internal chaos" in the department, which creates a negative environment on all sides. They stated that officers can just read the comments on nj.com about them to know about the negativity surrounding NPD. One officer stated about the new officers:

They're all gung-ho. They watch all of these cops shows and think it's going to be like TV but it's not. I worked closely with them last year and they have a very different perspective. They all come out and they want to go to gangs or plainclothes or narcotics. I don't know how you guys feel, but I don't want to do any of that. With all of the negativity in the media and stuff, I know I don't want to do any of that stuff like that. But they come thinking a different perspective because of what they watch on TV. Every 4 out of 5 shows is cop show.

Question 3: Survey results suggested that officers with more time on the job reported that there is biased treatment within the department, among department leadership and in police practice on the street. Does this finding surprise you? Why or Why not?

1. Patrol Officers

Some officers were initially quiet while considering their answers to this question. The theme of this group's answers seemed to be that newer officers see things differently than the older officers. Officers agreed that there is biased treatment in the NPD, but that bias occurs in all police departments and in all types of jobs. They stated that success at NPD is all about who you know and with what group you are aligned. In other words, the bias they perceive is about politics and cliques. Veteran officers have more bias because they know the way the department works (that promotions do not depend on the best officer but who has the political connections to obtain a promotion) and the new guys do not know yet. The officers stated that there are newer officers with "hooks", or means of receiving preferential treatment, while officers without "hooks" are treated more harshly.

The officers without “hooks” are reprimanded for actions, while officers with “hooks” are not reprimanded for the same or more serious action. For example, supervisors without “hooks” may be reprimanded for an officer’s action while that particular officer, if he or she has a “hook”, is not reprimanded. One officer spoke about the “golden hook” where one officer is fired for something petty while another officer with a “hook” is not fired for a more serious infraction. The officers stated that every time there is a change in department leadership, that person is going to have “their people with them and their people are going to get better treatment than others”. They said that sometimes this has to do with politics, and sometimes officers pay for special treatment. In their view, the officer who has the “hook” is going to get the better shift, regardless of seniority.

2. Specialized Units

These officers stated that it does not matter how many years of experience an individual may have because individuals get an assignment or tour because of who they know. Officers stated that positions that are posted as open are often pre-assigned because of politics. These officers also referred to a “hook” as a political affiliation an officer has with someone that gets him or her a better assignment within the department. They stated that officers with “hooks” receive the most desirable assignments, for example, mail delivery, alarm maintenance, the motorcycle unit, or the watershed (which are all desirable assignments). One officer stated:

It’s usually some kind of political affiliation you have with somebody that gets you a better assignment here in the department.

3. Supervisors

Several supervisors declined to comment on this question. One supervisor stated that there are police officers that can get away with anything and avoid discipline, while others have a minor incident and are disciplined harshly. The supervisors all agreed that bias on the basis of race is rare.

Follow- up Question: Why might more experienced officers have less favorable views toward department leadership?

1. Patrol Officers

Officers stated that more senior officers have less favorable views because of favoritism and lack of discipline for officers who have “hooks”. They said that an officer without “hooks” can be the best officer in the world, but if he or she makes one mistake, they are sent to an undesirable assignment. As a result, they said, it does not pay to go above and beyond their duty. Another officer thought that corruption, rather than favoritism, was the cause. There was agreement that hard workers are promoted, but they are promoted more quickly if they have a “hook”. All of the officers agree that the problem is political. They stated that this is the norm and officers get used to it. One officer stated:

If they have “hooks” here and there, and they’re not being disciplined for whatever they are doing, of course other officers are going to look at them a funny way because I have to work hard, I have to do everything by the book to make sure I don’t get in trouble.

One officer stated that there are some officers who have never been let into the political crowd and they are being let in now. These officers do not reach out and help anyone. The officers believed that in the few classes of officers who have recently been hired, everyone knows someone and are given special treatment. They believe that management creates special spots for special people. One officer stated that it took him 20 years to get on days, which is a preferential shift. Officers stated that NPD should determine vacations, and assignments by seniority, but it does not.

2. Specialized Units

These officers stated that some officers who are promoted have no idea what they are doing. For example, an individual is promoted to sergeant and the officers below him have to instruct the sergeant on how to write a report. According to these officers, there is a perception that position postings are only a formality because the department already knows whom they are going to choose. Also, the department did not promote before because of a manpower shortage and because the department did not have money, but now the department has to because of the Consent Decree. Experienced officers already know all of this and that is why they are more cynical. There has always been community policing, but that officers that get to know residents where they patrol are transferred and have to start all over again.

These officers also stated that officers know what they have to do in order to “keep people off of your back”. They stated there is always pressure to produce or their job will be eliminated. Plain-clothes officers may have less favorable views because they receive pressure to arrest and issue quality of life summonses; they call it “head hunting” and “looking for bodies” just to make their numbers. The officers gave the following examples of favoritism: 1) The Detective position is appointed and can be taken away as punishment or politics; 2) There are police officers on the beat who are like Deputy Chiefs because of how big their “hook” is and they cannot be touched. Also, officers stated that patrolling was difficult because the new officers that have been hired are assigned to walking patrols and cannot answer calls. This leads to police officers who are burnt out because there are no police officers in cars to help and so police go from call to call every shift. These officers were concerned that there would be no officers to quell people if a riot broke out.

3. Supervisors—The supervisors stated that there is nepotism and favoritism in the department. They said that newly hired officers act like they can do what they want and are rewarded. Although one officer stated that supervisors may also want to bring officers they know that work well with them, which this is not favoritism. They stated that some supervisors reward bad or lazy behavior by sending such officers to the hospital to guard prisoners. They also stated that certain officers receive special treatment, for example, some new police officers are given favorable tours and assignments because they have family members and feel as if they are entitled; some police officers come with special instructions. Officers perceive that seniority rules are not followed, so veteran officers with no “hook” may be more cynical. One officer stated:

I think the word bias is the wrong word. I think it is more favoritism, nepotism. Looking out for your boys or whoever is doing you favors. Stuff like that. I don't think it's a bias.

Question 4: The survey results revealed that compared to other officers, black officers reported perceiving significantly higher levels of bias within the department and among policing as practiced on the street. What do you think accounts for these reported differences about the existence of bias?

1. Patrol Officers

There was a long silence during this focus group after the facilitator asked this question. One officer stated that there used to be bias based on race, but that it was tied to the race of the Police Director. The officers all agreed that political bias is part of Newark police culture. One officer spoke about how being a police officer is difficult for black individuals because police officers have historically suppressed black people. The officer acknowledged that there are still some officers in the NPD that feel that way, however, times are changing and the officer believed that he is here now to make a difference. Another officer stated that race does not matter, but respect does; he or she will respect you if you respect him or her. One officer stated that as a black officer who is stationed in a primarily Portuguese neighborhood he or she is treated “fine”. Another officer stated that he or she has never heard anything about race and that in Newark the officers are “all blue.” The officer stated that NPD supervisors are all different races, and that while older people might have racist views, the younger generation does not. Another officer felt that bias is often personal and not racial. One officer stated:

How far back in time you trying to go? (Laughter) Inside and outside, I mean, for a black individual to be on this job is not recommended to anybody. And for the simple fact that officers were originally meant to suppress black people so when it come to that, we’re not really favored for this job. We’re pretty much just catering to the white man or white woman, anybody else. Looking at it from that aspect. Times are changed. Times are changing, but you still have some people out there that feel the same way. At this day in age, we are living with it, but the reason why we are here now is to make a difference. So of course there’s going to be a lot of bias. Right now there’s really not too much we can do about it, but eventually we can do something. Change it.

2. Specialized Units

This group believed that race was not a major issue within NPD. They explained the Officer Survey results as coming primarily from older officers, but that the majority of the department is black or Hispanic. These officers saw bias in NPD as a matter of people taking care of their own, which they believed to be a matter of who you know, or having “hooks,” rather than a matter of race. One officer stated that the Officer Survey results were probably misleading because the survey did not give officers the chance to explain their answers.

3. Supervisors

The supervisors stated that black officers might perceive more bias, but that a lot of officers feel they have a skill set that they do not have. Making rank is lucky sometimes, and it is not a racial issue, but politics. One supervisor stated that he or she held officers for overtime based on seniority or which officer did overtime last but an officer may perceive it as being a racial issue.

C. Media Scrutiny, Fear of Criticism, and Community Support.

Question 5: The survey results indicated that compared to other officers, black officers were significantly less likely to think that media scrutiny of police use of force affects officers' attitudes and behaviors. What do you think accounts for these reported differences in how officers see the impact of media coverage on police use of force?

1. Patrol Officers

This group of officers did not think that the media distinguishes between black and white police officers; rather, it just describes them as police officers. They believed that media coverage affects decision-making at NPD and how they carry out their own day-to-day duties. For example, an officer may not want to use force because he or she does not want the publicity and is afraid of what the community may say. They also worry about the potential internal affairs response to media coverage, which could cause them to lose their jobs.

This focus group felt that the media does not depict use-of-force encounters accurately in that it only shows the part of the encounter that the officer is doing wrong. One officer stated when an incident occurs, people take out their phones instead of helping the officer subdue the suspect, and that the police officer does everything in this power not to shoot.

The group generally believed that the media creates "racial stuff," or racial tension where it does not really exist and that the media has a racial agenda. Another officer stated that policing was different in the northeast as compared to the southern United States because racial tension between blacks and whites was higher in the South.

2. Specialized Units

These officers stated that officers feel that they are under a microscope, causing officers to question if using force is worth the consequences. They believed that the media's portrayal causes them to be reprimanded for small mistakes, which makes them too self-aware and hesitant while on duty. These officers also stated that policing in the Northeast is different than in the Midwest or the South, but that media coverage affects police all over the country. One officer stated that due to Newark's size and crime rate, officers in Newark are exposed to more violence in one week than a small town officer may see in ten years. These officers also stated that propensity to use a firearm as opposed to other types of force depends on the upbringing and characteristics of individual officers.

3. Supervisors

In response to this question, one supervisor stated that there are individuals who are police officers and individuals who are employed as police officers. The supervisor went on to state that there is a "criminal element" and "politicians that are against the police officers", but "police officers are all blue and on one team when everyone is standing against them". Another officer stated that black officers grow up differently and may perceive things differently because of how they were affected by racism growing up and these officers are going to be more empathic than other officers may be. This officer stated:

When you say significantly less likely, so there's a gap there, to me the reason that there may be a gap in the perception of it is because if you are an African American, you're in an environment or you grow up in a surrounding that...in our town here, you grow up in a black neighborhood let's say. You're going to be on the receiving end of a lot of things that where I come from, not in the inner city, I'm not subject to that. And a lot of times, we as white or Hispanic males or whatever the differentiation is these days, don't have to deal with some of the things that black or African Americans will have to deal with. The perceptions are different. You grow up with that. You have family members subject to that. In a way, to be significantly less likely to think that the media's spotlight is not hurtful, would come maybe the fact that you think there's a need for a media spotlight to be there because there are wrongs that are being done. I'm not saying the perception is right or wrong, but that may be the perception.

1. Patrol Officers

Officers in this group generally believed that people in Newark care more about what happens in Newark than in other cities. They stated that within Newark, community support depends on the area where an incident happens. In some areas people are glad to see officers and in other areas people curse at officers. For the most part, the officers stated that civilians are glad to see them and have them present during the walking patrols. The police officers perceive a lot of positive feedback from the community, including that the community feels safer with police officers around. Some officers viewed the community as less supportive, citing community members who attend City Hall meetings, who these officers believed have a political agenda. One officer stated that the more time an officer spends in the community, the more comfortable and familiar the community members become with the officer. This leads to greater cooperation.

Officers in this group believed that the older generation seems to support the police officers more than younger people, who they perceive as having negative attitudes toward officers. They said that this causes even younger victims not to cooperate with the police. The younger generation also does not follow the news, and so only knows what is going on in Newark.

2. Specialized Units

The officers stated that some people appreciate them and others do not. They believed that Newark residents have never been entirely opposed to or in favor of the police. The officers all believed that people who live in public housing projects want them to be more aggressive, stating that in those areas “good, hard-working residents become hostages in their own neighborhoods”. The officers stated that they believe that most of the people who do not support the police are those likely involved in criminal activity. The officers also believed that older residents want officers to be more aggressive. The officers perceive younger residents as having no respect. They said that one “bad” house can ruin a three-block radius and individuals are not “doing dirt” in their own neighborhoods. One officer stated:

The ones basically doing dirt. They don't want you to be there because they're doing some kind of dirt. The old people love us and want us to do something. They want us to kick their ass but we can't do it now. It's against the law to put your hands on somebody. You live in the projects and this drug dealer is sitting in your car. I had a job last night and this lady got slapped because she told this drug dealer to not sit on her car. So he got up and slapped the piss out of her. You don't do that. These young kids

don't have respect for nobody. Not even themselves. They will pull out a gun or a knife and stab you and get away with it. They know the law more than we do.

3. Supervisors

The supervisors stated that attitudes vary in different parts of the city. In their view, residents of the North and East Wards seem to support officers a more than those in the West and the South Wards. Another supervisor stated that there is a “criminal culture,” which results in a fascination of crime that leads to overexposure of criminal incidents. As a result, this supervisor stated, ordinary residents are “hiding in their houses” and do not want the police to have cameras. The other officers, however, did not seem to agree with the criminal culture comment. Other supervisors stated that the community seems to be supportive, citing the lack of riots or other violent demonstrations. One supervisor offered an example; after a fatal use of force by an NPD officer, a Newark resident who was a gang member tried, but failed to start a protest. The residents of this block, the supervisor stated, called the police to say that they were “being held hostage in their own homes”, rather than joining in the protest.

Follow-up Question: Do you notice any changes in how your fellow officers perceive the community after these events?

1. Patrol Officers

Some of the officers stated that these events do not affect them, while others stated that they are more vigilant after such events. They stated that residents tend to peacefully organize against shootings. They believed that most officers are good officers and understand the city from a psychological perspective.

The officers stated that, if anything, officers want to change how the community perceives them in a positive way and explain why officers respond to certain situations in certain ways. They said that officers are apprehensive, however, because they feel that they are portrayed as the “bad guys,” and when an officer makes a mistake, it affects the entire department. After that mistake, officers feel that they have to prove that they are there to help people, and begin building relationships with the community all over again.

2. Specialized Units

These officers stated that the majority of the residents in the city are trying to “do the right thing”. They felt that officers are tired of being told to “get their numbers,” or to issue a certain number of tickets and make a certain number of arrests. They believed that officers “try to do things the right way” but that their job is difficult and they want the Division and city to understand that, to support them, and to consider their perspective before jumping to conclusions.

3. Supervisors

One supervisor stated that there is a “criminal culture that supports criminals and their rights” and that is part of the problem. The criminal culture included individuals who committed crimes, who knew about individuals who committed crimes, yet would not

assist the police with solving the crime, protestors, and organizations who file lawsuits on behalf of the criminals.

Follow-up Question: Do you notice that your fellow officers behave differently toward citizens in Newark after protests and riots in other cities? If yes, in what ways?

1. Patrol Officers

Officers are trying to listen more to youth and their needs and understand where the youth are coming from in order to establish a common ground and avoid miscommunications. Officers considered themselves on higher alert during these situations because an individual may want to do something to an officer just to get media attention. Newark is a different type of police department. Newark's protests are peaceful and just talk and individuals are not throwing objects or breaking anything.

2. Specialized Units

These officers did not perceive any issues related to these events, but expressed frustration when the "mayor marched against them". They suggested that there will be a shift in attitude towards police officers because it is an election year. They also stated that civilians have "hooks" as well, and that officers often feel pressured to not punish some well-known or well-connected citizens. The officers felt that they are always being watched, and that this hampers their ability to do their jobs.

3. Supervisors

The supervisors all agreed that they did not see any difference in officers' behavior after such events.

Follow-up Question: For example, do you see your own community as more or less

Question 6: Compared to officers with no history of citizen complaints, officers who indicated that they have had at least one citizen complaint filed against them had less favorable views of the department and the community. In your opinion, what could explain this?

Follow-up Questions: Could this be influenced by how citizen complaints are handled by the department?

- If yes, in what ways?
- Have you ever had a citizen complaint filed against you?
- How did that make you feel?
- Did you think it was a legitimate complaint? Why or Why not?
- Were you satisfied with how the department handled the complaint? Why or Why not?

1. Patrol Officers

This group did not feel that officers with complaints viewed the department more negatively than those without complaints. The group generally believed that an officer

with excessive complaints should be disciplined, although one officer stated, “If you are not getting a complaint, then you are not working.” Many officers agreed that complaints are upsetting because, most of the time, they feel that they are not doing anything wrong, and are getting complaints for just doing their job. The officers believed that NPD Internal Affairs unit (“IA”) does a good job following up on complaints, but that it should not make officers go through unnecessary steps to pursue complaints that IA knows are bogus. The officers were particularly concerned that complaints, even those that are unfounded, stay on their records and can affect their chances of promotion.

One officer felt that IA pursues complaints until they find something incriminating. This officer also voiced concern that an individual who files a false complaint faces no consequences, while the consequences for officers can be severe. One officer stated that he or she received an unfounded complaint on his or her first day on the job, and nearly received a suspension because he or she was on probation. Another officer stated that if an officer reports a dent in a police car to IA, and is found at fault, that officer will have to pay to fix the car. The officer also believed that NPD uses a mechanic who unfairly inflates the prices of such repairs. Issues like these seemed unfair to the officers.

Another officer offered a similar example. According to this individual, IA suspended an officer for crashing a car while attempting to provide backup to his or her partner. This policy, the individual stated, incentivizes officers to proceed overly slowly and cautiously to situations requiring backup. This jeopardizes the officer who needs backup. Officers also do not want to crash cars because it is too much hassle and paperwork, even if the chase is justified.

There was agreement within this group that veteran officers have more support from supervisors. Officers feel that they get IOP’d (IA investigation) for any perceived infraction and they are not given a verbal reprimand the first time they commit an infraction. The officers stated that if an officer will be investigated if that officer commits a minor infraction such as not wearing their hat at all times, they will be investigated by IA. Sometimes they will IOP everyone on the scene, even if an officer wasn’t involved. The officers felt that if they “mess up one little thing,” even if they are an exceptional officer, NPD leadership will not support them. One officer stated:

That’s the negative part of that. That’s why I can see an officer thinking that they don’t want to do this if they keep on getting complaints. If they’re not going to be taken off my jacket when they’re found false, and the person isn’t being fined anything for false accusations or false reports, what’s the point of it? That’s basically saying I could walk down the street and someone could read my name and say this person did this, this officer did this to me, and they’re going to entertain it. (Agreement) I don’t even know this person from a can of paint and I’m still going to get charge with whatever the person accused me of. That’s the only negative part of that.

All of the officers believed that the Division unfairly “entertains” false complaints. One officer stated:

Personally, my thing with the department was, “How could you even entertain this bullshit?” You really took the time to entertain this bullshit. (Agreement) Especially with mine at the time. 2006, I was out and pregnant at the time and I get a call to come in to I.A.. I’m out of work, I’m pregnant. I’m huge. As big

as a house. I get to Internal Affairs and see "Criminal Complaint." Not just a regular demeanor. Criminal. Guy says that I came to his auto body shop in Irvington and took \$750 from the guy. Said I was a sergeant. I said, "You guys know I'm out and fucking huge as a house. Did you ask him if the officer was pregnant?" (Laughter) You took the time to take this. Yeah, I went into somebody's auto shop and said give \$750. (Joking) I'm pregnant. And you took the time to take this complaint knowing what you know.

2. Specialized Units

These officers stated that they get many false complaints, which make them feel less favorable toward the community. The officers expressed frustration that all complaints go to IA and stay in the officer's file, even if they are false. This invites repeated false complaints, they said, which can cause NPD leadership to think there is a problem when there really is none. The officers felt that if a citizen perceives that an NPD officer is disturbing their "illegal" business, they will retaliate by filing a complaint against the officer. They said that the narcotics division gets a lot of complaints, which no one wants to deal with. One officer stated:

My first complaint came from a guy who said I had an attitude problem. I was upset when I pulled him over but he failed to mention that he ran a stop sign and almost hit a little girl crossing the street. He didn't have a valid license.

3. Supervisors

The supervisors stated that officers are fed up and do not feel that it is fair that IA entertains bogus or nonsense complaints and this sours police officers on the process. They also stated that officers in general are frustrated that unsustained complaints stay on their records.

The supervisors also stated that officers believe that the people they arrest will try to discredit the officer by filing a false complaint, in hopes that the officer will not testify in his or her criminal case. They believed that it is too easy for civilians to file false complaints on NPD's website and smartphone application, and in particular that Millennials who "live on their phones and did not get what they wanted," will file such complaints. They also expressed frustration that there are no consequences for filing false complaints. For this reason, the supervisors want more cameras and technology in order to disprove false complaints. One officer stated:

Personally, my thing with the department was, "How could you even entertain this bullshit?" You really took the time to entertain this bullshit. (Agreement) Especially with mine at the time. 2006, I was out and pregnant at the time and I get a call to come in to I.A.. I'm out of work, I'm pregnant. I'm huge. As big as a house. I get to Internal Affairs and see "Criminal Complaint." Not just a regular demeanor. Criminal. Guy says that I came to his auto body shop in Irvington and took \$750 from the guy. Said I was a sergeant. I said, "You guys know I'm out and fucking huge as a house. Did you ask him if the officer was pregnant?" (Laughter) You took the time to take this. Yeah, I went into somebody's auto shop and said give \$750. (Joking) I'm pregnant. And you took the time to take this complaint knowing what you know.

2. Specialized Units

The officers stated that they get a lot of complaints that are false and it makes you less favorable toward the community because people file complaints to get out of what they

did wrong. All complaints go to IA and some individuals will keep complaining and it is a lie but the leadership thinks that there is something wrong with the officer and IA flags the situation and it stays in an officer's file. Officers are disturbing someone's illegal business and, in turn, individuals will do the same to the officer. Narcotics get a lot of complaints and no police officer wants to deal with that. One officer stated:

My first complaint came from a guy who said I had an attitude problem. I was upset when I pulled him over but he failed to mention that he ran a stop sign and almost hit a little girl crossing the street. He didn't have a valid license.

3. Supervisors

The supervisors stated that officers are fed up and do not feel that it is fair that IA entertains bogus or nonsense complaints and this sours police officers on the process because when they lock up an individual, that individual will go to IA and try to discredit the officer so the officer cannot testify. There is also a less favorable view of IA because non-sense complaints do not come off your record. The officers can have a less favorable view with the department because officers can be subjected to police trials and suspensions and have a less favorable view of IA because they entertain "bogus" complaints. There are a lot of complaints that cannot be proven or disproved so the complaint is unsustainable. It is easy for an individual to file a bogus complaint because it is on the police website and there is an app and Millennials who live on their phones and did not get what they wanted, will file a complaint. Also officers felt that residents lie and there are no consequences and are not charged with filing a false complaint. If an officer receives three complaints in six months, the supervisor has to monitor that officer on a monthly basis. Cameras and technology are actually good because they can disprove some complaints. A supervisor can also file bogus complaints against an officer and it goes to IA. One officer stated:

I think it is a less favorable view of IA. (Agreement) I don't think of the department as a whole, I think it's more Internal Affairs. Just the other day they generated a complaint against an officer because two people are involved in a fight and they're both at the scene. We don't arrest here for simple assault. So the person working in IA, that was the complaint. They complained that the officer didn't lock up the other person in a fight. We don't lock anyone up here. That's policy for simple assault.

D. Training

Question 7: Nearly half of officers disagreed with the statement that they receive training from the department that helps them do their job. What are your thoughts on this?

Follow-up included:

- What about the amount of training?
- What about the quality of the training?
- What about the relevance of the training?
- What about officer training would you like to see changed to make it effective?
- Does the department explain why they are giving you a particular form of training?
- And does the department give officers a voice in the training that they receive?

1. Patrol Officers

This focus group stated that officers are sent to academies the do not help train officers for Newark. Newark does not operate its own academy. Most of the information does not apply to the officers (ex. cat in the tree, electricity is out). Officers learn the most amount of training on the job from their partners. When officers attend other academies, these academies often talk down to Newark officers and say, “Well, you’re from Newark, so you’re stuff is all messed up.” The officers agreed that they need Newark specific training. Also, instead of walking, officers should be inside the radio car and they can learn the car and provide faster backup if necessary. Walking officers also have to wear green vests, which some officers’ feel makes them targets. Although some officers did acknowledge that walking tours help those officers who do not know Newark, get to know Newark.

In order to receive training, an officer has to pay for it himself and request days off to attend the training. Smaller towns in New Jersey get more training than the NPD. There is no ESR training (how to arrest an individual). Some departments spend anywhere from 8 hours to two weeks with this training and in Newark, officers are told to watch a YouTube training and some are not even given the passcode. These officers requested defensive tactic training, how to disarm individuals, and would like to have a K-9 unit so that they do not have to wait for the Essex County canine unit to arrive. Other cities have three or four weeks of training and the officers would like the training the ESU and SWAT receive (they receive training on a monthly basis). The only training officers receive after the academy is qualifying their gun twice per year. These officers would like to see training at least twice per month for 1-2 days. Officers also feel that they do not receive explanations about the training that they are attending. They are told at roll call to report to a site and if they are late, they will be charged. The officers think there is no training because of lack of funds and resources. The department’s training is to learn as you go and hands-on and the officers are frustrated because they want to refresh on certain topics but they cannot do this.

The group was surprised that 100% did not say they needed more training. These officers felt that they needed a lot of training post academy. Some of the trainings include a defensive driving course and CPR (certifications have expired) and the officers cannot assist a victim once they reach the scene. These officers would like real training, not just a piece of paper that they have to sign. There is plenty of training available but the department does not have the funds for it. The training that officers receive from other instructors from other departments has been good (ex. the report writing training with the officer from Jersey City).

2. Specialized Units

This group felt that the training they receive as officers is not adequate. One officer stated that he or she had 23 years on the job and he or she could count how many times he or she has been trained on one hand. In order to go to trainings and obtain certifications, officers have to pay for it themselves. An officer gave an example of how narcotic units are being put in all precincts and the majority of officers assigned to these units have no

time on the job and supervisors that have never worked in narcotics. The department is putting people in a spot and there is pressure to bring in numbers. Plain-clothes officers have unmarked cars that are not working so they are in a marked car with plain clothes. How are they supposed to do their jobs effectively? The academy (academies outside of Newark) also taught officers one way and an officer comes to Newark and has to do it the Newark way. Officers do the best they can with what they have. These police officers feel that they are doing the best they can with what they have. The department also relies on individuals who show promise in a certain task but that individual will still need training. The officers stated that they need more training on narcotics, record checks and fingerprints, crime scene reconstruction and how to use radar. Officers also agreed that they should be made aware of training that exists via email. These officers agreed that some officers also get all of the training and the officers who would benefit from it the most, do not get any training because often times the department does not want to take officers off of patrol.

3. Supervisors

One supervisor stated that he or she got promoted to supervisor and received no training. The person who occupied that position previously was around for two days and that was it. Supervisors stated that they have requested to go to specific trainings and have received no response from the leadership; they have to learn on the job and that is not right. The supervisors agree that even the training received goes back to favoritism and politics because officers that are sent to trainings and obtain certifications are special. One supervisor stated that he or she had a “hook” at one time and was able to go to whatever training she wanted to go to but he or she always took his or her partner. Individuals also go to training and it has nothing to do with their assignment. These officers obtain certifications that allow them to train at any academy in the state. Most of the supervisors stated that officers receive on the job training and have no idea what to do their first day. These officers should receive training before being put into a specialized unit. For new equipment, one person is trained and then has to train everyone else (train the trainer). This group stated that patrol officers do not receive enough training and should receive training on how to do a motor vehicle stop, move prisoners from one spot to another, how to do a pat down (the supervisors stated that they have found a lot of guns in cars, which means that the officer did not pat down the suspect effectively), firearms training, arrest and control tactics, policies, procedures, laws, report writing, etc. Also when officers are trained at academies in the suburbs they do not receive Newark specific training and NPD should have a field-training program. Some officers do not know how to fill out the correct paperwork on a scene or even an overtime slip. The department does not effectively communicate how the training will help an officer. Officers will get roll call trainings but the NPD needs to invest in its officers. The leadership only cares about how many calls for service and there is also no training for patrol because the leadership does not want to have to cover a patrol officer’s spot while that officer is in training because it costs too much. However, a highly trained officer is more effective in the long run because it can save a police officer or citizen’s life or make the officer happier or better at his/her job. One supervisor stated that since 1997, there have been approximately 2000 director memos and chief memos that often contradict one another. One officer stated:

They're going to these college campuses for academies now that are in the suburbs so they're not exposed to the stuff that you see even if you go to the Essex County Police Department. It's in Cedar Grove. People that are teaching them don't come from Newark. You don't know what we experience here. When I was training somebody, the way he was standing...I was like, "You can't talk to people like that. That's not realistic. All your asking is your back turned this way and you're going to get shot from this way." And he said, "In the academy they taught you that they'll shoot you this way." No. You can't turn your back to certain people even when you're going in certain places. They don't know how to teach them the way people from here. We know because we are exposed to it and we live it. It should be training so that when you get out of the academy you're trained for here.

E. Officer Residency

Question 8: The survey results showed that officers who live in Newark reported greater confidence in department leadership compared to officers who did not live in the city. What do you believe accounts for this difference?

1. Patrol Officers

Some of the officers in this group did not agree with the statement made in the question above. One officer felt that the statement should be reversed because if officers live here then they know what is going on or the politics that go with leadership. Another officer thought that if he or she chose to live here then he or she should receive a better position within the NPD. The leadership should say, "Hey, I want you to be one of my community guys," because you know the city. He or she also saw a lot of officers move out of the city because there is a big difference between going home at night to Newark with the sirens and someone else going home to Woodbury. This group of officers had a mixed reaction to the question as well. One officer stated that when an officer moves out of the city, he or she is not thinking about the city anymore because if the officer lives here, he or she sees what is going on every day and he or she sees the neighbor selling drugs and the officer tells the neighbor not to sell drugs. A new officer saw a leadership that wanted to transform the department and stated that the leadership was trying to build morale. Other officers felt that it was too much for an officer to live in the city that he or she works in and an officer grew up in Newark but as time goes by officers need to relocate because it may not be safe to live in Newark. Officers lock up a lot of people and those individuals get out and an officer never knows if he or his family will be retaliated against. Another officer expressed that he or she needed to get away and relax from the job and have peace of mind. The officer does not want to hear the sirens 24/7 or want your children to be influenced by some youth in Newark. Some of the officers still live here, some in the hood and some in nice places, but some officers choose to move for family or school reasons. One officer who was a correctional officer before he became a Newark police officer, worked with juveniles and now the youth are older and he or she sees that they are doing the same things. Most of the officers in this group did not agree with the statement in the question. One officer expressed that if you are born and raised here and live here, it is easier for an officer because he or she is from the streets and get acclimated to them. They know the ins and outs but that can be dangerous as well.

2. Specialized Units

These officers stated that officers tend to move out of Newark when they have a family and that officers have greater confidence because they have experience. Often times officers are playing verbal judo with residents and residents can smell if you do not know the streets from a block away. The officers suggested that if you are not from the city, you should move here and get acclimated to how things work.

3. Supervisors

One supervisor stated that officers have a bias because they live in Newark. The supervisors stated that officers were not truthful on the surveys because they are scared of repercussions and believed that the leadership can figure out who said it.

Follow up Question: Do you feel that it is important that NPD officers live in the city? Why or why not?

Officers thought that it was important to at least know the city and that at some point officers should live in Newark but then they move out because of their safety and that if you receive the proper tools and training to police in Newark, it should not make a difference. Another officer stated that he/she was born here, so he or she knows the struggles and another officer understood the struggles because he or she is a minority. The officers agreed that there are some officers who do not identify with the issues in Newark and it is a culture shock to them when they start to police here. One officer stated:

It's kind of on that level. I always thought that if you live here and you were police, you should be able to get better positions within the police department. And the reason I say that is because you're here, you walk home, you see what's going on, you see the bullets firing, you see the fire trucks, you're here. You don't escape it, you know what I'm saying? You're here. Those are the guys that you should reach out and say, "Hey, I want you to be one of my community guys." But it's been the other way around.

The supervisor group stated that officers tend to move out of Newark when they have a family, kids and want a change of scenery. They want their kids to experience life in the suburbs. One supervisor stated that officers who stay can become victims of violence have to send their kids to private schools. Officers are going to leave when they can because a lot of stuff gets stolen in Newark and there are forces larger than the average Joe that decides when Newark will experience redevelopment.