

New York State Police Reform and Reinvention Collaborative

Village of Potsdam Police Advisory Committee Recommendations & Plan Updated March 26, 2021

Police Advisory Committee Members

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Executive Summary

Every person in our community and in our country has the right to feel safe and to be treated equally under the law. Trust and faith in the rule of law and in our public servants who enforce it are the bedrock of our democratic system; yet for many, this trust and faith have eroded, for myriad reasons—some within our control, and some beyond our control. It is our moral obligation, therefore, to do the sustained work required to regain and build upon this trust and faith. In the Village of Potsdam, we hold our officers to the highest standards and in the highest regard, because not only are they sworn to serve and protect—but because they represent our community, and we entrust them to uphold our values. So as we continue this work, it is vital that all recognize these vital truths:

We recognize that years of systemic racism have created inequalities that stretch across generations and geographic areas. We recognize that ingrained, unconscious and conscious biases inform how people react in a myriad of situations. We recognize that damaging, divisive and dangerous rhetoric in our country has driven people apart and even driven some to violence. We recognize and mourn the indignities that have been revealed across our nation—the years of bias incidents, discriminatory acts and microaggressions that have led Black, Indigenous and People of Color everywhere, including here in our community, to fear and mistrust law enforcement. We recognize that as the injustices of racism and discrimination have metastasized over centuries, it is incumbent upon us all to act as quickly as possible to right the wrongs in society, realizing at the same time that the institutional and societal shifts that are required are complex and interconnected.

Both the Town and Village of Potsdam Boards have [resolved](#) that Black Lives Matter, have [acknowledged](#) the importance of upholding LBGTQ+ rights, and have [resolved](#) to take actions to combat white supremacy. As part of this work, we believe that the Village of Potsdam and the Potsdam Police Department, working hand-in-hand with a Citizens Advisory Board, can lead an inclusive and transparent process forward to implement change, show through our actions that hate has no place here, and work to become a model within the North Country and in New York State for community policing and service.

Governor Andrew M. Cuomo established the New York State Police Reform and Reinvention Collaborative via [Executive Order No. 203](#) in June 2020. Potsdam Village Mayor Reinhold Tischler selected and appointed the members of the Village of Potsdam Police Advisory Committee in recognition of the contributions each individual could provide to the process and of their collective dedication to the community. Representatives of the major institutions,

including the two universities, school district and hospital system, were invited, along with a number of active community citizens, two trustees, the town supervisor, Chief of Police and one member of the department. The following document was compiled after months of meetings with community citizens, stakeholders and leaders to identify recommendations for local changes to create systemic change that combats the inequities that exist in our society. This plan is a result of collective work and constant engagement, with many committee authors and editors, whose contributions have made it stronger.

The Police Advisory Committee met regularly between October 2020 and March 2021, with all meetings - except the initial three sessions - held virtually via Zoom due to public health restrictions. Full committee meetings were livestreamed on the village's Facebook page, and comments were welcomed. The Committee later divided into three subcommittees: data and reporting, community, and operations. These three subcommittees focused on their topic areas and created a list of recommendations to help our community move forward. The most critical recommendation is the establishment of a Citizens Advisory Board, which will meet regularly and create a plan of action to implement the goals outlined in this plan, while also working to engage in deeper and more meaningful ways with all stakeholders in our community.

We recognize that this plan is very much a work in progress in many ways, and represents a framework or blueprint for much work and many important decisions to come. We welcome help and feedback from all members of our community, as we build on the research and recommendations described here and work more closely together to ensure that all voices are heard—especially those of the most vulnerable. We feel compelled to point out that our plan is restricted in many respects by the Police Reform and Reinvention Collaborative process and the limits of what we can achieve in one municipality, with no ability to change state and federal laws or policies unilaterally, and with no established process to collaborate with other key law enforcement partners on such reforms, which may have identified unique synergies. It does not go unnoticed that the New York State Police were exempted from this process, nor that municipalities were required to complete the review by April 1 at risk of losing critical funding, yet were not provided key resources and a more defined process to follow. Yet at the same time, by working with one another on important, substantive and sometimes messy topics, we have been able to confront many of these roadblocks and have deep, painful and revealing conversations about racism, bias and policing in ways that may never have happened otherwise. It is our hope that this plan represents just the starting point for more avenues of exploration as our community strategically and diligently enacts the needed changes. This is only the beginning of the critical work our community has committed to undergo.

Background

Village of Potsdam Police Department Mission Statement

The mission of the Potsdam Police Department is to serve and protect the citizens and visitors of the Village of Potsdam. This will be accomplished through the enforcement of federal, state, and local laws; the investigation of crimes; maintenance of peace and order; protection of property; protection of personal safety; and protection of all rights provided by the Constitution of the United States of America and the State of New York. In addition, we will provide public service to any person in need in all situations where it is reasonable and possible to provide it.

At all times, this department will maintain the highest level of professionalism, and the members of this department are charged with displaying this professionalism on a day to day basis in their dealings with the public.

We will strive to maintain good relations with other law enforcement and criminal justice agencies and will work closely with them to provide the best possible service to the citizens of this community.

Location and Demographics

The Village of Potsdam is a rural college community, founded in 1806. The population in the village, comprising our downtown core, is just over 9,000, and the broader town population is about 16,000 total. According to the [U.S. Census Bureau](#), our Village population is 83% white non-Hispanic, with 6.4% of residents identifying as Black, 6.2% as Hispanic or Latino, 2.7% as Asian, 0.5% as Indigenous, and 1.9% as being biracial or multiracial. The median household income is \$32,282 and our poverty rate is 24.2%. Potsdam is situated along the Raquette River amid surrounding farmland and wooded areas. Potsdam is home to two institutions of higher education, The State University of New York at Potsdam and Clarkson University. The two universities host an additional 7,400 students during the academic year. Thanks to the presence of the universities and St. Lawrence Health Systems/Canton-Potsdam Hospital, which all attract employees, students and visitors from across the country and internationally, Potsdam is more racially and ethnically diverse, has more residents of international backgrounds, and has a more highly educated population compared to the surrounding areas of St. Lawrence County. At the same time, this level of diversity is still below the statewide averages. The numbers of violent crimes (murders, rapes and robberies) are low and well below U.S. averages. Most arrests in

Potsdam result from (non-auto) thefts, burglaries, and assaults (data from city-data.com/city/Potsdam-New-York).

Finances/budget

The Village of Potsdam budget, including the police department budget, is available online at vi.potsdam.ny.us. Each year, public sessions for the budget are held and the public is invited to comment on the fiscal priorities of the municipality, including for the Potsdam Police Department. The vast majority of the police budget goes to salaries of the 20 employees, including 1 Police Chief, 1 Lieutenant, 4 Sergeants, 8 patrol officers, 4 civilian dispatchers, 1 Special Patrol Officer assigned to the Potsdam Central School District, and 1 crossing guard. The Police building lease, police vehicles and equipment are the next biggest budget items. Chief of Police Mark Murray has limited discretionary spending for specialized training or equipment.

Functions / General Operations

The Potsdam Police Department responds to a very broad range of situations: burglary, breaking/entering, rape and domestic violence, assistance with overdose/drug abuse, emotional and mental crises, as well as traffic matters and securing and transport. At times, our officers facilitate food, lodging, or other miscellaneous assistance via partnerships with our local Neighborhood Center and Salvation Army. Potsdam Police Department may provide first-line emergency medical assistance or treatment on scenes. The Potsdam Police Department was the first department in St. Lawrence County to implement body-worn cameras for all on duty officers, in 2017.

Existing Partnerships

The Potsdam Police Department maintains a very broad coalition of partnerships at the local, county, state and federal level. Examples include collaborations with state or federal agencies to break up drug trafficking efforts or requesting assistance from a neighboring police jurisdiction with technology, laboratory needs, investigation support or mutual aid. In addition, the Potsdam Police Department partners with campus safety and security functions at all the local colleges and schools, including Clarkson University, Potsdam Central School and SUNY Potsdam's University Police (with which it has a memorandum of understanding). The department also partners with healthcare and counseling professionals at these institutions, as well as with County Social Services, St. Lawrence Health Systems, Reachout, Seaway Valley Prevention Council, Renewal House and others to resolve crises without arrests or recourse to emergency services (ER, St. Lawrence Mental Health/Claxton Hepburn Medical Center). The

partnership with the Potsdam Rescue Squad is vital, but has unfortunately been limited during the COVID crisis.

Recommendations

Vision

- The **Potsdam Police Department exists to serve its community**, and as such, should uphold this mission by building a positive and open working environment and strong relationships with stakeholder groups, to ensure transparency and strengthen operations—while still upholding safety and respect for the law.

Oversight & transparency

- The Mayor should appoint and the Village Board of Trustees should approve the formation of a **Citizens Advisory Board** to begin the work of exploration and implementation of the recommendations within this report immediately , as well as to provide needed opportunities for community dialogue, input and oversight. The Board can make recommendations to the Mayor and Village Board of Trustees on important matters related to law enforcement and may assist in functions such as training, community engagement, and recruitment.
- The Citizens Advisory Board should **comprise a cross-section of the Potsdam community, reflecting the diversity of its residents and visitors**. We recommend that a nominating and recruitment subcommittee be created, including members of our current Police Advisory Committee, to help recruit, vet and select excellent candidates for this important board, for consideration and approval by the Mayor and Village Board of Trustees, similar to the longstanding processes in place for groups such as the Potsdam Public Museum Board, the Planning Board and other auxiliary municipal bodies. This nominating and recruitment subcommittee will formulate draft bylaws as an operating framework to help establish the Citizens Advisory Board, including expectations for membership, quorum, voting requirements, liaisons, duties and orientation/training support. Once established, the board would be able to review, adjust and approve final bylaws as it deems appropriate. We stand ready to assist the newly appointed members of this important oversight board by making ourselves available to share information on all the topics we have researched through this process, and to help orient the group on police operations and diversity, equity and inclusion.

- Through this planning process, the advisory committee has identified myriad solutions to issues that exist in our community and beyond. The Citizens Advisory Board will be **tasked with helping to implement these recommendations**. The board will work with the Chief of Police and department staff to perform research, develop implementation strategies, create proposals, enable collaboration opportunities, and identify and apply for applicable grant opportunities.
- The Potsdam Police Department should work with the Citizens Advisory Board and/or the Potsdam Village Board of Trustees to develop a **process for reviewing complaints, allegations of misconduct and periodic review of uses of force**.
- Additionally, the department and the village should review its internal processes to ensure that any **officer concerns or allegations of misconduct** within the department can be properly reported and thoroughly reviewed without fear of retaliation.
- Following any critical incident, lethal use of force or “near miss” event, the department should **conduct reviews** following all New York State guidelines, including independent investigators where required, and/or develop after-action reports to identify areas where additional resources, training and/or personnel action may be required.
- In order to improve safety, transparency and trust between the police department and the community at large, it is important to foster a sense of shared responsibility. Therefore, the police advisory committee recommends the Village research **third-party applications that would allow community members to report anonymously any observed behavior that has the potential to impact community safety and welfare**. Ideally, an app would be used that includes a call center where trained individuals triage tips and interact with the tipster before handing the information off to designated contacts within the Village. Protocols would need to be established so that information provided in the tips could be routed to the appropriate individual or agency to respond. Conceivably, this could include Village officials, the Police Department, and various collaborating agencies such as Child Protective Services or to groups within the Village such as the Bias Incident Response Team (See “Community Engagement”). A public relations campaign would need to be conducted to build awareness of the availability of the app. The data gleaned from the tips should be shared periodically with the Village Board and Citizens Advisory Board.

Leveraging partnerships

- The Potsdam Police Department should further explore and implement **expanded partnerships with community organizations** with expertise in crisis support, mental health, behavioral health and addiction/recovery. The Operations Subcommittee has already begun these conversations and can advise on promising avenues to pursue. In

particular, the department and the community at large may benefit from broadened memoranda of understanding with the crisis response organization, Reachout, which has longstanding ties with the department, for assistance with consultation and responses to emotional distress calls and mental health crises, and/or from new/expanded partnerships with St. Lawrence Health Systems, Citizen Advocates and/or Seaway Valley Prevention Council to help connect people struggling with mental health or social issues and/or with addiction to seek out treatment and enter recovery. As part of this review, the department and committee should explore the resources, personnel, technology, and organizational framework needed to ensure that “on call” trained mental health or social support professionals are available to assist in deescalating and responding to particular situations as deemed necessary.

- The Potsdam Police Department, along with municipal leaders, should work with county partners to help **promote and support local mental/behavioral health service providers**, to help divert calls to law enforcement that may be better directed to crisis intervention specialists or to refer individuals for assistance and treatment. One simple option to explore is to provide small information cards or pamphlets that officers can hand out, whether with information on how to contact Reachout or how to access outpatient services through one of the local providers. Similar to the information and connections that the department already provides to assist people needing food assistance or social services, the department should also utilize local referral services such as [ADK Wellness Connections](#), to help people find needed resources such as public transportation, housing/shelter, utilities assistance, health needs (including birth control access) and other assistance.
- The Citizens Advisory Board and Potsdam Police Department should work with partners in the judicial system to **explore a diversion pilot program**, to investigate the feasibility and effectiveness of an approach **centered around harm reduction** for responding to low-level drug, alcohol and mental illness-related incidents. Such a pilot would rely on leadership from the District Attorney’s Officer, Public Defender’s Office, Potsdam Town Court and St. Lawrence County Court, as well as local mental/behavioral health service providers.

Data & reporting

- A **full analysis of calls for service and incident responses** by the Potsdam Police Department should be completed, to understand the number and nature of calls that involve issues related to mental/behavioral health, which partner community organizations could assist with. This analysis will help to inform discussions with Reachout, St. Lawrence Health Systems and/or other partner agencies on the

development of an expanded memoranda of understanding to help respond to such calls. As seen in other localities, the police must respond to every call received to assess the situation before calling in partner community responders as part of a crisis team.

- The Potsdam Police Department should work with the Citizens Advisory Board to **regularly review information and data on police operations, response and community feedback/perceptions**. In particular, an analysis should be completed to identify any inequities in uses of force, arrests and any possible disproportionate treatment in terms of race/ethnicity, sexual orientation, or other demographic factors.
- We recommend future **proposals and legislation to allow for increased data transparency** across all levels of policing in the state, to help fill gaps where relevant information is not currently accessible. For example, we cannot currently conduct an analysis of trends with regard to the issuance of uniform traffic tickets, as race/identity information is not included on New York State-issued driver's licenses or photo identification.
- With this in mind, the department and committee should work together to identify other methods to **help monitor such everyday traffic enforcement encounters for any inequities or bias**, including through periodic random body camera footage reviews and by strengthening the reporting processes to allow for citizen concerns and complaints to be independently reviewed and tracked over time for trends.
- As the first law enforcement agency in the county to have **body worn cameras** for all on-duty officers, the Potsdam Police Department should review its training, policies and data management related to this technology, in consultation with the Citizens Advisory Board. In addition to the established processes for reviewing any footage of events resulting in a use of force or arrest or other important investigative footage, the department should establish ongoing oversight measures to allow for regular review of otherwise "routine" footage to ensure all protocols are being followed.

Community-focused training on diversity, inclusion, cultural issues & implicit bias

- The Potsdam Police Department should strengthen its **training on topics related to diversity, inclusion, cultural issues and implicit bias** by building an evidence-based, community-focused training program, drawing on the expertise offered by individuals on our college campuses, and complemented by immersion and enrichment experiences.
- Village of Potsdam **staff and elected trustees should also be offered opportunities to take part** in some of these immersion opportunities as appropriate and in bias recognition training, to ensure that local officials also benefit from this and can lead by example.

- We recommend the Potsdam Police Department look into a newer, evidence-based curriculum and **collaborate with local colleges to design a training program suitable for our community**. The local colleges have researchers in matters of social work, mental health, and most importantly in matters of racial disparities in our country. They can be a great resource to inform our officers on the latest discoveries in terms of interacting with vulnerable populations.
- We recommend that police training be community-based, to focus on our needs and problems as they may exist here in Potsdam. We also recommend training be enriched/complemented by experiences from outside our community. Because we live in a village that draws people from all over the country and in fact the world, our police department needs to seek proactively a **holistic approach to cultural understanding of the different perspectives of people that come to our village**.
- We recommend that the training curriculum be complemented with **extracurricular activities that aim at enriching the lives of individual officers**, as well as the team (See “Community Engagement”). Exposure to the many contributions of the Black Americans and other minority groups to our society in terms of literary, artistic and altruistic work can only demystify what is now perceived as the “other.” It will potentially transform individuals by embracing all parts of our American greatness, including the contributions by Black, Indigenous and People of Color, international individuals, the LGBTQ+ community and/or by those who are differently abled.
- Exposure starting during police academy training (See “Recruitment & Personnel”) and on a continuous basis should also include **spending time in other communities with a majority Black population, with different religious groups, and in and around facilities treating mental health issues**. Such exposure will be more effective if it is designed around building our officers’ general understanding of culture and appreciation of our differences. It is less effective when it is designed as “scripts” on how an officer should talk to, for example, a Black person, a Muslim, Jewish, or Hindu person, or an LGBTQ+ person. The Citizens Advisory Board should work with the Potsdam Police Department to help design such immersion opportunities, perhaps in concert with trips to complete reality-based scenario training.

Other training & policies

- The Potsdam Police Department will continue to **utilize de-escalation strategies** to reduce the risk that encounters may turn violent and require the use of force. The department should continue to provide refresher training in de-escalation strategies, including in reality-based scenario training, defensive tactics, and with added stressors, as well as continued instruction in Verbal Judo. Such training should also incorporate

strategy and tactics to ensure minimal use of force, including the proper use of less-lethal weaponry of Tasers and/or pepper spray.

- The Potsdam Police Department should complete updated **Mental Health First Aid** training through its partnership with Reachout, as well as refreshers on **suicide prevention** training.
- The department should provide opportunities and incentives for more officers, in addition to the two who already possess EMT training, to complete the **Basic EMT certification** over the next two years, in recognition that many times, they are the first on the scene and may be in the best position to provide life-saving medical care while an ambulance is on the way.
- The department should continue to complete and help to provide training on the proper administration of Naloxone (Narcan) as part of its **overdose response**.

Community engagement

- The Potsdam Police Department should work to **engage more deeply with community members** by stopping in local businesses and institutions while on foot or bike patrol, taking part in local events co-hosted by the colleges, religious institutions and/or student organizations, and offering programs such as ridealongs or sponsorship of youth activities.
- The Potsdam Police Department has an underfunctioning website and Facebook page, but the community would like to hear more from the department. The Citizens Advisory Board will assist the department in **developing and implementing a public relations plan to strengthen community outreach efforts**, to help articulate police operations to the community, outline reasonable expectations and offer more opportunities for input and engagement.
- The Potsdam Village government and Police Department will benefit from increased interaction and open dialogue with community members. We recommend **holding regular listening sessions** facilitated by the Citizens Advisory Board, conducted in locations and formats that encourage participation from individuals who may not normally be comfortable attending public meetings and/or sessions with the police. The goal of these sessions would be to welcome community members to express their thoughts and experiences, regarding the topics of policing, safety, bias, racial justice and/or relevant current events, and build a culture of openness.
- Our local police department has the advantage of proximity to two universities within the village, and should **interact with different college groups representing different cultural and minority groups on an ongoing basis**, starting with the Black, Indigenous

and People of Color (BIPOC) organizations, and including international, religious and gender/sexual orientation groups.

- Recognizing that Potsdam is home to people from many different faith backgrounds, belief systems and spiritual traditions, we recommend that the Potsdam Police Department **collaborate with local houses of worship to encourage interreligious and cross-cultural understanding**. In particular, the department should coordinate with the Potsdam Interfaith Community on initiatives such as inviting the Chief and/or particular officers to take part in educational programs and events at Potsdam’s houses of worship, to help bring the police closer to all members of the community.
- Our Potsdam Police Department and greater community can benefit from reflection and a deeper collective understanding of the endemic issues in our society. The Citizens Advisory Board will organize **community programs that offer opportunities for community members to engage in discussions with and alongside police** about racism and implicit bias, and topics related to mental health, wellness and public safety. Programs should be developed with partnerships as much as possible, such as with local service organizations, and should be accessible to as many people as possible. Some programs might include, but are not limited to, lectures, workshops, reading groups, restorative justice programs, and police “meet and greets” with diverse groups.
- The Police Advisory Committee recognizes that bias incidents occur in our community and that these incidents, while unacceptable and upsetting, may not necessarily rise to the level of a criminal response. Therefore, the committee recommends the **formation of a Bias Incident Response Team** made up of trained community volunteers, including representatives from marginalized groups who have lived experiences with bias and discrimination. In the event of a bias incident, information would be shared with the team, who would meet, review and plan a response. The first priority of the team would be to care for the victim by reaching out to the individual directly and providing any resources necessary to ensure their well-being. The second priority of the team would be to educate the offender (if one can be identified and located). This might entail a conversation with the individual, or possibly, inviting the individual to participate in a restorative circle process. The structure and creation of the Bias Incident Response Team may be based on other similar teams that exist on local college and public school campuses, or in other communities. We recommend that the Citizens Advisory Board research other similar teams to determine the most appropriate implementation strategy.
- When bias incidents occur, it is vital that the Village of Potsdam Board of Trustees **acknowledge and publicly denounce them**, as not indicative of the values of our community.

- Further, we recommend the Village Board of Trustees carefully **select and appoint a convener** of the Bias Incident Response Team, who will lead the recruitment and training of team members and manage the work of the group. This individual should also serve on the Citizens Advisory Board.

Recruitment & personnel

- The Department will work with State and County officials to research possible changes to the **civil service rules** that sometimes make it difficult to recruit otherwise promising candidates from more diverse backgrounds.
- To help promote law enforcement as a career and **help develop future officers from an array of backgrounds**, the department should continue to collaborate with the police academies and university programs at SUNY Canton and SUNY Potsdam and create/expand internship and mentoring opportunities.
- In order to help develop the most exceptional officers to support any agency (including our own), the Citizens Advisory Board and Potsdam Police Department should engage with the two local police academies to explore the **addition of immersion experiences and exposure to individuals from underrepresented backgrounds as part of the training experience**.
- The Citizens Advisory Board should assist in the recruiting and hiring process for the Potsdam Police Department by taking part in final **open session interviews** with finalists for positions and providing feedback via survey afterward, and should develop a clear process and procedure for the Potsdam Police Department to **vet all new hires** to ensure that they will uphold the mission, in addition to the normal background check processes (for instance, helping to review for membership in supremacist groups).
- The Potsdam Police Department should formalize its **mentoring program** to support both younger officers and those with years of experience on the force as well.
- The department should continue to utilize its **counseling forms** for annual evaluations and performance reviews, as well as to provide important feedback and commendations following major events.
- The department should work to **reduce stigma around the use of confidential mental health services** and other needed social supports, through regular training and by providing information about how to connect with the Employee Assistance Program to find needed support.
- To further **encourage officer fitness and wellness**, the Potsdam Police Department should explore reintroducing support and incentives to bolster its employees' physical and mental health and well-being, including through investigating counseling support

services through partner agencies and/or through adoption of a service such as the Cordico first responder wellness smartphone app.

Survey initial analysis (as of March 15, 2012)

Community Survey

The Data and Reporting Subcommittee developed and administered the first comprehensive survey of the community regarding public perceptions of the Potsdam Police Department, ongoing safety issues and priorities for the future. This survey was released to the public on February 24, 2021, and was publicized on the Village's website, Facebook page, Potsdam Police Department Facebook page, and through a news release, resulting in media coverage in the Watertown Daily Times, North Country This Week, North Country Public Radio and WPDM Radio/B99.3 FM, encouraging current and former residents and visitors to Potsdam to share their feedback and perspectives. In addition to the online version, paper copies of the survey were distributed to local businesses and establishments, and trained Clarkson University student interns compiled the data from the handwritten surveys.

Survey Tool and Limitations/Opportunities for the Future

The survey tool as administered is available in the Appendix. Data and Reporting Subcommittee members broadly collaborated with others to create a survey for the purpose of this committee's charge that was inclusive of multiple stakeholder requests. While the tool was successful in gathering input, the subcommittee does recommend changes for future distribution by the Citizens Advisory Board and the Potsdam Police Department to strengthen its reliability and improve confidence in its findings. Benchmarking with the wider region to address many comments from citizens that went beyond just the local Potsdam Police Department would also be of future benefit.

Mindful of its very tight timeframe, the subcommittee used a free survey platform (Google Forms) that allowed multiple collaborators from a wide cross-section of the committee and enabled the responsible subcommittee participants to see changes, updates and responses in real-time. The choice in platform also did not have a feature to trace by IP address the survey taker, so what was collected was truly anonymous. Some members of the community expressed concerns that the survey tool did not restrict taking the survey more than once on the same device. We recognize this issue. However, because some businesses offered to support collecting responses from customers (by making the survey available on a particular device) and

in an effort to be inclusive of households and businesses that support more than one stakeholder who may have to share a computing device, this restrictive setting was not enabled. It was further recognized that people with access to multiple devices and Internet browsers could find a way to take the survey multiple times if they were not ethically inclined to limit their response to just once, a possible issue with any online survey. Some of the longer questions also did not visually convert well on mobile devices. To ensure the survey is accessible on all devices, the advisory board and police department should consider using another platform to distribute in the future, such as Qualtrics or SurveyMonkey. In addition, while responses were received after the soft deadline date, a “due by” date should be included in future. We also recommend working to spread the word about future surveys more broadly, especially making efforts to reach stakeholders across the socioeconomic spectrum, of all education levels and representative of all demographic groups. Possible means of doing so might include adding slips with the survey info in other village mailings, having volunteers pass some out at other locations such as Aldi, Walmart, the Library and other locations, and asking our local institutions to notify once again their stakeholders (i.e., school district, hospital, colleges). Incentives, such as a raffle drawing for a donated prize, may also be helpful in encouraging even higher response rates.

Survey Responses and Analysis

As of March 15, 2021, there were 523 responses received, including 54 paper copies. Data and Reporting Subcommittee members are the only individuals with access to the underlying data, and completed this initial analysis to support the Police Advisory Committee’s recommendations and guide future discussions. The information was quickly analyzed, with a priority being placed on overall experiences and recommendations. A more thorough analysis of the data will take place and be made available to the public, but with the short turnaround time, transparency and application for the overarching recommendations was critical.

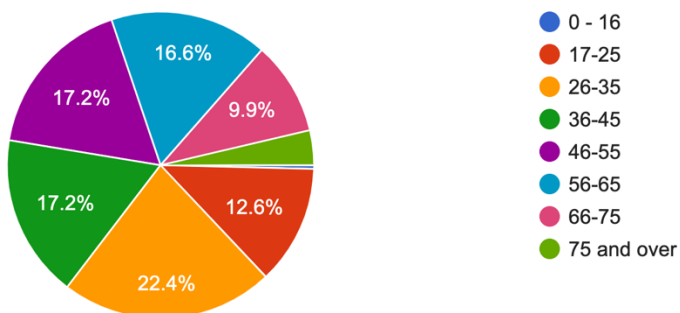
Demographics

The demographic questions regarding ethnicity, gender, age and educational level were optional. 503 respondents provided their ethnicity, 518 provided their gender, 517 provided their age, and 519 provided the highest level of education completed.

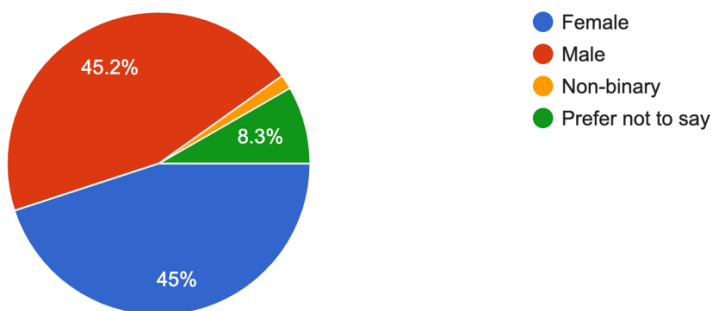
Ethnicity:

Black (non-Hispanic)	3%
White (non-Hispanic)	83.5%
Native American	2%
Asian	1.2%
LatinX/Hispanic	3%
Multi-racial	4.6%
Other (for confidentiality purposes, specific responses omitted)	5.6%

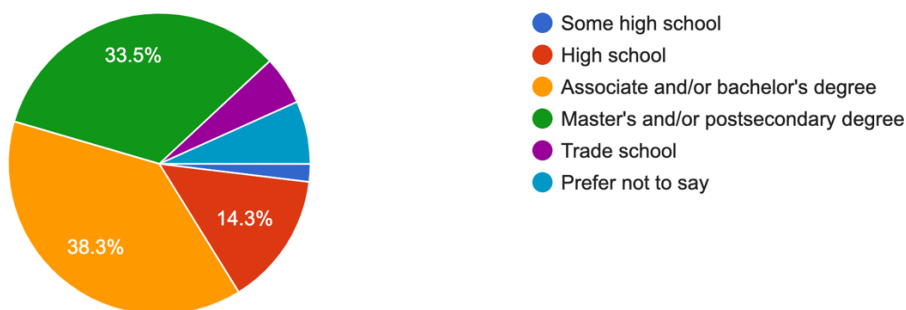
Age:



Gender:



Highest Level of Education Completed:



Affiliation and Interaction with Village of Potsdam Police Department

Survey respondents were asked to identify their affiliation with the Village of Potsdam Police Department. Please note: this was a “select all that apply” question.

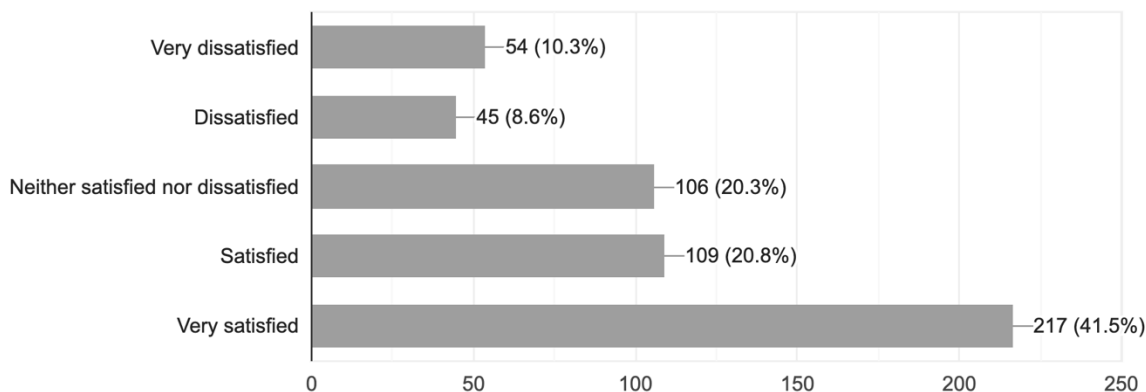
Own and/or rent a residence in the Village	43.2%
Live in college/university student housing	6.1%
Work in the Village	45.7%
Shop, dine in, or frequent business in Potsdam	65.8%
Do not live or work in Potsdam	4.2%
Occasionally visit Potsdam for work and/or personal reasons	11.9%
Have lived, worked, or studied in Potsdam	35.6%
Other (for confidentiality purposes, specific responses omitted)	5.4%

Survey respondents were asked to identify the ways in which they have interacted with the Village of Potsdam Police Department. Please note: this was a “select all that apply” question.

Reporting of a crime	22.9%
Reporting of an emergency/crime	36.3%
Arrest	3.1%
During a traffic stop	35.2%
At a community event	40.5%
As a victim	9.8%
As part of an investigation (witness)	14.1%
To obtain fingerprints	11.7%
None of the above	15.1%
Other (for confidentiality purposes, specific responses omitted)	18%

Overall Satisfaction with Village of Potsdam Police Department

When asked how satisfied they were with their overall experiences with the Village of Potsdam Police Department, a majority of respondents (62.3%) reported that they were either satisfied (20.8%) or very satisfied (41.5%). 18.9% of respondents reported that they were either dissatisfied (8.6%) or very dissatisfied (10.3%), while 20.3% reported that they were neither satisfied nor dissatisfied.



While we can analyze the data by demographics, due to the platform used (Google Forms) and complications with the question structure, the results can only be generalized. Some questions allowed intentional “select all that apply,” but some unintentionally allowed for multiple responses, making analysis difficult.

The age group that was **neither satisfied nor dissatisfied** more frequently than other groups were the “75 and over” age group with the “56-65” age group being second. The “46-55” age group was more likely to give an **overall satisfactory** rating (including very satisfied and satisfied), as was the small number of “0-16” age group respondents. The age group that gave an **overall dissatisfied** rating (including very dissatisfied and dissatisfied) was “17-25,” with the “56-65” age group being next.

The ethnicity group that was **neither satisfied nor dissatisfied** more frequently than others were those who identified as being “White” with those being identified as “Other” being second. “Whites” gave a more frequent **overall satisfactory** rating (including very satisfied and satisfied) with “Other” being next. “LatinX/Hispanic” more frequently gave an **overall dissatisfied** rating (including very dissatisfied and dissatisfied) with “Black (non-Hispanic)”, “Asian”, “Multi-racial” being next.

When rating the Potsdam Police Department on a variety of topics, the department received high marks in many categories, with a majority of respondents rating the department as either “excellent,” “very good” or “good” on the following:

- Acting in the best interest of the community
- Acting within the law
- Being a positive influence in the community
- Being trustworthy
- Caring about the well-being of the people they deal with

- Using appropriate force

The department received its lowest ratings and largest number of “fair” or “poor” responses for the following topics:

- Holding other police officers accountable for their actions when necessary
- Protecting individual civil rights
- Treating all residents equally

A number of respondents replied “don’t know/unsure” for the following topics:

- Holding other police officers accountable for their actions when necessary
- Using appropriate force

Recommendations for Changes

The **top changes** that community members would like to see undertaken by the Village of Potsdam Police Department include the following, which are ranked in order by the number who selected the option:

1. Conduct a community survey to solicit feedback on a regular basis
2. Requiring racial bias training and ongoing training for entire police department
3. More engagement with community members
4. Development of a local oversight committee to include community members
5. Despite limitations due to civil service hiring process, encourage and hire diverse candidates
6. More engagement with local university students
7. Addition of community member on police hiring committee
8. More engagement at local P-12 school districts
9. Development of a local oversight committee
10. No changes/Other

Additional Comments

Survey respondents had the opportunity to **provide additional comments** regarding the Village of Potsdam Police Department in an open text box. 227 respondents provided additional information. Overall, the additional comments revealed an appreciation for the officers and support for the Village of Potsdam Police Department. General comments which included recommendations and next steps offered by community members are summarized below (summarized to ensure the confidentiality of respondents).

Diversity, Equity, and Inclusion:

- Understand bias, systemic racism, etc.

- Encourage diversity
- Listen to people of color
- Annual events with the Black community including interaction with students of color on college campuses
- Do not target people of color, especially through actions

Department Philosophy:

- Adopt community policing
- Focus on other important matters than traffic stops
- Take sexual harassment situations seriously
- Take a protect and serve ethos rather than enforce and punish
- Take complaints seriously, don't dismiss someone when they call to report something; generate a report, notify folks who need to be notified
- Use discretion when implementing laws, be lenient and be friendly
- Adhere to moral protocols in all job tasks and interactions

Training/Accountability:

- Outside training and ongoing follow-up to include de-escalation training, handling of murder investigations
- Be transparent on changes that are made moving forward
- Officers should identify themselves by name in situations
- If there are problems, independent outside investigations of the departments
- Conduct police officer interaction reviews by a committee
- Body cameras for all officers

Transparency/Data:

- Increase public accessibility to police-related information
- Review number of traffic stops and ensure equal treatment when issuing citations

Community Engagement:

- Know the community and introduce officers to community members, schools, universities
- Walk the beat, be polite, have eye contact
- Continue random acts of kindness by officers
- Collaborate with other emergency service departments like the fire department
- Host community members for self-defense classes
- Prove that you care for local and college students
- Have community education on how to respond to and interact with police

- Facebook page is liked

General:

- Combine town and village officers
- Emphasize healthy marriages and families to reduce situations
- Create an unarmed uniformed reserve officer patrol or neighborhood watch
- Other professionals should assist police in mental health and substance abuse calls, creation of a mental health taskforce
- Universal screening of all applicants for extremist views
- Schools should hire a veteran to do security instead of police
- Provide support and resources to officers

Police Advisory Committee Member Bios

Reinhold Tischler - Mayor, Village of Potsdam

Ron Tischler is in his twelfth year and second stint as Mayor of the Village of Potsdam, having been elected to lead the municipality first from 2005 to 2011, and again in 2015. Prior to that, he had served as a Village Trustee for 16 years. Following the village's winning \$10 million Downtown Revitalization Initiative grant, Ron co-chaired the Local Planning Committee.

Greg Thompson - Administrator, Village of Potsdam

Greg Thompson currently serves as the Village Administrator for the Village of Potsdam. He was born and raised in the North Country. Greg completed his undergraduate study at SUNY Cortland and his master's degree at SUNY Potsdam. He is proud to say that he has raised his family right here in Northern New York and that both of his daughters are completing their college educations here as well. Greg has served the Village of Potsdam since 2013. His tenure with the Village began as the Code Enforcement Officer. After several years in that position, he moved into what is now his current role as the Village Administrator. He is very proud to be a part of one of the most open and caring communities in Northern New York.

Gary Pasqua - District Attorney, St. Lawrence County

Gary Pasqua was elected District Attorney for St. Lawrence County in November 2017 and assumed the role the following January. Prior to being District Attorney, he spent the previous 14 years fighting for justice in the North Country as an Assistant District Attorney and Chief Assistant District Attorney.

Mark Murray - Chief of Police for the Village of Potsdam Police Department

Since 2016, served six years as Lieutenant, hired as Police Officer in 2003. Potsdam Central School Class of 1995, BA in Sociology and Criminal Justice from SUNY Potsdam, attended the St. Lawrence County Law Enforcement Academy. Numerous specialized duties/trainings including St. Lawrence County Drug Task Force, Homeland Security Investigations Border Enforcement Security Task Force (BEST), Police Academy Instructor, and Co-Chair of the NYS Counter-Terrorism Zone 8.

Tarik Ait Maatallah - Community Member, Business Owner

Tarik worked in management in retail, information technology, real estate, and healthcare administration. Tarik was involved in activism like raising AIDS awareness in an era where affected folks suffered from disease, stigma, and taboos. He worked on issues of women's rights, homeless children's rights, and bridging cultural gaps. The passion for the human experience was why he chose to pursue a Bachelor's in English instead of Med School, against maternal advice. He also holds a Bachelor's in IT, an MBA in Management and International Business, and is now a

candidate for a doctorate in Healthcare Administration. The more he learns, the more he discovers he knows only a little. Tarik has been involved with the Potsdam Interfaith Community (formerly MAP), a group of faith leaders in Potsdam since 2008. He is the president of the Potsdam mosque. He is fueled by a 7th century declaration of the Messenger of Islam, Mohamed (BPUH) who stated: “O! People (...) there is no preference for a white person over a black person, nor is there preference for a black person over a white person. You all go back to Adam, and Adam was made from dirt.” Tarik has called Potsdam home for more than 15 years. He and his wife, Badra, have nested here, and raise three children, Taha, Amina, and Aya. Tarik is a firm believer that without accountability, society cannot function.

Eric Burch - Chief Executive Officer, Gouverneur Hospital

Eric Burch is the Senior Vice President of Operations of St. Lawrence Health System (SLHS), located in Potsdam, New York. Mr. Burch is the Chief Executive Officer (CEO) of Gouverneur Hospital (GH), a Critical Access Hospital (CAH), located in Gouverneur, New York. Mr. Burch received his Bachelors of Science degree from SUNY Utica, Utica, New York. Mr. Burch worked for Lewis County General Hospital from 2004 to 2016, most recently as a Chief Executive Officer. Mr. Burch served as the Director of Finance with Benedictine Hospital, the Chief Financial Officer with Genesis Healthcare of New York, and the Corporate Director of Finance for Franciscan Health Systems of New Jersey, Inc. Mr. Burch served as the Controller for Champlain Valley Physicians Hospital Medical Center and as the Financial Analyst/Accounting Supervisor for Health Services Medical Corporation.

Ann Carvill - Supervisor, Town of Potsdam

Ann Carvill is the supervisor for the town of Potsdam. In past years she served on the town council, planning board, and school board. In addition, she spent over ten years as a public school teacher. She and her husband, John, have lived in Potsdam for many years where they raised their sons, Kevin, Alex, and Geoffrey. The family is particularly fond of their canine members – Sparky, Coco, and Izzy. An immigrant to the U.S., Ann was born in Ireland and moved to New York City as a child.

Joann Chambers - Superintendent, Potsdam Central Schools

Joann Chambers is a native of the North Country and a graduate of SUNY Potsdam and St. Lawrence University. After teaching middle and high school English for 17 years, she became the principal of Lawrence Avenue Elementary School in 2004 and the principal of Potsdam Senior High School in 2008. She has served as the Superintendent of the Potsdam Central School District since 2015. Joann is the mother of two young adults, Kate and Mike. She lives in the Town of Stockholm with her husband, Pete, and their two golden retrievers, Jake and Annie. In both her personal and professional lives, Joann aspires to practice empathy and fairness. Through listening with an open heart, she believes we can begin to understand those whose experiences may be significantly different from our own.

Kelly Chezum - Vice President for External Relations, Clarkson University

Kelly is the Vice President for External Relations and Clarkson's liaison to support faculty, staff and student inclusion and engagement in community and government relations as well as University marketing and communications. Her past work experience includes serving four years as Resident Initiatives Coordinator at the Lexington-Fayette Urban County Housing Authority where she supported project grant writing and stakeholder interactions with the police department and other community organizations. She is currently Vice President of the Adirondack North Country Association Board of Directors and also locally serves on the Potsdam and St. Lawrence County Chamber boards; and in New York State on the Public Policy Institute Board of Directors and the Education Committee for the Economic Development Corporation. Beyond the University, she and her husband, Brian, keep up with their teen son who is active in a number of regional sports teams and music interests.

Lisa Criscitello - Potsdam Business Owner

Born and raised in Northern New York, Lisa is a happily married mother of 10 and recently became a grandmother. She and her husband Eric, along with their son Timothy, own a custom cabinetry business in the Village of Potsdam. Lisa attended both SUNY Oswego and SUNY Potsdam for Elementary Education & Literature after high school and went on to homeschool all of her children. She currently still has 7 learning at home and loves the opportunity to continue her own education right alongside them. In her free time, Lisa enjoys hosting friends and family for dinner and experimenting with various cuisines. She loves connecting with her local church and also working part-time for the New York State Assembly.

Nicole Feml - Chief of Staff, SUNY Potsdam

Nicole currently serves as the Chief of Staff at SUNY Potsdam. Before her current position, she served as Assistant Director of the Center for School Partnerships and Certification. In her Chief of Staff role, she serves as the chief government and community relations officer for the College. She believes that a campus community extends beyond the physical campus and serves as a board member for the Potsdam and St. Lawrence County Chambers of Commerce. She recognizes the power of education and community partnerships in transforming lives, communities, and nations. Her passion for public service extends beyond higher education institutions, so she volunteers for the North Country Children's Museum and St. Lawrence County People Project. Nicole also is a Ph.D. student at the University at Albany and served as a Public Policy Fellow for SUNY System Administration through the Center for Women in Government and Civil Society. She holds a B.A. in English and Speech Communication and an M.S.T. in Secondary English Education from SUNY Potsdam. She also holds an M.A. in Higher Education Administration from SUNY Stony Brook. Nicole lives in Hannawa Falls and in her free time enjoys spending time outdoors which always results in her discovering more things to love about the beautiful North Country Region!

Maggie McKenna - Committee Co-chair - Trustee, Village of Potsdam Board of Trustees

Maggie McKenna is a Trustee on the Potsdam Village Board of Trustees, a position she has held since 2017. She serves on the Climate Smart Communities Task Force and served on the Downtown Revitalization Initiative Local Planning Committee. Maggie holds an MBA from Clarkson University and a Bachelor's degree in Violin Performance and Mathematics from SUNY Potsdam and The Crane School of Music. She is the Executive Director of the St. Lawrence County Arts Council and has worked in nonprofit arts and community organizations since her relocation to Potsdam in 2014. She teaches and plays violin in various local performing groups and enjoys ladies' retreats and weekly meals with a group of young families. She lives in the Village of Potsdam with her husband, Matt, their two girls, Charlotte (7) and Penny (4), and mother in law, Sheryl Hewitson.

Scott Schulte - Community Member, Business Owner

Scott Schulte craves an America that seeks to end poverty, establishing healthcare and housing as human rights and ending our forever wars. Scott currently specialize in the administration of drugs used for surgical purposes as a Nurse Anesthetist at Canton Potsdam Hospital. He graduated from The Ohio State University with a Bachelor's of Science in Nursing and from the University of Akron with a Master's degree in Nurse Anesthesia. He believes that the most important thing about my education as someone who "made it" can do is help create opportunities for others to have a better life. Helping others is what makes his life happier, healthier, more productive, and meaningful. Scott and his family lived in the village of Potsdam for 3 years and he and his wife started up Foster the Plant cafe. They have two beautiful compassionate kids who attend Lawrence Ave Elementary.

Matt Seymour - Police Officer, Village of Potsdam Police Department

Matthew Seymour is a police officer that has worked for the Village of Potsdam since 2004. A lifelong resident of the Potsdam community, he is a graduate of the Potsdam Central High School and SUNY Canton. Matt was the first student from the Potsdam Central School district to complete a year long student exchange through the American Field Service, AFS, program, having attended high school in Australia in 1994. A former member of the US Army Reserve, he completed two tours during his twelve years of enlistment. Matt started serving this community as a lifeguard for the Potsdam Recreation Department and continues to this day through his role as a police officer, Basic EMT, and trainer for the department. He is raising his family in the community in which he serves and is the third of four generations of Seymours in Potsdam.

Monique Tirion - Community Member

Monique Tirion celebrates diversity. At her wedding a Sikh minister presided over the service where an Israeli Argentinian married a Dutch American, with catering provided by a Palistinian restaurant in a Masonic Lodge. She counts herself fortunate when able to host a graduate student from Zimbabwe or an Asian American Fresh Air child from Brooklyn. She laments instances of

discrimination, whether directed at an elderly Italian American friend who received a letter in 1949 seeking to exclude Italians from settling in the neighborhood, or letters of recommendation that state "She is a strong candidate, in spite of being female and/or Jewish", or when police stop to interrogate and arrest an individual because he sports dreadlocks. As a Potsdam police advisory committee member I seek to focus on instances of police bias in the treatment of BIPOC especially, as well as other minorities, in our community, with the aim of ending such discrimination. Assistance in this effort is welcomed.

Alexandra Jacobs Wilke - Committee Co-chair - Trustee, Village of Potsdam Board of Trustees

Alexandra Jacobs Wilke was elected to the Village Board in 2019, and also serves on the Recreation Committee and is currently completing the Active People, Healthy Nation Champions Institute sponsored by the CDC and Smart Growth America, to help promote Complete Streets and accessibility for all. Alex completed her bachelor's degree in English, journalism and religious studies at Wagner College and holds her master's degree in public relations from Ball State University. She serves as the Director of Public Relations for SUNY Potsdam, and previously was a journalist with the Watertown Daily Times, Advance Newhouse and Time Inc. She has previously served on the Village's Dissolution Study Committee and New York Main Street Grant Committee, and was appointed a member of the Zoning Board of Appeals until being elected Trustee. In her free time, she is a member of the Ad Hoc Singers and has sung with various community groups. She and her husband, Andreas, are the proud parents of two girls, Edith (4) and Matilda (2).

John Youngblood - Community Member

Dr. John D. Youngblood is an associate professor in the Department of English and Communication at SUNY Potsdam. He and Debra-Anne Cooke proudly co-parent 11 year old twins, Adrianna and Aitan. John moved to St. Lawrence County in 2004, when he began teaching at SUNY Potsdam. He is passionate about truth, honesty and social justice, and he is tired of facing and discussing racism when it seems to do so very little, except serve as sensationalized visual aid for those who don't experience racism and a painful dull unchanged and unchanging reality for those of us who do experience racism. He and co-parent Debra-Anne are afraid for their children to grow up here, but they also do not know where they can move that anti-Blackness and pro-Whiteness will not be the prevailing modes of thought and activity. They are admittedly currently waiting on a miracle.

Appendix

Survey tool

Village of Potsdam Police Advisory Community Survey

As required by Governor Cuomo's Executive Order 203, the Village of Potsdam's Police Advisory Committee is seeking feedback regarding our Village Police Department.

Please take a few moments to answer the following short survey. Your individual responses will remain confidential and results will be used in making recommendations to improve the Village of Potsdam Police Department.

If you are completing this survey on a cell phone, you may need to swipe within the answer set to see more answer choices on questions 5, 6 and 7.

More information on Governor Cuomo's Executive Order 203 can be found online:

<https://www.governor.ny.gov/news/no-203-new-york-state-police-reform-and-reinvention-collaborative>

Village of Potsdam Police Department Facebook page:

<https://www.facebook.com/PotsdamPoliceDepartment/>

* Required

1. 1. What is your affiliation with the Village of Potsdam? Please select all that apply. *

Check all that apply.

- I own and/or rent a residence in the Village of Potsdam
- I live in college/university student housing in the Village of Potsdam
- I work in the Village of Potsdam
- I shop at, dine in, and/or frequent businesses in the Village of Potsdam
- I do not live or work in Potsdam
- I occasionally visit Potsdam for work and/or personal reasons
- I have lived, worked, or studied in Potsdam in the past 5 years

Other: _____

2. 2. Have you interacted with the Village of Potsdam Police Department? Please select all that apply. *

Check all that apply.

- Reporting of a crime
- Reporting of an emergency/concern
- Arrest
- During a traffic stop
- At a community event
- As a victim
- As part of an investigation (witness or person of interest)
- To obtain fingerprints for such things as employment
- None of the above

Other: _____

3. 3. When thinking about your interaction(s) with the Village of Potsdam Police Department, during what hours did your interaction occur? *

Mark only one oval.

- Day shift (8am-8pm)
- Night shift (8pm-8am)
- Both

4. 4. How satisfied were you with your overall experiences with the Village of Potsdam Police Department? *

Check all that apply.

- Very dissatisfied
- Dissatisfied
- Neither satisfied nor dissatisfied
- Satisfied
- Very satisfied

5. Please rate the Potsdam Police Department on the following. (If you are on a cell phone, you may need to swipe within the answer set to see all answer choices.) *

Check all that apply.

	Excellent	Very good	Good	Fair	Poor	Don't know/unsure
Acting in the best interest of the community	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Acting within the law	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Being a positive influence in the community	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Being trustworthy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Caring about the well-being of the people they deal with	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Holding other police officers accountable for their actions when necessary	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Protecting individual civil rights	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Treating all residents equally	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Using appropriate force	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

6. 6. How much of a priority, if at all, should the Potsdam Police Department place on each of the following in the next two years? (If you are on a cell phone, you may need to swipe within the answer set to see all answer choices.) *

Check all that apply.

	High priority	Medium priority	Low priority	Not a priority	Don't Know/Unsure	Should be a priority for another agency other than the police department
Drug enforcement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Emergency response	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Enforcing quality of life issues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Increasing connections with the community	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Increasing resident accessibility to police and police-related information	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Protection of lives and property	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Responding to mental health calls	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
School safety/security	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Traffic enforcement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Working with residents to solve neighborhood problems	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

7. 7. How much of a problem do you feel these issues are in your community? (If you are on a cell phone, you may need to swipe within the answer set to see all answer choices.) *

Check all that apply.

	Major problem	Moderate problem	Small problem	Not a problem	Don't Know/Unsure
Racially motivated hate crimes/bias incidents	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Non-racially motivated hate crimes/bias incidents	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Addiction and substance abuse	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Burglaries/theft/robberies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Child abuse	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disorderly conduct (public intoxication, noise violations, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Domestic violence	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Driving under the influence	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Fraud/identity theft	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gun violence	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Homicide	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mental health struggles	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
School safety	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexual assault/abuse	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Suicide	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Traffic problems	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Underage drinking	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

8. 8. What changes would you like to see with the Village of Potsdam Police Department? The options below are some of the things being explored by the police advisory committee so please use the "other" option to provide additional ideas. *

Check all that apply.

- More engagement with community members
 - More engagement at local P-12 school districts
 - More engagement with local university students
 - Development of a local oversight committee
 - Development of a local police oversight committee to include community members
 - Addition of a local community member on police hiring committee
 - Despite limitations due to civil service hiring process, encourage and hire diverse candidates
 - Requiring racial bias training and ongoing training for entire police department
 - Conduct a community survey to solicit feedback on a regular basis
- Other: _____

9. 9. Are there additional comments that you want to share regarding the Village of Potsdam Police Department?

10. 10. How would you describe your ethnicity?

Check all that apply.

- Black (non-Hispanic)
- White (non-Hispanic)
- Native American
- Asian
- LatinX/Hispanic
- Multi-racial

Other: _____

11. 11. What gender do you identify as?

Mark only one oval.

- Female
- Male
- Non-binary
- Prefer not to say

12. 12. What is your age?

Mark only one oval.

- 0 - 16
- 17-25
- 26-35
- 36-45
- 46-55
- 56-65
- 66-75
- 75 and over

13. 13. What is the highest level of education that you have completed?

Mark only one oval.

- Some high school
 - High school
 - Associate and/or bachelor's degree
 - Master's and/or postsecondary degree
 - Trade school
 - Prefer not to say
-

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