

I hope this finds you well. I wanted to give you and Canby police a chance to address local people's concerns and questions with some of the recent news we are seeing in other parts of the state and country. Please find my questions below:

- What are your thoughts on the actions of Minneapolis police that apparently led to the death of George Floyd?

On behalf of the Canby Police Department, I condemn the unconscionable actions demonstrated in Minneapolis that led to the tragic death of George Floyd; and join our community in not tolerating such conduct.

Canby Police Officers recognize the badge and uniform are symbols of public faith, and we dedicate ourselves to maintaining that trust. We value the diversity of people in our community and vow to serve all with equal dedication, respect, fairness and compassion. We view our relationship with our community as a partnership, jointly working to solve problems and seek participation in the development of policing strategies. I want to reassure you that Canby Police Officers are committed to our community, dedicated to maintaining the trust of our citizens, and maintaining accountability for our actions. We join you in being outraged by the tactics of the former Minnesota police officers, which are in direct conflict with our core beliefs and our Mission to protect life. We understand the best solutions come from working together with our community members, and recognize the responsibility we carry to protect and serve.

- This is obviously a time of great racial tension and unrest throughout our country, and it would be naive to think Canby is completely immune from it. Can you explain how you and the leadership of the Canby Police Department approach issues of race, equality and other such potential tension points in our society? How do you and your officers strive to keep the peace, and help protect citizens' lives and safety, during such a divisive time?

I believe we must begin by acknowledging the history of racial minorities and others who have faced injustice, sometimes at the hands of the police. We understand that for some, this history has led to a lack of trust and resentment. As a department, we take steps to recognize and reduce bias and improve cultural competency through ongoing training and discussion. Canby, like many cities, is a community made up of people with a variety of racial and ethnic backgrounds and cultures. We recognize the importance for us to communicate effectively with our community, and understand and respect the varying cultures. To achieve this, many of our officers are involved in a variety of community activities associated with community organizations, such as Canby Rotary, Kiwanis, the Chamber of Commerce, the Canby Center, and Bridging Cultures. We look for opportunities to interact with our residents and get to know our with community members in a non-enforcement context. Building strong relationships and trust is essential in creating a partnership, where we can work together to achieve a peaceful outcome when faced with a crisis. We will always be stronger when we stand together.

- Obviously, much of the anger from the George Floyd case and other episodes is being directed at law enforcement. Can you respond to those who may have concerns about the role of police in general, or who may question their own safety when they see things like what happened to George Floyd and others?

I don't know if it could have been said better than what was said by Martin Luther King, Jr., so many years ago, "A riot is the language of the unheard." Many black and minority communities are tired of hearing empty promises of change, the same rhetoric or the language of political correctness. The protests are an outward demonstration of the frustrations felt by many. Many of the things that are being destroyed, such as government buildings or businesses, or the persons who are being assaulted, such as police officers, are symbols that many think represent violence and oppression or are in some way involved in the activities or wrongdoings that suppress their communities.

Incidents such as the in-custody death of George Floyd, an unarmed black man who was killed by a white, former police officer, has not helped the image or the profession of law enforcement in the United States. Of course it will cause people to question their trust in the police officers who are sworn to protect and serve, and to be fair and just. Such incidents perpetuates the sentiments of police abuse and racism in our society.

The police should always act with the best interests of the citizens they are supposed to serve. The images of George Floyd's death are inexcusable and heartbreaking, and protestors have raised legitimate concerns regarding policing policies and practices, ranging from use of force, to bias in policing, and police accountability and transparency. For law enforcement in general, as supported by the International Association of Chiefs of Police, these are issues that are rightly at the heart of any community's relationship with its police department, and must be addressed.

For law enforcement to earn trust and credibility, especially from those communities that have been impacted by similar illegal acts as those committed by former Minneapolis Police Officer Derek Chauvin, there is much work that has to be done. If we desire progress with the hope to correct racial injustice in our nation, we have to acknowledge it exists.

It is my experience that many who go into the law enforcement profession, do so with a sincere desire to serve others. It is impossible to perform that role well or with any level of success and accountability without a high level of integrity. Integrity is the essential ingredient in law enforcement that is sought by the Canby Police Department, and it is the difference between a just system and a corrupt one, and one that respects and honors diversity.

As the Chief of Police, I am honored to serve this community and I don't take for granted the support we receive from our citizens. As for the Canby Police Department, we have put much effort into recruiting and hiring police officers which reflects the community we serve. Our department has vowed to eliminate police cultures that would prevent our officers from holding each other accountable, and we maintain an expectation that all officers be committed to this concept.

Over the past ten years, much attention has been placed on improving our law enforcement's relationship with our entire community, but also particularly those issues involving our relationships with minority community members. Establishing and maintaining integrity is paramount to our department's success if we are going to be respected and trusted. Along with that, there is a clear understanding of the consequences that could result if there is an erosion of that integrity.

Our department members are dismayed and disturbed when such acts take place that diminish the reputation and undermine the heroic work our officers perform in service to our community. As we serve our community as a police agency, it is our intent to consistently take the steps necessary to hire

persons of integrity, to train and supervise, and to hold everyone accountable for their actions, ensuring what happened in Minneapolis does not happen here.

- Can you please share your own concerns, as police chief, who is responsible for the safety of uniformed officers who may be facing greater risk themselves during this time of great tension and divisiveness?

To answer the question, I, as do each of our members, have a responsibility for the safety for each member of the police department. However, I believe and hope that we, as a community, are all in this together, and that we all want the same thing when it comes to correcting injustices and inequities.

From a law enforcement perspective, we understand there are many benefits to a strong and trusting partnership between law enforcement agencies and the communities they serve. I'm sure we will all agree that some of those benefits include reducing crime, enhancing community safety, and building legitimacy. But, in addition to that, I believe the relationship with our community includes a partnership and commitment to care and support each other in such times as these. I'm reminded of Sir Robert Peel's quote "the police are the public and the public are the police; the police being only members of the public who are paid to give full time attention to duties which are incumbent on every citizen in the interest of community welfare and existence." In essence, even though the police are paid to monitor the society, they are also member of that society and that everyone else has a similar duty; each having a responsibility to look out for the welfare and safety of the other.

To be truly effective, police agencies cannot operate alone; they must have the active support and assistance from all segments of the community. When we are united, when the police and the community are actively engaged, when there is a proactive engagement that supports the police and its mission, it creates safety for everyone involved, including police officers.

- What are your thoughts on the protests and demonstrations that have broken out across the country, and specifically the ones in Portland, which city and police officials have described as a "riot"?

I believe people have a right to voice their concerns and I support every person's right to peacefully assemble, to protest and demonstrate. We are witnessing many people gathering for the purpose of demanding change; specifically for racism in the United States to be exposed and addressed. The protests are not just about the death of George Floyd, but about the social and economic neglect and the feeling by many black and minority communities that they are marginalized and are the victims of systemic oppression. It has been said that for many, the death of George Floyd represents a long history of pain they say they have personally experienced.

What people don't have a right to do is destroy property by either arson or vandalism, commit crimes such as looting for personal gain, or intentionally injure or kill innocent citizens and police officers. I do not believe that those persons who are taking advantage of peaceful protests or exploiting the anger and frustrations felt by many persons across the nation, are sincerely interested in participating in a legitimate process to bring about change.

Participating in violent riots and suggesting those tactics are justified because minorities have been unfairly targeted for years, is in truth promoting crime and only serves to further separate people rather than uniting them. Synonyms for the word riot include chaos, hostility and turmoil. None of these words promote a genuine effort to address and solve problems. In regards to riots, Martin Luther King,

Jr. said that, *worsening economic and social conditions that black Americans experience must be condemned as equally as riots*. In essence, riots are not the mechanism to demand justice.

While law enforcement has a responsibility to protect the rights of individuals to peacefully exercise their First Amendment rights, it is also our mission to protect the rights of those who are negatively impacted by the violent and unlawful protests that are occurring. It is important to recognize the frustration people are feeling and experiencing, but to justify a serious assault of a woman while she tries to protect her property from criminals looting her business, is an example of promoting further anger and community unrest that will divide and distract us. Even though some believe the violence is justified, there are many more who believe it brings shame to their message and diminishes and confuses the true message that needs to be heard.

These are very complicated issues, and I do not have a lot of the answers. What I do believe, is that we must commit to treating all people with the same genuine care and respect in the same manner in which we want to be treated. We have an opportunity to live those values and collectively address these problems. But to do so, there must be a personal accounting that we all have to address and recognize that is impacting our nation.

Thank you!