

Mayor’s Task Force for Reimagining Public Safety

Questions for Chief Hampton

February 2021

| Question | Task force member | Follow up needed? |
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| What is the racial breakdown of the police officers employed by the Town of Hillsborough? and of that number, how many, work in the black and brown neighborhoods (like Fairview)? and how many are bilingual? | Patricia Harrison | |
| Are there any Spanish emersion or conversational Spanish classes offered at the police academy or annual training? How are they being training to effectively communicate with someone who doesn't understand them? | Patricia Harrison | |
| Do they offer Character Training at the police academy? (There is a program called Character First that was used to boost the morale of correctional workers at one of the prisons I worked which made a remarkable difference for staff and inmates. It changed the prison atmosphere. I can give more info on the program if interested). | Patricia Harrison | |
| Why are some police officers more aggressive towards people of color than white people? | Tracey Little | |
| Why are there fewer police officers patrolling less in the Fairview area nowadays? | Tracey Little | |
| Why are younger black males more targeted than younger white males while driving? | Tracey Little | |
| Has there been an opportunity for the Hillsborough law enforcement to participate in Cultural Competence and Diversity Trainings specifically designed for law enforcement personnel to better connect with the communities they serve? If not, is this something that would be of interest? | Judit Alvarado | |
| Demographic makeup of our police force | Sujata Bijou | |
| What are the recruitment strategies to prevent infiltration by extremist groups, white supremacists, or even just those with strong biases? | Sujata Bijou | |
| Have we gone through any processes to weed out extremists and white supremacists from the police force? | Sujata Bijou | |
| What would you do if you found out an officer expressed racist viewpoints? | Sujata Bijou | |
| Any trainings received related to implicit biases? Any funding exist for this? Source of resources for this? | Sujata Bijou | |

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| Last time we found out that crisis response was a small portion of the police's work. What are the other calls about and estimated percentage of calls for those issues? I know we don't have great data systems but if there is a racial breakdown that's be great. | Sujata Bijou | |
| We found that there were about 30 cases of use of force and 6 were during crisis response. What were the others? | Sujata Bijou | |
| Do you have TTPs in place for non-lethal responses? | Sujata Bijou | |
| The response to the KKK open carrying in town last summer seemed very different than the response to those who marched the following weekend and happened to have knives in their pocket. The same was seen nationally comparing BLM to Jan 6th. What has been or could be put in place so the same inequality is not seen in Hillsborough again? | Sujata Bijou | |
| To what degree do you collaborate with the OC Sheriff's Office and what is the nature of that collaboration? Do you have any collaborative initiatives with the other police departments in the County? How do State Troopers factor in - is there collaboration there, or are they a separate entity all together? | Allison Zirkel | |
| How many domestic violence calls do you respond to (per week, per month, whatever statistic makes the most sense)? How many of these involve calls from concerned citizens/neighbors (rather than the people directly involved)? | Allison Zirkel | |
| What areas of Hillsborough have the highest frequency of law enforcement responses? | Allison Zirkel | |
| Can you comment on any trends you have seen with regards to drug/alcohol-related arrests and responses? | Allison Zirkel | |
| Do you have racial demographic data on arrests? | Allison Zirkel | |
| Is the Department considering hiring a social worker or other type of co-responder? | Allison Zirkel | |
| Does HPD participate in Quotas and For Profit Policing? | Rod Jones | |
| Who, what and how in regards to cases of misconduct or claims against HPD? | Rod Jones | |
| Body Cams used by HPD? Does anyone get to see footage outside of HPD if requested? | Rod Jones | |
| Does HPD make complaints against the department public? Are the findings and result of the complaints available to the public? | Rod Jones | Rod Jones |
| Use of force: what are the guidelines or rules for HPD? | Rod Jones | |
| What (if any) conduits are in place now for community feedback to HPD? What is done with this feedback? How is it being used? | Rod Jones | |

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| Are there any questions or evaluative measures in place to detect any (racial, gender, sexual orientation, xenophobic, etc) or prejudicial bias in HPD's candidate selection process? | Rod Jones | |
| What current training is in place for anti-bias enhancement? | Rod Jones | |
| How closely does HPD work with the prosecutors in Orange County? | Rod Jones | |