



Report to the Tampa Citizens Review Board Summarizing Public Feedback on Tampa Police Department Policies and Practices

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(Updated April 2018 with additional data)

Prepared By:

Barry Friedman, Director of the Policing Project (barry.friedman@nyu.edu)

Farhang Heydari, Deputy Director of the Policing Project (farhang.heydari@nyu.edu)

Ariele Le Grand, Senior Program Manager of the Policing Project (ariele.legrand@nyu.edu)

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EXECUTIVE SUMMARY

The Tampa Citizens Review Board (CRB) was formed in 2015 in order “to foster transparency, enhance communication and ensure a relationship of trust and respect between the Tampa Police Department (“[TPD]”) and the community.”¹ The CRB is tasked with two primary responsibilities: First, to review completed internal TPD investigations and discipline cases, and determine whether the investigation and disposition of the case were consistent with TPD policies and procedures. Second, to review matters of importance or interest to the community, and make recommendations regarding TPD policy and procedures.

In taking up its responsibility to review “matters of importance or interest” to the community, the CRB first wanted to hear directly from Tampa residents and learn about their experiences and attitudes. The CRB chose to do so through a community survey. In order to design the survey and tabulate the results, the CRB enlisted the assistance of the Policing Project, a non-profit organization that works with police departments and communities around the country to give community members a greater voice in policing.

With the help of the Policing Project,² the CRB designed a survey that was made available online at www.TampaCRBSurvey.org and in hard copy, in both English and Spanish. The survey was open to all who chose to respond. The survey asked four categories of questions: (1) demographic information (*e.g.*, gender, race, income, and neighborhood), (2) impressions of the TPD and its work with the community, (3) experiences with TPD, and (4) TPD practices that the CRB should examine.

The survey period ran for approximately 20 weeks, from October 30, 2017 through March 16, 2018. The CRB received 601 survey responses in total.

This report summarizes the responses received. Here we highlight the most notable results:

- Overall, TPD’s work met with approval across almost all categories and demographics. Some of these approval ratings were quite high.
- Nonetheless, approval rates are consistently lower among younger respondents, non-white respondents, and respondents at the lowest income levels. (*See* Part III & Appendix C.) If TPD were going to focus outreach efforts, there is room for improvement among these groups.
- Similar trends were observed in respondent opinions about TPD’s community engagement efforts (*e.g.*, communicating with the public, making it possible for community members to provide input) and TPD officers’ treatment of community members. In general, TPD’s outreach efforts received wide praise, but there was lower approval in the same demographics: younger respondents, non-white respondents, and respondents at the lowest income levels. (*See* Parts IV & V and Appendix D & E.)

¹ Code of Ordinance City of Tampa, Florida § 18-8(b); *see also id.* § 18-8(c).

² The Policing Project extends a special thank you to Joe Swanson, Ken Tinkler, Fentrice Driskell, Caycee Hampton, Erica Mallon, Kate Barth, and the entire team at the law firm of Carlton Fields for their tireless efforts.

- With regard to community engagement specifically, respondents felt that the department is stronger in its efforts to communicate *with* the public than it was in facilitating receiving public feedback and input. (See Part IV and Appendix D.) Here, too, there is some room for improvement.
- In terms of how respondents formed their opinions about TPD, direct observation and personal experiences were more important than traditional and social media. (See Part VI and Appendix E.) A greater number of respondents indicated having pleasant interactions with TPD than unpleasant interactions. Higher income and white respondents more often indicated positive experiences (such as having a pleasant conversation with an officer) than other demographics.
- Finally, respondents were asked to identify the TPD practices that are the most important for the CRB to examine. Their top five, in order of importance, were:
 - Community Policing
 - Body Cameras
 - Interactions with Individuals with Mental Illness
 - Use of Force
 - Bias Training
- However, among respondents who had negative experiences with TPD, the top three items were: Use of Force, Body Cameras, and Bias Training. (See Part VII and Appendix F.)
- As discussed in more detail in Appendix H, although there were slight variations in TPD's approval ratings prior to and after the arrest of the Seminole Heights killer (which occurred about one month into the survey period), those differences were not so substantial as to suggest a substantial impact on the survey results. (See Appendix H).

INTRODUCTION

This community survey was designed to help the Tampa's Citizens Review Board (CRB) better understand public perceptions of the Tampa Police Department (TPD), and policing and community safety in Tampa more generally. The survey was administered as an important first step toward the CRB taking a more proactive role in evaluating issues of importance to the Tampa community. It describes and summarizes the survey results, highlighting any areas that suggest room for positive progress.

I. Public Outreach Efforts

In order to solicit broad-based participation, the Policing Project and the Tampa Citizens Review Board held several meetings to discuss outreach strategy. Throughout the survey period, both CRB members and the Policing Project contacted numerous individuals and groups to request their assistance in spreading information about the survey, including city agencies, news outlets, businesses, religious organizations, academic institutions, bar associations and civil rights and community-based organizations.

A variety of outreach strategies were employed, including traditional and social media, flyers, and direct outreach. Here we summarize briefly those extensive efforts:

- **Traditional Media:** Press releases and follow up messages were sent to all major news outlets to announce the public comment period and when the survey was coming to a close. Articles describing the process and inviting community members to participate appeared in a range of news outlets, including the Tampa Bay Newswire, Tampa Fox 13, WUSF Public Media, Tampa Bay Times Online, WMNF News, and local radio station WJCT.
- **Social Media:** The Policing Project announced the survey on its social media channels. Additionally, neighborhood groups and organizations volunteered to share the survey through their social media channels, organizational list serves, and public websites. Such organizations include: the Hispanic Services Council, ACLU of Florida, the Hampton Terrace Neighborhood Association, Tampa Heights Neighborhood Watch, Tampa for Justice, the City of Tampa group on Nextdoor.com, and Tampa Downtown Partnership.
- **Direct Outreach:** The Tampa CRB and the Policing Project emailed or called over 150 Tampa based organizations and businesses to ask for their help in getting the word out, and to invite them to submit written comments.

A largely complete list of entities contacted throughout the outreach process can be found in **Appendix A**.

In total, we received 601 valid survey responses. Of those respondents, 503 indicated that they live in the City of Tampa and 71 respondents live in Hillsborough County, but not in the city of Tampa. 55 respondents indicated that they either work or go to school in Tampa. Additionally, nearly 600 written responses were submitted.

II. Respondent Demographics

Survey respondents were asked to provide a variety of demographic information about themselves, including race, gender, income, and age. They also were asked to indicate the location of their residence, employment and/or school, the Tampa neighborhoods in which they spend the most time, and the neighborhoods that best describe the places in Tampa where they may have had interactions with TPD. Finally, survey respondents were asked to indicate whether they have ever worked in law enforcement, or have a close friend or family member who has.

These demographic questions were included both to assist in tracking the success of the outreach efforts over the course of the comment period, and to provide some indication of whether respondent views on key TPD practices generally were uniform, or whether there were certain issues on which different communities had varying perspectives.

The tables below detail the race, gender and age of respondents, as well as income and neighborhoods where respondents spend the most time. (Additional demographic breakdowns are included in **Appendix B**.)

Table 1: Respondents by Gender	
	Percentage
Female	57.50
Male	42.50

Table 2: Respondents by Race	
	Percentage
White	67
Black	15
Hispanic or Latino ³	12
Other ⁴	7

Table 3: Respondents by Age	
	Percentage
18 – 34 ⁵	17
35 – 54	19
45 – 54	20
55 – 64	25
65 or over	19

³ Note that the survey permitted respondents to select more than one race or ethnicity. Thus, for example, it is possible for a respondent identifying as Hispanic also may identify as White or Black.

⁴ Because of the small number of survey responses received in certain racial/ethnic categories, we have included in “Other” all respondents that selected Asian/ Pacific Islander, Native American/ Alaskan Native, Middle Eastern, Southeast Asian, or Other.

⁵ We have combined the 18 to 24 and 25 to 34 age brackets. Although views among younger respondents tended to be more negative, we received few responses from 18 to 24 category. This low response rate is itself telling, but we hesitate to draw larger inferences for the entire group on the chance that the few responses were idiosyncratic.

Table 4: Household Income in 2016

	Percentage
Less than \$25,000	8
\$25,000 – \$34,999	12
\$35,000 – \$49,999	12
\$50,000 – \$74,999	20
\$75,000 – \$99,000	13
\$100,000 – \$149,000	18
\$150,000 or more	17

Table 5: Top Neighborhoods Where Respondents Spent the Most Time

	Percentage
South Tampa	18
Seminole Heights	17
Downtown/Channelside	11

We indicate below where there are notable demographic differences. Please bear in mind that these numbers represent those who responded to the survey, not a statistically valid sampling of Tampa residents.

PUBLIC COMMENT & RECOMMENDATIONS

We turn now to the results themselves.

The survey was designed to gather the public’s views on policies and practices of TPD. In addition to asking whether the Tampa community generally approves of the way TPD does its job, the survey solicited the public’s views on specific aspects of TPD’s community engagement efforts, specific interactions with respondents, and opinions on the best use of the CRB’s efforts going forward.

At special request of the CRB, we also analyze this data pre- and post-arrest of the Seminole Heights Killer. That data can be found in **Appendix H**, the last appendix of this report.

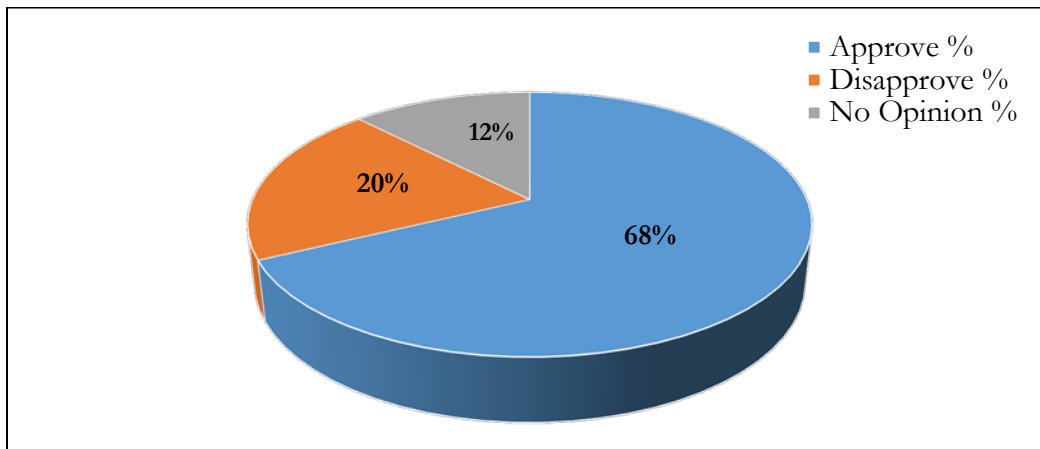
III. TPD Approval Ratings

The substantive part of the survey began by gauging the respondents’ overall feelings of approval or disapproval towards TPD:

“Q3 - Next we would like to get your views on the TPD. Overall, do you approve or disapprove of the way the Tampa Police Department is doing its job?”

As the pie chart (Fig. 1) below indicates, overall survey respondents have a notably favorable view of TPD.

Fig 1: Overall Approval Ratings for TPD.



Many of the survey comments echoed these sentiments:

“I would actually like to thank the Tampa Police Department for taking such good care of our City and our citizens. Overall I think they are doing a really good job.”

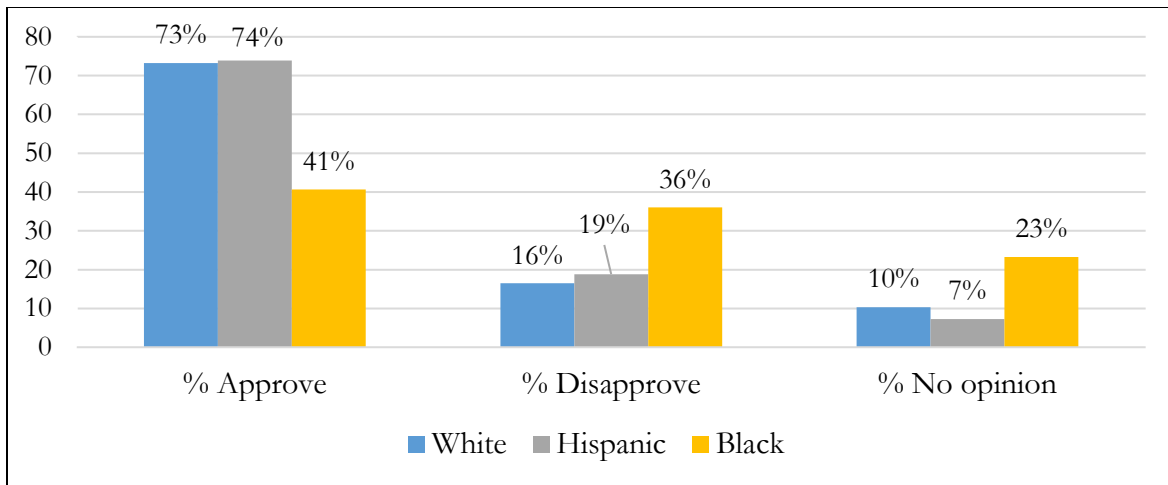
“TPD has my trust and support.”

“Keep up the hard work that the many of you do to keep us safe. I’m beyond thankful for the support TPD continues to bring to clean up our neighborhood and to keep us safe. Thank you again for wearing the vest and keeping us safe.”

When one looks at a demographic breakdown, however, there are notable differences in this approval rating.

First, there are racial differences. TPD does much less well among Black respondents than other categories, as we can see in Chart 1.

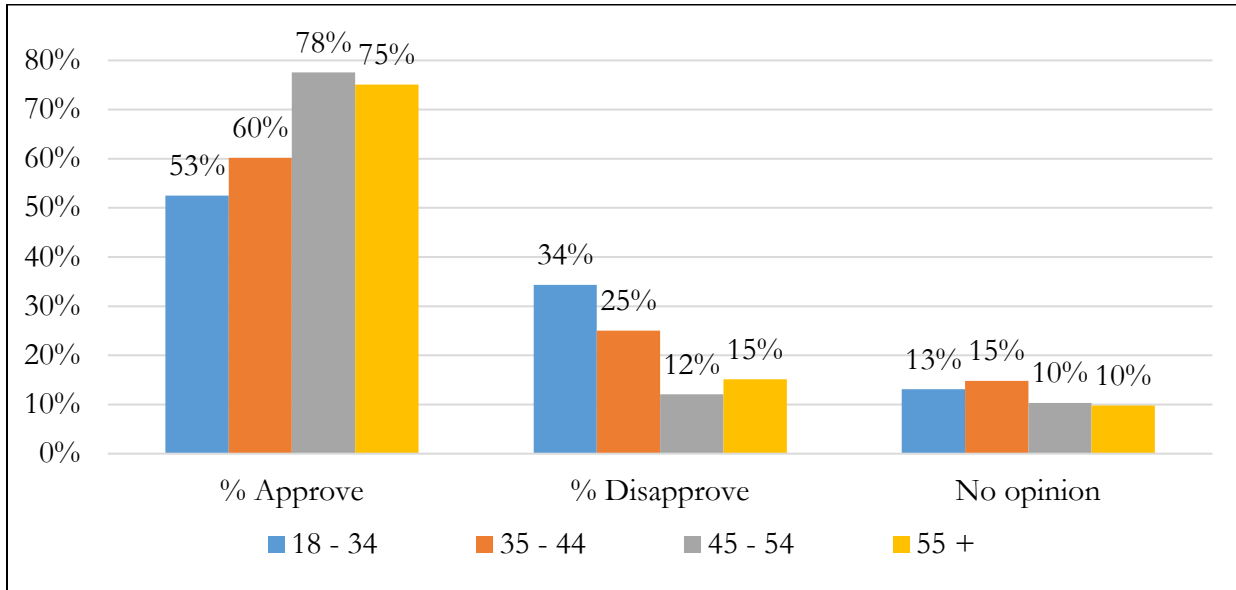
Chart 1: Overall approval ratings for TPD by racial groups.



There are similar disparities among age groups as well. As detailed in Chart 2, below, approval of TPD is highest among older respondents and drops steadily as the age of respondents drops. For respondents 45 and older, TPD approval ratings were over 70%, but in the 18-25 age group approval falls below 30%, and disapproval is over 40%.

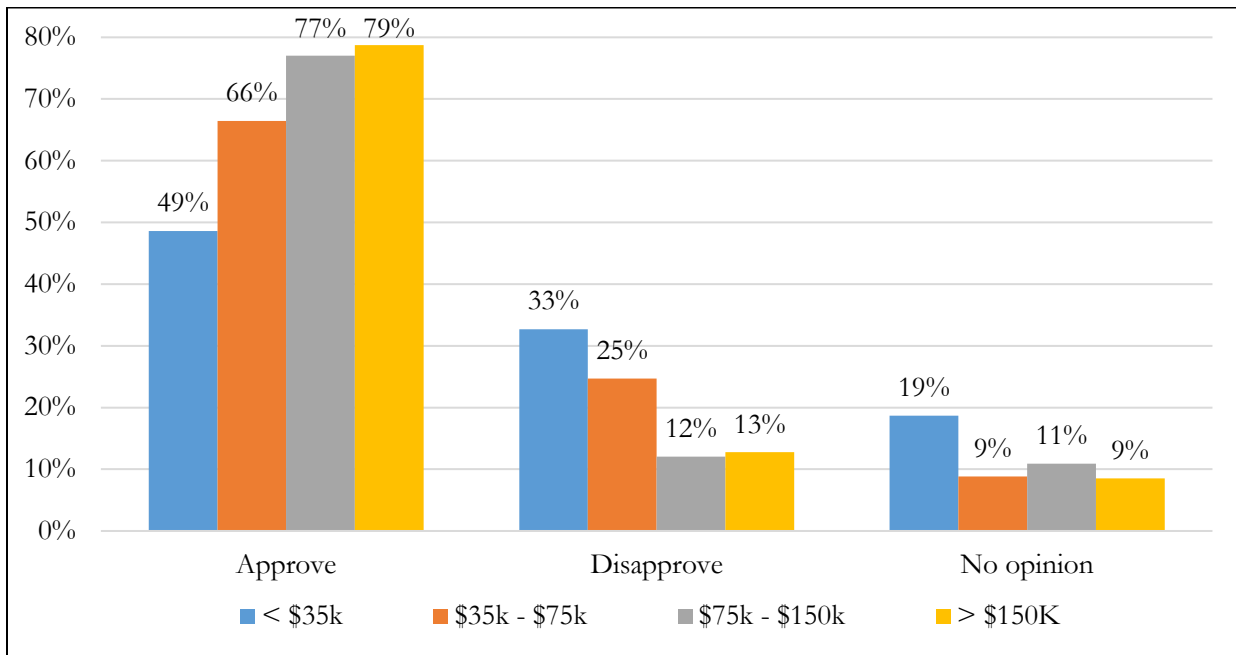
We saw this in some of the comments as well, for example one respondent said, “I would really like to see law enforcement reach out to the local community and inspire the adolescent youth. I feel at this time law enforcement is getting bad reviews from social media and the youth...”

Chart 2: Overall approval ratings for TPD by age groups.



Finally, a similar affect was found regarding respondents' income. Approval rating generally is high among higher-income respondents, but *decreases* as one's income decreases.

Chart 3: Overall approval ratings for TPD by income groups.



In general, approval ratings were slightly higher among females than males. The group that rated TPD lowest were black males, who indicated only 30% approval, and 43% disapproval. At the request of the CRB, in the next few tables we provide data on TPD overall approval broken down by race *and* by income, and broken down by race *and* age.

We emphasize that particularly among Black respondents, there are few responses in certain income brackets and certain age groups, which may skew certain results.

These additional results can be found in **Appendix C**.

In short, TPD is doing well among most groups, but experiences approval issues among African-Americans, younger, and less well-off respondents. In these groups, approval can dip below 50%, and the disapproval numbers can be significant.

IV. Perceptions of TPD Community Engagement

The next set of survey questions were designed to explore respondents' views of TPD's outreach to the community. Respondents were asked to evaluate five specific outreach activities (each evaluated on a five-point scale):

(Q4) How much would you say the TPD...
<ul style="list-style-type: none"><input type="radio"/> Works to develop relationships with community members?<input type="radio"/> Communicates with the public?<input type="radio"/> Makes it easy for community members to provide input?<input type="radio"/> Works with the community to solve local problems?<input type="radio"/> Is responsive to the concerns of community members?

In every category, over fifty percent of respondents felt that TPD was engaging in the identified outreach either “somewhat” or “a great deal.” In no category did a majority of respondents believe that TPD was engaging in the activity “a great deal.”

Many respondents praised the TPD's efforts:

“Our PD is good about getting information out to the community via several platforms, not just the news. I particularly like the information and updates they post on the NextDoor program...”

“If I seek out information about TPD I can find it easily. I do not feel information is presented or spread proactively though.”

“...if TPD is doing something wonderful and amazing, I don't see that being communicated or advertised anywhere.”

Many respondents also offered suggestions:

“Cops who speak multiple languages would [have an easier time] communicating with residents...”

“I am very pleased with TPD but believe there is a huge hole in the Neighborhood Watch program. There is a complete lack of interest in making this program a top priority and both the citizens and TPD itself is suffering from this lack of focus...”

I have interacted with TPD in a variety of ways. The one area they really need to improve upon is interfacing with community groups. The community outreach and collaboration is poor and the officer in charge of it in our area has been mediocre at best. We are a very active association with neighborhood watch and often times feel like we are on our own...”

“I think more community outreach would be beneficial. Having TPD interact in the community in positive ways and not only when they're enforcing the laws (arresting, ticketing, etc.) ...”

Respondents volunteered a depth of commentary on community engagement, most of which can be found in **Appendix D**.

The one category in which TPD received its lowest numbers was on whether TPD “makes it easy for community members to provide input.” This suggests that despite TPD’s overall high ratings here, it could make a greater effort to hear from community members who have input for TPD. This may reflect a sense that TPD is eager to inform the community but less good at going to it to hear what it has to say. For example, one respondent said “*It was better when officers could attend neighborhood meetings instead of requiring us to attend your meetings.*” This sort of outreach can be labor intensive, but at the Policing Project we have learned the value of going to people where they are.

Table 6: Overall ratings for TPD community engagement.

	A Great Deal	Somewhat	Not Very Much	Not at All	No Opinion
Works to develop relationships with community members?	42 %	32 %	16 %	5%	5%
Communicates with the public?	46 %	34 %	14%	4%	2%
Makes it easy for community members to provide input?	29 %	28 %	23 %	9 %	12 %
Works with the community to solve local problems?	44 %	27 %	16%	9 %	5 %
Is responsive to the concerns of community members?	42 %	28 %	16 %	9 %	6 %

As you can see, TPD received the most positive responses on how it “works to develop relationships with community members” and on how it “communicates with the public.” TPD received fewer positive responses on how it “makes it easy for community members to provide input.”

Collectively, looking at all respondents’ answers across all five questions, the percentage of respondents that most strongly affirm TPD’s community engagement efforts and practices (selected *agree a great deal*) is nearly six times the percentage of respondents who most strongly see room for improvement in TPD’s community engagement efforts (selected *not at all*). White respondents are generally even higher than the overall numbers, with many more people selecting the most positive option than the most negative option.

We report additional responses broken down by demographics in **Appendix D**. The patterns we described in approval rating and here largely persisted. Numbers were somewhat lower for Blacks, less well-off respondents, and younger respondents. Still, people tended to believe that TPD achieved the indicated outreach “somewhat” or “a great deal.”

V. Perceptions of TPD Treatment of Community Members

The next set of questions—also using a five-step scale—asked survey respondents to indicate their level of agreement, or disagreement, with questions related to TPD officers’ treatment of individuals.

(Q6) How much would you say that TPD officers...
<input type="radio"/> Treat people fairly?
<input type="radio"/> Treat people of all different races and ethnicities equally?
<input type="radio"/> Show concern for community members?
<input type="radio"/> Treat people respectfully?

Once again, TPD received high marks for how its officers treat members of the community. TPD received its highest marks for whether it “treats people fairly,” “shows concern for community members,” and “treats people respectfully.” It received relatively lower marks on the question of whether it “treats people of all different races and ethnicities equally.” Although over 50% of respondents still chose “a great deal” or “somewhat,” 25% disagreed, and just over 13% had no opinion.

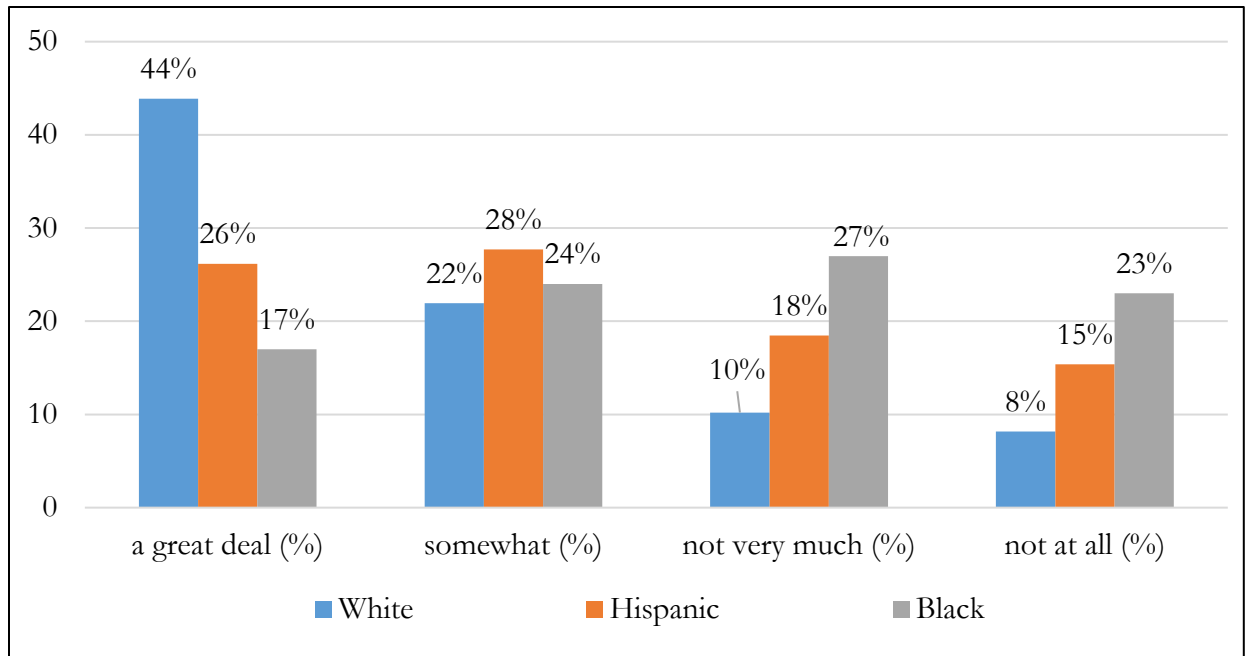
The overall results were as follows:

Table 7: Overall ratings for TPD treatment of community members.

	A Great Deal	Somewhat	Not Very Much	Not at all	No Opinion
Treat people fairly?	47 %	29 %	12 %	5 %	8 %
Treat people of all different races and ethnicities equally?	38 %	23 %	15 %	10 %	14 %
Show concern for community members?	50 %	28 %	12 %	6 %	4 %
Treat people respectfully?	49 %	28 %	12 %	5 %	6 %

Here, however, there were somewhat stark responses between White and Black respondents, ones of which it is worth taking note. The numbers of Black respondents on each of these questions choosing “a great deal” or “somewhat” are half of that of white respondents. This difference is particularly stark with regard to the question “*How much would you say that TPD officers...**treat people of all races and ethnicities equally?***” Even Hispanic respondents, who are as positive about the TPD in general as white respondents, respond more negatively to these questions.

Chart 4: Perception of whether TPD officers treat people of all races and ethnicities equally, by racial groups.



If there is anything in this survey that stands out for TPD attention it is this disparity.

Additional data regarding perceptions of TPD's treatment of individuals, broken down by demographic groups, is included in **Appendix E**.

Respondents were also invited to provide written responses expounding on the above answers. Some of these can be found **Appendix G** (selected comments).

VI. Basis for Perceptions of TPD

The final questions asked respondents about the ways in which they form opinions about TPD, and the types of interactions they have had with TPD.

Survey Question 8 asked respondents to rate how important five sources of information—personal experience, direct observation, conversations, traditional media, and social media—were in forming the individual’s opinion of TPD. As Table 3 below indicates, direct observation and personal experiences matter the most; least important were traditional and social media. There were no notable differences among different demographics.

Table 8: Overall Results on Survey Question 8, Sources of Information about TPD (listed most important, to least important).

(Q8 – Overall Results) How important to you, if at all, are each of the following in forming your opinion about the TPD?
1. My direct observations of the TPD (<i>most important</i>)
2. My personal experiences interacting with the TPD
3. My conversations with others about the TPD
4. Things about the TPD I read in print or online media, hear on the radio, or watch on TV
5. Opinions about the TPD shared by others on social media (<i>least important</i>)

Survey Question 9 asked about the types of interactions that survey respondents had with TPD. The overall results are included in Table 4 below. The two most frequent types of interactions are a pleasant conversation with a TPD officer and calling the non-emergency TPD number.

Table 9: Types of Interactions that Respondents had with TPD (from least frequent, to most frequent).

TPD Interaction	Percentage
I had a pleasant conversation with a TPD officer	18 %
I called the non-emergency number for TPD	18 %
I called 911 and TPD responded	11 %
I was driving and stopped by the TPD	10 %
I was interviewed by the TPD as a victim or witness	9 %
I attended an event that TPD hosted	9 %
I was driving and ticketed by the TPD	7 %
I had an unpleasant conversation with a TPD officer	7 %
Other	5 %
I was on foot and stopped and/or questioned by the TPD	2 %
I have not had any experiences with TPD	2 %
I was arrested by a TPD officer	1 %
I was on a bike and stopped by the TPD	.6 %
I was on a bike and ticketed by the TPD	.1 %

Unlike sources of information about TPD (Table 3), however, interactions with TPD (Table 4) showed some differences among different groups. For example, when one compares respondents who said they approved of TPD’s performance with those who said they disapproved of how TPD’s performance, it becomes clear that having a pleasant or unpleasant conversation with a TPD officer can make all the difference. In fact, when comparing respondents who approved of TPD with those who disapproved, the survey showed greater differences in pleasant and unpleasant conversations than being stopped, ticketed, or arrested.

Table 10: Comparison of the Types of Interactions with TPD (Respondents who Approve of TPD vs. Respondents who Disapprove of TPD).

TPD Interaction	% Among Respondents who Approve of TPD Performance	% Among Respondents who Disapprove of TPD Performance
Had a <i>pleasant</i> conversation with a TPD officer	22 %	10 %
Had an <i>unpleasant</i> conversation with a TPD officer	4 %	16 %
I was driving and stopped	9 %	11 %
I was driving and ticketed	7 %	7 %
I was on foot and stopped and/or questioned	1 %	5 %
I was arrested	1 %	2 %

There also is an indication in the data that TPD officers are perceived of having, or are having, their least successful interactions with Black members of the community. The chart below shows that white respondents more often reported having a pleasant conversation with a TPD officer, or calling the TPD’s non-emergency number. By contrast, a greater percentage of Black respondents reported having been driving and stopped or ticketed by TPD.

Table 11: Comparison of the Types of Interactions with TPD (White Respondents vs. Black Respondents).

Type of Interaction with TPD	White Respondents	Black Respondents
I had a pleasant conversation with a TPD officer	20 %	14 %
I called the non-emergency number for TPD	20 %	11 %
I was driving and stopped by the TPD	9 %	15 %
I was driving and ticketed by the TPD	6 %	13 %
I called 911 and TPD responded	11 %	9 %
I was interviewed by the TPD as a victim or witness	10 %	9 %
I attended an event that TPD hosted	9 %	8 %
I had an unpleasant conversation with a TPD officer	6 %	8 %
I was on foot and stopped and/or questioned by the TPD	2 %	4 %

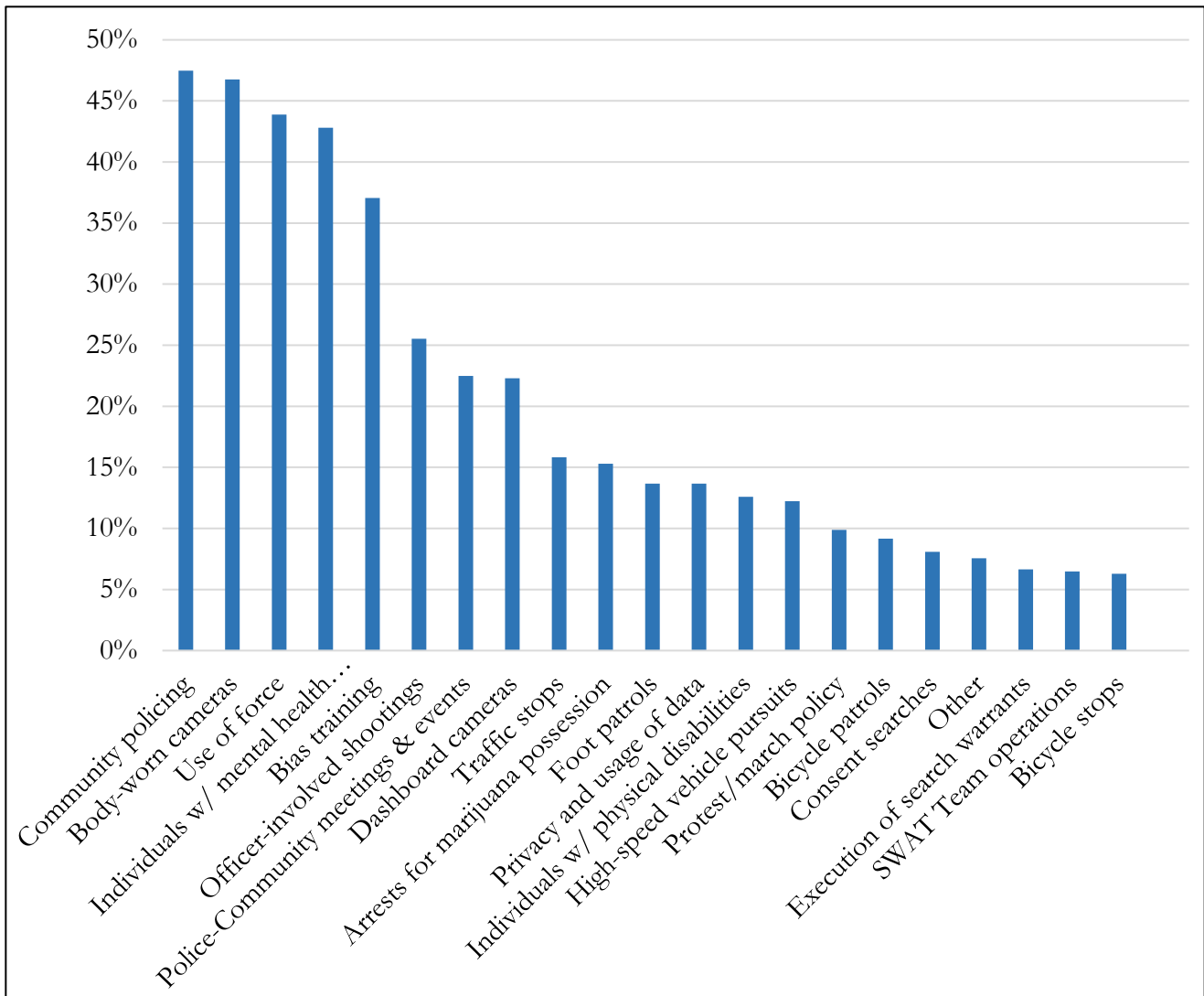
VII. Policing Practices of Interest to the Tampa Community

One of the main goals behind this public survey was to help shape the CRB’s planning, areas of focus, and strategic goals. To that end, the survey asked respondents to indicate which TPD practices they thought were most important for the CRB to explore. In particular, the survey asked:

Q10 - Next, we want to hear your views on how the CRB can be most effective. The CRB can review issues of importance or interest to the community, including TPD policies and procedures, and make recommendations to the Mayor and Chief of Police. Select up to five (5) TPD practices you think are most important to examine.

These were the responses:

Chart 5: TPD practices selected as important for the CRB to examine.



Across many demographics and backgrounds, the following top five TPD practices were identified as most important for the CRB to examine:

Table 12: Top 5 Practices (All Respondents)
Community Policing (47%)
Body Cameras (47%)
Use of Force (44%)
Individuals w/ Mental Illness (43%)
Bias Training (37%)

Particularly notable was the low response to “bicycle stop.” This issue received attention in 2015 and 2016 and led in part to a DOJ report and the Policing Project’s work in Tampa. Yet, it ranked lowest on the scale of concern, perhaps because of the way TPD has addressed the issue in the interim. This suggests that joint community-police engagement on matters of concern can have positive results.

There were some demographic differences worth noting. Among non-white respondents, younger respondents, and those making less than \$50,000/year, the interest in the CRB looking into Use of Force was even higher, easily topping 50%. (There was also some slightly greater interest in body cameras in this group, and a bit less concern with community policing.)

Finally, the priorities change somewhat when one looks only at the responses of individuals who had negative impressions of one aspect or another of TPD’s performance. These individuals prioritized body cameras, Use of Force, and bias training. Still, all three of these are in the top-5 overall items of interest.

Table 13: Top 5 Practice Among Respondents Who Disapprove of TPD’s Performance
Body Cameras (59%) (+12%)
Use of Force (56%) (+12%)
Bias Training (48%) (+11%)
Community Policing (45%) (-2%)
Officer Involved Shootings (36%) (+11%)

In short, the top five issues remained remarkably consistent.

APPENDIX A: ORGANIZATIONS CONTACTED DURING SURVEY OUTREACH

Community & Neighborhood Organizations

A Brighter Community Tampa
Carrollwood Cultural Center
Children's Board Family Resource Centers in Central Tampa
Children's Board Family Resource Centers in North Tampa
Children's Board Family Resource Centers in Town 'N Country
Community Foundation of Tampa Bay
Community Partnerships and Neighborhood Engagement Division
Community Stepping Stones
Corporation to Develop Communities
East Tampa Action Group
ETCRP - East Tampa Community Revitalization Partnership
Feeding Tampa Bay
Hampton Terrace Historic District Neighbors
Heights Urban Core Chamber
Hillsborough County Neighborhoods Office
Miracles Outreach Community Development Center
Neighborhood Presidents (multiple)
North Hyde Business Alliance
Riverside Heights Civic Association
Seminole Heights Community
Seminole Heights Neighbor News
South Seminole Heights Community
South Seminole Heights Neighborhood Watch
South Tampa Chamber of Commerce
Southeast Seminole Heights Civic Association
Sulphur Springs Resource Center
Tampa Heights
Tampa, a Homeowners Association of Neighborhoods (THAN)
University Area Community Development Corp (UACDC)
West Tampa Chamber of Commerce
West Tampa Community Resource Center
Westshore Alliance
Women of the Heights

Educational Institutions / Organizations

Hillsborough County Schools
Tampa Education Center
University of South Florida, Dep't of Psychology
University of South Florida, Dep't of Public Administration
University of South Florida, Dep't of Public Health
University of South Florida, Dept of Criminology
University of South Florida, Dept of Social Work
University of South Florida, Dept of Sociology

University of Tampa, Department of Criminology & Criminal Justice

Identity/Affinity Organizations

Hillsborough County Branch NAACP
Hillsborough County Democratic Black Caucus
Hispanic Chamber of Commerce
Hispanic Services Council
Italian Club of Tampa
Latino Coalition of Tampa Bay
Mayor's African American Advisory Council
Mayor's Hispanic Advisory Council
Tampa Organization of Black Affairs

Legal Organizations

Carlton Fields
Federal Bar Association
George Edgecomb Bar Association
Greater Tampa Chapter of the American Civil Liberties Union of Florida
Tampa Hispanic Bar Association

News Organizations

83 Degrees
88.1 FM The Joy FM
Associated Press - Tampa Bureau
Bay News 9 (Spectrum)
Business Observer
Centro Tampa
Creative Loafing
Florida Trend
Jewish Press Group of Tampa Bay
La Gaceta
MacDill Thunderbolt
Neighborhood News
Nuevo Siglo Tampa
Observer News
Tampa Bay Business Journal
Tampa Bay Metro
Tampa Bay Newswire
Tampa Bay Parenting
Tampa Bay Times
Tampa Chamber of Commerce
Tampa Free Press
Tampa Gazettes
The Crow's Nest
The Minaret
The Oracle
Watermark Tampa
WBVM Spirit FM 90.5

WEDU
WFLA 970 AM
WFLA NBC
WFTS ABC
WHNZ - 1250 AM
WHIP The Bone 102.5
WMNF
WTSP CBS 10 Connects
WTVT Fox
WUSF 89.7 FM

Religious Organizations / Houses of Worship

Beulah Baptist Church
Covenant MB Church
Crossover Church
Emmanuel MB Church
First Baptist of Lincoln Gardens
First United Church of Tampa
Florida Council of Churches
Friendly MB Church
HOPE Churches
Hyde Park Union Methodist
Islamic Society of New Tampa
Islamic Society of Tampa Bay Area
Metropolitan Ministries
Mt. Pleasant MB Church
Mt. Tabor MB Church
Oak Hill MB Church
Pastors on Patrol
Pilgrim Rest MB Church
Relevant Church
Sacred Heart Catholic Church
Shoresh David Messianic Synagogues
St Mary Catholic Church
St. Matthew MB Church
St. Paul Catholic Church

Veterans' Organizations

American Legion Tampa Post 138
American Legion Tampa Post 5
Disabled American Veterans - Tampa Chapter
James A. Haley Veteran's Center

Other Miscellaneous Organizations

Alessi Bakery
Ballard Designs
Boy Scouts
Boys & Girls Club

Brocato's Sandwich Shop
Children's Home Network
City Council Members
D-10 Society
Dream Center of Tampa
Indivisible Action Together Tampa Bay
Investigative Services of Tampa
J. Robert Patterson
Mayor's Neighborhood University (MNU)
Open Cafe
Paint Your Heart Out Tampa
Private "I" Enterprises Security Company
Public libraries
Reach Up Incorporated
Rotary Club of Tampa
Tampa Bay Buccaneers
Tampa Bay Gun & Tactical
Tampa Bay Suncoast Pistol Club
Tampa Innovation Alliance (lp)
Tampa New Leaders Council Tampa Bay
The Counsel Initiative
USAA
VIP Protection Services of Florida
West Tampa Sandwich Shop
WMNF
YMCA

APPENDIX B: FULL RESPONDENT DEMOGRAPHIC DATA

601 individuals filled out the survey. Of those, 503 live in the City of Tampa; 71 live in Hillsborough County, but not in the city of Tampa; 55 either work or go to school in Tampa.

Table 14: Respondents by Gender	
	Percentage
Female	57.50 %
Male	42.50 %

Table 15: Respondents by Age	
	Percentage
18 - 25	2 %
26 - 34	15 %
35 - 44	19 %
45 - 54	20 %
55 - 64	25 %
65 or over	19 %

Table 16: Respondents by Race	
	Percentage
White	67.1 %
Black	14.6 %
Hispanic or Latino	11.6 %
Asian/Pacific Islander	1.3 %
Native American/Alaskan Native	0.5 %
Middle Eastern	0.8 %
Southeast Asian	0.3 %
Other	3.7 %

Table 17: Have you or a close friend or relative ever worked in law enforcement?	
	Percentage
I have worked or currently work in law enforcement.	6 %
I have never worked in law enforcement, but I have a close friend or relative who has.	28 %
I have never worked in law enforcement, and I do not have a close friend or relative who has.	66 %

Table 18: Respondents' Household Income in 2016

	Percentage
Less than \$25,000	8 %
\$25,000 - \$34,999	12 %
\$35,000 - \$49,999	12 %
\$50,000 - \$74,999	20 %
\$75,000 - \$99,000	13 %
\$100,000 - \$149,000	18 %
\$150,000 or more	17 %

Table 19: Neighborhoods where Respondents Spend the Most Time

Davis Islands/Harbour Island	3 %
Downtown/Channelside	11 %
East Tampa	5 %
Forest Hills	1 %
New Tampa	5%
Seminole Heights	17 %
Sulphur Springs	3 %
South Tampa	18 %
Tampa Heights	5 %
USF/University Area	7 %
West Tampa	6 %
Westshore	6 %
Ybor City	7 %
Other	5 %

Table 20: Neighborhoods where Respondents have had TPD Interactions

Davis Islands/Harbour Island	3 %
Downtown/Channelside	14 %
East Tampa	6 %
Forest Hills	1 %
New Tampa	4 %
Seminole Heights	16 %
Sulphur Springs	4 %
South Tampa	18 %
Tampa Heights	4 %
USF/University Area	6 %
West Tampa	5 %
Westshore	4 %
Ybor City	9 %
Other	5 %

APPENDIX C: ADDITIONAL DATA REGARDING OVERALL TPD PERFORMANCE RATINGS

In this Appendix, we provided additional data on survey responses to the following question: *“Q3 - Next we would like to get your views on the TPD. Overall, do you approve or disapprove of the way the Tampa Police Department is doing its job?”*

Chart 6: Overall TPD Approval, Females Compared to Males.

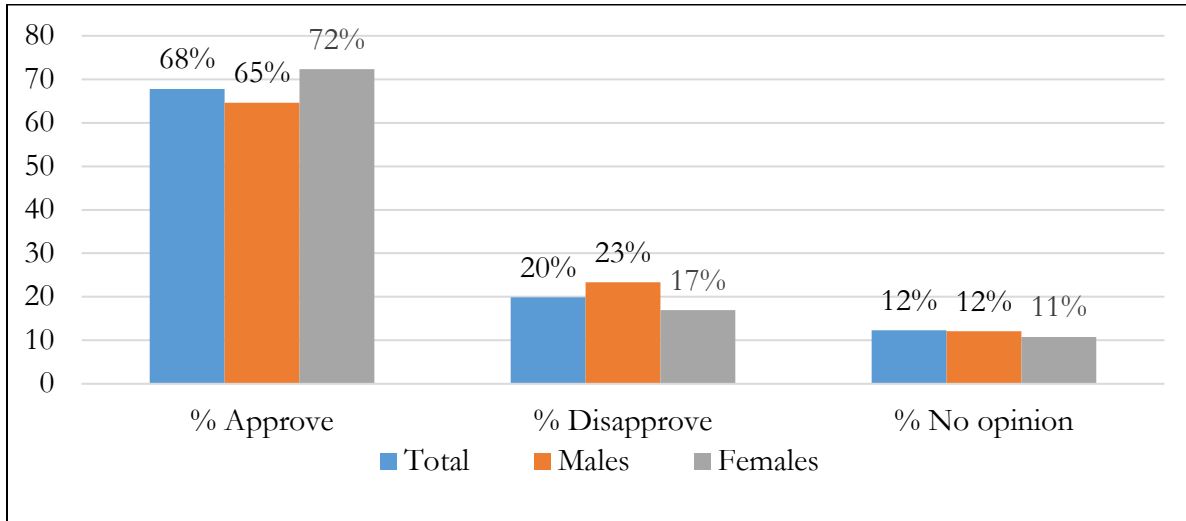


Chart 7: Overall TPD Approval Ratings Among White, Hispanic, and Black Males

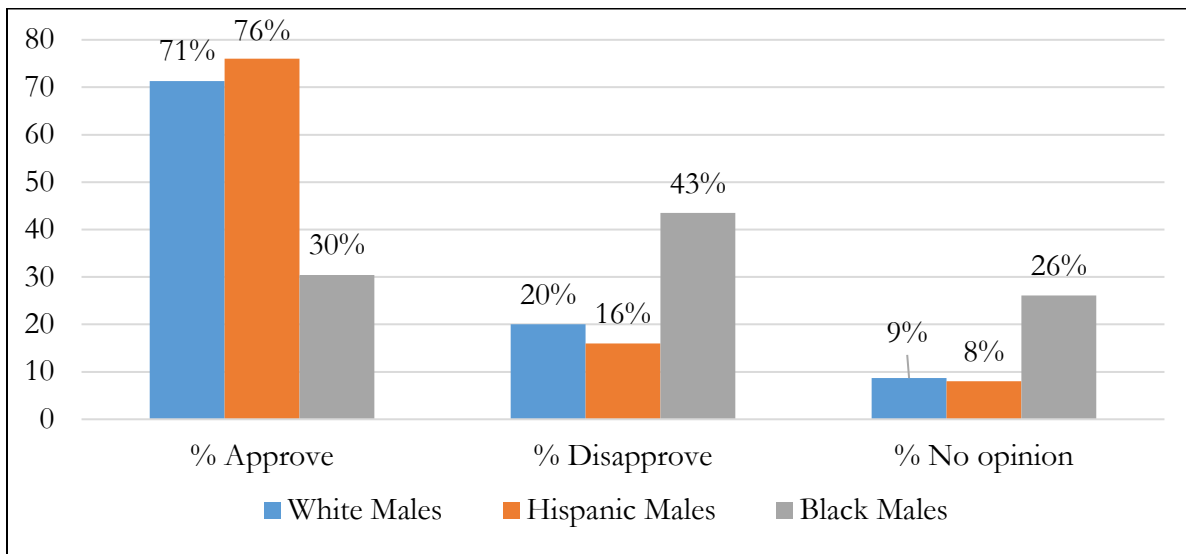


Table 21: Overall TPD approval ratings by Neighborhood

Neighborhood	Approve	Disapprove	Net Approval (Approve minus Disapprove)	Total # of Responses
Davis Islands/Harbour Island	75 %	14 %	61 %	28
Downtown/Channelside	69 %	20 %	48 %	132
East Tampa	53 %	42 %	11 %	55
Forest Hills	75 %	17 %	58 %	12
New Tampa	82 %	13 %	68 %	38
Seminole Heights	73 %	19 %	54 %	147
Sulphur Springs	57 %	31 %	26 %	35
South Tampa	79 %	14 %	66 %	169
Tampa Heights	70 %	18 %	53 %	40
USF/University Area	63 %	27 %	37 %	60
West Tampa	60 %	19 %	42 %	48
Westshore	77 %	18 %	59 %	39
Ybor City	64 %	29 %	35 %	86

At the request of the CRB, in the next few tables, we provide data on TPD overall approval broken down by race *and* by income. We emphasize that particularly among Black and Hispanic respondents, there are few responses in certain income brackets, which may skew certain results.

Table 22: Overall TPD Approval Ratings, Among White Respondents, by Income

Income Bracket	Approve	Disapprove	No opinion
Less than \$25,000	54 %	25 %	21 %
\$25,000 to \$34,999	58 %	37 %	5 %
\$35,000 to \$49,999	84 %	11 %	5 %
\$50,000 to \$74,999	75 %	19 %	6 %
\$75,000 to \$99,000	80 %	9 %	11 %
\$100,000 to \$149,000	78 %	13 %	9 %
\$150,000 or more	82 %	12 %	6 %

Table 23: Overall TPD Approval Ratings, Among Non-White Respondents, by Income

Income Bracket	Approve	Disapprove	No opinion
Less than \$25,000	38 %	43 %	19 %
\$25,000 to \$34,999	36 %	32 %	32 %
\$35,000 to \$49,999	52 %	34 %	14 %
\$50,000 to \$74,999	53 %	33 %	14 %
\$75,000 to \$99,000	82 %	9 %	9 %
\$100,000 to \$149,000	63 %	21 %	17 %
\$150,000 or more	75 %	13 %	13 %

Table 24: Overall TPD Approval Ratings, Among Black Respondents, by Income

Income Bracket	Approve	Disapprove	No opinion
Less than \$25,000	31 %	46 %	23 %
\$25,000 to \$34,999	38 %	15 %	46 %
\$35,000 to \$49,999	38 %	50 %	13 %
\$50,000 to \$74,999	40 %	44 %	16 %
\$75,000 to \$99,000	70 %	10 %	20 %
\$100,000 to \$149,000	20 %	20 %	60 %
\$150,000 or more	67 %	33 %	0 %

At the request of the CRB, in the next few tables, we provide data on TPD overall approval broken down by race *and* by age. We emphasize that particularly among Black and Hispanic respondents, there are few responses in certain age groups, which may skew certain results.

Table 25: Overall TPD Approval Ratings, Among White Respondents, by Age

Age Group	Approve	Disapprove	No opinion
18 - 25	40 %	40 %	20 %
26 - 34	65 %	28 %	7 %
35 - 44	63 %	23 %	14 %
45 - 54	84 %	9 %	7 %
55 - 64	80 %	14 %	6 %
65 or over	83 %	8 %	8 %

Table 26: Overall TPD Approval Ratings, Among Non-White Respondents, by Age

Age Group	Approve	Disapprove	No opinion
18 - 25	20 %	40 %	40 %
26 - 34	45 %	39 %	16 %
35 - 44	56 %	28 %	17 %
45 - 54	67 %	21 %	13 %
55 - 64	59 %	24 %	16 %
65 or over	58 %	21 %	21 %

Table 27: Overall TPD Approval Ratings, Among Black Respondents, by Age

Question	Approve	Disapprove	No opinion
18 - 25	50 %	50 %	0 %
26 - 34	35 %	43 %	22 %
35 - 44	31 %	46 %	23 %
45 - 54	43 %	29 %	29 %
55 - 64	45 %	35 %	20 %
65 or over	50 %	21 %	29 %

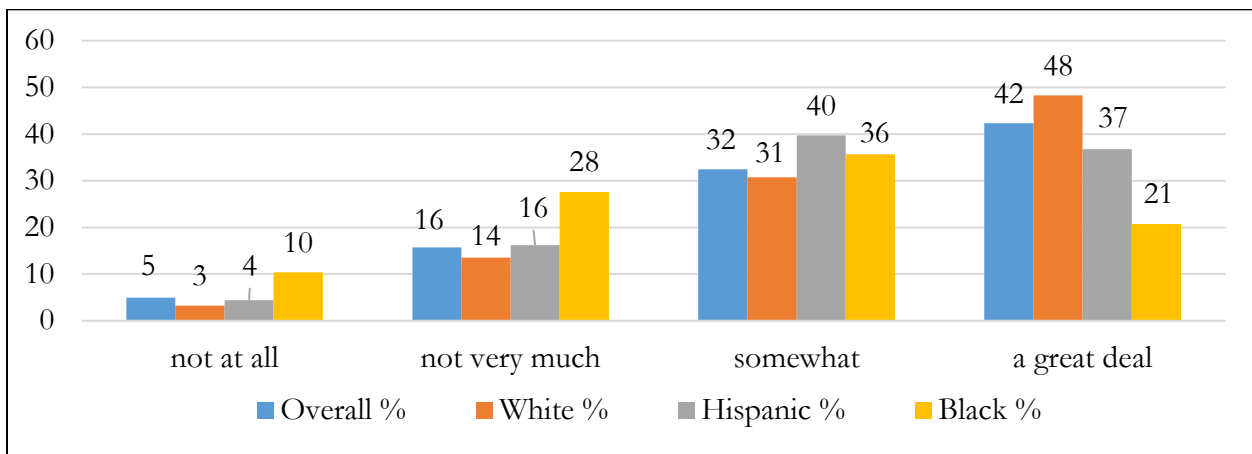
APPENDIX D: ADDITIONAL DATA REGARDING TPD COMMUNITY ENGAGEMENT

(Q4) How much would you say the TPD...

- Works to develop relationships with community members?
- Communicates with the public?
- Makes it easy for community members to provide input?
- Works with the community to solve local problems?
- Is responsive to the concerns of community members?

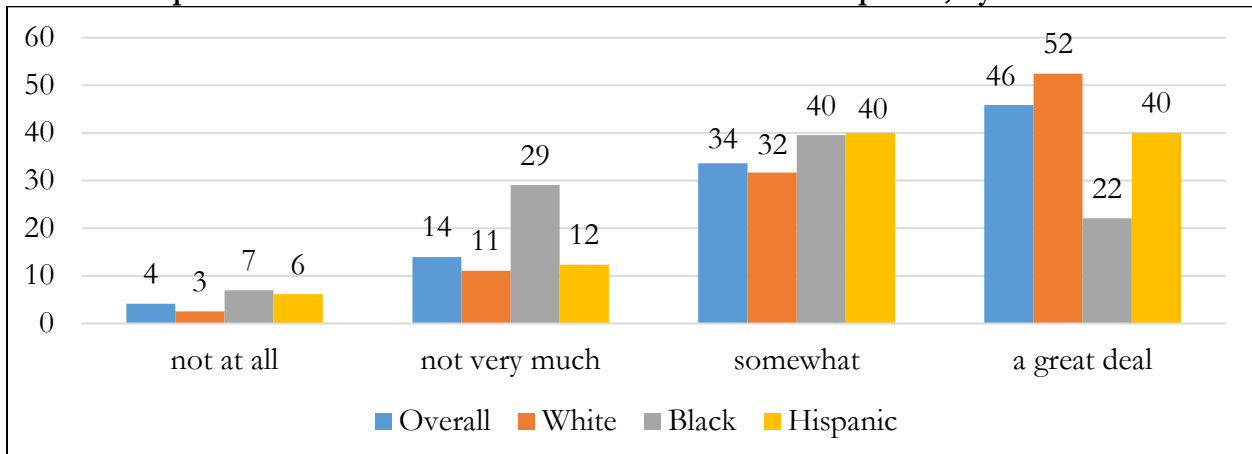
The first set of graphs that follow break down the response for white, nonwhite, black and Hispanic identifying respondents for each of the above questions. A second set of graphs then illustrate the breakdown of responses by age.

Chart 8: Responses to how much TPD works to develop relationships with community members, by Race.



Overall, TPD’s communication with the public appears to be a strength.

Chart 9: Responses to how much TPD communicates with the public, by Race.



Whereas the ease with which community members can provide input is a relative weakness in TPD’s community engagement efforts:

Chart 10: Responses to how much TPD makes it easy for community members to provide input, by Race.

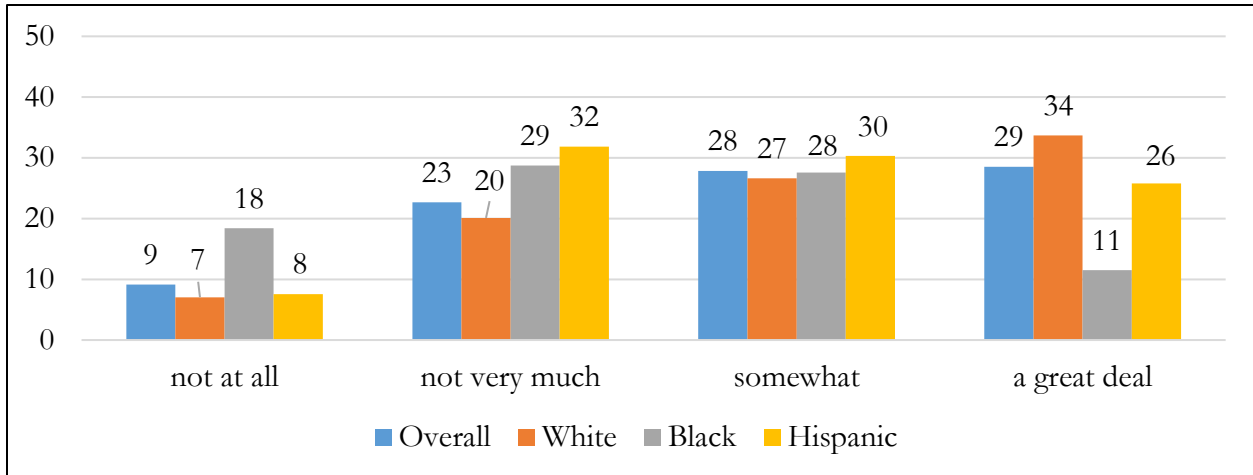
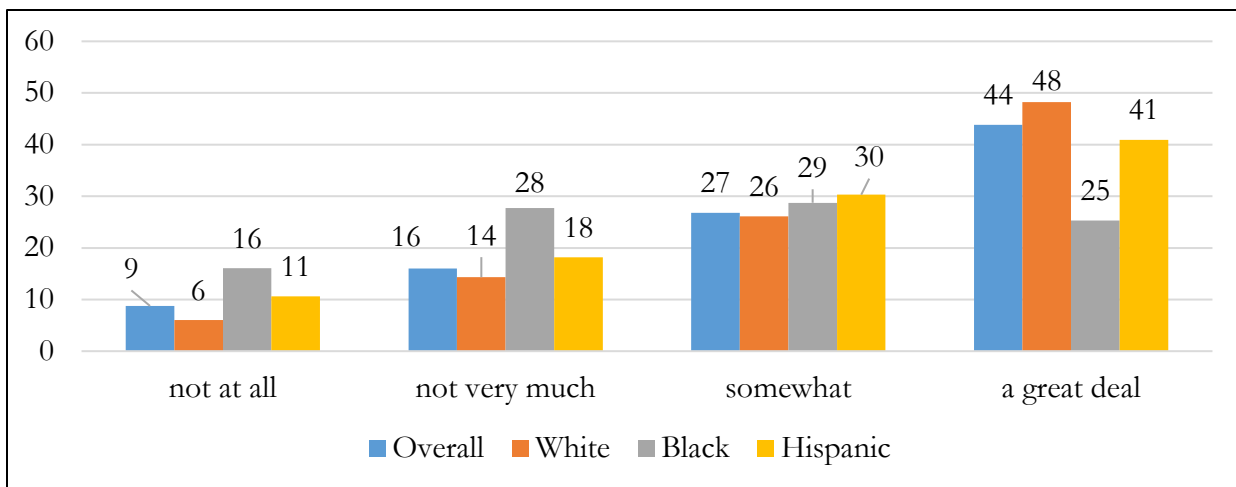


Chart 11: Responses to how much TPD works with the community to solve local problems, by Race.



We now include similar data, broken down by age.

While an average of 29% of respondents aged 18 – 44 selected *a great deal* in response to the extent that TPD engages with the community across the five categories, an average of 47% of all respondents aged 45 – 65+ indicated the same. Still, the percentage of respondents overall that think TPD *makes it easy for community members to provide input* remains comparatively low.

Chart 12: Responses to how much TPD works to develop relationships with community members, by age.

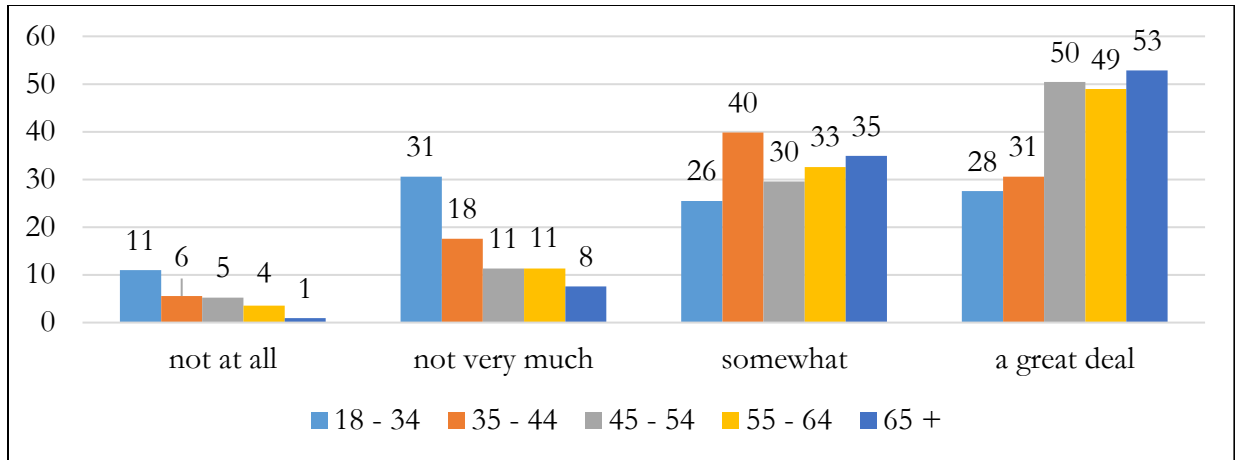


Chart 13: Responses to how much TPD communicates with the public, by Age.

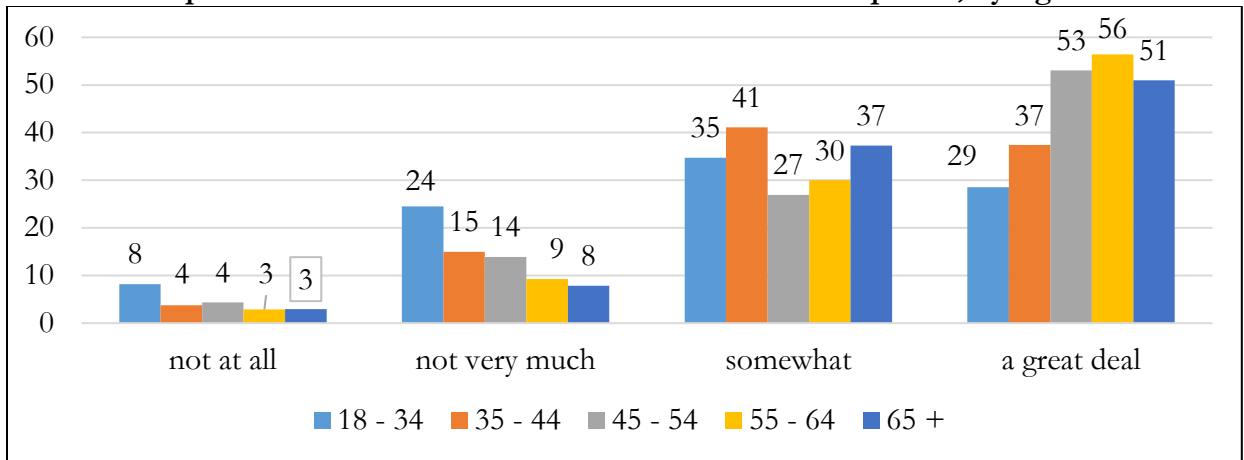


Chart 14: Responses to how much TPD makes it easy for community members to provide input, by Age.

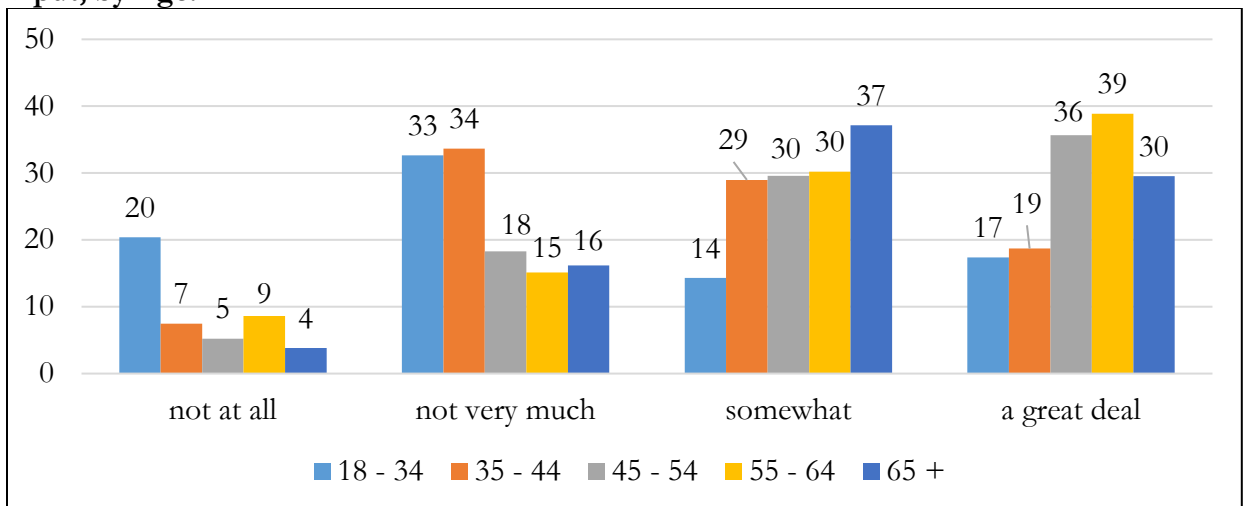


Chart 15: Responses to how much TPD works with the community to solve local problems, by Age.

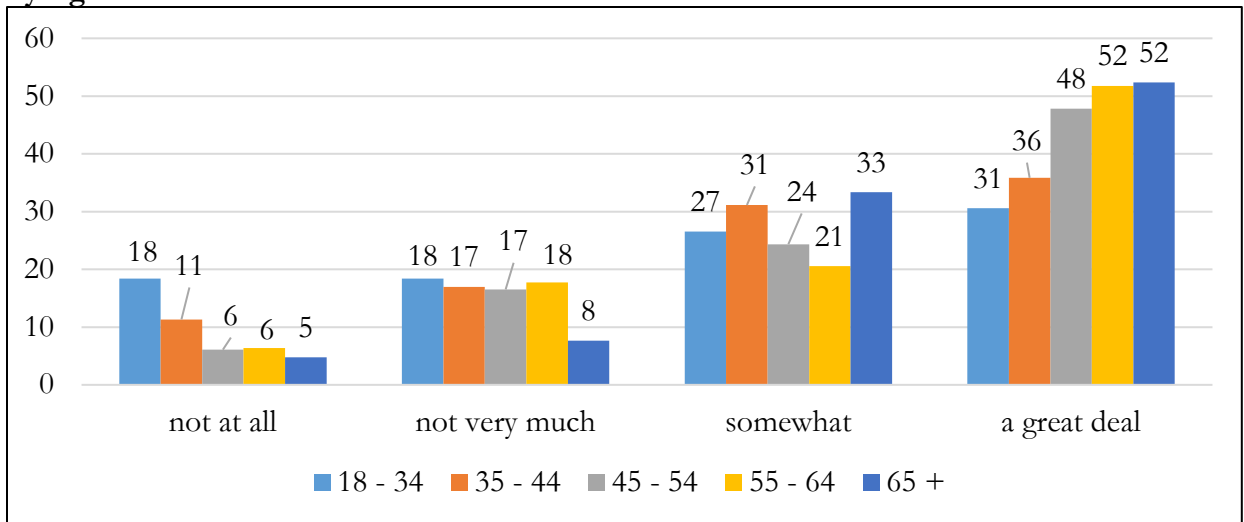
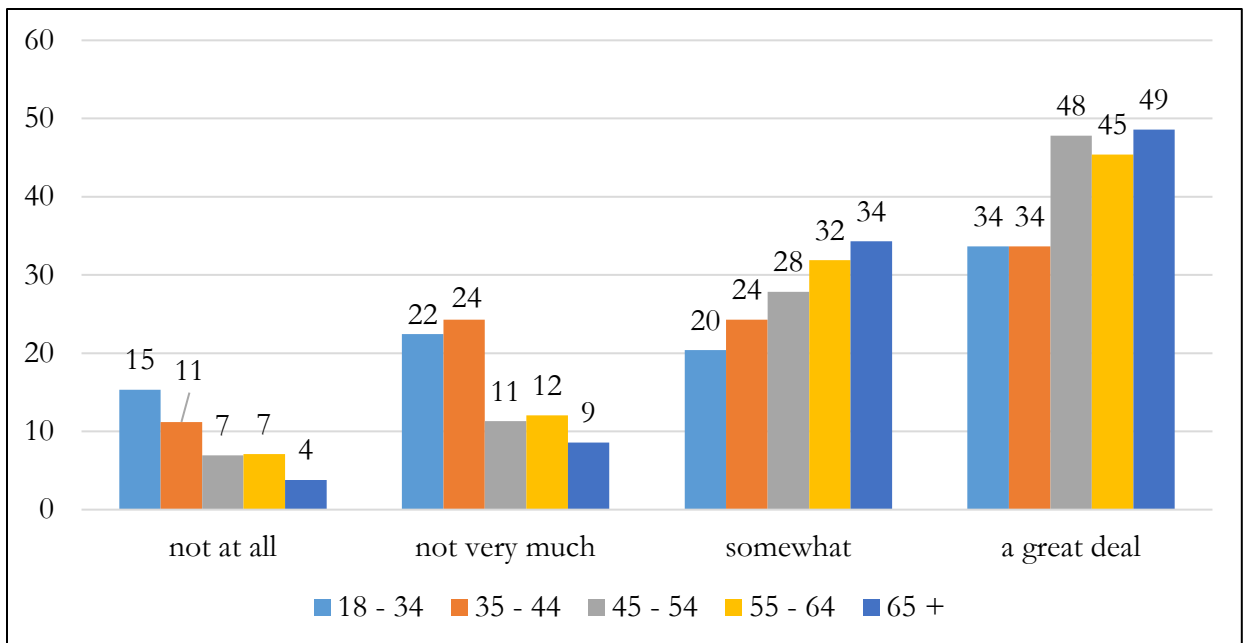


Chart 16: Responses to how responsive TPD is to concerns of community members, by Age.



APPENDIX E: ADDITIONAL DATA ON PERCEPTIONS OF TPD TREATMENT OF COMMUNITY MEMBERS

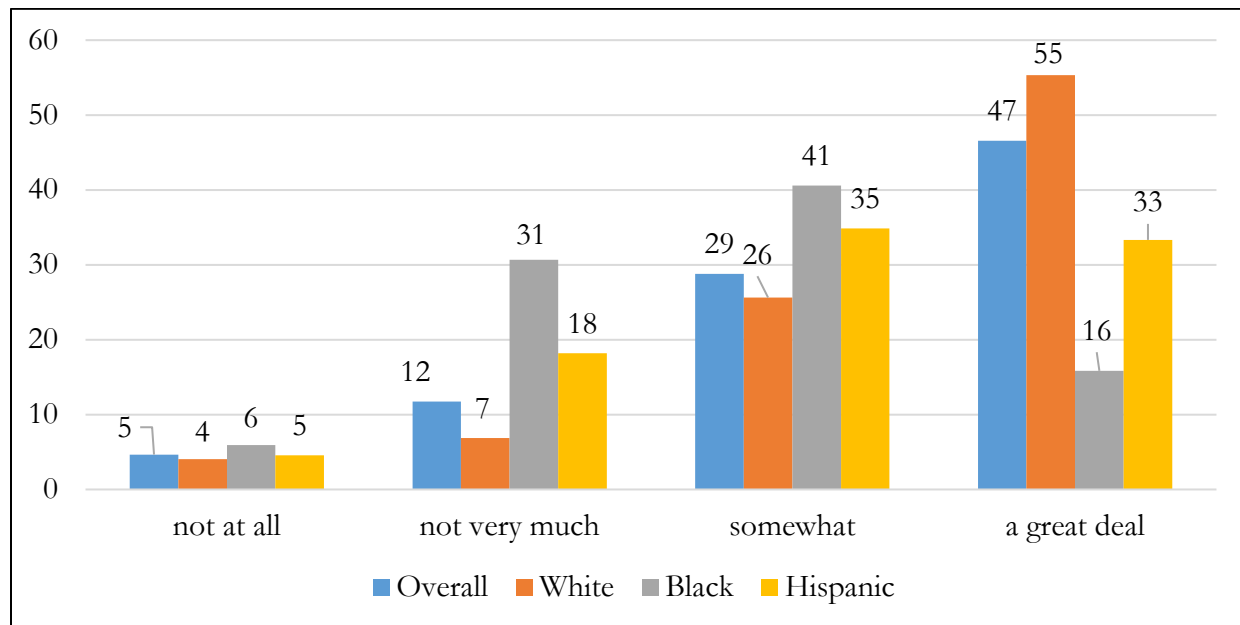
(Q6) How much would you say that TPD officers...

- Treat people fairly?
- Treat people of all different races and ethnicities equally?
- Show concern for community members?
- Treat people respectfully?

The first set of graphs that follow break down the response for white, nonwhite, black and Hispanic identifying respondents for each of the above questions. A second set of graphs then illustrate the breakdown of responses by age.

In each category, the percentage of white identifying respondents that describe TPD officer treatment of the community in the affirmative (selecting *somewhat* or *a great deal*) is at least twice as much any other racial/ethnic group, including the group of all nonwhite respondents. Black identifying respondents continue to have the most critical response of TPD officer treatment of the community. The percentage of responses *not at all* and *not very much* is consistently greatest among the black respondent group in each category.

Chart 17: Responses to how much TPD officers treat people fairly, by Race.



The question “*How much would you say that TPD officers...treat people of all races and ethnicities equally?*” stands out as having the fewest percentage of strongly affirmative responses (*a great deal*) and the most strongly critical responses (*not at all*) from each group. While still having the most affirmative responses here, the white respondent group also had the highest percentage of critical responses in comparison to their critical responses in every other category.

Chart 18: Responses to how much TPD officers show concern for community members, by Race.

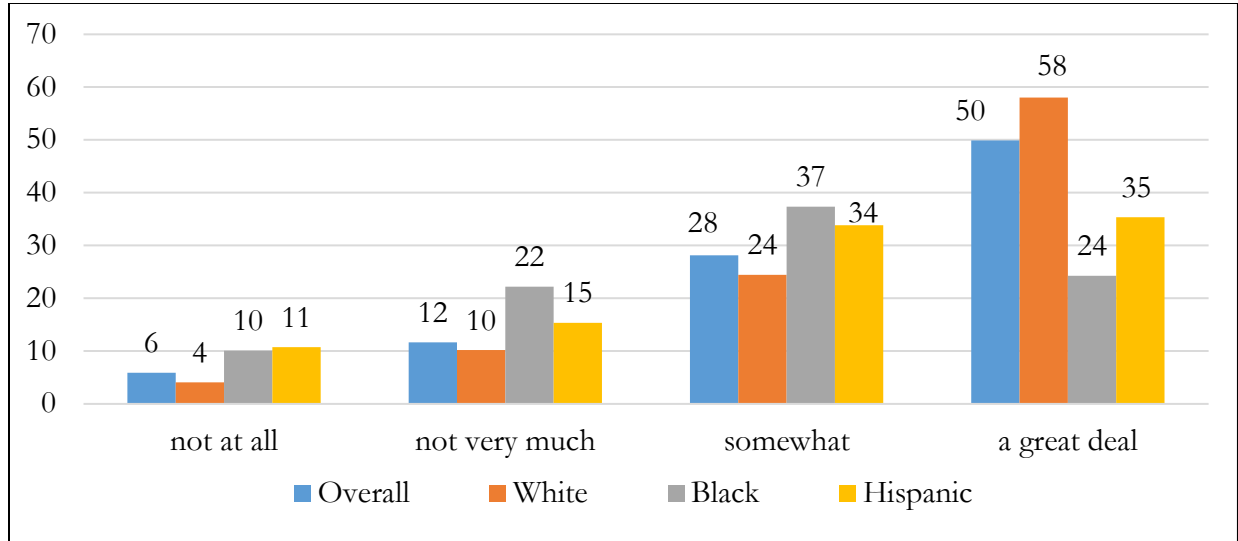
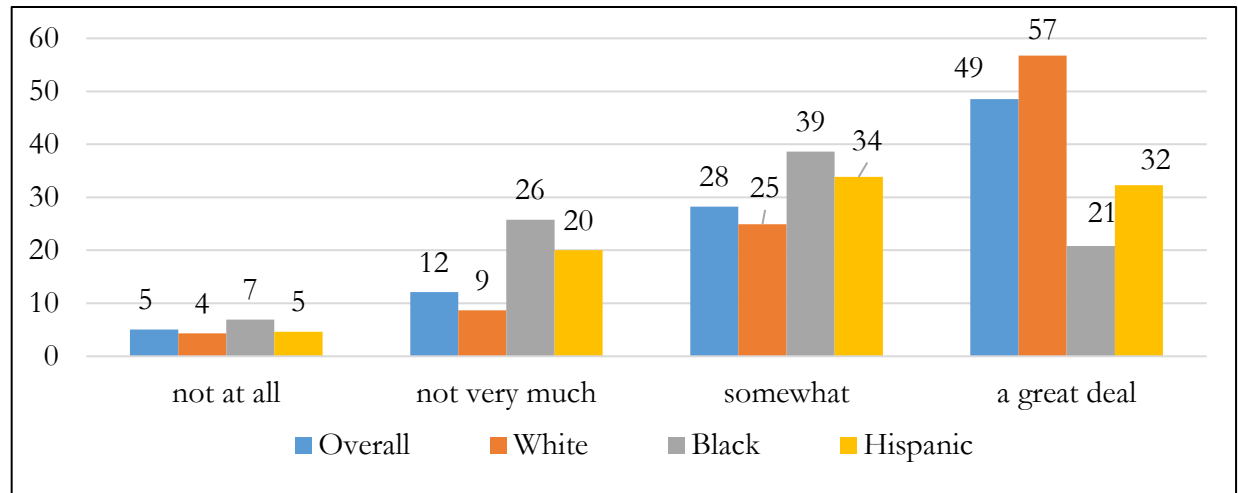


Chart 19: Responses to how much TPD officers treat people respectfully, by Race.



With small deviations from 45 to 65+, as age increases, so does the tendency to indicate an affirming perspective on the TPD. The graphs below illustrate respondent answers by age bracket.

Chart 20: Responses to how much TPD officers treat people fairly, by Race.

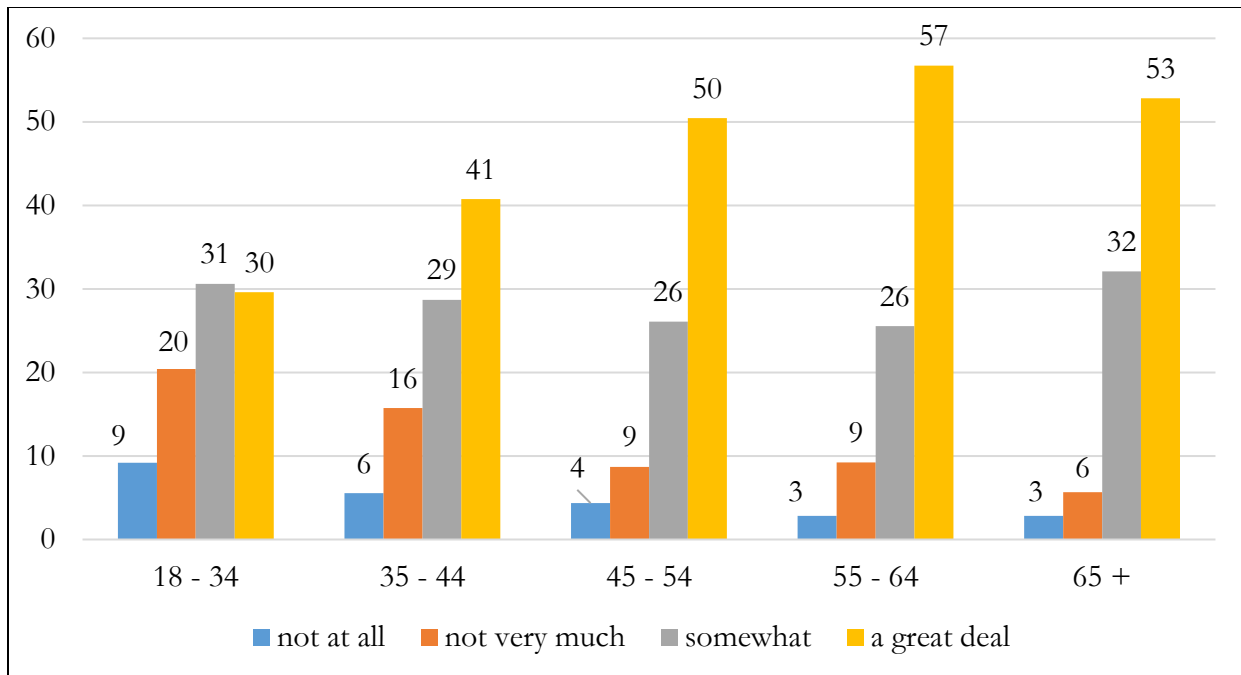


Chart 21: Responses to how much TPD officers treat people or all races and ethnicities equally, by Age.

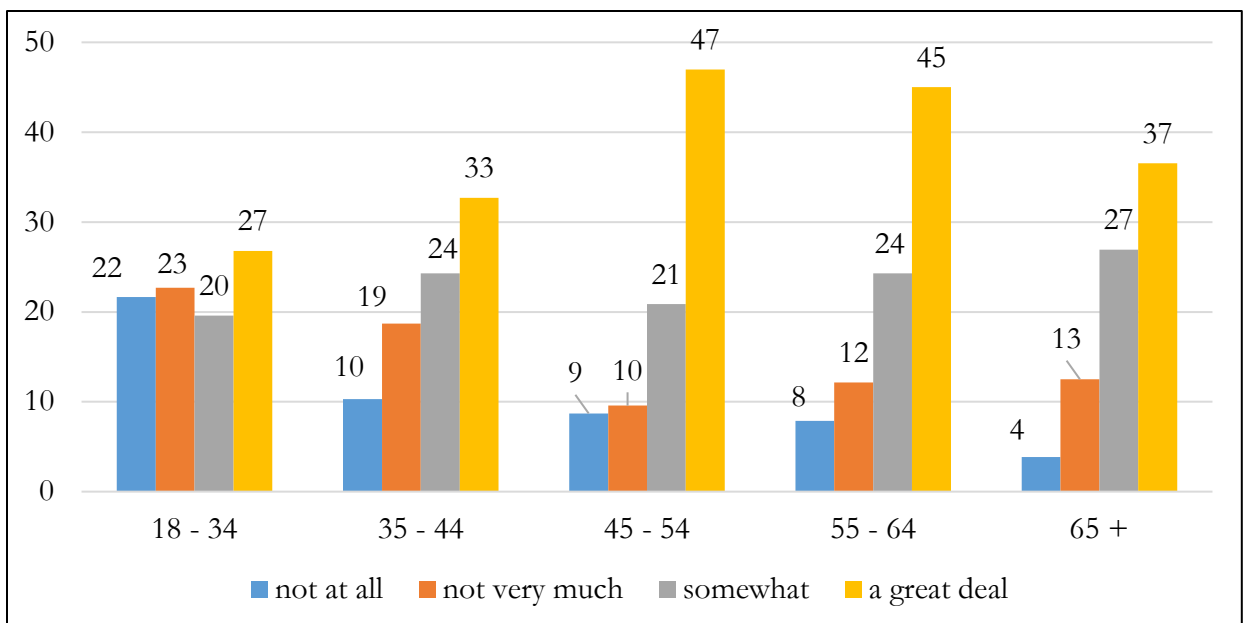


Chart 22: Responses to how much TPD officers show concern for community members, by Age.

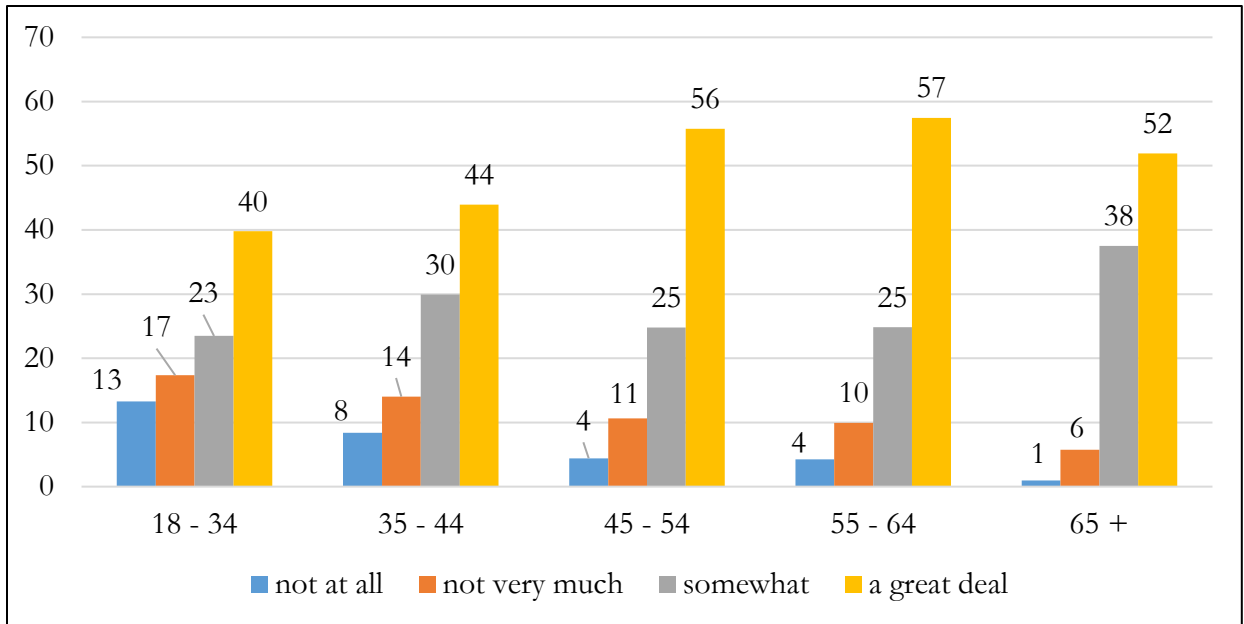
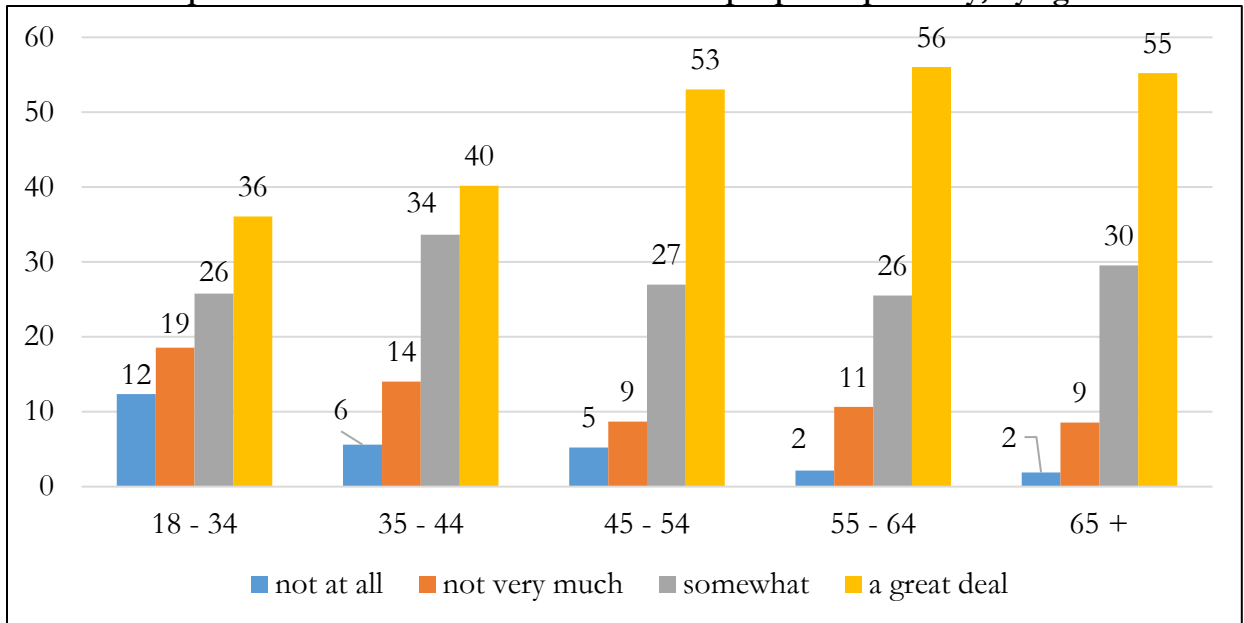


Chart 23: Responses to how much TPD officers treat people respectfully, by age.



APPENDIX F: ADDITIONAL DATA REGARDING TOP 5 ISSUES FOR THE CRB

As noted above, for the most part, the Top 5 issues for the CRB to consider were remarkably stable across demographics and other cross-sections of respondents. What seemed to change was the priority given to the Top 5.

The overall Top 5 is as follows:

Table 28: Top 5 Practices (All Respondents)
Community Policing (47.5%)
Body Cameras (46.8%)
Use of Force (43.9%)
Individuals w/ Mental Illness (42.8%)
Bias Training (37.1%)

As requested by the CRB, the table below lists the priority rankings (1 through 7), broken down by the neighborhoods that respondents indicated they spent time in.

Table 29: Priority Rankings of Issues the CRB Should Review, by Respondent's Neighborhood (1 = most important).

Neighborhood	Bias Training	Body-Worn Cameras	Community Policing	Indivs w/ Mental Illness	Officer-Involved Shootings	Police-Community Events	Use of Force
Ybor City	2	5	3	3	7	6	1
Westshore	4	3	1	5	7	6	1
West Tampa	3	1	3	4	6	7	2
USF/ University Area	5	4	2	3	7	6	1
Tampa Heights	5	4	2	1	7	6	3
Sulphur Springs	4	7	2	3	6	5	1
South Tampa	5	2	1	3	7	6	4
Seminole Heights	4	3	1	2	6	7	5
Other	1	5	3	1	6	7	4
New Tampa	4	1	1	3	7	6	4
Forest Hills	4	4	2	1	6	7	2
East Tampa	2	4	3	5	7	6	1
Downtown/ Channelside	5	2	4	3	6	7	1
Davis Islands/ Harbour Island	7	2	1	3	5	6	4

As compared to the overall Top-5 rankings, in general, non-white respondents, respondents under age 45, and respondents making under \$50,000 much more frequently ranked “Use of Force” as priority issue for the CRB, and somewhat more frequently ranked “Body Cameras.” These demographics also tended to slightly less priority on “Community Policing.”

Table 30: Non-White Respondents
Use of Force (58.3%) (+14.5%)
Body Cameras (49.4%) (+2.7%)
Community Policing (47.2%) (-0.3%)
Bias Training (38.9%) (+1.8%)
Individuals w/ Mental Illness (34.4%) (-8.4%)

Table 31: Respondents Age < 45
Use of Force (55.7%) (+11.9%)
Body Cameras (49.3%) (+2.5%)
Community Policing (43.4%) (-4.1%)
Individuals w/ Mental Illness (41.9%) (-0.9%)
Bias Training (39.4%) (+2.4%)

Table 32: Respondents Making < \$50,000
Use of Force (56.2%) (+12.3%)
Body Cameras (48.2%) (+1.4%)
Individuals w/ Mental Illness (43.2%) (+0.4%)
Bias Training (40.7%) (+3.7%)
Community Policing (39.5%) (-8%)

Finally, the priorities change somewhat when one looks only at the responses of individuals who had negative impressions of one aspect or another of TPD’s performance:

Table 33: Respondents Who Disapprove of TPD’s Performance (Q3)
Body Cameras (59.3%) (+12.5%)
Use of Force (55.8%) (+11.9%)
Bias Training (47.8%) (+10.8%)
Community Policing (45.1%) (-2.4%)
Officer Involved Shootings (36.3%) (+10.7%)

Table 34: Respondents Who Do NOT Feel that TPD Makes it Easy for Community Members to Provide Input (Q4)
Use of Force (58%) (+17.4%)
Body Cameras (51.7%) (+8.4%)
Bias Training (43.2%) (+9.9%)
Community Policing (39.2%) (-4.7%)
Individuals w/ Mental Illness (35.8%) (-0.8%)

Table 35: Respondents Who Do NOT Feel that TPD Officers Treat People of All Races & Ethnicities Equally (Q6)
Use of Force (65.3%) (+21.4%)
Body Cameras (58.9%) (+12.1%)
Bias Training (54.6%) (+17.6%)
Community Policing (41.8%) (-5.6%)
Individuals w/ Mental Illness (37.6%) (-5.2%)
Officer Involved Shootings (36.9%) (+10.3%)

Table 36: Respondents Who Had an Unpleasant Conversation with a TPD Officer (Q9)
Body Cameras (59.1%) (+15.8%)
Use of Force (54.3%) (+13.7%)
Bias Training (53.5%) (+19.3%)
Individuals w/ Mental Illness (41.7%) (+2.1%)
Community Policing (39.2%) (-4.7%)

Table 37: Respondents Who Have Been Stopped and/or Ticketed by TPD While Driving (Q9)
Use of Force (50.9%) (+10.3%)
Body Cameras (49.1%) (+5.8%)
Community Policing (47.7%) (+3.8%)
Individuals w/ Mental Illness (43.5%) (+3.9%)
Bias Training (37 %) (+2.8%)

APPENDIX G: SELECTED RESPONDENT COMMENTS

In response to the invitation to elaborate on their numerical survey answers we received almost 600 written comments. In particular, these written responses were invited with regard to community engagement, perceptions of TPD, and “Is there any personal experience you have had with the TPD in the past 5 years that you want to tell the CRB about?” At the end of the survey, respondents were asked a final time to share “anything else that you would like us to know about TPD or this survey.”

In addition to the comments we included above, we’ve selected some of the more informative comments here.

Selected Respondent Comments for Q5

Would you like to explain any of your answers to the previous question (*Q4: TPD community engagement*)?

“Information isn’t readily available online. Many other cities have implemented systems that allow exporting of data to excel over large time periods. For example, if I wanted to know how many police calls have been made to a particular gas station in the past year, that’s not readily available information. Transparency would be appreciated to pressure corporations. Furthermore, follow up information to pressure judges would be greatly appreciated.”

“Our PD is good about getting information out to the community via several platforms, not just the news. I particularly like the information and updates they post on the NextDoor program. They have been outstanding in how they handled the Seminole Heights tragedies as well.”

“In the past, my encounters with TPD have been very short or dismissive unless something is needed, asked or requested from me. I realize the job is stressful but citizens look up to and count on law enforcement and sometimes would like to be given respect or just acknowledgment when applicable.”

“I’ve seen officers take clear sides in situations of protest and counter protest in a way that favored the rights of one group over another - usually they favor the group of white men.”

“I would really like to see law enforcement reach out to the local community and inspire the adolescent youth. I feel at this time law enforcement is getting bad reviews from social media and the youth...”

“TPD should have more open communication with neighborhoods by promoting events... cops who speak multiple languages would [have an easier time] communicating with residents...”

“I live in South East Seminole Heights - when the shootings were happening there was a community meeting to discuss updates and concerns. The meetings had a moralizing tone to it and was not helpful and some community members felt it was condescending.”

“...the response of TPD is highly variable depending upon who you are, who you know, and what neighborhood you are fortunate or unfortunate enough to live in. TPD does a great job of paying lip service to the idea of "community policing" by meeting regularly with people in the community (e.g., "roll calls") and keeping in contact with neighborhood watch leaders. However, the actual response I have received when contacting TPD for an issue of concern has ranged from no response (actually

failing to send an officer out to the scene of a traffic accident), to a hostile response (comments such as "you moved into this neighborhood, what do you expect?"), to an overzealous response when a neighbor called his TPD buddy over a neighbor dispute... That said, sometimes TPD does do their job, and sadly, it is impressive when that occurs. But I don't think we should have to give them kudos for doing what our tax dollars are paying them to do. I can't say I have ever seen TPD go "above and beyond", but I have seen them fall short many times.

"I see racial profiling in my neighborhood. I'm white and I see the police treat me differently, I see them look at me as non threatening, but I also see them not taking me as seriously because I'm a woman. I feel that if I go to the police it doesn't make much of a difference. And if TPD is doing something wonderful and amazing, I don't see that being communicated or advertised anywhere."

"If I seek out information about TPD I can find it easily. I do not feel information is presented or spread proactively though."

"I believe they have gotten better since the news coverage aka "biking while black" and finding other ways to establish crime patterns other than profiling. There has been an effort to build relationships with residents, but sometimes it seems like a promotional campaign. I think they need to partner with already established non-profit, social justice, churches, schools and support programs that exist to educate and mentor individuals. Doing so would build a partnership from the ground up. It may take years, but individuals will grow up trusting the police rather than fearing them. I know that this is a move toward "social work", but preventing crime before it happens is preferable to the alternative. We also need to increase training in negotiation, de-escalation, medical issues and cultural norms for each and every officer. This is a better way to reduce violence..."

"I am very pleased with TPD, but believe there is a huge hole in the Neighborhood Watch program. There is a complete lack of interest in making this program a top priority and both the citizens and TPD itself is suffering from this lack of focus. There are areas of the city which do not have a Neighborhood Watch program that is active and other areas which both desire and have volunteers which have been rejected. Certain areas have put in requests for Coordinator approvals that are still pending a year later. A similar situation exists with the Business Watch program. Even with repeated requests, businesses are unable to get support or action for this program. Within minimal additional personnel and focus, both of these programs could become revived and provide TPD with thousands of more interested and concerned eyes and ears and make a significant contribution to the security and safety of our great city -- as well as in the security and safety of the wonderful officers who bravely serve to protect us every day."

"It was better when officers could attend neighborhood meetings instead of requiring us to attend your meetings."

"We learned a year or two ago that African Americans were getting 80% of the tickets for bicycle infractions. The Citizens Review Board was created subsequently. A month ago, we learned that African Americans are getting a disproportionate number of tickets for pedestrian infractions. Why is that happening?"

"I live in downtown Tampa. Myself and many others routinely call TPD to report suspicious activity and criminal activity, from people casing cars to dealing drugs to aggressive solicitation (which also needs to be addressed as a policy matter by the city, to be sure) to urinating in public spaces to loitering

on public property. We feel the response time is typically too long, but the bigger problem is the lack of overt police presence in the downtown area.”

Selected Respondent Comments for Q7

Would you like to explain any of your answers to the previous question (*Q6: TPD officer treatment of community members*)?

“I live in a predominantly black neighborhood close to downtown Tampa. I’ve seen TPD harass black bikers on several occasions while I run red lights on my bike (I’m white) directly in front of cops and am completely ignored. I’ve done this numerous times as a personal study and never get pulled over.”

“I have learned about a bicycle citation program run by the TPD that regularly stops black male teenage bicyclists in predominately minority areas, but does not stop white bicyclists at the same right or in predominately white sections of the city. This program raises suspicion and concern for me regarding the TPD’s methods.”

“While I have minimal contact with the Tampa Police Department, my teenage children are in places where they may interact with police officers. Usually, their experiences are not very positive. My daughter is of mixed race and has called me on her way to work frightened because she feels profiled by police as she drives to work. She told me on several occasions police have tailed her for long distances and, one time, she was sandwiched by police, one behind her and one alongside of her. She was doing nothing wrong. This experience was frightening for her and for me, as her mother. It was completely unnecessary and does not help police-community relations...”

“I’m a working, white, middle-class male and every interaction I’ve had with TPD has been rude and hostile from the very start. I can’t imagine how communities of color must feel. I can only assume it’s much worse. It’s time to end the militarization, time to treat everyone as an innocent member of a community first.”

“I’ve read articles in local news claiming that more people of color are harassed or arrested relative to their percentage of population. I tend to believe that.”

“I don’t think that the needs of all constituencies are treated equally. I received much more prompt attention to concerns when I lived in Hyde Park and Davis Islands than now (I’m in Riverside Heights). This goes for all City of Tampa affairs, not just TPD.”

“I appreciate the town hall type meetings that the police have in our neighborhood from time to time. I have been particularly thankful for their presence here in Seminole Heights and with the genuine concern for the citizens in this area. When I see the difficulty that some cities have with communication between police and the citizens, I’m thankful that there is open communication with the police here in Tampa. The 25 years, I’ve lived in Tampa, it appears that there is a good relationship between the Mayor’s Office and the Police Department. This makes it feel like we are all a family. I like that sense of a big city that feels like a small town here in Tampa.”

“In my interactions with TPD, I have found officers more inclined to escalate than resolve situations. I have seen peaceful protests come to edge of dangerous because of police trying to assert dominance

rather than resolve an issue. I have had reasonable conversations with officers turn into shouting matches because an officer who was previously uninvolved decided to insert himself loudly and angrily into the situation.”

“Based on my personal encounters with TPD, I would say that most of the officers I encountered did not treat me with what I would call courtesy or respect. The attitude I typically have encountered is one that feels like ‘my time is more valuable than yours, be glad I even showed up to your call, hurry up so I can move on to the next thing, don’t you know that my job is dangerous and I don’t even like coming to your neighborhood.’ Officers always say to call them when something happens, but they act like anything short of a homicide case is a bother to them. However...if you are in the right neighborhood (i.e., Bayshore), you get priority policing and, perhaps, better treatment from TPD”.

“...Bias and sensitivity training is needed.”

Selected Respondent Comments for Q11

Is there any personal experience you have had with the TPD in the past 5 years that you want to tell the CRB about?

“I participated in a pro-immigration rally in Ybor city earlier this year. While the police were present, doing their job of making sure that our route was clear, they were very obviously not happy to be there. My friend and I went out of our way to thank everyone that we saw along the route in hopes of letting them know how much we sincerely appreciated their protection. With the exception of only two officers, every other one encountered refused to even acknowledge us, most purposely looking away from us and not saying anything.”

“I have interacted with TPD in a variety of ways. The one area they really need to improve upon is interfacing with community groups. The community outreach and collaboration is poor and the officer in charge of it in our area has been mediocre at best. We are a very active association with neighborhood watch and often times feel like we are on our own...”

“I observed the police efforts and community saturation during the Seminole Heights murder investigation and they did a thorough and respectful job. They were visible everywhere in that neighborhood but in a respectful way while patrolling and collecting resident information. Impressive coverage and protection for the neighborhood.”

“I have made requests about basic public safety issues within my neighborhood through the non-emergency line, website entries and/or talked to officers on patrol about small issues and I typically find them dismissive and not that willing to address what appears to be minor issues to them.”

Selected Respondent Comments for Q18

If there is anything else that you would like us to know about TPD or this survey, please use the space below.

“There was a great deal of discussion about the CRB when it was first formed. Now we, the public, hear very little about the Board or their work. I do hear about incidents which appear to be ripe for

review by the Board, but I am not aware of any materials to help the average person with making a complaint/presentation to the Board, or even whether that would be possible or appropriate. How can a citizen who reports an incident to the Board be assured that there will not be retaliation from law enforcement? More education of citizens about the duties and responsibilities of law enforcement, the rights and duties of citizens and mechanisms to express concerns, such as through the CRB would be very helpful.”

“I think body cameras would be reassuring to the community and a tool to demonstrate the professionalism and skill of any police force. Many people have their views of how officers behave formed by the extremes of isolated incidents and by TV shows. Real world data of our own officers could help everyone see the quality of care we receive...”

“I love the community liaisons that they PD uses however, it doesn't seem that a lot of people know about them. I am not sure how to better inform specific communities of this resource, but I think that it would be beneficial for all to help communication and understanding.”

“There needs to be more beat, on foot, patrols located in the Downtown District. These cops should be part of the community and get to know residents and businesses. I know we have a homeless liaison department but that department should interface with the foot patrols not take the place of them. Downtown Tampa is one of the few places where foot patrols are not only efficient but would be very effective.”

“I think more community outreach would be beneficial. Having TPD interact in the community in positive ways and not only when they're enforcing the laws (arresting, ticketing, etc.).”

APPENDIX H: IMPACT OF ARREST OF SEMILOE HEIGHTS KILLER ON SURVEY RESPONSES

Between October 9 and November 14, 2018, four people were fatally shot in the Seminole Heights neighborhood of Tampa. For 51 days, Tampa Police Department officials conducted what the *Tampa Bay Times* described as “[o]ne of the most intense dragnets in city history” searching for the killer.⁶ TPD arrested the alleged killer on November 28.

A number of the killings, much of the search, and the arrest occurred while this survey was open to the public. In this appendix, we briefly examine whether there are significant differences in attitudes before and after the arrest. We pay special attention to the Seminole Heights neighborhood.

Some of the survey comments discussed TPD’s efforts:

“I observed the police efforts and community saturation during the Seminole Heights murder investigation and they did a thorough and respectful job. They were visible everywhere in that neighborhood but in a respectful way while patrolling and collecting resident information. Impressive coverage and protection for the neighborhood.”

“I appreciate the town hall type meetings that the police have in our neighborhood from time to time. I have been particularly thankful for their presence here in Seminole Heights and with the genuine concern for the citizens in this area...”

Prior to the suspect’s arrest on 11/28, the survey was open for approximately one month, and we received 290 survey responses. After the arrest, the survey was open for approximately four months, and we received 311 responses.

As indicated in the tables and charts below, overall, when comparing pre- and post-arrest data, there was a **slight increase** in perception of TPD performance among respondents **from Seminole Heights**, but there was a **slight decrease** in perception of TPD performance among respondents citywide. The overall changes, however, were small.

Table 38: Overall TPD Approval, among Respondents who spend the most time in Seminole Heights residents, Pre- and Post-Arrest of Seminole Heights Killer.

	Approve of TPD’s Performance	Disapprove of TPD’s Performance
Pre-Arrest	62 %	26 %
Post-Arrest	72 %	18 %

Table 39: Overall TPD Approval, among all Respondents, Pre- and Post-Arrest of Seminole Heights Killer.

	Approve of TPD’s Performance	Disapprove of TPD’s Performance
Pre-Arrest	72 %	19 %
Post-Arrest	64 %	21 %

⁶ Howard Altman, *Tampa Bay Times*, Seminole Heights slayings: Man, 24, faces four counts of murder (Nov. 28, 2018).

There were slight changes among non-Hispanic, non-White respondents, but again, the changes were not substantial.

Chart 24: Citywide TPD Approval Ratings Pre- and Post-Arrest of Seminole Heights Killer, by Race.⁷

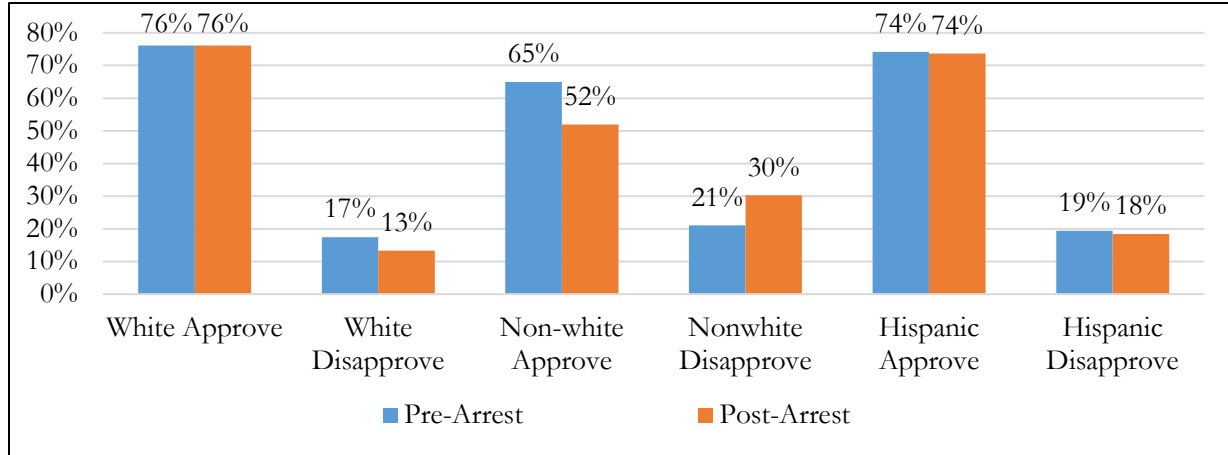
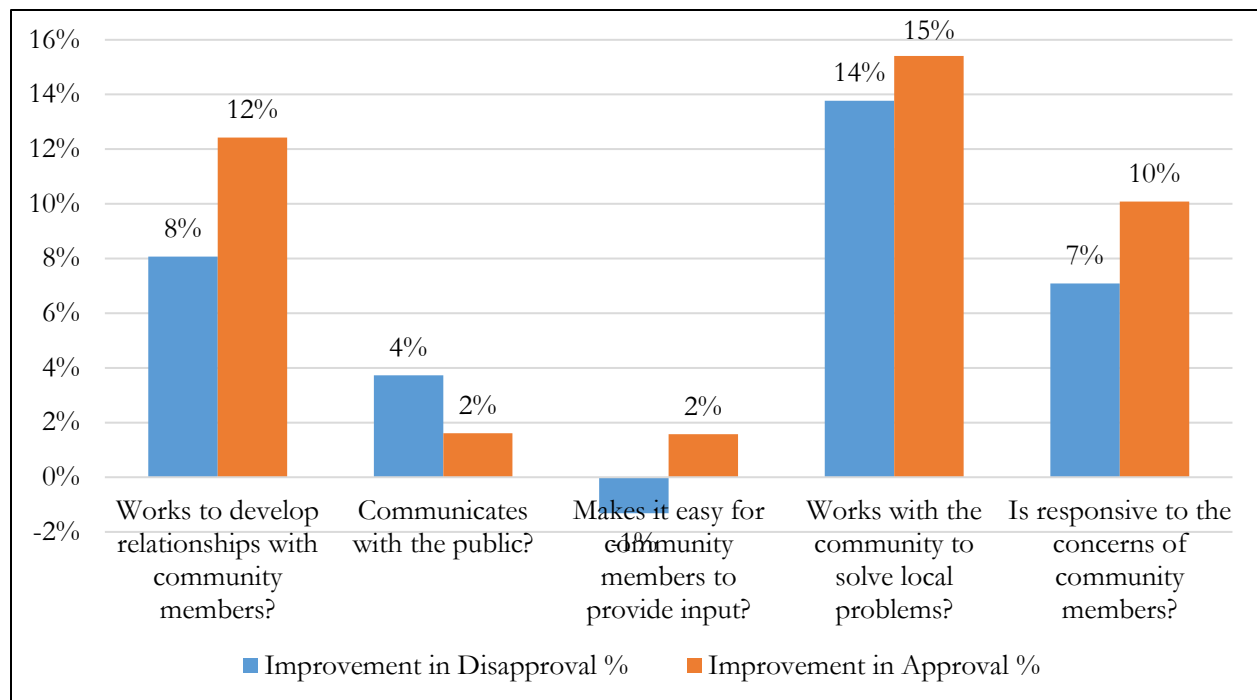


Chart 25: Changes in Seminole Height Residents' Perceptions of TPD Community Engagement Pre- & Post-Arrest of Killer



⁷ Note, we do not isolate the responses who identified as Black because pre-arrest there were only 14 such responses – too small a sample size to draw any conclusions.

The changes with respect to TPD treatment of individuals were even less pronounced, though slightly in the negative direction.

Table 40: Changes in Perceptions of TPD Treatment of Individuals, Pre- and Post-Arrest of Seminole Heights Killer.

	Change in % who responded Negatively <i>(increase indicates more people felt negatively)</i>	Change in % who responded Positively <i>(decrease means fewer people felt positively)</i>
Treat people fairly?	+ 2 %	- 4 %
Treat people of all different races and ethnicities equally?	+ 4 %	- 5 %
Show concern for community members?	+ 5 %	- 6 %
Treat people respectfully?	+ 3 %	- 2 %

There are few significant differences in the nature of interactions. The most significant increase was in “I attended an event that TPD hosted.”

Table 41: Changes in Types of TPD Interactions, Pre- and Post-Arrest of Seminole Heights Killer.

TPD Interaction	% Pre-Arrest	% Post-Arrest
I attended an event that TPD hosted	7 %	12 %
I called 911 and TPD responded	13 %	10 %
I called the non-emergency number for TPD	20 %	17 %
I had a pleasant conversation with a TPD officer	16 %	18 %
I had an unpleasant conversation with a TPD officer	8 %	7 %
I was driving and stopped by the TPD	8 %	7 %
I was driving and ticketed by the TPD	5 %	6 %
I was on a bike and stopped by the TPD	1 %	1 %
I was on a bike and ticketed by the TPD	0 %	0 %
I was on foot and stopped and/or questioned by TPD	3 %	3 %
I was interviewed by the TPD as a victim or witness	12%	10 %
I was arrested by a TPD officer	1 %	1 %

Overall, these changes were so slight, that they could easily have been natural sampling variations (for example, if more young people happened to respond to the survey after the arrest), rather than as a result of the arrest itself.

Respondents' top five issues for the CRB to examine remained unchanged as well.

Table 42: Changes in Top 5 Issues for the CRB to Examine, Pre- and Post-Arrest of Seminole Heights Killer.

Issue for the CRB to Examine
Community policing
Body-worn cameras
Interactions with individuals with mental health conditions
Use of force
Bias training

In short, we did not see substantial differences in the survey results before and after the TPD's arrest of the Seminole Heights killer.