

Full Name	Zip code	Public Questions
Joseph B Kent	38117	Chief, On balance, I am a supporter of local law enforcement and son of a former police officer. As you may be unaware of, The Memphis Tomorrow CEO organization and Memphis Crime Commission are joke entities and the primary drivers of high local crime rates through deficient local economic development efforts. Will you perform research and disclose, to the public, how many non-emergency calls are a result of orders provided by Mayor, City Council and Crime Commission? Examples of such a call involved recently small business Petland owner Mike Davis and another involving small business owner Kareema McCloud. Strangely, the Memphis Chamber has sat silently by as this harassment occurs.
LueElla Hardin Marshall	38114	I don't have Questions for her! I thank her for being brave enough to come here and try!
Home David Szczepanski	38125	In my 78 years it's been my experience that when a outsider is promoted to chief in a area that is new to them in two years that person is gone. Having a outside director creates havoc and disengagement of the present rank and file Mempis police department. Especially when associates of that director are also brought in. I want to no what was her bating average is regards to getting guns off the streets, and what was the cri reduction rates especially from repeat offenders. Trai golf officers. Pardon me but being a black person , and a black woman is not the only criteria we need in memphis. We have a black women offfficers and commanding black lady officers here. They are made and trained in memphis already they know the police force, people and community.
Cherisse Scott	38125	Memphis' District Attorney's office has proven unethical management of rape kit processing that dates back to the mid 1970s. If proven that a police officer or sheriff was indeed guilty of committing a sex crime (i.e. rape, molestation, sodomy, incest, sex trafficking, etc.) and you were tasked with arresting and seeing through due process of that individual, what assurance would we have, given your prior history, that you would uphold your part of the law and see the law implemented to completion?
Josh Adams	38116	What social justice literature will you have officers study to deepen their understanding of the history of policing and community issues in Memphis and/or predominantly Black communities? Have you studied the 1978 Concent Decree? What is your plan to hold officers accountable to this law?
Jeff Warren	38112-5403	How will the GVIP help lower our murder rate? What do you see as any differences in coordination with other agencies here as compared to your Durham experience?

Kevin Smith	38128	<p>Is the new Police Director willing to take a 50% pay cut and benefit cut to hire more police?</p> <p>I've lived in Memphis over 40 years and NEVER had MPD work a beat where they knew me by my name and say Kevin did you have to work late or say I'm sorry to hear about your mom passing away. Even now with my granddaughter in just barley two months old on a feeding tube in Children's Hospital in Little Rock, Never one time has MPD even cared to know the people of Memphis.</p> <p>Rules and laws without relationships reaps crime.</p> <p>How is the new Police Director going to fight the corrupt Memphis City Council that hates police by playing race, politics, and resident issues?</p>
Sandra J Boyd	38118	<p>What will be your plan, long or short term, of action, for addressing the atrocities, here in Memphis, whereas, all citizens can feel safe, again?</p>
Cindy Hazen	38119	<p>What exactly do you mean by community policing?</p>
David Sowell	38107	<p>Memphis has a problem with random gunfire happening almost every night throughout the city. Would you be in favor of expanding Shot Spotter technology city wide in order to help Police curb this reckless behavior?</p>
Tameka Greet	38106	<p>Outside of police intervention, what do feel are the top interventions necessary to reduce crime?</p>
Cynthia Hailey	38115	<p>What are your thoughts on equitable neighborhood policing? Do you think it is beneficial for the community as well as the officers?</p>
Beth Flanagan	38104	<p>n/a</p>
Sandra Summers	38111	<p>In what ways will you engage with minors in our community to build relationships to develop sustainable change for the young people in our city?</p>
Sally Monteith Joyner	38112	<p>1) Will you seek funding to establish a victim advocate office within MPD? If not, what is your plan for improving communication with victims regarding case status, ensuring victims have accurate information about their rights, and facilitating victim access to support services?</p> <p>2) What is your policy on providing law enforcement certifications (I-918 Supplement B) for immigrant victims?</p> <p>3) How will you ensure MPD stops violating Title VI by discriminating against victims and suspects based on national origin? By failing to implement a language access plan, MPD violates immigrants' rights by using Google translate, children, family members, or other inappropriate parties as interpreters rather than using telephonic interpreters.</p>

Hunter Demster	38112	<p>*Given Mayor Stricklands penchant for avoiding any kind of dissent, how will you you push back when he tries to silence you?</p> <p>*Do you agree that police are overburdened with calls that potentially don't require the police at all? If so, will you push back against proposals like a social work team to address calls from mental consumers and whatnot. Especially if it meant reallocation that money from the police budget to pay for it?</p>
Yolanda Sutton	38109	<p>Governor Lee tweeted I signed constitutional carry today because it shouldn't be hard for law-abiding Tennesseans to exercise their (Second Amendment) rights," said Lee, a Republican approaching his reelection campaign for 2022, in a tweet.</p> <p>1.What are thoughts regarding this knowing the homicide rate here in Memphis now will allow no previous background checks and our young Indigenous men,black, brown have more access to guns and the poor black communities what is your take on implementing or enforcement on preventing more killings.</p> <p>2.What are your thoughts on policing the police now this law will target us more so then the other people.</p> <p>3.What are your thoughts when this Law become effective on July 1, 2021 what processes will be put in place to saves lives of open gun carry person and police when pulled over. Everyone fearing for their lives.Couple example why we get pulled over.</p> <ol style="list-style-type: none"> 1.Broken Tail light 2. Broken window 3. License suspension 4.No insurance
Michael Nicholas McGlasson	38122	<p>Chief Davis, Like many cities in the United States, Memphis faces an epidemic of interstate shootings. We were able to combat this disease in 2019 with Operation Grizzly Bear which flooded our interstates with MPD, state troopers, & sheriffs deputies. However, once the operation ceased and the law enforcement presence was no longer felt the shootings resumed. We have had 39 interstate shootings as of Friday April 23rd. I realize the root cause of this a larger societal issue but how do you plan to combat this plague in our city? What is your long term plan?</p> <p>Thank you, Michael McGlasson</p>
Nick Musarra	38120	<p>Please describe how MPD's real time crime center will leverage technology i.e. CCTV, drones and cyber watch in coordination with neighborhood watch & associations in Memphis. Specifically policing that is engaged with the cooperation of neighborhood leaders to help identify & fight pockets of crime in their geographic police ward.</p>

Jeffrey Michael Lehr	38111	What if steps do you plan to take to reduce excess use of force in policing, to help ensure fewer people are killed unnecessarily in police interventions?
Jeffrey Michael Lehr	38111	Are you willing to gather and analyze data to measure the extent to which policing in Memphis is racially disparate, and develop policy that reduces and minimizes such disparities?
Jeffrey Michael Lehr	38111	What should be done to reduce the impact of policing on mass incarceration and the racial inequities that characterize our criminal justice system?
Jeffrey Michael Lehr	38111	You recently described Tennessee's new open-carry gun law to be "inconsiderate". Please explain why Memphians should be concerned about this.
Nathaniel Smith	38104	Chief Davis, Violent crime has been an issue in Memphis for decades. No recent police director has been able to significantly decrease violent crime. Do you think your tenure will be different? If so, what will you do differently than previous directors? Thank you.
B	38134	Are you aware of police departments around the country that have gotten community policing right, particularly the Community Safety Partnerships in the LAPD?
Carmen Kelley	38018	DOJ is beginning investigations into police precincts and practices across the country. Would you welcome and invite such an investigation into the Memphis Police Department? Why or why not?
Lora Oakes Chatfield	38112	The Department of Justice is beginning investigations into police precincts and practices across the country. Would you welcome and invite such an investigation into the Memphis Police Department? Why or why not?
Barbara E Andrews	38107	there are several individuals and groups in the city that could provide a perspective, example, and teach implicit bias - what it looks like - what it feels like and, enable participants to feel comfortable employing it with their fellow officers. Are you interested to receive names of individuals or groups to assist in facilitating this training? NOTE: the most effective and long-lasting change occurs when training is more than a one-time, 3-hour undertaking. Pls consider a forty-hour, perhaps twice a year (refresher and initial session)
Roberta Pearl	38112	We need real change in public safety policy in Memphis. What is your plan for community policing? Give details.
Eddie Hodges	38127	Since Memphis is so black and white divided. Do you think when it comes to community policing that there would be some benefits to pair up black and white officers to walk foot patrol to visually change the divisive narrative as well as be more relatable in most

		<p>mist situations when dealing with the community. This will also serve as a check and balance for both officers from a cultural standpoint.</p> <p>Also. Annually, how often do you think officers should be psychologically assessed to determine their mental health status in order to perform at the highest level. Making the best decisions for all involved when policing in Memphis?</p>
Roberta Pearl	38112	<p>I'm very concerned about the lack of transparency involving misconduct by Memphis police officers. We have the right to know when officers who are paid to protect us, break our trust. How will you increase transparency?</p>
Amanda Campbell	38107	<p>How would you address existing inequalities in how the laws are enforced?</p> <p>Would you collect demographic data in officer involved incidents and make this public?</p> <p>Would you increase transparency around disparate minority contact and treatment and make it public?</p>
William day	38018	<p>Do you believe in good and evil?</p>
Lisa Harris	38104	<p>1. What is your approach to engaging with the youth of the community, specifically those who may show defiant or delinquent behavior?</p> <p>2. What is your vision for community inclusivity?</p> <p>3. While Durham voters elected public officials, including council members, a new sheriff, a district attorney, and three judges, all committed to criminal justice reform, you still called for more officers and resources. How does your desire for more policing line up with true criminal justice reform?</p>
Melinda Lejman	38018	<p>Are there any roles/duties/calls you would like to see removed from the police and placed on other professionals/emergency service providers? (i.e., truancy calls, mental health calls, etc.) Do you plan on working on this and, if so, how?</p> <p>Would you consider hiring professionals with needed skills (such as mental health professionals and social workers) rather than more commissioned officers?</p>
Marissa Wheeler	38104	<p>How will you handle officer misconduct and discipline, especially with regard to racial profiling and excessive force?</p> <p>How will you address issues of excessive force and brutality by police officers in our city?</p> <p>How will you encourage ethical treatment of minorities?</p>

Janice Vanderhaar	38141	What is your track record regarding a Community Law Enforcement Review Board (CLERB)? Do you support CLERB having subpoena powers?
Catherine Hutchison	38112	Over the last few years Memphis has had a number of peaceful and spontaneous protests. What will your instructions be to the officers when dealing with peaceful protest?
Hannah Humphreys	38120	In a survey created by the Students Demand Action chapter at Crosstown High, of the 156 responses from youth across Memphis, 51.9% said that they feel less safe in the presence of a police officer. What would you do to create more trust between youth and police officers?
Shania Lee	38111	Gun violence has been rising within Memphis youth, what do you think is the role of police in preventing gun violence among youth?
Alandria F London	38106	Have you seen the Findings Report from the Mayor's Advisory Council for Reimagining Policing? What is your plan for implementing the recommendations of the Reimagining Policing report?
Alandria F London	38106	How would you respond to community members who wish to see the culture of MPD change from warrior to guardian? From enforcer to intervener?
Alandria F London	38106	What is your approach to engaging with the youth of the community, specifically those who may show defiant or delinquent behavior?
Ronald Alan Davis	38106	Would you consider hiring professionals with needed skills (such as mental health professionals and social workers) rather than more commissioned officers?
Paula Barnes	38104	<ol style="list-style-type: none"> 1. How do you plan to address policing and mental health issues that afflict many Memphians who are confronted by the police. Do you see the Memphis Police moving toward having Social Workers, and Psychologists on staff in each precinct to address such cases, rather than the police confrontations with force? 2. What is your thinking about dealing directly with violence in the community in general? 3. Shouldn't we be moving back to an enlarged concept and plan for community policing? Can faith based organizations help contribute to enlarging community policing within their neighborhoods? 4. Memphis needs policing transparency on many levels, one in particular would be transparency in police stops and arrests by race, gender, location, etc. Would you be willing to provide great data transparency to the full community? 5. Will you plan to address sexual assault and domestic violence within the police force, and help focus on DVA and sexual assault in the city of Memphis. This would also concern that status of rape kits in Memphis/Shelby County 6. Will you be willing to meet with community organizers, faith based organizations, and non-profits who are concerned about the

		<p>many issues surrounding policing in Memphis?</p> <p>7. What is your vision for reforming implicit bias, and what will that training look like?</p>
Ann Harbor	38138	<p>Are you supportive of neighborhood policing so citizens can better know their patrol persons?</p> <p>How can we restore confidence in policing? (back to the times when they were consider "peace" officers and our "friends".</p> <p>Do you believe the "wall of blue silence" is changing based on the testimony in the recent George Floyd case?</p>
Sara Oaks	38018	<p>How strong of a priority will de-escalation be for officers on your watch, how much training will take place for those methods and what type of accountability and monitoring will be implemented to ensure officers are clear and able to act on these readily on an ongoing basis?</p>
Valerie Peavy	38103	<p>What focus will your administration have on traffic violations? Driving through Memphis you will see such disregard for traffic laws. Pausing at right lights then speeding thru, speeding, driving around cars waiting for red light to change, no waiting for pedestrians to cross at crosswalk, turning right from left lane, and going straight from turn lanes are just a few of the everyday offenses you see driving through Memphis. Enforcement of traffic laws help enforcement of our laws.</p> <p>What will be your administration's focus for community policing? Effective policing allows both citizens and police to see each other outside of emergency calls.</p> <p>What directives will you give to ensure equal enforcement across the city? There are areas of the city that feel targeted for enforcement over other areas.</p> <p>I am excited about your upcoming administration and the positive changes I hope to see.</p>
Cary Pappas	38103	<p>Congratulations! Super excited for you to lead the MPD! I have a question that leads to a suggestion. I believe the MPD needs more funding, not less. I believe in many cases, we are having to send officers into situations that require different/additional skills to navigate, i.e. mental health issues, drug addition/reactions, repeated domestic issues/violence, homelessness etc. These are situations that require we all support our officers and community members in a different manner. My question, do you think we should have both the Police and the Peace department? The Peace department would have special skills to deal with the issues that are outside normal MPD dealing with criminal activity. Those skills would be around defusing situations. They would work hand and glove on issues in the community. I also believe both the MPD and</p>

		the PD should be provided with items to help the neighborhoods like boxed meals, bottled water, candy etc. Basically, let the departments bring assistance to the neighborhoods so we can build a bridge to trust and unity. I'm advocating for more funding, additional skills and a tweak to how we provide a safe, healthy environment for all.
Roberta Pearl	38112	Police are often called for help with those with mental health issues. How can mental health professionals and social workers be used to reduce regular police involvement that has often made the situation worse and led to police involved shootings?
Roberta Pearl	38112	City budgets are a reflect of city priorities. Will you lobby government officials to increase funding for mental health professionals and social workers, who will work with regular offices on calls, as essential to the promotion of public safety and speak out publicly on the need for such funding? And prioritize these needs over the desire to increase the number of police officers?
Nathan Thomas Wheeler	38104	Talk about your thoughts around police hiring in Memphis and outside of Memphis? In your career what are ways you have utilized community groups and how will you utilize community groups here in Memphis to create safer neighborhoods?
Peggy Jean Craig	38103	How would you tackle Memphis's rising homicide rate? Do you think more mental health professionals and social workers should be used to answer 911 calls? If so, how is this best done? Will you meet regularly with community organizers and activists from throughout Memphis who are concerned with policing practices to address their questions and concerns? What does community policing look like to you? How would you increase trust between the police and our community? What is your vision for safe communities? How will you accomplish it? What will your officers' relationship with the local community look like?
Ines Negrette	38088	The Hispanic/immigrant community are vulnerable targets of violent crimes in Memphis. What is your experience in dealing with the Hispanic/Latinx community and what is your plan of action here in Memphis to reduce the rate of violent crimes, particularly toward the Hispanic community?

Asher D Crouch	38120	Youth who are victims of gun violence are also at risk of perpetrating gun violence, what strategies do you support that would reduce this risk among youth?
melissa peeler	38117	<p>Can you talk a bit about your plan for recruiting for MPD, specifically how you will check for bias in new hires? Likewise, do you have a plan to proactively screen existing MPD Officers for bias to root out existing prejudice in the force.</p> <p>What is your track record working with community oversight bodies and how will you prioritize CLERB (Citizen's Law Enforcement Review Board.) Do you commit to responding publically to each of their recommendations and do you support CLERB having subpoena power- why or why not?</p> <p>Right now, the Crisis Intervention Team (CIT) at MPD seems, to many, like it exists in name only. Do you think more mental health professionals and social workers should be used to answer 911 calls with MPD and what do you see as the future role of Crisis Intervention Team and CIT training- how do you see that in your model of MPD moving forward?</p>
Kathryn McRitchie	38104	What is your philosophy regarding the role of police in crime prevention, in addition to crime response?
JUSTIN ADAMS	38111	<p>Chief Davis,</p> <p>What do you plan to do for hiring? The biggest issue is applicants are failing the 1.5 mile run, which eliminates a lot of good potential recruits. Departments across the country are omitting this run at the beginning and making it a requirement for graduation instead. And for the initial hiring phase, the obstacle course is being administered which mirrors what an officer would have to do during a foot pursuit. This is more realistic. Could this be an option?</p> <ol style="list-style-type: none"> 1. What about take-home cars? 2. Home purchasing down payment assistance? (Dallas PD has this) 3. Making recruiter and background investigator positions civilian positions? 4. Setting up agreements with apartment complexes for officers that live on property, to receive free or significantly reduced rent (Tulsa PD has this). <p>These are all things that will help with recruitment and most importantly retention. MPD has to start thinking outside the box and be more creative. What has always worked, no longer works.</p>
Samantha Rehm	38017	<p>How would you respond to protests, if they were to become violent(from either the protesters or police)?</p> <p>How would you respond to rising suicide rates?</p> <p>How do you think you can you change Memphis?</p>

Noah Quinton	38103	<p>What will the MPD's relationship and communication with ICE be like under your leadership?</p> <p>Talk about your strategy for ensuring that immigrants (regardless of status) are safe and protected in Memphis.</p> <p>Talk about your view on 'no knock warrants'.</p>
William D Hillis	38016	<p>Hello Chief Davis and thank you for your time. I would like to ask you how important it is to you in connecting the MPD and community organizations to help build healthy relationships with officers and the public they protect and serve. An example of an organization that was actually born out of the MPD is https://www.perfectharmonyycso.org/ Thank you.</p>
Janiece Lee	38002	<p>While Durham voters elected public officials, including council members, a new sheriff, a district attorney, and three judges, all committed to criminal justice reform, you still called for more officers and resources. How does your desire for more policing line up with true criminal justice reform?</p> <p>Memphis and Shelby County have a long history of being the most incarcerated populations in the state of Tennessee. As many of your residents in Durham realized, mass incarceration is not an effective tool in reducing crime long term and, in fact, leads to higher rates of violence and poverty. What role do you believe the police play in continuing the culture of mass incarceration and what do you plan to do to change that here in Memphis?</p> <p>Do you believe that police departments should acknowledge and apologize for historical harms primarily done to Black and Brown citizens at the hands of law enforcement as a part of rebuilding relationship and trust between law enforcement and community?</p>
Mary Lou McCaa	38120	<p>How do you gain the trust and respect of the officers and at the same time begin to change the military-approach that dominates the culture? What is your position on whether police officers should live in the city that they serve? What is your position on CLERB have supeona powers?</p>
Kynis P Douglas	38018	<ol style="list-style-type: none"> 1. In addition to grappling with the effects of a global health pandemic, Memphis is also plagued with high crime, gun violence and homelessness. As MPD chief, what will be your priorities within the first 90 days and how will determine what should be priority? 2. How you have engaged with the community/community organizations in your past roles and how do you intend to engage with all aspects of Memphis community? 3. What do you feel will be your biggest challenge as you assume this role and what are your preliminary plans to overcome it?

		4. How can citizens best support you (and the MPD as a whole) as you assume this new role?
Meggan Kiel	38112	How will you track whether or not there is disparate minority contact and treatment from MPD? Will you commit to making those data points transparent to the public for accountability?
Alandria F London	38106	How will you work within the Kendrick Consent Decree to protect the rights of residents who dissent and protest?
Alandria F London	38106	Would you collect demographic data in officer involved incidents and make this public?
Alandria F London	38106	What will you do to update and/or expand CIT training at MPD?
V Steven Parrish	38117	In addition to helping ensure that certain MPD policies have been correctly followed, what role might CLERB have in actually helping establish MPD policies under your leadership?
Gisela Guerrero	38016	Immigrant and undocumented communities are fearful of police officers because of their ongoing collaboration with ICE and many do not view MPD as a viable resource. How would you address the public safety concerns of growing immigrant communities in Memphis and do you support ending all MPD collaboration with ICE?
Karin Rubnitz	38120	How will you increase trust between the community and the officers?
Paul E Garner	38104	We've seen retaliation and resistance to community efforts toward police reform from the last two directors-from opposition to CLERB to revelations that MPD was conducting targeted surveillance of activists, journalists, and critics. What specific reforms for police accountability and transparency will you embrace as chief, and how can we expect your administration to differ when it comes to implementing reform and engaging in good faith with community activists and organizations that might be critical of MPD's polices and practices?