

Virtual Question & Answer with Chief Cerelyn "CJ" Davis Friday, April 30, 2021 at 1:00 p.m.

Total submissions received: 78

1. Citizen Information Sandra Summers 38111

Public Question for Chief Davis

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?

2. Citizen Information Hunter Demster 38112

Public Question for Chief Davis

Given Mayor Strickland's penchant for avoiding any kind of dissent, how will you you push back when he tries to silence you? \*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?

3. Citizen Information Cynthia Hailey 38115

Public Question for Chief Davis

What are your thoughts on equitable neighborhood policing? Do you think it is beneficial for the community as well as the officers?

Citizen Information Jeffrey Michael Lehr 38111

Public Question for Chief Davis

What should be done to reduce the impact of policing on mass incarceration and the racial inequities that characterize our criminal justice system?

Citizen Information Josh Adams 38116

Public Question for Chief Davis

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?

6. Citizen Information Cindy Hazen 38119

Public Question for Chief Davis

What exactly do you mean by community policing?

7. Citizen Information Sally Monteith Joyner 381125

Public Question for Chief Davis

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? 2) What is your policy on providing law enforcement certifications (I-918 Supplement B) for immigrant victims? 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.

8. Citizen Information Jeffrey Michael Lehr 38111

Public Question for Chief Davis

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?

9. Citizen Information B 38134

Public Question for Chief Davis

Are you aware of police departments around the country that have gotten community policing right, particularly the Community Safety Partnerships in the LAPD?

10. Citizen Information Jeffrey Michael Lehr 38111

Public Question for Chief Davis

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?

11. Citizen Information Barbara E Andrews 38107

Public Question for Chief Davis 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)

12. Citizen Information Roberta Pearl 38112

Public Question for Chief Davis

We need real change in public safety policy in Memphis. What is your plan for community policing? Give details.7

13. Citizen Information Eddie Hodges 38127

Public Question for Chief Davis 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 mist situations when dealing with the community. This will also serves as a checks and balance for both officers from a cultural standpoint.

14. Citizen Information Lisa Harris 38104

Public Question for Chief Davis

1. What is your approach to engaging with the youth of the community, specifically those who may show defiant or delinquent behavior? 2. What is your vision for community inclusivity? 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?

15. Citizen Information Melinda Lejman 38018

Public Question for Chief Davis

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? Would you consider hiring professionals with needed skills (such as mental health professionals and social workers) rather than more commissioned officers?

16. Citizen Information Hannah Humphreys 38120

Public Question for Chief Davis

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?

17. Citizen Information Alandria F London 38106

Public Question for Chief Davis

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?

18. Citizen Information Alandria F London 38106

Public Question for Chief Davis

1. How would you respond to community members who wish to see the culture of MPD change from warrior to guardian? From enforcer to intervener? 2. What is your approach to engaging with the youth of the community, specifically those who may show defiant or delinquent behavior?

19. Citizen Information Ronald Alan Davis 38106

Public Question for Chief Davis

Would you consider hiring professionals with needed skills (such as mental health professionals and social workers) rather than more commissioned officers?

20. Citizen Information Paula Barnes 38104

Public Question for Chief Davis

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. 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? 3. Will you be willing to meet with community organizers, faith based organizations, and non-profits who are concerned about the many issues surrounding policing in Memphis? 10 4. What is your vision for reforming implicit bias, and what will that training look like?

21. Citizen Information Ann Harbor 38138

Public Question for Chief Davis

Are you supportive of neighborhood policing so citizens can better know their patrol persons? How can we restore confidence in policing? (back to the times when they were consider "peace" officers and our

"friends". Do you believe the "wall of blue silence" is changing based on the testimony in the recent George Floyd case?

22. Citizen Information Valerie Peavy 38103

Public Question for Chief Davis

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.

23. Citizen Information Cary Pappas 38103

Public Question for Chief Davis

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 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.

24. Citizen Information Roberta Pearl 38112

Public Question for Chief Davis

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?

25. Citizen Information Roberta Pearl 38112

Public Question for Chief Davis

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?12

26. Citizen Information Peggy Jean Craig 38103

Public Question for Chief Davis

1. Do you think more mental health professionals and social workers should be used to answer 911 calls? If so, how is this best done? 2. Will you meet regularly with community organizers and activists from throughout Memphis who are concerned with policing practices to address their questions and concerns? 3. What does community policing look like to you? 4. How would you increase trust between the police and our community? 5. What will your officers' relationship with the local community look like?

27. Citizen Information William D Hillis 38106

Public Question for Chief Davis

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.perfectharmonyco.org/> Thank you.

28. Citizen Information Mary Lou McCaa 3812013

Public Question for Chief Davis

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 subpoena powers?

29. Citizen Information V Steven Parrish 38117

Public Question for Chief Davis

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?

30. Citizen Information Gisela Guerrero 38016

Public Question for Chief Davis

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?

31. Citizen Information Karin Rubnitz 3812014

Public Question for Chief Davis

How will you increase trust between the community and the officers?

32. Citizen Information Paul E Garner 38104

Public Question for Chief Davis

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 policies and practices?

33. Citizen Information Kevin Smith 38128

Public Question for Chief Davis

Is the new Police Director willing to take a 50% pay cut and benefit cut to hire more police? 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. Rules and laws without relationships reaps crime. How is the new Police Director going to fight the corrupt Memphis City Council that hates police by playing race, politics, and resident issues?

34. Citizen Information Nick Musarra 38120

Public Question for Chief Davis

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.

35. Citizen Information Joseph B Kent 38117

Public Question for Chief Davis 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.

36. Citizen Information Eddie Hodges 38127

Public Question for Chief Davis

Annually, how often do you think officers should be psychology 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?

37. Citizen Information Catherine Hutchison 38112

Public Question for Chief Davis

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?

38. Citizen Information Sara Oaks 38018

Public Question for Chief Davis

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?

39. Citizen Information Valerie Peavy 38103

Public Question for Chief Davis

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.



40. Citizen Information Nathan Thomas Wheeler 38104

Public Question for Chief Davis

Talk about your thoughts around police hiring in Memphis and outside of Memphis?

41. Citizen Information Peggy Jean Craig18 38103

Public Question for Chief Davis

What is your vision for safe communities? How will you accomplish it?

42. Citizen Information melissa peeler 38117

Public Question for Chief Davis

1. 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. 2. 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?

43. Citizen Information JUSTIN ADAMS 38111

Public Question for Chief Davis

Chief Davis, 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? 1. What about take-home cars? 2. Home purchasing down 19 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). 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.

44. Citizen Information Samantha Rehm 38017

Public Question for Chief Davis

How would you respond to protests, if they were to become violent (from either the protesters or police)? How would you respond to rising suicide rates? How do you think you can change Memphis?

45. Citizen Information Noah Quinton 38103

Public Question for Chief Davis

What will the MPD's relationship and communication with ICE be like under your leadership? Talk about your strategy for ensuring that immigrants (regardless of status) are safe and protected in Memphis. Talk about your view on 'no knock warrants'.

46. Citizen Information David Sowell 38107

Public Question for Chief Davis

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?

47. Citizen Information Yolanda Sutton 38109

Public Question for Chief Davis

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. 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. 2. What are your thoughts on policing the police now this law will target us more so than the other people. 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. 1. Broken Tail light

48. Citizen Information Michael Nicholas McGlasson 3812221

Public Question for Chief Davis

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? Thank you, Michael McGlasson

49. Citizen Information Jeffrey Michael Lehr 38111

Public Question for Chief Davis

You recently described Tennessee's new open-carry gun law to be "inconsiderate". Please explain why Memphians should be concerned about this.

50. Citizen Information Shania Lee 38111

Public Question for Chief Davis

Gun violence has been rising within Memphis youth, what do you think is the role of police in preventing gun violence among youth?

51. Citizen Information Asher D Crouch 3812022

Public Question for Chief Davis

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?

52. Citizen Information Alandria F London 38106

Public Question for Chief Davis

How will you work within the Kendrick Consent Decree to protect the rights of residents who dissent and protest?

53. Citizen Information Alandria F London 38106

Public Question for Chief Davis

What will you do to update and/or expand CIT training at MPD?

54. Citizen Information Sandra J Boyd 38118

Public Question for Chief Davis

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?

55. Citizen Information Nathaniel Smith 38104

Public Question for Chief Davis

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.

56. Citizen Information Jeff Warren 38112-5403

Public Question for Chief Davis

How will the GVIP help lower our murder rate?

57. Citizen Information<sup>24</sup> Tameka Greet 38106

Public Question for Chief Davis

Outside of police intervention, what do feel are the top interventions necessary to reduce crime?

58. Citizen Information Paula Barnes 38104

Public Question for Chief Davis

What is your thinking about dealing directly with violence in the community in general?

59. Citizen Information Kathryn McRitchie 38104

Public Question for Chief Davis

What is your philosophy regarding the role of police in crime prevention, in addition to crime response?

60. Citizen Information Peggy Jean Craig 38103

Public Question for Chief Davis

How would you tackle Memphis' rising homicide rate?

61. Citizen Information Cherisse Scott 38125

Public Question for Chief Davis

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?

62. Citizen Information Carmen Kelley 38018

Public Question for Chief Davis

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?

63. Citizen Information Lora Oakes Chatfield 38112

Public Question for Chief Davis

27 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?

64. Citizen Information Amanda Campbell 38107

Public Question for Chief Davis

How would you address existing inequalities in how the laws are enforced? Would you collect demographic data in officer involved incidents and make this public? Would you increase transparency around disparate minority contact and treatment and make it public?

65. Citizen Information Marissa Wheeler 38104

Public Question for Chief Davis

How will you handle officer misconduct and discipline, especially with regard to racial profiling and excessive force? How will you address issues of excessive force and brutality by police officers in our city? How will you encourage ethical treatment of minorities?

66. Citizen Information Roberta Pearl 38112

Public Question for Chief Davis

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?

67. Citizen Information Paula Barnes 38104

Public Question for Chief Davis

1. 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? 2. 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

68. Citizen Information Meggan Kiel 38112

Public Question for Chief Davis

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?

69. Citizen Information Alandria F London 38106

Public Question for Chief Davis

Would you collect demographic data in officer involved incidents and make this public?

70. Citizen Information David Szczepanski 38125

Public Question for Chief Davis

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 Memphis 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.

71. Citizen Information Jeff Warren 38112-5403

Public Question for Chief Davis

What do you see as any differences in coordination with other agencies here as compared to your Durham experience?

72. Citizen Information William day 38018

Public Question for Chief Davis

Do you believe in good and evil?

73. Citizen Information Janice Vanderhaar 38141

Public Question for Chief Davis

What is your track record regarding a Community Law Enforcement Review Board (CLERB)? Do you support CLERB having subpoena powers?

74. Citizen Information Nathan Thomas Wheeler

38104

Public Question for Chief Davis 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?

75. Citizen Information Ines Negrette 38088

Public Question for Chief Davis

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?32

76. Citizen Information melissa peeler 38117

Public Question for Chief Davis

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?

77. Citizen Information Janiece Lee 38002

Public Question for Chief Davis

1. 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? 2. 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? 3. 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?

78. Citizen Information Kynis P Douglas 38018

Public Question for Chief Davis

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?