Hearst Television 'Hate in the Homeland' 2021 Survey

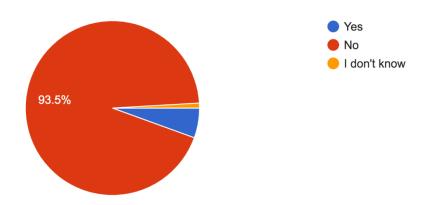
This survey was conducted by the Hearst Television National Investigative Unit as part of its series, 'Hate in the Homeland.' The survey link was sent to 14,587 police departments and sheriff's offices in all 50 states between Mar. 15, 2021-Apr. 11, 2021. Respondents were asked 42 questions about the prevalence of hate incidents in their communities, reporting standards, resources to investigate hate crimes, extremism in their ranks, and other related topics. Respondents were granted anonymity if they did not wish to disclose their identity; not all respondents answered all questions.

Some of the questions were multiple choice and others asked respondents to leave written answers. For those written answers, Hearst Television has provided a sample of the total responses received.

Researchers or media outlets who wish to use this data for educational, administrative, or reporting purposes may do so with mandatory courtesy to the "Hearst Television National Investigative Unit." For questions about this survey, please contact: investigate@hearst.com.

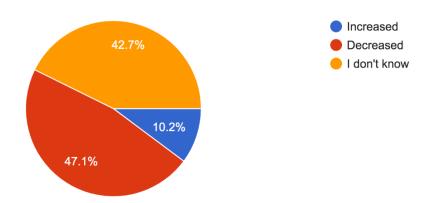


1. Has your law enforcement agency seen an increase in hate-related incidents (defined broadly for this survey as racially motivated extremism inclusiv...iction in the previous five years? (please pick one) 434 responses

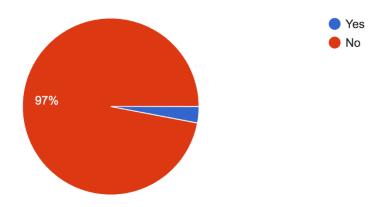


2. Thinking more narrowly over the past two years, has hate incidents in your community... (please pick one)

412 responses



3. Has the COVID-19 pandemic affected the number of hate-based incidents in your community? 434 responses



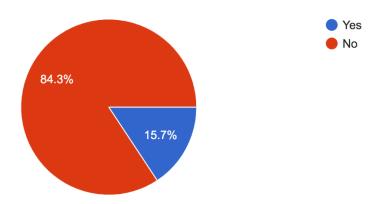
3. Has the COVID-19 pandemic affected the number of hate-based incidents in your community?

- "The reason I answered no is because calls overall were down with covid and less interaction between members of the public." -A police department in lowa
- "COVID affected everything across the board. All classifications of crime dropped precipitously as did the number of calls for service." -A police department in Pennsylvania
- "Anti Asian Graffiti & vandalism" -A police department in New York

- "People making complaints against orthodox Jewish community" -A sheriff's office in New Jersey
- "Recent white supremacist graffiti spray painted at various locations throughout the area" -A police department in Ohio

4. Has your department, office, or agency launched any initiatives to combat hate-inspired incidents?

433 responses



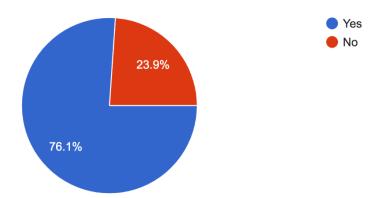
If yes, please explain what initiatives you've launched or expanded. Please be as specific as possible (e.g. program, funding, results, goals, etc.).

- "We have created a Citizens Advisory Board made up of a wide range of demographics of our community. This has increased transparency in our police department and opened further, candid communications with our citizens. We have also increased our social media postings related to this topic, to hopefully better educate the public, and in taking a somewhat proactive approach." -A police department in Texas
- "We started an initiative with our local Spanish speaking business owners and church pastors to bridge a better working relationship so that there are no fears of reporting crimes, or complaints to the sheriff's office. Locally we also have our criminal and narcotic officers keep up with any intel on people we have received complaints on that are tied to extremist hate groups." -A sheriff's office in Mississippi
- "The Police Department launched a Town Committee called the Human Relations Committee to meet monthly to discuss any central issues regarding race, religion, national origin, gender, gender identity or any other subject that related to negative human relations. This was not to be just focused on police relations but the overall community relations." -A police department in Massachusetts
- "We are currently working with other local agencies to put together a new training course, this course focuses on ethics, morals, perception of police, and community expectations. We are hoping to have first classes presented in April 2021." -A police department in Missouri
- "Riot type of training for all deputies" -A sheriff's office in South Carolina
- "We have LGBTQ unit to work in the community and also have a task force officer assigned to the FBI to assist with hate crime incidents." -A police department in North Carolina

If no, do you plan to launch such initiatives within the next year?

- "No, hate crimes are not prevalent in this area, nor have they been in 50 years." -A police department in Arkansas
- "We are not seeing a lot of hate driven crime. other than BLM attacking Trump supporters at rallies. Since Trump is no longer in office, we anticipate this hate to diminish." -A police department in California
- "Yes, we are planning on educating the youth of our area about hate inspired acts/incidents along with other issues."
 -A police department in Arizona
- "Continued education efforts with stakeholders." -A police department in Pennsylvania
- "Planning on working with Tribal Agencies to better serve the Native American population." -A police department in New Mexico
- 5. Do you currently have enough resources (e.g. administrative, investigative, community outreach officers, etc.) to be able to fully respond to hate crimes in your area?

 435 responses

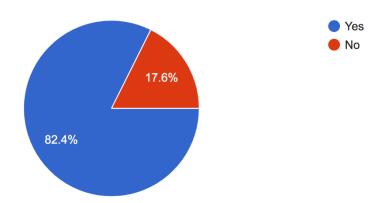


If no, which resources do you lack? (administrative, financial, investigative, community outreach officers, other; if other, please explain).

- "Financial, personnel. We are a small agency with strict budgetary guidelines to follow." -A police department in Florida
- "We lack financial resources and investigative personnel. We received a grant to hire a new officer, however, with the onset of Covid, the Town decided not to accept the grant due to financial concerns. This officer was being hired to take over investigations and be a community outreach officer." -A police department in Indiana
- "All of the above, and we are having trouble filling our current positions, and have few prospects for future employees." -A sheriff's office in Georgia
- "Dedicated officers for community outreach and specialized operations." -A police department in Texas
- "We have enough resources to conduct initial investigations" -A police department in California

6. Do you currently have enough resources (e.g. administrative, financial, investigative, community outreach officers, etc.) to be able to fully report hate crimes to federal or state agencies?

432 responses



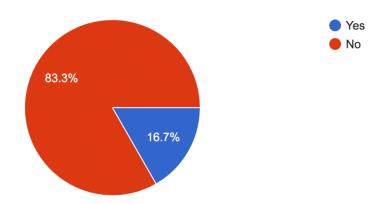
If yes, what is the source of those resources? (e.g. municipal tax base, external grants, state funding, federal funding, etc.).

- "All of the examples listed are currently utilized to great extent." -A police department in Alaska
- "The time it takes to submit a report online." -A police department in Pennsylvania
- "We are required to report hate crimes to the state. We have a policy on responding to hate and bias related incidents. We have an investigator that is designated as our civil rights investigator and he recently took a refresher course in his duties." -A sheriff's office in Maine

If no, which resources would be most beneficial? (administrative, financial, community outreach officers, other; if other, please explain).

- "We are currently understaffed for our busiest times of the year. We need more administrative help and another patrol officer." -A police department in New Hampshire
- "Administrative, financial, community outreach officers, training and basic equipment." -A police department in Missouri
- "Administrative personnel for collection and reporting of data" -A police department in Nevada

7. Have you expressed your view to your state legislature on whether more resources are needed? 431 responses



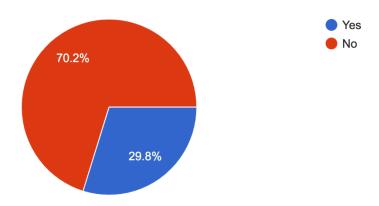
If yes, were you satisfied with the response?

- "Yes, we have accomplished this through our state representative, state senator, and our US Congress person for our specific region. Responses were satisfactory from each." -A police department in Texas
- "No. They seem to only listen to the three or four largest agencies in the state." -A police department in New Hampshire
- "Yes particularly funding for training and outreach programs" -A police department in Connecticut
- "Yes. The AG's Office has begun creating model hate crime SOPs and putting together trainings for specific Hate Crime Officer liaisons to handle such matters." -A police department in New Hampshire

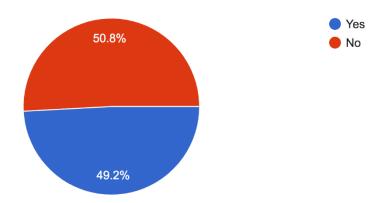
If no, do you intend to do so this year?

- "In our area we are not seeing this as an issue causing trends. We are having serious issues with mental health." -A police department in lowa
- "The Police Chief's Association has been expressing numerous views to elected officials" -A police department in Missouri
- "Don't feel there is a need as we have the resources." -A sheriff's office in Michigan
- "No, I will never discuss my views with state legislature or any other politician, my views are not applicable to my job." -A police department in Texas
- "We will express our overall policing concerns through the Kansas Association of Chiefs of Police (KACP)." -A police department in Kansas

8. On Feb 25, 2021, the U.S. Department of Homeland Security announced it would make available \$77 million in grants to state and local jurisdictio... extremism. Do you intend to apply for those grants? 433 responses

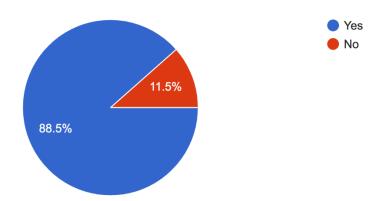


9. In 2019, the U.S. Department of Homeland Security cut Countering Violent Extremism (CVE) grants. Based on your experience with the threat environment, was that funding decision a mistake? 415 responses



10. Thinking now of partner agencies: do you get enough support from your state's attorney general when responding to, investigating, and/or reporting hate incidents?

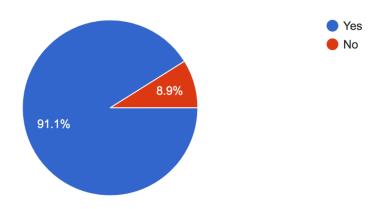
426 responses



If no, please explain what support you'd like to receive.

- "We tend to make referrals for these kinds of incidents to our federal agency partners." -A police department in lowa
- "Being a small agency, we could use investigative assistance. We just don't have the personnel" -A police department in Pennsylvania
- "I am not aware of any support we receive from the Indiana's Attorney General, this may be an oversight or lack of knowledge, but I am unaware of any support. I would like to receive information from the Attorney General on what is offered from his/her office." -A police department in Indiana
- 11. Do you get enough support from your state's top law enforcement force (e.g. state police, state patrol, highway patrol, etc.) when responding to, investigating, and/or reporting hate incidents?

 427 responses

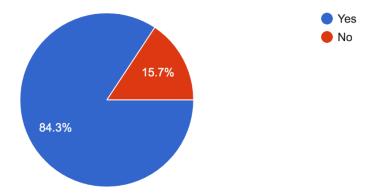


If no, please explain what support you'd like to receive.

- "Manpower to assist in investigations" -A sheriff's office in Indiana
- "I would like the county to take over all hate crimes." -A police department in Wisconsin
- "Depends on the situation and whether or not the local state police post has enough staffing and resources available.
 The State Police at times will pick and choose what they want to respond or assist with." -A sheriff's office in Michigan

12. Do you get enough support from the U.S. Department of Homeland Security when responding to, investigating, and/or reporting hate incidents?

421 responses

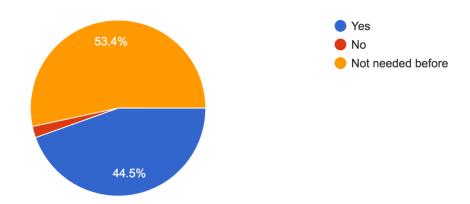


If no, please explain what support you'd like to receive.

- "Never hear from DHS. Not really a need to." -A police department in Kansas
- "More current intelligence data on activities/plans of these groups." -A police department in Texas
- "More information on how to use new resources" -A police department in Illinois
- "Unknown since we have not reached out to DHS. We'd appreciate learning what training, services and support DHS can provide." -A police department in Kansas

13. Do you get enough support from the FBI when responding to, investigating and/or reporting hate incidents?

431 responses

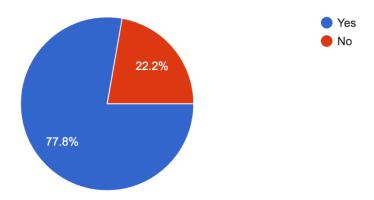


If no, please explain what support you'd like to receive.

- "FBI seems "too busy" to handle cases on a local level" -A police department in Pennsylvania
- "Intelligence" -A sheriff's office in New Jersey
- "Haven't had the need" -A police department in Pennsylvania

14. Does your organization currently train your law enforcement officers on how to identify markers of radicalization and how to identify and investigate hate crimes?

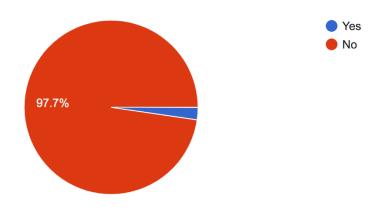
432 responses



If no, do you plan to start such training in the coming year?

- "In the future yes" -A police department in South Dakota
- "WE send officers to the appropriate training as it becomes available through the training academy." -A police department in North Carolina
- "I would like to offer officers that training. With being a smaller agency, a video that could be utilized during a monthly training would be ideal." -A police department in Indiana
- "Due to lack of funding in training budget this will not be possible" -A police department in Pennsylvania

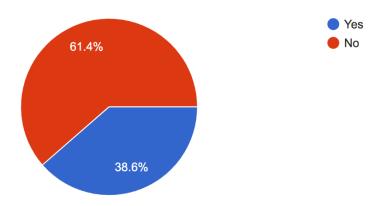
15. Does your organization have a dedicated hate crimes unit? 434 responses



If no, do you plan to start such a unit in the coming year?

- "No, we are a small agency and there is not enough hate crime to warrant a specialized unit." -A police department in California
- "There are no plans at this time to start a Hate Crimes unit since we have not had any reported incidents." -A police department in Florida
- "I would love to but we don't have enough officers" -A police department in Alabama

16. On March 2, 2021, FBI Director Christopher Wray testified during a U.S. Senate hearing that white supremacists are the greatest domestic terr...ving threat." Do you agree with those statements? 412 responses

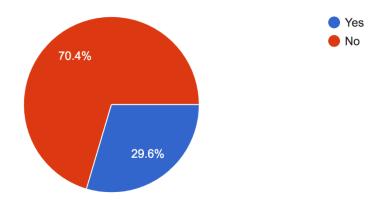


If no, please explain what a greater threat would be.

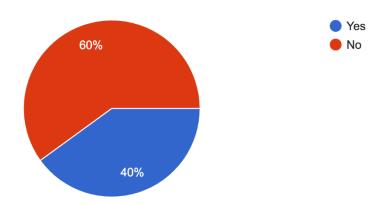
- "I believe that the greatest domestic threat are open borders enabling drug cartels and terrorist to cross into our country unbothered." -A police department in Arkansas
- "Any EXTREME political/ideological view is a potential threat. I believe it is myopic to pigeonhole one particular ideology as the "greatest threat."" -A police department in lowa
- "The media's attempt to create further political polarization in order to drive profits." -A police department in Arkansas

17. Thinking now of data reporting: Based on your law enforcement experience, does the FBI hate crimes report, which relies on voluntary submissions, underestimate hate crimes in your state?

419 responses

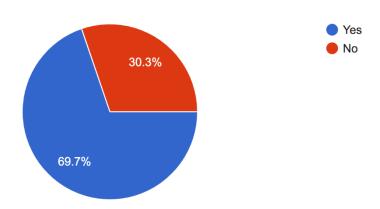


18. Do you believe hate crime data reporting in the United States is insufficient? 420 responses



19. Has your department, office, or agency contributed hate crime data to the FBI or Department of Justice?

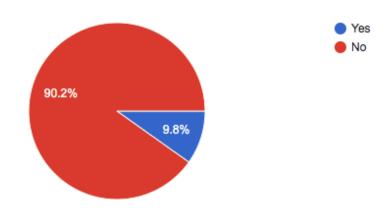
433 responses



- "We report to a state agency. Not a federal one." -A sheriff's office in South Carolina
- "We have had two incidents where BLM activists have assaulted elderly people at a Trump Rally. No reports were taken, as the victim refused to report crime and left the area before police could document." -A police department in California
- "We have in the past. We have not experienced hate crimes recently." -A sheriff's office in Nevada

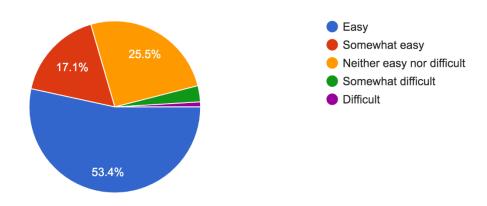
20. When submitting hate crimes information to federal data collection systems (i.e. FBI's Summary Reporting System [SRS], the National Incident-Based Reporting System [NIBRS], the Department of Justice's National Crime Victimization Survey [NCVS]), have you experienced any problems with the reporting systems themselves?

428 responses

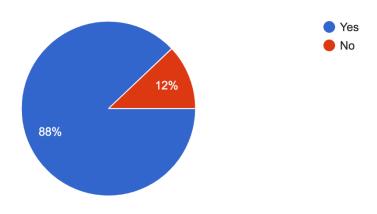


21. How easy is it for your department, office, or agency to report hate crimes to federal and/or state agencies?

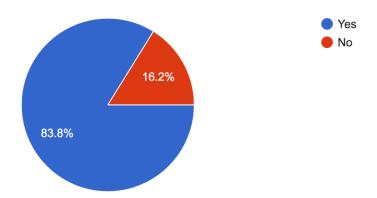
427 responses



22. The FBI changed the hate crime reporting system from the Summary Reporting System (SRS) to the National Incident-Based Reporting System (NIBRS). Does your agency have access to NIBRS? 432 responses



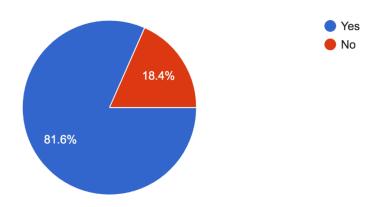
If yes, do you know how to use it sufficiently? 390 responses



- 23. If you could recommend changes to the hate crime reporting systems mentioned above to increase ease of use and encourage participation, what would those changes be?
 - "Some NIBRS error messages are difficult to understand but third party reporting software does a sufficient job of explaining the errors and assisting with correction." -A police department in Arkansas
 - "Remind the federal bureaucracy not all LE agencies are the size of L.A., Chicago, Houston and KC. Smaller agencies need appropriate response and support as well." -A police department in Kansas

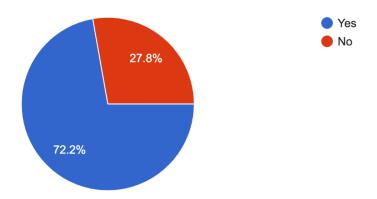
- "NIBRS appears to be very complex with too many UCR categories overall. Collectively, reports take more time thus officers are pulled off the street for longer periods of time for data collection purposes. Simplify categories less is more" -A police department in Pennsylvania
- "the definition of what a hate crime is, there are so many different opinions that it is hard to make sure that what you believe is a hate crime is actually a hate crime." -A police department in North Carolina
- "Make it mandatory, then the true scope of the problem will be known." -A police department in Illinois
- 24. Should the reporting of hate crimes to a federal or state agency be mandatory for law enforcement organizations like yours?

430 responses



25. Would you be in favor of legislation in your state to make hate crimes reporting (whether to state or federal agencies) mandatory?

428 responses



If yes, please explain why.

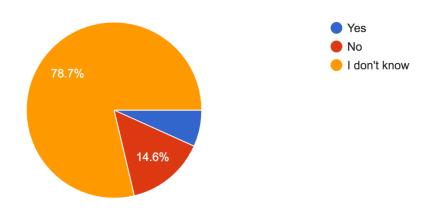
- "Hate Crimes are a threat to the entire community. Reporting and being aware of hate crime trends can lead to prevention and identifying underlying issues that should be addressed." -A police department in California
- "These crimes are underreported. We need more awareness and more consistency in reporting standards." -A police department in lowa
- "I believe it provides a good picture of what is happening across the state. I wouldn't want to minimize the numbers, but wouldn't want to exaggerate either." -A sheriff's office in Maine
- "Making mandatory reporting would make all departments follow the same rules." -A police department in Missouri
- "I'd support all UCR/NIBRS reporting to be mandatory in all states. Only a few state statutorily mandate reporting. I also believe that all law enforcement agencies should be required by law to publish an Annual Report on agency operations, crime data and community engagement efforts." -A police department in Kansas

If no, please explain why.

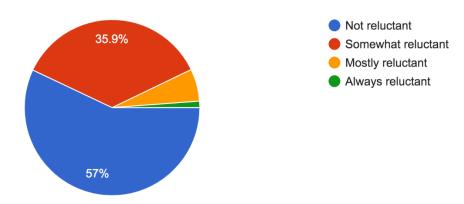
- "We have little staff and not enough time to do it." -A sheriff's office in Colorado
- "I believe that voluntary reporting by law enforcement is sufficient." -A police department in Florida
- "Hate or bias crimes are already being reported. Additional mandates on police agencies don't address or reduce the
 issue. Mandating many times creates statistics that are not always accurate." -A police department in Maryland
- "Most hate crimes are already reported in our state. Most agencies are small departments that do not have the
 ability or man power to make these reports. We are lucky we do but we are an exception to the rule." -A sheriff's
 office in Mississippi
- "I do not believe that law enforcement agencies should be used as statistic collection portals." -A sheriff's office in Nehraska
- "To many mandates pulls officers off of the streets and prevents proactive work." -A police department in New Mexico

26. Do you believe the NCVS, National Crime Victimization Survey, at the DOJ's Bureau of Justice Statistics is more accurate than the FBI's NIBRS, National Incident-Based Reporting System?

432 responses



27. Based on your experience in law enforcement, are members of your community who are victims or suspected victims of hate crimes, or ha...luctant to come forward and report that incident?
421 responses



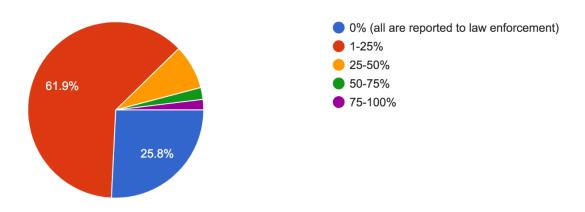
If you answered somewhat, mostly, or always reluctant, please explain why you believe that to be the case.

• "Lack of confidence in the system; fear of retaliation." -A police department in Pennsylvania

- "Victims in general are somewhat reluctant to report crime, particularly "minor" crime such as vandalism & harassment, because they don't feel the benefit or believe it will result in a positive outcome." -A police department in South Carolina
- "They know the justice system is broken and nothing will be done by the courts." -A sheriff's office in Colorado
- "They have lived with it for so long. Some don't even realize it is a crime." -A police department in Maine

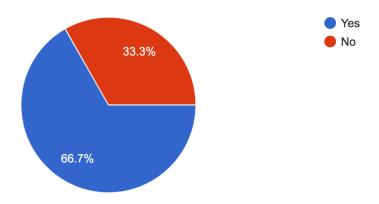
28. What percentage of suspected hate crimes or hate-inspired incidents in your community do you believe occur but are NOT reported to law enforcement?

415 responses



29. Under your leadership, have you taken steps to encourage victims to report hate crimes to your department, office, or agency?

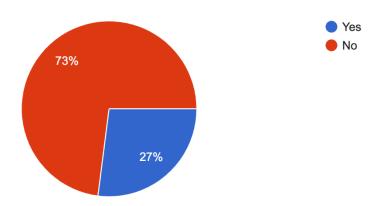
427 responses



If yes, please explain with as many specifics as possible.

- "Created a Citizens Advisory Board, moved our policy manual to "on-line" web access for public viewing." -A police department in Texas
- "Put out public messages saying those types of crimes will not be tolerated and all resources will be used to investigate them and prosecute them swift and harsh." -A police department in Pennsylvania
- "Proactively reaching out to community partners who represent our citizens who would fall into the protected groups of the statute. Providing liaisons to each community, ensuring quality investigations and victim support is happening. Asking for feedback in our processes. Involving the community partners to be involved in training for our Department." -A police department in Nebraska
- "We encourage ALL of our citizens to report ALL crimes. We participate in Crime-stoppers programs which allow citizens to anonymously report crimes as well. We also utilize social media outlets to obtain crime related information." -A sheriff's office in Alabama
- "Community oriented policing strategies. Meeting with and building relationships with minority community leaders. Following up with minority victims to ensure no language barriers existed at the time of report. Training officers on empathy, fairness, dedication, and integrity and requiring the same from them." -A police department in Georgia
- "This agency provides outreach through our Crime Victims Unit, including our two Crime Victim Advocates who reach out to the local communities." -A police department in Texas

If no, do you plan to do so this year? 185 responses



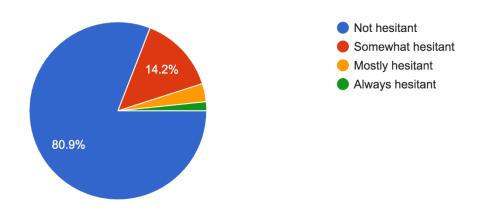
If you answered yes that you are planning to do so this year, what steps are you planning to take?

- "We are planning on using social media outlets to inform and educate the public." -A police department in Arizona
- "I plan to start having monthly meetings at our City Hall Building for the public to come in and voice concerns, and while they are here I plan to make all resources possible available for them, for information on all varieties of crimes that they may be victims of." -A police department in Missouri

- "Meet with Tribal Jurisdictions to bridge the gap of communication." -A police department in New Mexico
- "We have a victim advocate at our police department, she also utilizes social media quit often for the department. We just talked about placing more information on social media so victims can feel more comfortable reporting hate crimes." -A police department in Indiana

30. Based on your experience in law enforcement, do you think prosecutors in your community are hesitant to file hate crime charges?

424 responses

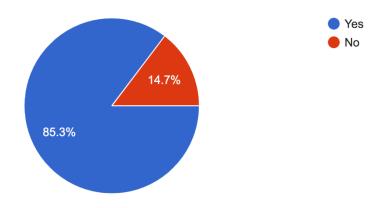


If you answered somewhat, mostly, or always hesitant, please explain why you believe that to be the case.

- "Most prosecutors are cautious, typically requiring overwhelming evidence prior to considering charging." -A police department in Maryland
- "They always tell me that we need a jury to believe it was hate and it's hard to prove. If it's not a 100 percent guaranteed case prosecutors don't want it. Many cases are denied prosecution for fear of losing and elected DA's don't want bad numbers for election. Trust me on this one as a 20 year policeman." -A police department in Pennsylvania
- "Most prosecutors are not familiar with hate crimes and that lack of comfort with the statute or process can make prosecution difficult on marginal cases." -A police department in lowa

31. Turning now to your law enforcement organization: does your background/hiring process screen for extremist views among your employees or prospective employees?

423 responses



If yes, please provide examples.

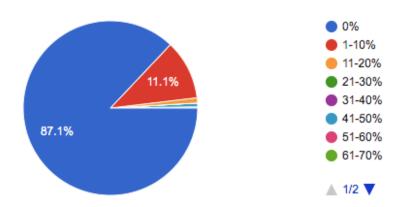
- "This is part of the background investigation process as well as psychological testing. Social media is reviewed, neighbors, friends, employers and school officials are also interviewed. Tattoos are inventoried and reviewed as well." -A police department in Kansas
- "Our background is very intensive and includes review of social media and a polygraph" -A police department in California
- "In addition to the standard questions required, our hiring process requires prospective employees to sign a release and share all social media platforms for review. We conduct employment interviews with applicants' family members, neighbors, former employers, former co-workers, educators and anyone else that may know or have known the applicant." -A police department in Pennsylvania
- "Our background investigations hope to identify extremist views by examining all aspects of an applicant's history.
 Our process could be modified to exhibit more detailed screening but we have not had any issues in past hiring." -A police department in Oklahoma

If no, do you intend to adopt such questions in the coming year?

- "Possible but will require additional information and reasons to do so." -A police department in Minnesota
- "No, we have not had any issues relating to this with our hiring process." -A police department in Nebraska
- "Yes due to current situations" -A police department in Texas

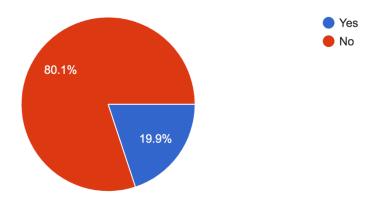
32. Approximately what percentage of your organization's employees do you believe are supportive of white supremacist viewpoints?

425 responses



33. Do you believe that law enforcement generally has a problem with members holding such viewpoints?

427 responses

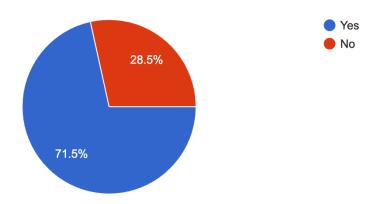


If yes, what are you doing to mitigate that problem?

- "Not hired and/or get rid of officers who support just viewpoints. You are either against it or for it. There is no middle ground." -A police department in Florida
- "Diversity In hiring, open dialogue, policies and procedures prohibiting such conduct" -A police department in Texas
- "Policy Implementation prohibiting such conduct, Social media monitoring, Comprehensive background investigations, Zero tolerance policies" -A police department in Connecticut

34. Does your department, office, or agency have any written policy or policies that prohibit your sworn officers from belonging to extremist and/or white supremacist organizations?

425 responses

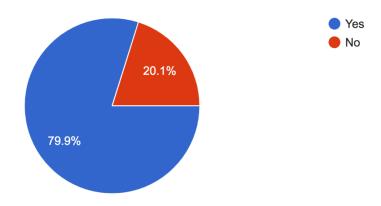


If no, do you intend to adopt such a policy in the coming year?

- "We are in the process of reviewing and rewriting our policies, and this will likely be included." -A sheriff's office in Maine
- "I do not feel there is a need, if there was the answer would be yes." -A police department in Rhode Island
- "No. Our general policy of impartial policing and professional standards cover this." -A police department in South Carolina

35. Does your department, office, or agency have any written policy or policies that prohibit your sworn officers from actively espousing ideologies that encourage hate or extremist views?

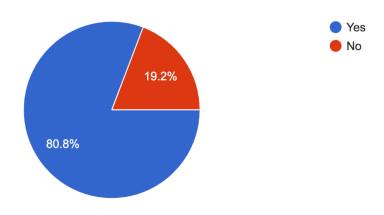
427 responses



If no, do you intend to adopt such a policy in the coming year?

- "We are currently updating our policy and procedures. Will talk with our town attorney to add a section about ideologies about hate and extremist viewpoints." -A police department in Indiana
- "Not specific, but other general policies are applicable to addressing extreme views." -A police department in Oregon
- "No, Officers are citizens equal to anyone else, and free to engage in constitutionally protected activities just as any other citizen. The moment it affects their job performance or becomes criminal behavior it is already covered under existing policy and laws." -A police department in Ohio

36. Does your department, office, or agency have any written policy or policies that prohibit your sworn officers from having symbols at work that ar...d with hate or extremist groups or organizations? 427 responses

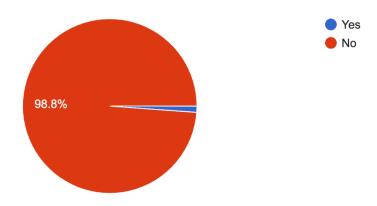


If no, do you intend to adopt such a policy in the coming year?

- "We informally monitor this for now. We are a small agency (42 cops). We have the ability to police this. It has not been a problem up to this point." -A police department in lowa
- "Not needed at this time" -A police department in Wisconsin
- "We are currently updating our policy and procedures. Will talk with our town attorney to add a section about symbols at work associated with hate or extremist groups viewpoints." -A police department in Indiana
- "No. If someone promotes anything that is hateful, I will simply fire them." -A police department in lowa

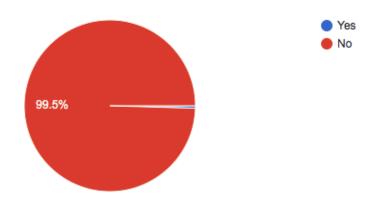
37. Have you begun any investigation into an employee for their participation into the events on Jan. 6, 2021, at the U.S. Capitol?

429 responses



38. Have any current or former members of your law enforcement organization been arrested and/or prosecuted for committing hate crimes or other kinds of extremist activity in the past 10 years?

430 responses

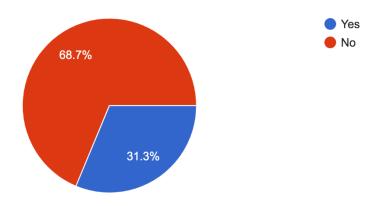


If yes, how many?

- "We have had officers threatened and been victims of vandalism based on their occupation." -A police department in Maryland
- "My community wanted to know if any officers were a part of the capital riots and I did a check and none were there or even out of state." -A police department in Massachusetts

39. Do you collect data on current or former members of your law enforcement organization who have been arrested and/or prosecuted for hate crimes or other kinds of extremist activity?

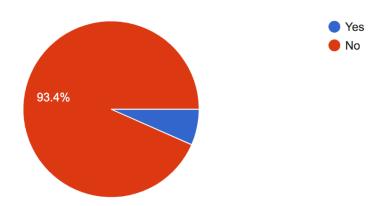
422 responses



If no, do you intend to adopt such collection in the coming year?

- "Not unless some type of incident occurs that would necessitate the need to start that data collection" -A police department in Illinois
- "No, members arrested for hate crime related activities would be terminated, specifics would be noted in the personnel files." -A police department in Maryland
- "It is a possibility in the upcoming future." -A police department in Illinois

40. Have you or a member of your staff been a victim of a hate crime? 425 responses

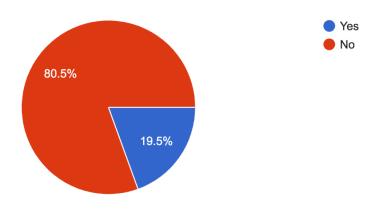


If yes, please explain.

- "Officers have been targeted based on their occupation." -A police department in Maryland
- "Threats of harm and death to individuals and family" -A police department in Pennsylvania
- "I am unaware of any of my staff being victims." -A police department in lowa

41. Has mis/disinformation played a role in exacerbating hate incidents in your community?

421 responses



If yes, please explain how and steps, if any, you took to counter that mis/disinformation.

- "The most impactful misinformation has been more on a national level. However, we address local misinformation, by sending out facts via social media." -A police department in California
- "Share specific facts, whenever possible, particularly through our engagement with the Nextdoor app" -A police department in Arizona
- "National narratives or experiences play a role in influencing local perspectives. People have a tendency to believe
 issues occurring outside of their community may occur on their own and we feel it is necessary to take preventive or
 proactive action." -A police department in Oklahoma
- "Guest Column in local paper." -A police department in Oregon
- "A press release is provided generally containing BWC footage of the questionable event." -A Sheriff's Office in Nevada

42. Please add any other comments you want viewers, listeners, and readers in your community to know:

- "Public perceptions have been impacted by misinformation throughout the year. Unfortunately many communities that traditionally had attentive police departments committed to the community have had public trust questioned based on events in other parts of the country. It has not helped an already difficult profession." -A police department in Maryland
- "2020 was the perfect catalyst for a simmering powder keg of unchecked emotional responses to every tough situation, unfortunately with minimal consequence due to the monumental Covid precautions and mandates imposed. This national health crisis has emboldened many in our society to lash-out with little thought or fear or accountability. The lack of respect/public disorder and treatment of our fellow man, defined by any lawless acts, deserves the strongest condemnation." -A police department in Pennsylvania
- "Recruiting from the community and having a diverse department is essential." -A police department in Massachusetts
- "Our agency is committed to a safe community for everyone. We thankfully do not see examples of hate crime or white supremacy within the community. Our community is far more concerned with recently enacted bail "reform" which is leaving criminals on the street and the emptying of jails. In the last year, I have been asked only once about hate crimes, white supremacy and radicalization of Police Officers. Meanwhile I have been asked hundreds of times about bail "reform" and have to respond to those fears. If we see any changes or an increase in hate crimes, I feel with the assistance of our Law Enforcement partners, we will be able to adjust accordingly and handle it." -A police department in New York
- "Hate crimes are real and abhorrent, and anyone found to have committed one in our community or any community should be charged and prosecuted. However, the elements that are needed for a hate crime are not always there. The nexus of a hate crime is that it has to occur and be proven to have occurred because of the victims race, gender, gender identity, creed, religion, national origin, or age, this is not always the case or easy to prove. A white male that assaults and badly injures a black person, does not automatically make it a hate crime, however the media and others sometimes attempt to make it one, which can skew public opinion on the under reporting of hate crimes." -A police department in Massachusetts
- "It's important to report these incidents and to be specific in the details of the report of why you feel it is a hate crime." -A sheriff's office in Michigan
- "There is no place for extremism in law enforcement, we have to rise above that and be the ones looked upon to stamp out hate based incidents in all of our communities. Law enforcement has to be held to a higher standard and we should expect to be because we choose to wear the badge. Then and only then can our communities fully trust in us to ensure their safety and quality of life regardless of race, nationality, religion or sexual orientation. -A police department in Pennsylvania

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