

# Video:

## Reimagining Public Safety - Chief Dave Norris

**Chief Dave Norris** 00:00

Hello, Menlo Park community. I'm Dave Norris. And I proudly served as your chief of police. As a close in on my first full year serving our professionals here on staff at Menlo Park PD, and you all in our community, I am hopeful, we've all been working towards a public safety ecosystem serving both the public and the police. Much has changed at the departmental level, facilitated by new laws and policy practices, to serve our public with care, concern and transparency, and to govern the professional conduct of all police officers in California in a way that matches well with the professional standards that we hold amongst ourselves and towards each other. As our community, you've posed a number of questions to us about how we work, how we account for ourselves, how we may better serve, and more efficiently serve you and the relationship of trust between the police and the community. In response, we've formed an ad hoc Reimagining Public Safety Committee, composed of two of our council members, the police chief, the city manager, and an academic to explore these multiple dimensions of policing in a way that will help keep our community informed and empower you all to give your police department Menlo Parks's perspective, as policing continues to evolve.

**Chief Dave Norris** 01:20

There are three phases to this strategy. First, we recognize that there are perspectives among our public that you may be uncomfortable sharing directly with police. While we do our very best to be approachable, and welcoming to all of our community, we have to acknowledge that there are some of you who may need more trust building before direct dialogue is possible. To address that, we'll be having a series of safe space focus groups in each of our council representative districts. These meetings will be done without the police department present and facilitated by a trusted local academic, to gather any feedback about policing in Menlo Park in a non-intimidating, inviting setting. Trends and important feedback will be relayed to us in a way that does not attribute critical comments to any individual, so that we can review that feedback in relation to our practices. Any specific complaints regarding individual incidents will also be presented to the police department for immediate review, and any necessary accountability steps. While it seems unusual to have meetings about the police, without the police, I endorse this as an important part of our fact finding. To find the right policing fit for this community, we have to match the 30,000 foot level of the national and media view of policing with the 500 foot view right here in our neighborhoods.

**Chief Dave Norris** 02:51

Second, we will be bringing our public a series of backstage pass presentations, which will provide a broadly transparent view of policing Menlo Park, we want our public to be as aware as possible, of our operational structure and policing strategies, and what it takes to recruit, hire, train, and hold accountable the men and women of the Menlo Park Police Department.

**Chief Dave Norris 03:15**

Third, we know that constant interaction and dialogue with our public is essential if we're to exemplify the important principle of policing from Sir Robert Peel, to maintain at all times our relationship with the public that gives reality to the historic tradition that the police are the public and the public are the police. The Chief's advisory group of recent years in this department will be evolved into a police community advisory team or roundtable group consisting of a cross section of our valued community and a few of our outstanding police officers. This will help us to give a constant conversation going with the community on this evolving profession, provide important feedback and give an officer level practical voice to the changes in policing. Over the next several weeks, you'll receive invitations to the safe space focus groups in your residential areas. I encourage you to join the conversation and partner with us for a collaborative future.

**Chief Dave Norris 04:16**

Thank you