



WAUSAU POLICING TASK FORCE STUDY

Phase Two: Wausau Policing Community Survey

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TABLE OF CONTENTS

Executive Summary	1
Overview	1
Survey Design and Data Collection	1
Key Findings	2
Summary	3
Survey Design and Data Collection	4
Sample Characteristics	5
Findings: General Perceptions of the Wausau Police	7
Findings: Demographic Predictors of Negative Perceptions	12
Findings: Perceptions of Officer Behaviors	16
Findings: Views on Safety and Other Social Issues	19
Findings: Access to Information about Policing	26
Findings: Ratings of Treatment by the Police	28
Appendix: Community Survey Instrument	29

EXECUTIVE SUMMARY

A. Overview of the Wausau Policing Task Force Study

In 2021, the Wausau Policing Task Force commissioned the Wisconsin Institute for Public Policy and Service (WIPPS) to conduct a community-wide survey of residents' perceptions of and attitudes towards the Wausau Police Department and Wausau policing. The Task Force Commissioned a three-phase study plan.

During Phase One, WIPPS held listening sessions in which community members provided general feedback and concerns about policing in Wausau. During Phase Two, WIPPS used responses from the listening sessions and multiple discussions with Wausau Policing Task Force members to design a questionnaire that would systematically assess Wausau residents' (a) perceptions of the Wausau Police Department; (b) perceptions of specific police officer behaviors; (c) attitudes toward safety, officer recruitment, and other community-level policing issues; (d) most utilized sources of information about policing; and (e) specific experiences with the police. This effort was followed by Phase Three, a series of focus groups and individual interviews designed to (a) clarify why specific subsets of residents were more likely to express negative attitudes towards Wausau police, and (b) solicit recommendations from individual members of these demographic groups for improving policing and police-community relations. The current report focuses on the process and findings for *Phase Two*.

B. Survey Design and Data Collection

WIPPS Research Partners developed the Phase Two survey instrument by a) reviewing input from Wausau residents during the Phase One public listening sessions; b) considering questions included in other policing surveys, including by the Wisconsin Professional Policing Association and the US Department of Justice, and c) soliciting regular input and feedback from members of the Wausau Policing Task Force (WPTF). .

The Wausau Policing Community Survey was divided into six sections:

- General Perceptions of the Wausau Police Department
- Wausau Police Officer Behaviors
- Community Policing Concerns
- Personal Experiences with the Police
- Information about Policing
- Demographic Characteristics

The survey was distributed in both online and paper-and-pencil formats and was available in English, Hmong, and Spanish.

A total of 1,231 individuals completed the survey. Although women and older individuals were over-represented relative to the Wausau population, the sample was diverse in that it included the following key constituents (not mutually exclusive categories):

- 96 individuals who self-reported as non-white
- 108 individuals who were 30 or younger
- 93 individuals who were of non-heterosexual orientation
- 384 individuals who reported one or more mental health conditions
- 183 individuals who had been stopped at least once by the police in the past 12 months

C. Key Findings

1	Most respondents gave the Wausau Police Department (WPD) high marks. By and large, community members expressed trust in the police and felt that police officers often engaged in positive behaviors such as being friendly and protecting community members' safety. The majority of respondents felt the WPD is transparent, trusted the WPD to take their concerns seriously, and felt they would be treated with respect if they were stopped or pulled over by the police.
2	Throughout the survey, about 10-15% of respondents voiced some degree of negativity. These individuals tended to be non-white, 30 or younger, non-heterosexual, and non-homeowners, and they were more likely to report one or more mental health conditions. There was overlap among those demographic groups, and respondents who had had direct interactions with the police were more likely to be members of these demographic categories. Regression analyses revealed the strongest independent predictors of holding less favorable views toward the police were (1) having a history of interactions with the police (either stopped/pulled over or arrested); (2) being non-heterosexual (compared to heterosexual); (3) having one or more mental health concerns (compared to not); and (4) being 30 or younger (compared to 31 or older).
3	About half of respondents felt that the level of safety in their community had not changed over the past year, but some felt that safety had increased while others felt it had decreased. Participants who felt that safety in their community had <i>decreased</i> were more likely to (1) have a history of interactions with the police; (2) be non-heterosexual; (3) have one or more mental health concerns; and (4) be 30 or younger (compared to 31 or older). Respondents who reported that Wausau police officers engaged more often in <i>positive</i> behaviors were also more likely to report that safety in their community had <i>increased</i> , and respondents who felt that officers engaged more often in <i>negative</i> behaviors tended to report that safety in their community had <i>decreased</i> .
4	Although many respondents did not have knowledge of or experience with mental health situations, those who did were likely to perceive officers as doing a good job managing mental health crisis situations. However, respondents with mental health concerns had less favorable perceptions about officer behaviors in situations involving mental health issues, such that only about half of respondents with mental health concerns felt that officers were often or always doing a good job handling situations that included mental health issues.
5	The large majority of respondents, whether they had mental health concerns of their own or not, felt that individuals with a substance addiction and individuals with a criminal record should be treated either on a case-by-case basis or as individuals in need of help (as opposed to as criminal offenders).
6	The large majority of survey respondents agreed that the WPD should spend time and effort on recruiting candidates of good character. There was less consensus about recruiting racially/ethnically diverse candidates, with 50% agreeing or strongly agreeing, and about recruiting gender-diverse candidates, with 51% agreeing or strongly agreeing. White and non-white participants did <i>not</i> differ in their attitudes about recruiting racially diverse or gender diverse candidates; however, women and respondents with mental health concerns more strongly agreed that the WPD should devote time and effort to recruiting racially diverse and gender-diverse candidates.
7	When asked how often they access various sources of information about police activities in Wausau, more younger respondents (30 and under) than older respondents (31 and up) reported using a variety of information sources <i>often</i> . Over half (57%) of younger respondents reported accessing <i>social media</i> often for information about police activities.
8	Among respondents who had had interactions with the police within the past year, ratings tended to be very positive in those contexts in which they had initiated the interaction (i.e., sought assistance). For example, of those who had sought help or assistance, 78% reported being treated with a lot or great deal of dignity and respect. Ratings were less positive in contexts in which the police had initiated the interaction.

D. Summary

These survey data, drawn from over 1,200 members of the Wausau community, revealed that the majority of respondents held positive views about the integrity and effectiveness of the Wausau Police Department. The data also revealed substantial agreement among respondents that the Wausau police are keeping the community safe, that individuals with an addiction or criminal record should be handled on a case-by-case basis or as an individual in need of care, that police officers have a stressful job, and that the Wausau Police Department should invest time and effort in recruiting officers of good character. These findings of consensus among community members on a few key issues are quite positive given the highly politicized and emotional discourse surrounding policing at the time of data collection. If the Wausau community decides to engage in an annual (or regular) effort to gauge community perceptions, or if the Wausau Police Department makes specific changes in response to patterns described in this report, the current data could be used as baseline numbers to which future data collections could be compared.

These survey data also revealed a consistent pattern of less favorable views from respondents of specific demographic categories. The strongest independent predictors of holding less favorable views toward the police and feeling less safe in the community were (1) having a history of interactions with the police (being either stopped/pulled over or arrested); (2) being non-heterosexual (compared to heterosexual); (3) having one or more mental health concerns (compared to not); and (4) being 30 or younger (compared to 31 or older).

The pattern of less favorable views from respondents of specific demographic categories is difficult to interpret. Multiple, non-mutually exclusive explanations exist. One possibility is that respondents from these groups are more likely to engage in the types of behaviors that elicit negative interactions with the police; indeed, young people are more likely than middle-aged and older adults to engage in illegal behavior, and individuals with mental health concerns, such as an addiction, are more likely than their healthier counterparts to come into contact with law enforcement. Another possibility is that police officers react more negatively, either consciously or unconsciously, to individuals with mental health concerns or to individuals who are younger, racially diverse, or exhibiting cues of being gender diverse or of a diverse sexuality. Yet another possibility is that individuals from these specific demographic groups, in particular the younger ones, are taking in more social media that highlights negative police behaviors at the national level and hence heightens negative expectancies about how the local police behave.

There are undoubtedly numerous additional explanations for the patterns observed in the current data, and the next phase of the Wausau Policing Task Force Study, the follow-up focus groups (Phase Three), will delve into more idiographic detail about what underlies negativity toward the Wausau police, the kinds of officer behaviors that evoke fear, distrust, and feelings of being unsafe, and how the Wausau police can better address, with respect and kindness, the needs of *all* members of the Wausau community.

SURVEY AND DATA COLLECTION

To obtain a broad sample of community members' perceptions of Wausau policing and the Wausau Police Department, a detailed questionnaire was developed and distributed in both paper form (see Appendix A) and via Qualtrics, an online survey platform.

With regular input and feedback from the Wausau Policing Task Force members as well as information taken from previous reports out of the Wisconsin Professional Policing Association and the Department of Justice, the survey was developed by WIPPS Research Partners. Multiple drafts were also reviewed by individual community stakeholders for content validity, clarity, and scope.

The average time to complete the survey was a little over nine minutes, which met a project goal to keep the survey response time reasonable and avoid response fatigue. This limitation required the research team to make difficult choices about which valuable questions to include and exclude.

The Wausau Policing Community Survey was divided into six sections:

- General Perceptions of the Wausau Police Department
- Wausau Police Officer Behaviors
- Community Policing Concerns
- Personal Experiences with the Police
- Information about Policing
- Demographic Characteristics

The survey was distributed and available online during the months of June and July, 2021. Five thousand (5,000) paper and pencil copies of the survey were randomly distributed to households in Wausau. The link to the online survey was distributed by various media and social media outlets and available to anyone living or working in Wausau. This approach was designed to encourage participation from a wide range of Wausau residents.

SAMPLE CHARACTERISTICS

Respondents were primarily residents of Wausau. They tended to have lived and worked in Wausau for a number of years and they tended to be middle-aged or older. About half had a college degree or more, and slightly over half were women.

Table 1: Respondent Characteristics

Respondent Characteristic ¹	Percent (%) in each category
<i>Residence (N=1215)</i>	
Lives in Wausau (now or has in the past)	95%
Does not live in Wausau	5%
<i>Number of Years Living in Wausau (N=1145)</i>	
0 to 5 years	14%
6 to 10 years	8%
More than 10 years	78%
<i>Working Location (N=1210)</i>	
Works in Wausau (now or has in the past)	86%
Does not work in Wausau	14%
<i>Number of Years Working in Wausau (N=1032)</i>	
0 to 5 years	14%
6 to 10 years	13%
More than 10 years	73%
<i>Age (N=1207)</i>	
18-20	1%
21-30	8%
31-50	27%
51-65	28%
66+	36%
<i>Gender Identification (N=1212)</i>	
Man	44%
Woman	55%
Non-Binary	.7%
Other	.6%
<i>Race/Ethnic Heritage (N=1205)</i>	
White	92%
Black	1.5%
Asian	1.5%
Other	5%

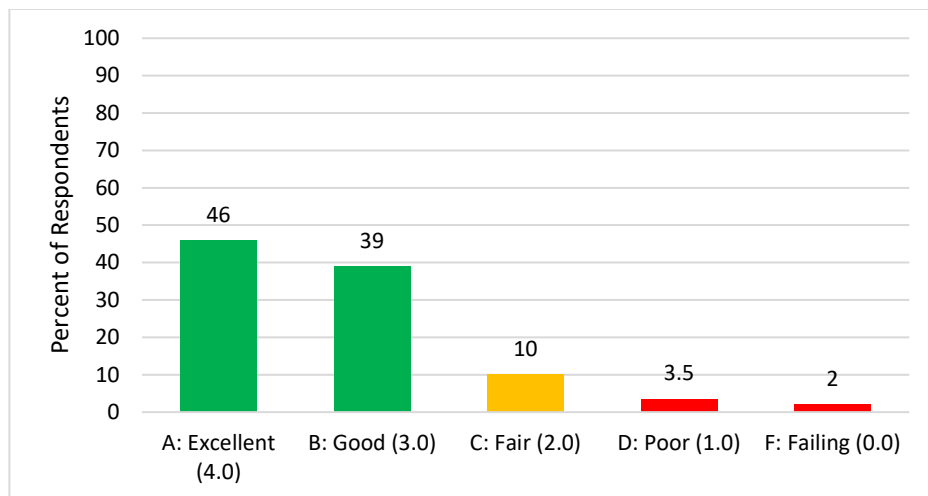
¹ Total respondents = 1231. For each question, there are missing responses. Written N = 715 (English), online N = 516 (2 Spanish).

Respondent Characteristics	Percent (%) in each category
<i>Sexual Orientation (N=1171)</i>	
Bisexual	4%
Heterosexual	92%
Homosexual	1.5%
Other	2.5%
<i>Highest Education Level (N=1214)</i>	
Elementary school	.3%
High School or GED	19%
Vocational degree, some college	31%
College degree	28%
Some graduate school or master's degree	17%
Doctorate degree	4%
Other	.5%
<i>Home Ownership (N=1215)</i>	
Yes	82%
No	18%
<i>Mental Health Status (N=1202)</i>	
One or more mental health conditions noted	32%
No mental health conditions noted	68%
<i>Most Recent Direct Interaction with WPD (N=1220)</i>	
Within the last 6 months	32%
Within the last year	15%
Within the last 2 years	16%
More than 2 years ago	27%
Never	10%
<i>Stops by Police in the Past 12 Months (N=1223)</i>	
0	85%
1	10%
2 or more	5%
<i>Arrests in the Past 12 Months (N=1219)</i>	
0	97%
1 or more	3%

GENERAL PERCEPTIONS OF THE WAUSAU POLICE

Respondents graded the overall performance of the Wausau Police Department. On this scale, a grade of A=4.0 and grade of F=0.0. The mean grade was 3.22. Figure 1 shows that 85% of participants assigned the WPD a grade of A or B.

Figure 1. Respondents' grading of the overall performance of the WPD.



Although nearly half of respondents gave the WPD an “A” and nearly as many gave it a “B,” some respondents gave lower grades. As shown in Table 2 below, the following groups of respondents tended to give the WPD a lower grade: non-white respondents, non-heterosexual respondents, respondents with one or more mental health concerns, respondents 30 and younger, non-homeowners, respondents without a post-secondary degree, and respondents who had been stopped, approached, or arrested by the police in the past 12 months. Some of the group differences were quite large. Respondents over 30 years old, for example, gave a mean grade that was about a full letter grade higher than what younger respondents gave (essentially a B+ versus a C+).

Table 2. Mean grade given to the WPD by respondents.

Demographic Group	Mean Grade (0 to 4)	Mean difference ²
Resides in Wausau (n=1113)	3.22	-0.11
Does not reside in Wausau (n=61)	3.33	
White (n=1068)	3.28	0.71*
Non-white (n=58)	2.57	
Men (n=513)	3.20	-0.06
Women (n=638)	3.26	
Heterosexual (n=1039)	3.28	0.67*
Non-heterosexual (n=89)	2.61	
No mental health history (n=783)	3.39	0.47*
Mental health history (n=370)	2.92	
30 and younger (n=107)	2.34	-0.98*
31 and older (n=1060)	3.32	

² Statistically significant differences between groups are noted with an asterisk. By “statistically significant” difference, we mean that the observed difference is very unlikely to have happened by chance alone under the assumption that in the true population there actually is no difference.

Homeowner (n=959)	3.33	0.54*
Not homeowner (n=211)	2.79	
Less than college degree (n=594)	3.13	-0.21*
College degree or more (n=567)	3.34	
Not pulled over or stopped (n=999)	3.34	0.75*
1+ pulled over or stopped (n=177)	2.59	
Not arrested (n=1133)	3.29	1.78*
1+ arrests (n=39)	1.51	

On the survey, participants reported the extent to which they agreed or disagreed with a variety of statements about the Wausau Police Department. Response patterns for each of the statements are shown in Figures 2 through 6 below. Figure 2 illustrates strong agreement that the Wausau police are keeping the community safe; Figure 3 shows that nearly 3 in 4 respondents agreed or strongly agreed that the WPD is committed to working with people in the community to solve local problems. Figures 5 and 6 show that the large majority of respondents felt they would be treated well, and would behave respectfully themselves, if they were stopped by the WPD. The most negativity showed up in items about going to the police for help. As shown in Figure 4, 15% disagreed or strongly disagreed with the statement that they trusted the WPD to take their concerns seriously, and just as many disagreed or strongly disagreed with the statement that they felt comfortable approaching the WPD with their concerns.

Figure 2. Percent agreement/disagreement that the WPD is doing a good job of various tasks.

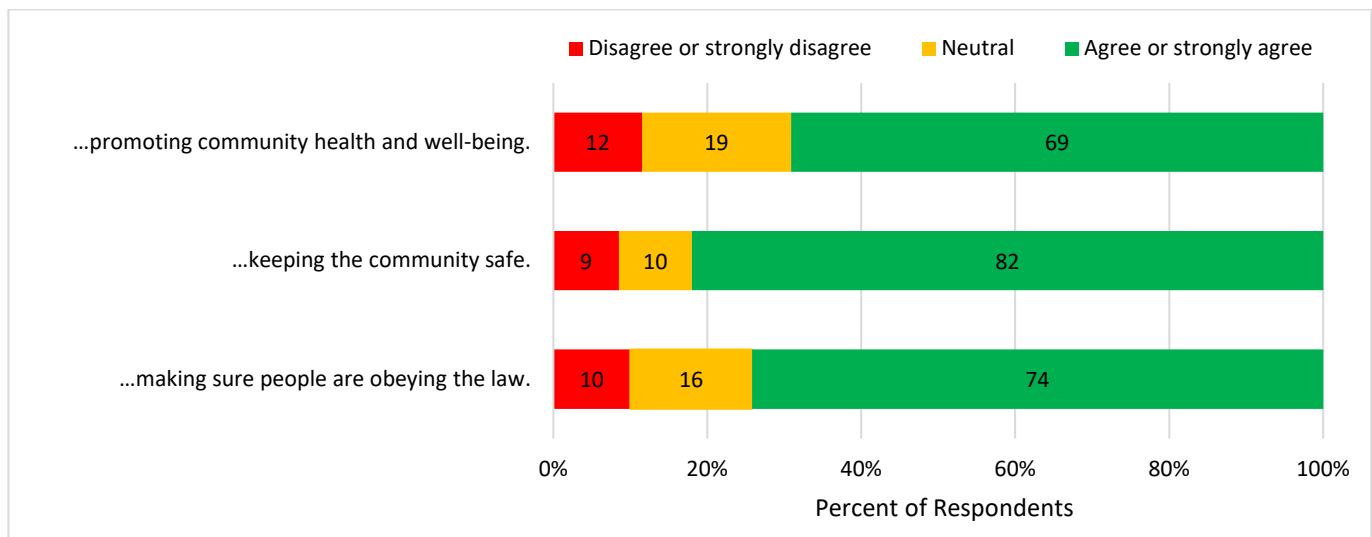


Figure 3. Percent agreement/disagreement that the WPD is committed and transparent.

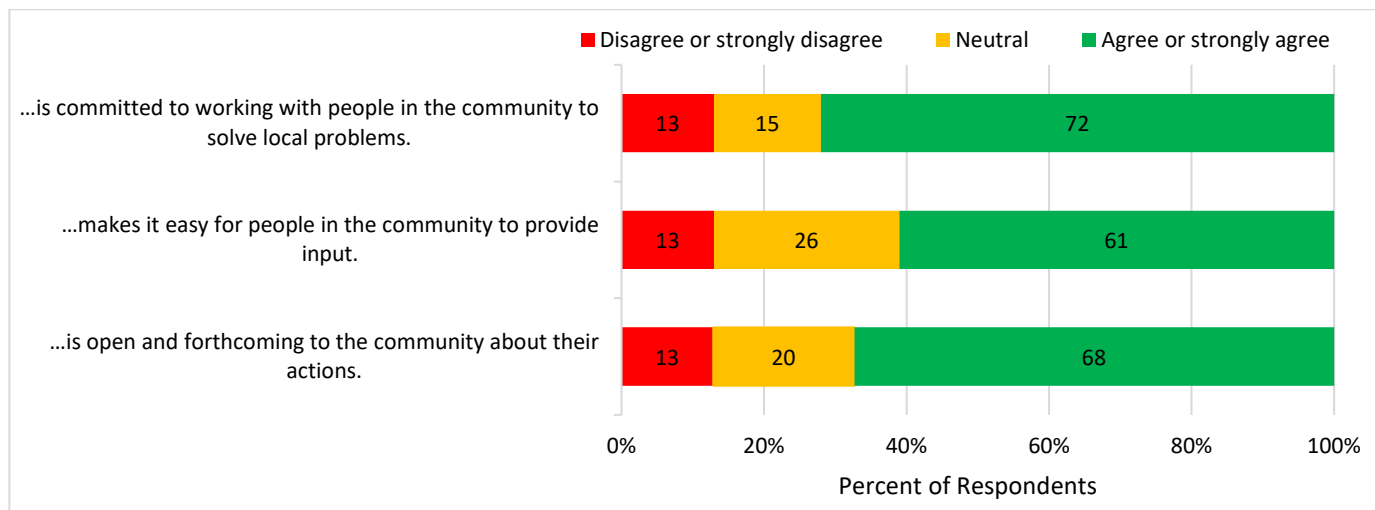


Figure 4. Percent agreement/disagreement about trust and confidence in the WPD.

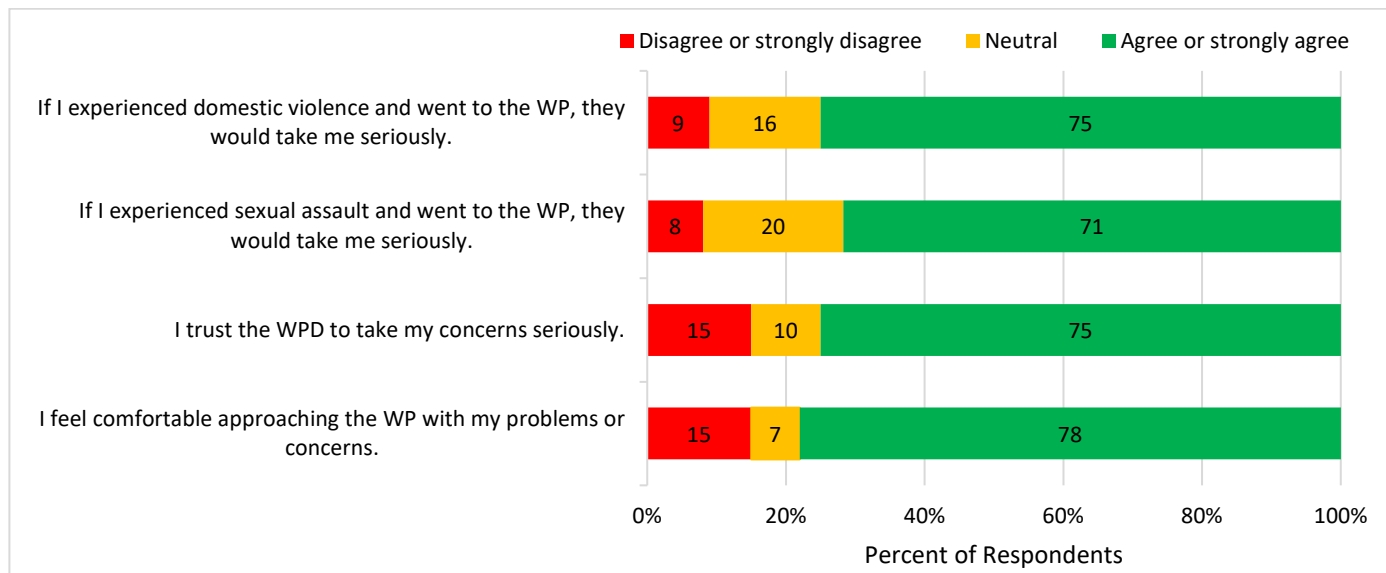


Figure 5. Percent agreement/disagreement about reactions if stopped by the WPD.

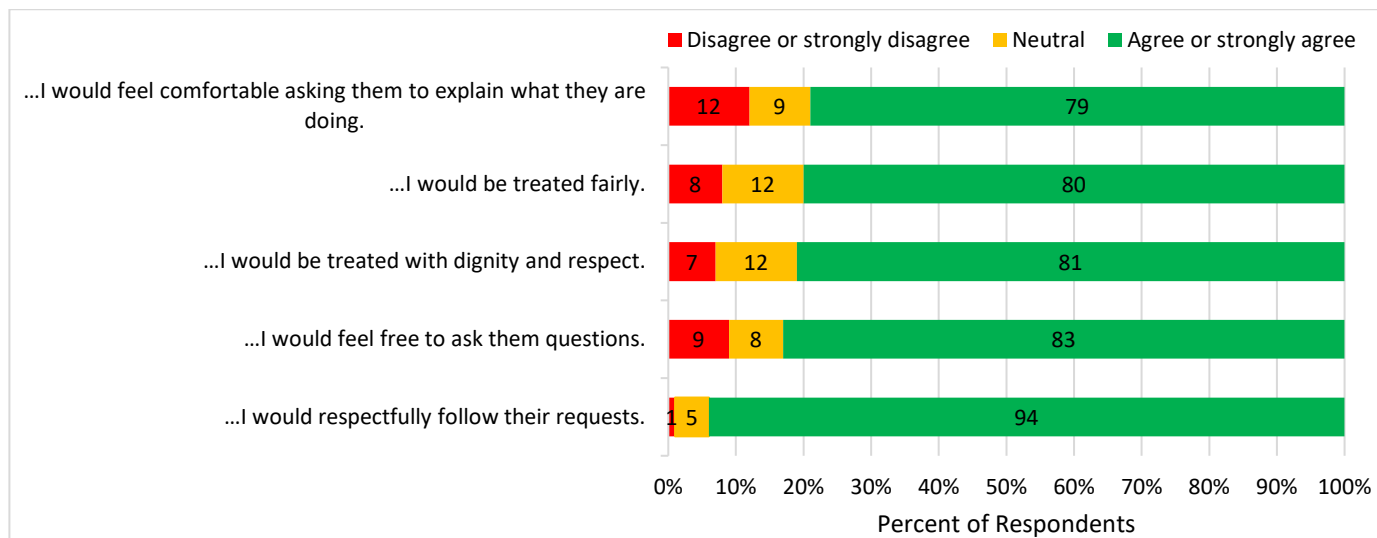
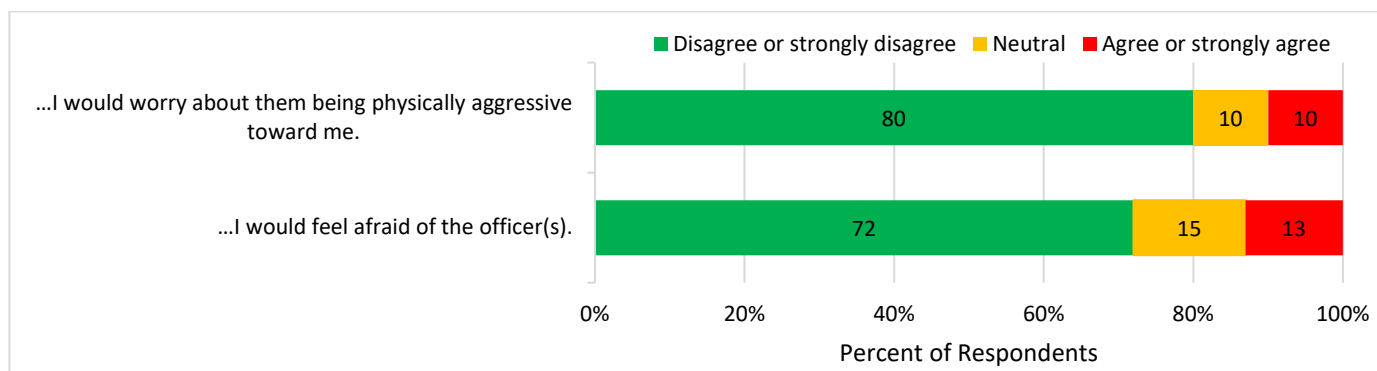


Figure 6. Percent agreement/disagreement with negative statements if stopped by the WPD.



The items just reviewed in Figures 2 through 6 (with the final two items reverse coded) all get at the degree to which people hold more favorable attitudes toward, and trust in, the police. Participants responded very consistently to these items (internal consistency $\alpha = .97$). For example, if a person agreed that they would be treated fairly by the police, they were likely to agree that the police was doing a good job and was committed to working with people in the community, and they were likely also to *disagree* that they would feel afraid of the police if approached.

We aggregated each person's responses to all of these items, so that for each participant, we would have one overall "Positivity Toward WPD" score to work with. Next, we looked at which of the demographic variables were associated with having a higher or lower level of "Positivity Toward WPD." Table 3 below shows the results. As shown in the table, the following groups of respondents were less positive, on average: non-white respondents, non-heterosexual respondents, respondents with one or more mental health concerns, respondents 30 and younger, non-homeowners, respondents without a post-secondary degree, and respondents who had been stopped, approached, or arrested by the police in the past 12 months.

In evaluating these mean differences in the far-right column, consider the five-point scale. If one group differs from another group, on average, by a half-point (0.5) or more on the scale, that is generally a robust difference. A difference of a full point (1.0) or more is very large.

Table 3. Mean positivity toward the WPD for various groups of respondents.

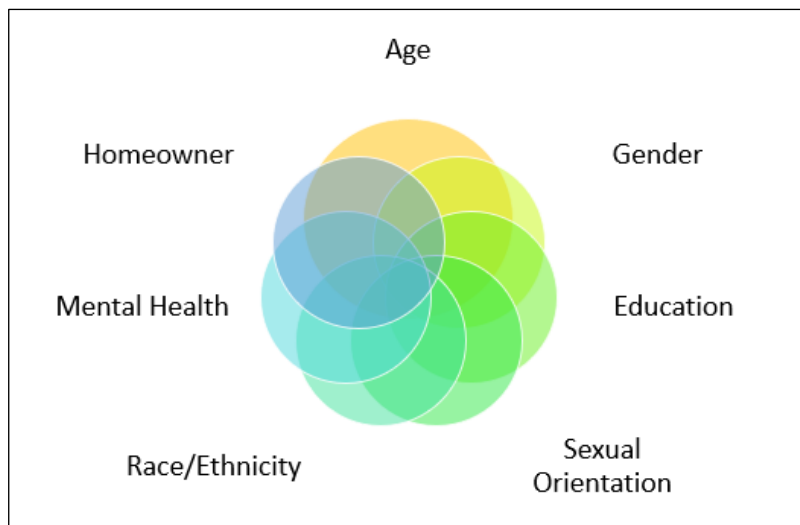
Demographic Group	Mean Positivity Toward WP (1=low, 5=high)	Mean difference between groups ³
Resides in Wausau (n=1039)	3.94	-0.20
Does not reside in Wausau (n=58)	4.14	
White (n=996)	3.99	0.58*
Non-white (n=56)	3.41	
Men (n=478)	3.96	0.00
Women (n=596)	3.96	
Heterosexual (n=973)	4.02	0.70*
Non-heterosexual (n=87)	3.32	
No mental health history (n=732)	4.12	0.48*
Mental health history (n=344)	3.64	
30 and younger (n=102)	3.12	-0.92*
31 and older (n=988)	4.04	
Homeowner (n=894)	4.04	0.43*
Not homeowner (n=202)	3.61	
Less than college degree (n=546)	3.87	-0.18*
College degree or more (n=541)	4.05	
Not pulled over or stopped (n=932)	4.05	0.60*
1+ pulled over or stopped (n=167)	3.45	
Not arrested (n=1058)	4.00	1.40*
1+ arrests (n=37)	2.60	

³ As noted, statistically significant differences between groups are noted with an asterisk.

DEMOGRAPHIC PREDICTORS OF NEGATIVE PERCEPTIONS

One challenge to interpreting the results is that there is overlap among the demographic characteristics associated with reporting less positivity toward the police.

Figure 7. Overlapping demographic characteristics.



The overlap in these characteristics is laid out in Tables 7 through 10 below. There are several notable trends:

- Table 7 shows that *non-white respondents* are more likely than *white respondents* to report one or more mental health concerns (49% vs 30%), be 30 or younger (38% vs 7%), be non-heterosexual (16% vs 6%), and be non-homeowners (34% vs 16%).
- Table 8 shows that *non-heterosexual respondents* are much more likely than *heterosexual respondents* to be 30 or younger (31% vs 7%) and much more likely to report one or more mental health concerns (66% vs 29%).
- Table 9 shows that respondents *with mental health concerns* are more likely than those *without mental health concerns* to be women (64% vs 52%), non-heterosexual (16% vs 4%), young (18% vs 4%), and non-homeowners (30% vs 12%).
- Table 10 shows that *younger* (30 and under) respondents are more likely than *older* (31 and up) respondents to be non-white (22% vs 3%) and non-heterosexual (27% vs 6%), and that younger respondents far more likely than older respondents to report having one or more mental health concerns (68% vs 29%).

Table 7. Differences between white and non-white survey respondents.

Demographic Characteristic	White	Non-White	Absolute Difference ⁴
Men	44%	54%	10%
Non-heterosexual	6%	16%	10%*
Reporting one or more mental health concerns	30%	49%	19%*
30 or younger	7%	38%	31%*
Homeowners	84%	66%	18%*
College degree or more	49%	48%	1%
Reporting one or more stops in the past 12 months	13%	34%	21%*
Reporting one or more arrests in the past 12 months	2%	19%	17%*

⁴ Variables for which there are statistically significant differences between groups are noted with an asterisk.

Table 8. Differences between heterosexual and non-heterosexual survey respondents.

Demographic Characteristic	Heterosexual	Non-heterosexual	Absolute Difference ⁵
White	96%	88%	8%*
Men	45%	36%	9%
Reporting one or more mental health concerns	29%	66%	37%*
30 or younger	7%	31%	24%*
Homeowners	84%	63%	21%*
College degree or more	50%	44%	6%
Reporting one or more stops in the past 12 months	14%	27%	13%*
Reporting one or more arrests in the past 12 months	3%	3%	0%

Table 9. Differences between respondents with and without mental health concerns.

Demographic Characteristic	No mental health concerns	1 or more mental health concerns	Absolute Difference ⁶
White	97%	92%	5%*
Men	48%	36%	12%*
Non-heterosexual	4%	16%	14%*
30 or younger	4%	18%	14%*
Homeowners	88%	70%	18%*
College degree or more	50%	47%	3%
Reporting one or more stops in the past 12 months	11%	21%	10%
reporting one or more arrests in the past 12 months	1%	8%	7%

Table 10. Differences between younger (30 and under) and older (31 and above) participants.

Demographic Characteristic	30 and younger	31 and older	Absolute Difference ⁷
White	78%	97%	19%*
Men	42%	44%	2%
Non-heterosexual	27%	6%	21%*
Reporting one or more mental health concerns	68%	29%	39%*
Homeowners	61%	84%	23%
College degree or more	40%	50%	10%
Reporting one or more stops in the past 12 months	38%	13%	25%
Reporting one or more arrests in the past 12 months	12%	3%	9%

Moreover, those demographic characteristics that overlap are also associated with having been stopped or arrested by the police. These numbers are displayed in Tables 11 and 12. Table 11 shows that, among those who have been *stopped or pulled over* in the past 12 months, there is an over-representation of non-white individuals, men, non-heterosexuals, individuals with mental health concerns, young individuals, and non-homeowners. Table 12 shows that, among those who have been *arrested* in the past 12 months, there is a slight over-representation of individuals who do *not* live in Wausau, and a large over-representation of non-white individuals, men, individuals with mental health concerns, young individuals, and non-homeowners.

⁵ Variables for which there are statistically significant differences between sexual orientation groups are noted with an asterisk.

⁶ Variables for which there are statistically significant differences between health status groups are noted with an asterisk.

⁷ Variables for which there are statistically significant differences between age groups are noted with an asterisk.

Table 11. Differences between respondents who have not been stopped/not stopped in the past 12 months.

Demographic Characteristic	0 stops in the past 12 months	1 or more stops in the past 12 months	Absolute Difference ⁸
White	96%	88%	8%*
Men	43%	53%	10%*
Non-heterosexual	7%	13%	6%*
Reporting one or more mental health concerns	29%	46%	17%*
30 or younger	7%	22%	15%*
Homeowners	84%	70%	6%*
College degree or more	50%	44%	6%
Reporting one or more stops/pullover in past 12 months	1%	17%	16%*

Table 12. Differences between respondents who have arrested/not arrested within the past 12 months.

Demographic Characteristic	0 arrests in the past 12 months	1 or more arrests in the past 12 months	Absolute Difference ⁹
Live in Wausau ¹⁰	95%	88%	8%*
White	96%	68%	28%*
Men	43%	73%	30%*
Non-heterosexual	8%	8%	0%
Reporting one or more mental health concerns	30%	77%	47%*
30 or younger	8%	33%	25%*
Homeowners	84%	42%	42%*
College degree or more	50%	16%	34%*
Reporting one or more arrests in past 12 months	13%	80%	67%*

We conducted regression analyses to elucidate which demographic variables are the strongest independent predictors of holding less favorable views toward the police. The eight predictors we worked with are as follows:

- White/Non-white
- Heterosexual/Non-heterosexual
- Mental health history (No/Yes)
- 30 and younger/31 and older
- Homeowner/Not homeowner
- Less than college/College degree or more
- Pullover/Stop History (No/Yes)
- Arrest History (No/Yes)

The findings show that having a history of interactions with the police (being either stopped/pulled over or arrested) is an important predictor of reporting less positive attitudes toward the police. Three other demographic characteristics are also important: being non-heterosexual (compared to heterosexual), having one or more mental

⁸ Variables for which there are statistically significant differences between stop status groups are noted with an asterisk.

⁹ Variables for which there are statistically significant differences between arrest status groups are noted with an asterisk.

¹⁰ "Live in Wausau" is included in this table because the variable involving the number of arrests of those who live in Wausau versus those who do not live in Wausau did differ.

health concerns (compared to not), and being 30 or younger (compared to 31 or older). Some of the statistical details are laid out in the box below.

We regressed mean positivity on the eight predictors above that were tied to attitudes toward the WPD. These predictors were interrelated, but Variance Inflation Factors were well below 10 (around 1) and condition indexes were all below 50 (ranging from 1 to 33). Several variables consistently accounted for variance in positivity toward the WPD.

Block 1: Block 1 was simultaneous entry of six demographic variables. Five of them contributed to the prediction ($\text{Adj } R^2 = .165$), with the most robust independent predictor being **age group**:

- Heterosexual/Non-heterosexual
- Mental health history (No/Yes)
- 30 and younger/31 and older
- Homeowner/Not homeowner
- Less than college/college degree or more

(White/Non-White did not serve as a statistically significant independent predictor)

Block 2: With the two interaction-with-police variables added, the model accounted for an additional 5.8% of the variance in positivity toward the Wausau Police ($R^2 = .222$), with the most robust independent predictors being **age group** and **arrest history**:

- Heterosexual/Non-heterosexual
- Mental health history (No/Yes)
- 30 and younger/31 and older
- Pullover/Stop History (No/Yes)
- Arrest History (No/Yes)

(White/Non-White, Homeownership, and College degree status were *not* statistically significant independent predictors)

We ran multiple regression with the blocks entered in reverse order. The primary difference is that, without all the other demographic variables already included, pullover/stop history and arrest history account for 11% of the variance in attitudes toward the Wausau police:

Block 1: With the two interaction-with-police variables only, the model accounted for 11% of the variance ($\text{Adj } R^2 = .111$)

- Arrest History (No/Yes)
- Pullover/Stop History (No/Yes)

Block 2: With the other demographic predictors added, the police interaction variables still predict attitudes. Block 2 variables account for the additional 11% of the variance ($\text{Adj } R^2 = .222$). Again, the variables contributing to the prediction are:

- Arrest History (No/Yes)
- Pullover/Stop History (No/Yes)
- Heterosexual/Non-heterosexual
- Mental health history (No/Yes)
- 30 and younger/31 and older

(White/Non-White, Homeownership, and College degree status were *not* statistically significant independent predictors)

PERCEPTION OF OFFICER BEHAVIORS

On the survey, respondents rated the extent to which they thought Wausau police officers engaged in a variety of positive and negative behaviors. As shown in Table 13, the overall valence of response was very positive: around 3 in 4 felt that officers often or always engage in positive behaviors. Additionally, many respondents felt that officers never or rarely engage in negative behaviors. Moreover, as shown in the far-right column on Table 13, participants were far more likely to report that they did not have knowledge of or experience with the *negative* officer behaviors than they were to report not having knowledge of or experience with the *positive* officer behaviors.

Table 13. Perceptions of how often Wausau police officers display various positive and negative behaviors.

<i>Positive Officer Behavior</i>	Never or Rarely (%)	Sometimes (%)	Often or Always (%)	I have no knowledge of or experience with this (%)
They treat people with dignity and respect.	5	10	72	13
They are friendly.	4	11	80	5
They protect community members' safety.	4	9	80	7
They display a good balance of "friendly officer" and "law enforcer."	7	9	74	10
They show concern for all members of the community.	6	11	68	14
They respond to calls for help in a timely manner.	4	8	69	18
<i>Negative Officer Behavior</i>	Never or Rarely (%)	Sometimes (%)	Often or Always (%)	I have no knowledge of or experience with this (%)
They treat people unfairly.	47	14	8	31
They act aggressively.	40	16	10	34
They use offensive language when dealing with citizens or residents.	53	6	3	39
They break the law or police department policy as they carry out their work.	46	8	6	40
They stop people on the street for no good reason.	49	7	7	38
They pull drivers over for no good reason.	48	11	8	34
They use more force than is needed.	46	8	6	40

Respondents who answered these questions about police officer behaviors with a rating ranging from *Never* to *Always* were consistent. For example, those who thought officers often displayed one type of positive behavior thought officers often displayed other positive behaviors (internal consistency $\alpha = .96$). Similarly, those who thought officers often displayed one type of negative behavior thought officers often displayed other types of negative behaviors (internal consistency $\alpha = .94$).

As a result, we aggregated the positive behaviors ratings for each participant into one summary score for each participant and the negative behavior ratings into a summary score for each participant as well. Then, we compared overall ratings of police officer behaviors for the various demographic groups as shown in Tables 14 and 15 below. The patterns are similar to those shown for the other ratings: Among underrepresented groups and those who had been stopped or arrested, ratings were less favorable.

Table 14. Mean ratings of respondents' perceptions of how often officers engage in positive behaviors.

Demographic Group	Mean frequency (1=never, 5=always)	Mean difference between groups ¹¹
Resides in Wausau	4.28	-0.09
Does not reside in Wausau	4.37	
White	4.33	0.63*
Non-white	3.70	
Men	4.23	-0.11
Women	4.34	
Heterosexual	4.34	0.64*
Non-heterosexual	3.70	
No mental health history	4.46	0.51*
Mental health history	3.95	
30 and younger	3.34	-1.04*
31 and older	4.38	
Homeowner	4.37	0.41*
Not homeowner	3.95	
Less than college degree	4.20	-0.16*
College degree or more	4.36	
Not pulled over or stopped	4.42	0.72*
1+ pulled over or stopped	3.70	
Not arrested	4.34	1.39*
1+ arrests	2.95	

¹¹ Variables for which there are statistically significant differences between groups are noted with an asterisk.

Table 15. Mean ratings of respondents' perceptions of how often officers engage in negative behaviors.

Demographic Group	Mean frequency (1=never, 5=always)	Mean difference between groups ¹²
Resides in Wausau	1.93	0.28
Does not reside in Wausau	1.65	
White	1.84	-0.72*
Non-white	2.57	
Men	1.95	0.11
Women	1.84	
Heterosexual	1.86	-0.67*
Non-heterosexual	2.53	
No mental health history	1.77	-0.46*
Mental health history	2.23	
30 and younger	2.68	0.86*
31 and older	1.82	
Homeowner	1.80	-0.50*
Not homeowner	2.31	
Less than college degree	2.10	0.37*
College degree or more	1.73	
Not pulled over or stopped	1.76	-0.77*
1+ pulled over or stopped	2.53	
Not arrested	1.82	-1.42*
1+ arrests	3.24	

Note: In this table, a lower score represents a more favorable rating.

¹² Variables for which there are statistically significant differences between groups are noted with an asterisk.

VIEWS ON SAFETY AND OTHER SOCIAL ISSUES

Respondents provided their views on various aspects related to policing in their community. As shown in Figure 8 below, about half of respondents felt that the level of safety in their community had stayed the same over the past year. Of those who felt it had changed, more thought the level of safety had decreased than increased. Table 16 shows that members of some demographic groups were particularly likely to report feeling a decreased level of safety: non-heterosexual respondents, younger respondents, respondents with mental health concerns, respondents without a college degree, and those who had been stopped or arrested in the past 12 months.

Figure 8. Respondents' reports of changes in the level of safety in their community over the past 12 months.

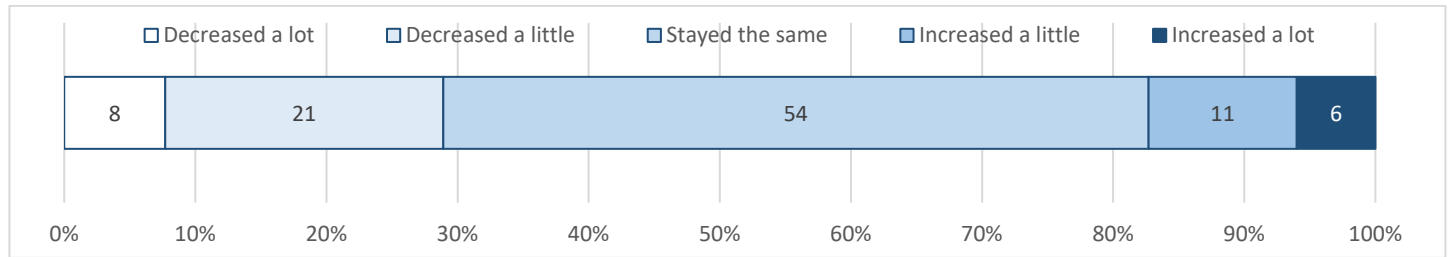


Table 16. Perceptions of a decrease in safety in the community.

Demographic Group	Percent reporting that safety has decreased a little or a lot	Absolute difference between groups ¹³
Resides in Wausau	29%	4%
Does not reside in Wausau	25%	
White	29%	5%
Non-white	34%	
Men	27%	3%
Women	30%	
Heterosexual	27%	19%*
Non-heterosexual	46%	
No mental health history	26%	9%*
Mental health history	35%	
30 and younger	46%	18%*
31 and older	28%	
Homeowner	28%	5%
Not homeowner	33%	
Less than college degree	33%	8%*
College degree or more	25%	
Not pulled over or stopped	27%	10%*
1+ pulled over or stopped	37%	
Not arrested	29%	9%*
1+ arrests	38%	

¹³ Variables for which there are statistically significant differences between groups are noted with an asterisk.

In the context of respondents' perceptions of officer behaviors, it is notable that perceptions of officer behaviors were correlated with perceptions of safety in the community. That is, respondents who reported that Wausau police officers engaged more often in *positive* behaviors were also more likely to report that safety in their community had *increased*, $r(803) = .39, p < .001$, and respondents who felt that officers engaged more often in *negative* behaviors tended to report that safety in their community had *decreased*, $r(528) = -.40, p < .001$.

Survey respondents provided their perceptions on the use of military tactics and equipment by the Wausau Police. Figure 9 shows that in the sample overall, over 40% felt that the use military tactics and equipment was often or always right, and another 42% felt it was sometimes right (and sometimes wrong). Participants who were younger, non-homeowners, had mental health concerns, were non-heterosexual, and who had been stopped or arrested by the police were particularly likely to report that the use of military tactics and equipment was often or always *wrong*.

Figure 9. Respondents' views on the use of military tactics and equipment by the WPD.

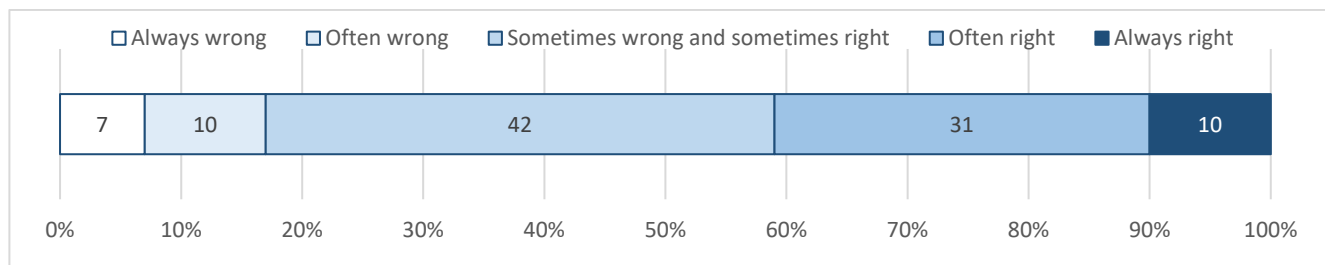


Table 17. Perceptions that use of military tactics and equipment is often or always wrong.

Demographic Group	Percent who report that use of military tactics and equipment is often or always wrong	Absolute difference between groups ¹⁴
Resides in Wausau	18%	0%
Does not reside in Wausau	18%	
White	17%	7%
Non-white	24%	
Men	16%	2%
Women	18%	
Heterosexual	16%	24%*
Non-heterosexual	40%	
No mental health history	14%	13%*
Mental health history	27%	
30 and younger	35%	19%*
31 and older	16%	
Homeowner	15%	14%*
Not homeowner	29%	
Less than college degree	17%	1%
College degree or more	18%	
Not pulled over or stopped	15%	16%*
1+ pulled over or stopped	31%	
Not arrested	17%	33%*
1+ arrests	50%	

¹⁴ Variables for which there are statistically significant differences between groups are noted with an asterisk.

Survey respondents were asked to give their perceptions of how often the Wausau Police deals appropriately with mental health situations. As shown in Table 18, about half reported that they did not have knowledge of or experience with these topics, but those who provided a rating were far more likely to respond positively than negatively. Figures 10 and 11 show the breakdown of ratings among those who did provide a rating (as opposed to reporting no knowledge of or experience with the issue), as a function of respondents' mental health status. Respondents who had one or more mental health concerns tended to provide less positive ratings. For example, respondents with one or more mental health concerns were three times as likely as those without to report that officers never or rarely adjust their behavior appropriately.

Table 18. Perceptions of how often officers adjust behavior appropriately to handle mental health situations.

Statements	Never or Rarely (%)	Sometimes (%)	Often or Always (%)	I have no knowledge of or experience with this (%)
Wausau police officers adjust their behavior appropriately when mental health issues are a part of the situation they are called to deal with.	7%	7%	31%	55%
When it comes to managing mental health crisis situations, Wausau police officers are doing a good job.	6%	8%	33%	53%

Figure 10. Perceptions of how often officers adjust behavior appropriately when mental health issues are a part of the situation they are called to deal with (for respondents with and without mental health concerns).

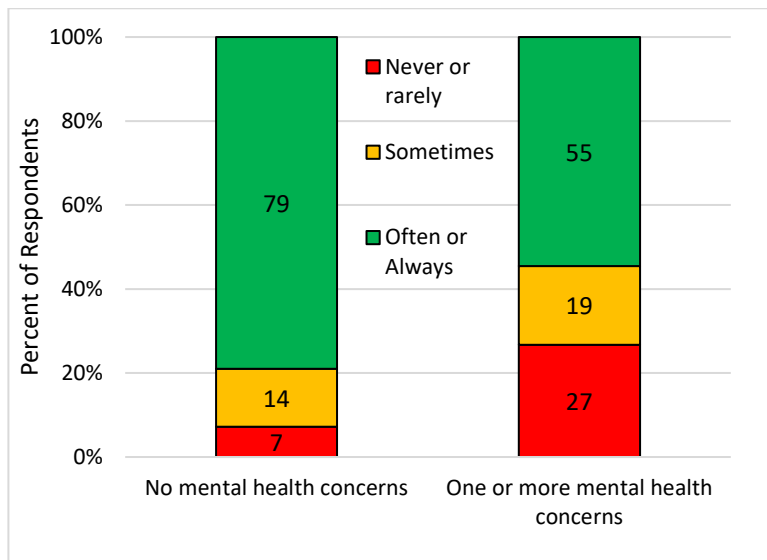
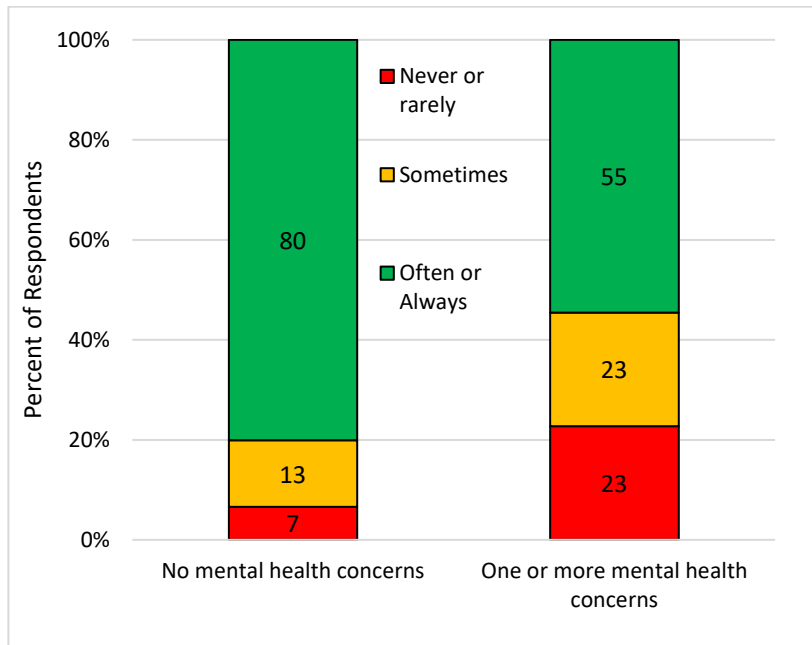


Figure 11. Perceptions of how often officers are doing a good job when it comes to handling mental health situations (for respondents with and without mental health concerns).



Respondents were also asked how they thought the Wausau Police should treat individuals with a substance addiction, and how they should treat individuals with a criminal record. Overall, the majority of respondents felt that individuals in both of these contexts should be treated on a case-by-case basis (see Table 19). Figures 12 and 13 show that whether or not respondents personally had mental health concerns, only a small minority felt that people with a substance addiction or criminal record should be treated as criminal offenders.

Table 19. Perceptions on how individuals with a substance addiction or criminal record should be treated.

Statements	As criminal offenders	As individuals in need of help	On a case-by-case basis
The Wausau Police should treat individuals with a substance addiction...	5%	23%	72%
The Wausau Police should treat individuals with a criminal record...	9%	11%	79%

Figure 12. Ratings of how individuals with a substance addiction should be treated (for respondents with and without mental health concerns).

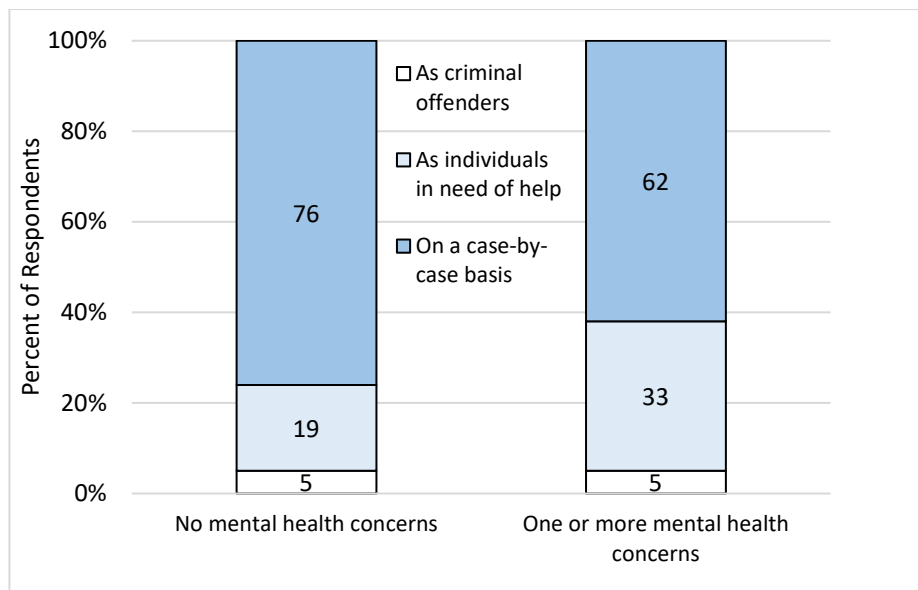
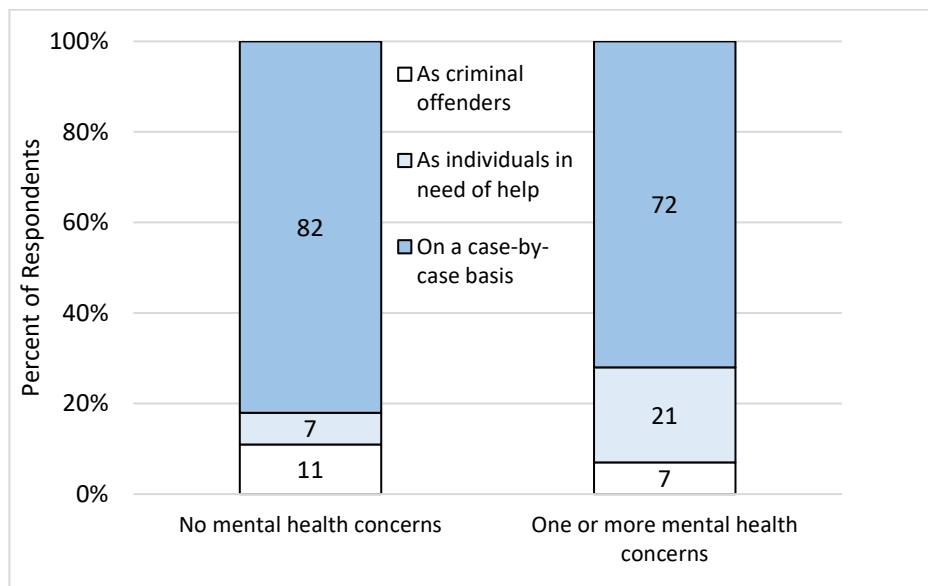


Figure 13. Ratings of how individuals with a criminal record should be treated (for respondents with and without mental health concerns).



Survey respondents also reported the extent to which they agreed or disagreed with various aspects of policing. As displayed in Figure 14 below, nearly all respondents agreed that officers have a stressful job and should be offered regular mental health check-ups and support. Over two-thirds agreed or strongly agreed that the WPD should spend more resources on training their officers to safely de-escalate conflict situations. Table 20 shows that women, non-heterosexual individuals, those with a mental health history, younger individuals, non-homeowners, and those who had experienced an arrest in the past year were more likely to agree or strongly agree that the WPD should spend more resources on de-escalation training.

Figure 14. Respondents' thoughts on various aspects of policing.

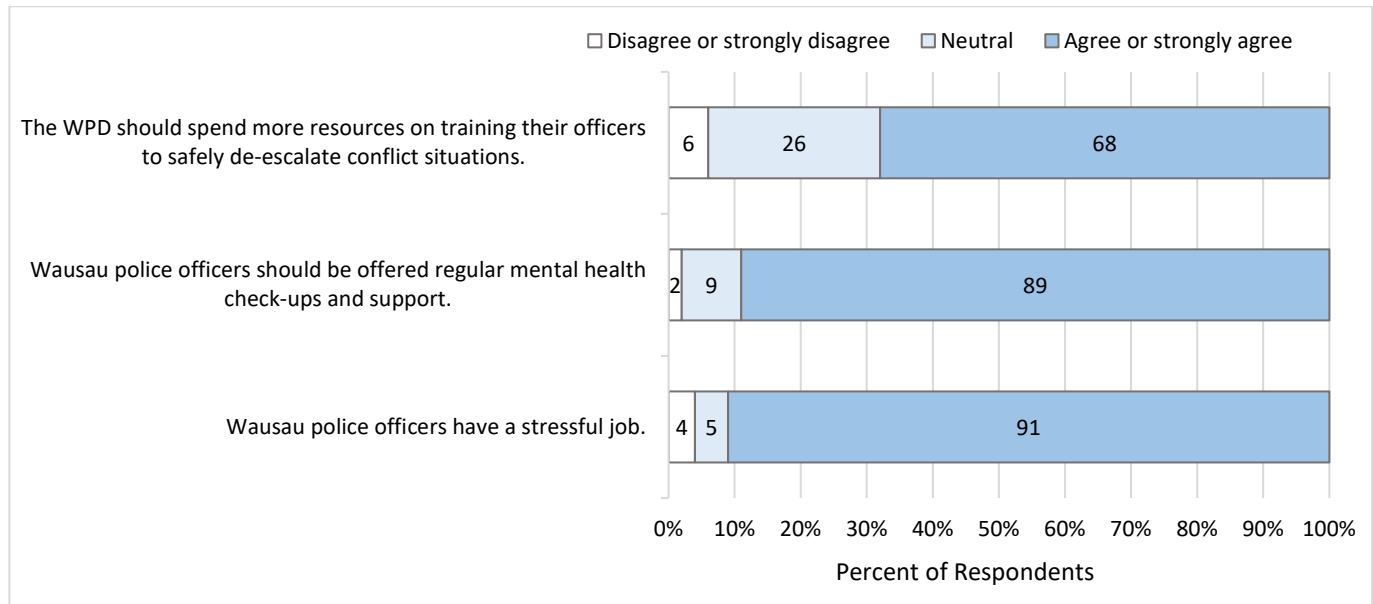


Table 20. Mean agreement that the WPD should spend more resources on training their officers to safely de-escalate conflict situations (for various groups of respondents).

Demographic Group	Mean agreement on spending more resources to train on de-escalation	Mean difference between groups ¹⁵
Resides in Wausau (n=1134)	3.87	-0.02
Does not reside in Wausau (n=61)	3.89	
White (n=1095)	3.90	0.04
Non-white (n=58)	3.86	
Men (n=526)	3.79	-0.19*
Women (n=653)	3.98	
Heterosexual (n=1065)	3.87	-0.26*
Non-heterosexual (n=88)	4.13	
No mental health history (n=805)	3.79	-0.30*
Mental health history (n=375)	4.09	
30 and younger (n=106)	4.21	0.35*
31 and older (n=1081)	3.86	
Homeowner (n=982)	3.84	-0.28*
Not homeowner (n=215)	4.12	
Less than college degree (n=604)	3.86	-0.06
College degree or more (584)	3.92	
Not pulled over or stopped (n=1024)	3.87	-0.12
1+ pulled over or stopped (n=179)	3.99	
Not arrested (n=1163)	3.87	-0.43*
1+ arrests (n=40)	4.30	

¹⁵ Variables for which there are statistically significant differences between groups are noted with an asterisk.

Survey respondents reported the extent to which they agreed or disagreed with various statements about recruiting new officers. Figure 15 shows that there was strong agreement that the WPD should recruit candidates of good character. In fact, as shown on the far-right columns of Table 21, this is one specific issue about which the various demographic groups in the sample seemed to feel similarly.

There was less consensus about recruiting racially/ethnically diverse candidates, with 50% agreeing or strongly agreeing. Similarly, 51% agreed or strongly agreed on the need to recruit gender-diverse candidates. Notably, as displayed in Table 21, white and non-white participants did not differ in their attitudes about recruiting diverse candidates. Women more than men, young more than old, and respondents with mental health concerns more than those without, felt that the WPD should devote time and effort to recruiting racially diverse and gender-diverse candidates.

Figure 15. Percent of respondents agreeing or disagreeing that the Wausau Police Department should spend time and effort on recruiting various types of candidates.

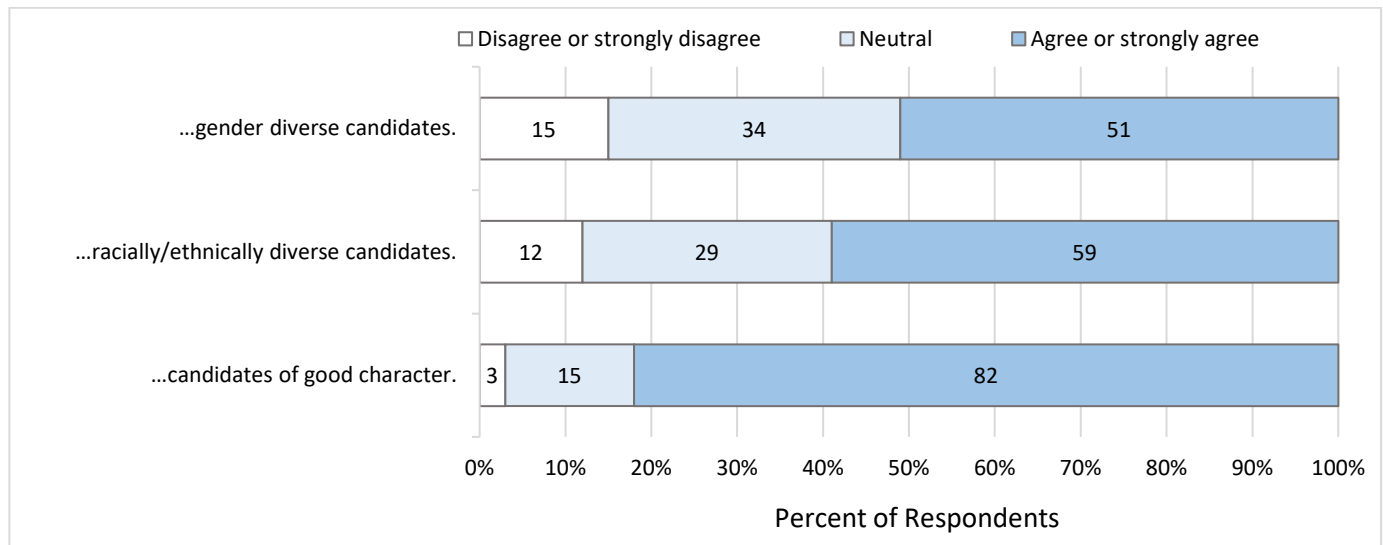


Table 21. Mean agreement that the WPD should spend more time and effort on recruiting various types of candidates (for various groups of respondents).¹⁶

Demographic Group	...gender diverse candidates	Mean difference	... ethnically diverse candidates	Mean difference	...candidates of good character	Mean difference
White	3.53	0.02	3.71	0.07	4.26	0.21
Non-white	3.51		3.64		4.05	
Men	3.26	-0.46*	3.49	-0.36*	4.21	-0.08
Women	3.72		3.85		4.29	
Heterosexual	3.51	-0.29*	3.70	-0.10	4.25	0.10
Non-heterosexual	3.80		3.80		4.15	
No mental health history	3.40	-0.33*	3.61	-0.25*	4.25	-0.03
Mental health history	3.73		3.86		4.28	
30 and younger	3.90	0.42*	4.00	0.34*	4.20	-0.05
31 and older	3.48		3.66		4.25	

¹⁶ Variables for which there are statistically significant differences between groups are noted with an asterisk.

ACCESS TO INFORMATION ABOUT POLICING

Survey respondents reported how important it was to them to have access to information about the WPD's policies and procedures, and to information about daily activities of the WPD. Table 22 shows that participants tended to feel that information about policies and procedures was more important than information about daily activities.

Table 22. Respondents' rating of importance of access to information about Wausau policing activities.

Importance of access to information about...	Not at all/Slightly Important	Moderately Important	Very/Extremely Important
...the Wausau Police Department's policies and procedures:	19%	31%	50%
...the daily activities of the Wausau Police Department:	30%	37%	33%

Respondents also reported how often they accessed various sources of information about police activities in Wausau. Figure 16 shows that TV news channels, social media, and the Wausau Pilot & Review were the sources that the most respondents said they accessed often; newsletters and the radio were accessed the least.

Figure 16. How often respondents access various sources of information about police activities in Wausau.

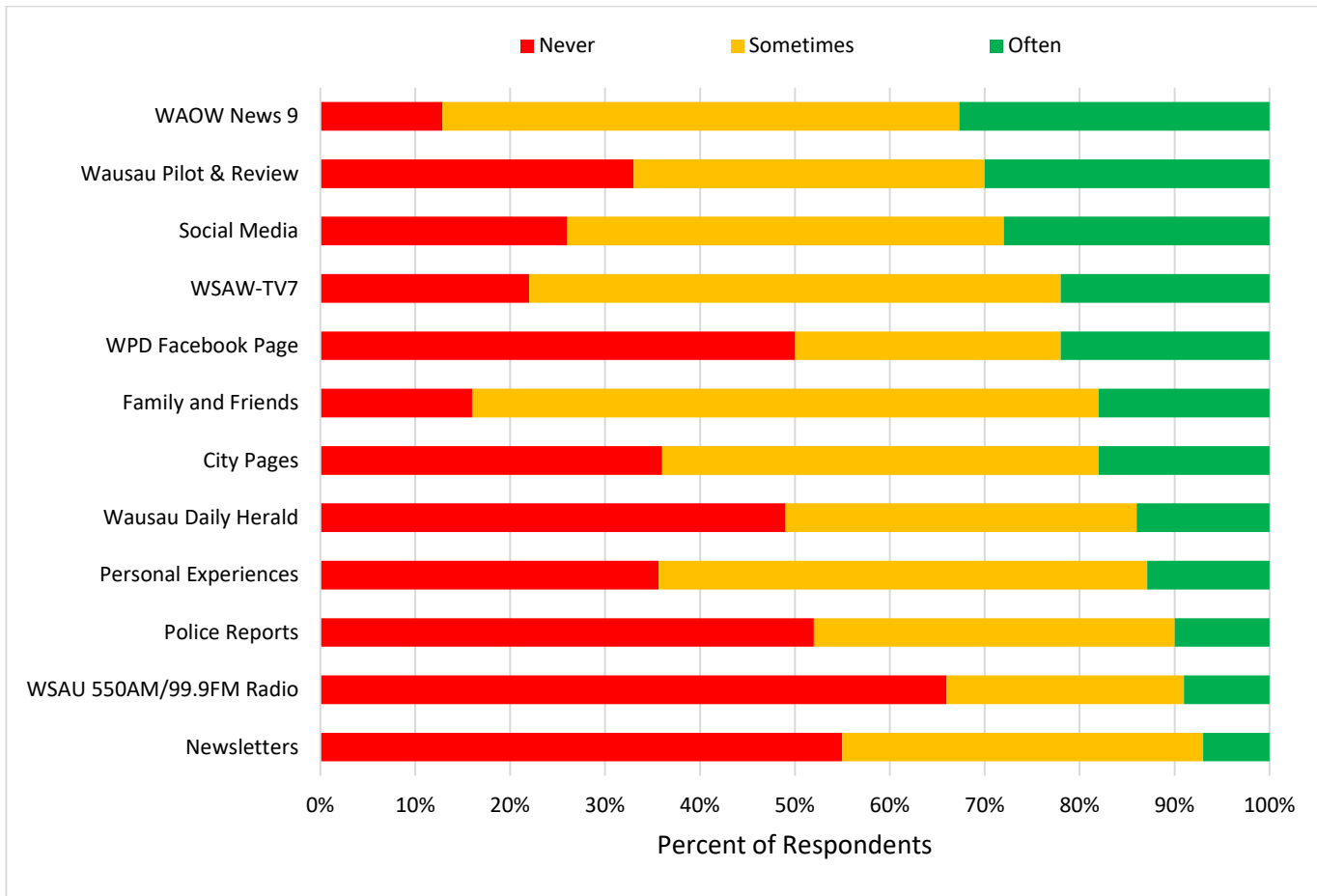
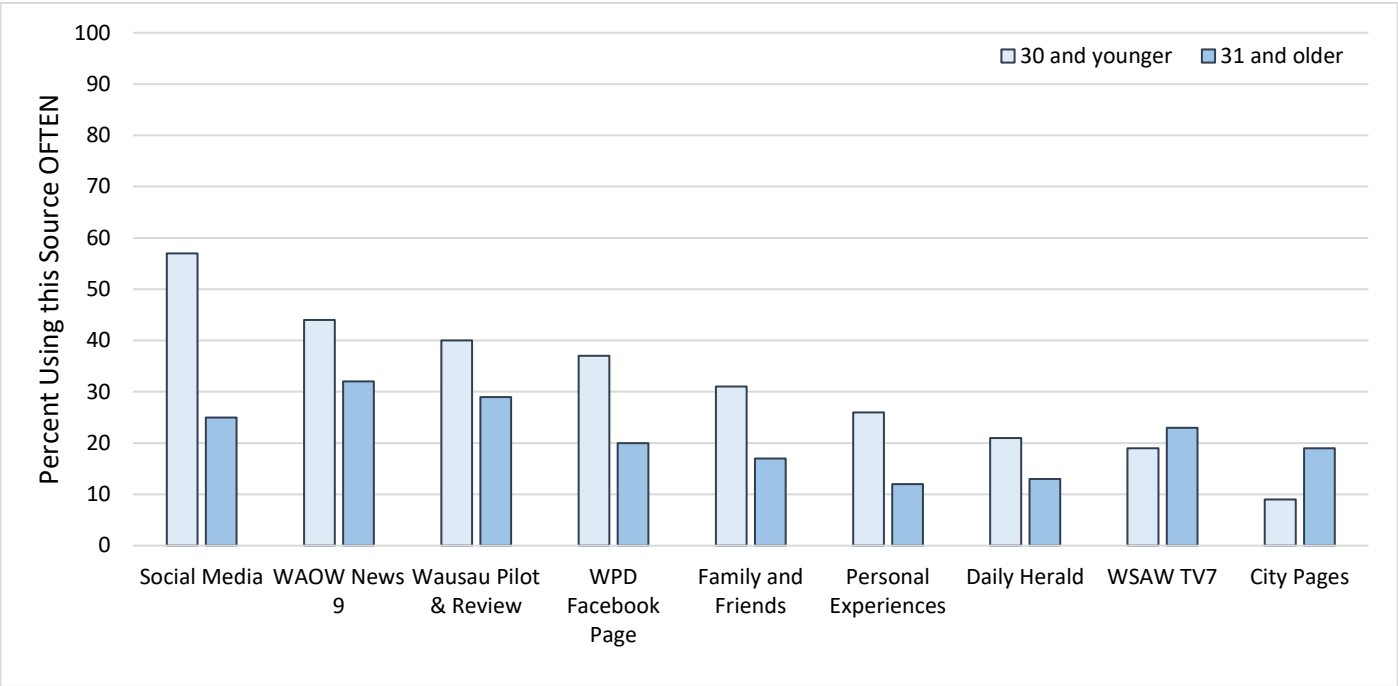


Figure 17 shows the percent of respondents that reported using each news source *often* (as opposed to sometimes or never). More younger respondents (30 and under) than older respondents (31 and up) reported using a variety of information sources *often*. Over half (57%) of younger respondents reported going often to *social media* for information about police activities.

Figure 17. How respondents in two age groups differed in the sources they reported relying on often for information about police activities in Wausau.



RATINGS OF TREATMENT BY THE POLICE

Survey respondents who had had interactions with the police within the past year were asked to report the degree to which they had been treated with dignity and respect as well as how satisfied they were with the interaction. Figures 18 and 19 show that respondents' ratings tended to be quite positive in those contexts in which *they* had initiated the interaction (i.e., sought assistance) and more positive than negative in the context of being stopped or pulled over. In the context of being arrested, respondents were less likely to feel they had been treated with dignity and respect.

Figure 18. Respondents' reports of the degree to which they were treated with dignity and respect on the last occasion that they had an interaction with the police.

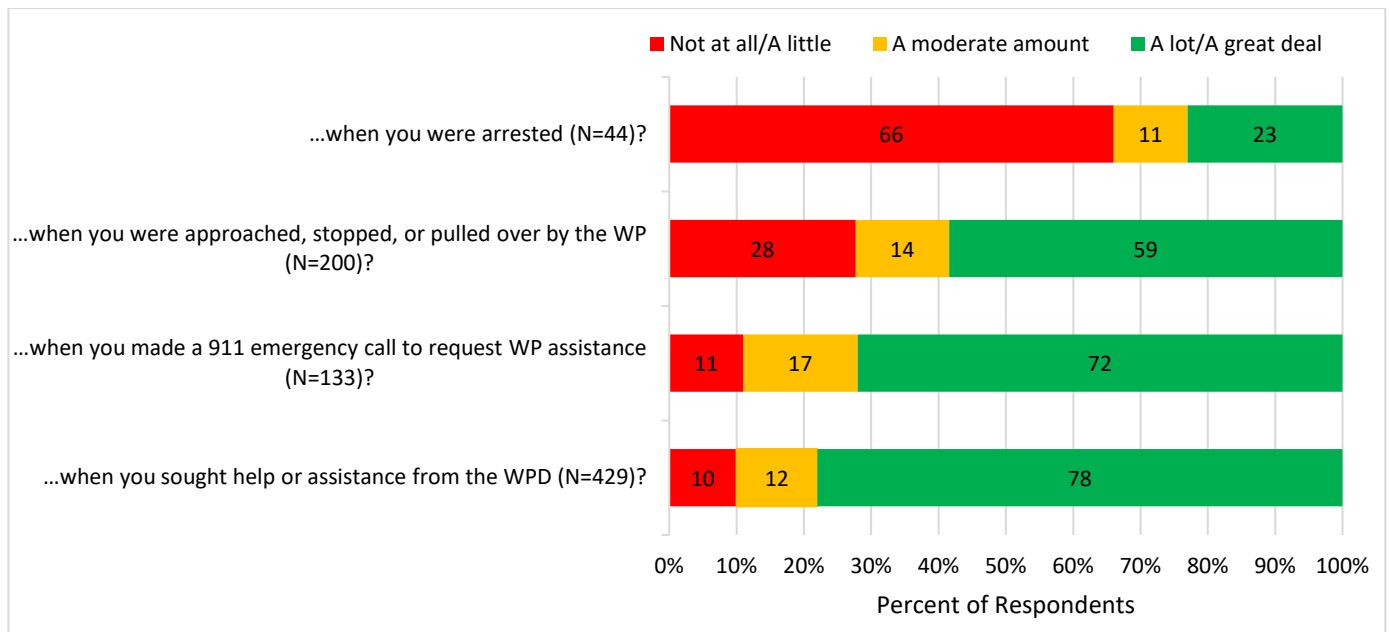
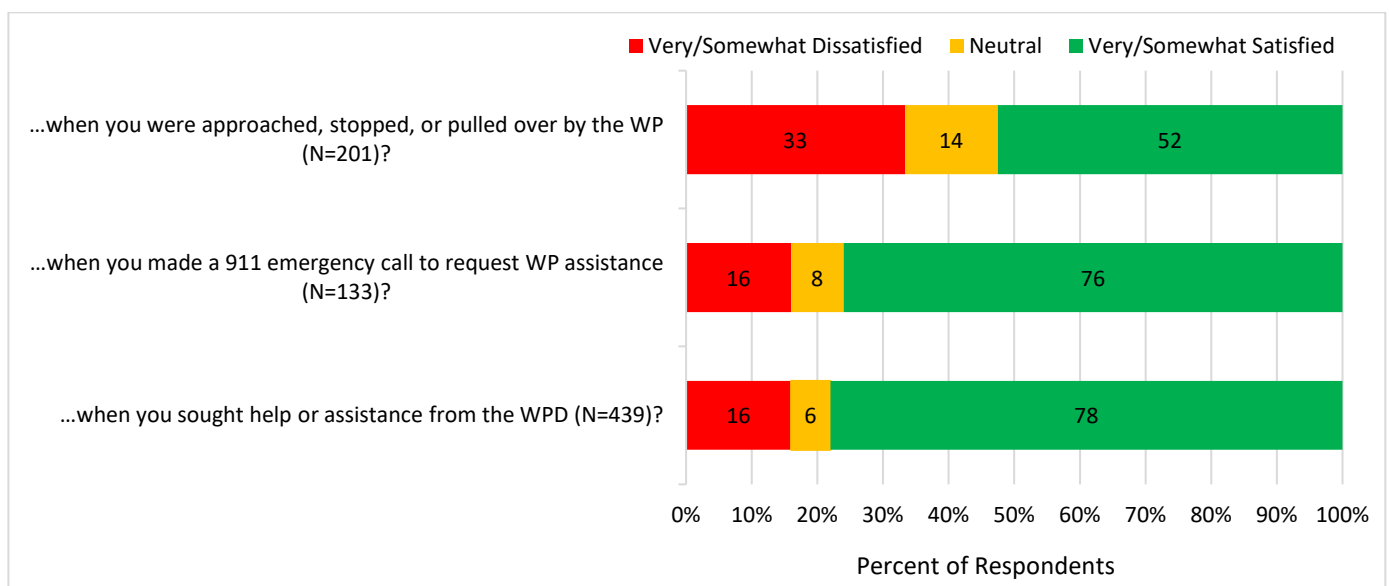


Figure 19. Respondents' ratings of satisfaction with their latest interaction with the police.



APPENDIX: COMMUNITY SURVEY INSTRUMENT

Wausau Policing Community Survey

Para obtener asistencia en español, llame al:
715-261-1445 o responda la encuesta en línea
aquí: wipps.org/wpdsurvey

Xav tau kev pab txhais ua lus Hmoob, thov hu: 715-
261-1446 los yog mus teb cov lus nyob saum huab cua
(online) ntawm no: wipps.org/wpdsurvey

Dear Wausau Area Community Member:

The City of Wausau created the Wausau Policing Task Force to analyze Wausau's current policing policies and procedures. The Task Force consists of Wausau residents along with representatives from city government. The Task Force would like to hear from members of the community about how the Wausau Police are doing in protecting community health, safety, and general well-being.

To gain community input, the Wausau Policing Task Force has partnered with the Wisconsin Institute for Public Policy and Service (WIPPS) to create a survey about policing in Wausau. WIPPS will share the results of this public survey with the City of Wausau and the Wausau Policing Task Force to help them make decisions about policing policies and procedures in Wausau.

The survey should take you **under 10 minutes** to complete.

Your participation in the survey is entirely voluntary. You are under no obligation to answer every question or to complete the entire survey.

The survey will not ask for your name or information that would reveal your identity within the community. Your responses will be entirely anonymous and cannot be traced back to you. Your responses to short-answer questions may be quoted in the report of the survey, but you will not be identified in that quote.

As you respond to the survey questions, please remember to share your views and experiences concerning the Wausau Police Department only, not your impressions of police departments in general.

If you prefer, you may take the survey online here: wipps.org/wpdsurvey or use the following QR code:



For questions or assistance in completing this survey, you may contact: Eric Giordano, Wisconsin Institute for Public Policy and Service (WIPPS) at info@wipps.org or 715-261-6388.

If you agree to complete the survey, please turn the page to begin.

Wausau Policing Community Survey

Section 1: General Perceptions

How would you grade the overall performance of the Wausau Police Department?

☐ A: Excellent ☐ B: Good ☐ C: Fair ☐ D: Poor ☐ E: Failing

Please rate the extent to which you agree or disagree with each statement.

The Wausau Police Department is doing a good job of...	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
...making sure that people are obeying the law.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...keeping the community safe.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...promoting community health and well-being.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

The Wausau Police Department...	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
...is open and forthcoming to the community about their actions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...makes it easy for people in the community to provide input.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...is committed to working with people in the community to solve local problems.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please rate the extent to which you agree or disagree with each statement.	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
I feel comfortable approaching the Wausau Police with my problems or concerns.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I trust the Wausau Police Department to take my concerns seriously.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If I experienced <i>sexual assault</i> and went to the Wausau Police, they would take me seriously.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If I experienced <i>domestic violence</i> and went to the Wausau Police, they would take me seriously.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Wausau Policing Community Survey

Section 2: Wausau Police Officers

Consider what you know or have experienced. How often do Wausau police officers engage in each of the following behaviors?

	Never	Rarely	Sometimes	Often	Always	I have no knowledge of or experience with this
They treat people with dignity and respect.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
They treat people <u>un</u> fairly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
They are friendly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
They protect community members' safety.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
They act aggressively.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
They display a good balance of "friendly officer" and "law enforcer."	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
They show concern for all members of the community.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
They respond to calls for help in a timely manner.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
They use offensive language when dealing with citizens or residents.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
They break the law or police department policy as they carry out their work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
They stop people on the street for no good reason.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
They pull drivers over for no good reason.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
They use more force than is needed.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Suppose that you were approached or pulled over by the Wausau police. Please fill in the appropriate bubble for each statement.

If I were approached or pulled over by the Wausau Police...	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
...I would be treated with dignity and respect.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...I would be treated fairly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...I would feel afraid of the officer(s).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...I would worry about them being physically aggressive toward me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...I would respectfully follow their requests.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...I would feel free to ask them questions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...I would feel comfortable asking them to explain what they are doing.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Wausau Policing Community Survey

Section 3: Community Policing Concerns

Over the past 12 months, the level of safety I have felt in my community...

- ☐ has decreased a lot ☐ has decreased a little ☐ has stayed the same ☐ has increased a little ☐ has increased a lot

Wausau police officers adjust their behavior appropriately when mental health issues are a part of the situation they are called to deal with.

- ☐ Never ☐ Rarely ☐ Sometimes ☐ Often ☐ Always ☐ I have no knowledge of or experience with this

When it comes to managing mental health crisis situations, Wausau police officers are doing a good job.

- ☐ Never ☐ Rarely ☐ Sometimes ☐ Often ☐ Always ☐ I have no knowledge of or experience with this

The Wausau Police should treat individuals with a substance addiction....

- ☐ as criminal offenders ☐ as individuals in need of help ☐ on a case-by-case basis, depending on the situation

The Wausau Police should treat individuals with a criminal record....

- ☐ as criminal offenders ☐ as individuals in need of help ☐ on a case-by-case basis, depending on the situation

Please rate the extent to which you agree or disagree with each statement below.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Wausau police officers have a stressful job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Wausau police officers should be offered regular mental health check-ups and support.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

The use of military tactics and equipment by the Wausau Police is...

- ☐ always wrong ☐ often wrong ☐ sometimes wrong and sometimes right ☐ often right ☐ always right

The Wausau Police Department should spend more resources on training their officers to safely de-escalate conflict situations.

- ☐ Strongly disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly agree

The Wausau Police Department should spend more time and effort on recruiting...

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
...candidates of good character.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...racially/ethnically diverse candidates.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...gender diverse candidates.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Wausau Policing Community Survey

Section 4: Personal Experiences with the Police

When was the last time you had a direct interaction with a member of the Wausau Police Department?

- ☐ Within the last 6 months ☐ Within the last year ☐ Within the last two years ☐ More than two years ago ☐ Never

In the past 12 months, have you been arrested by the Wausau Police?

- ☐ No ———● Continue below
☐ Yes

IF YES:

On the last occasion that you were arrested by the Wausau Police, were you treated with respect?

- ☐ Not at all ☐ A little ☐ A moderate amount ☐ A lot ☐ A great deal

● Please explain. Is there something specific that occurred during the interaction that made you feel this way?

In the past 12 months, have you sought help or assistance from the Wausau Police? This could include reporting a crime, asking for assistance, calling or going into the police station, or approaching a police officer on the street.

- ☐ No ———● Continue to next page
☐ Yes

IF YES:

On the last occasion that you sought help or assistance from the Wausau Police, were you treated with dignity and respect?

- ☐ Not at all ☐ A little ☐ A moderate amount ☐ A lot ☐ A great deal

● Please explain. Is there something specific that occurred during the interaction that made you feel this way?

● On the last occasion that you sought help or assistance from the Wausau Police, how did you feel about the interaction?

- ☐ Very dissatisfied ☐ Somewhat dissatisfied ☐ Neither satisfied nor dissatisfied ☐ Somewhat satisfied ☐ Very satisfied

● Please explain. Is there something specific that occurred during the interaction that made you feel this way?

Wausau Policing Community Survey

In the past 12 months, have you made a 911 emergency call to request assistance from the Wausau Police?

☐ No ——— ☒ Continue below

☐ Yes

● IF YES:

On the last occasion that you made a 911 emergency call, were you treated with dignity and respect by the 911 dispatcher?

☐ Not at all ☐ A little ☐ A moderate amount ☐ A lot ☐ A great deal

● Please explain. Is there something specific that occurred during the interaction that made you feel this way?

● On the last occasion that you made a 911 emergency call, how did you feel about that interaction?

☐ Very dissatisfied ☐ Somewhat dissatisfied ☐ Neither satisfied nor dissatisfied ☐ Somewhat satisfied ☐ Very satisfied

● Please explain. Is there something specific that occurred during the interaction that made you feel this way?

In the past 12 months, have you been approached, stopped, or pulled over by the Wausau Police?

☐ No ——— ☒ Continue to next page

☐ Yes

● IF YES:

On the last occasion that you were approached, stopped, or pulled over by the Wausau Police, were you treated with dignity and respect?

☐ Not at all ☐ A little ☐ A moderate amount ☐ A lot ☐ A great deal

● Please explain. Is there something specific that occurred during the interaction that made you feel this way?

● On the last occasion that you were approached, stopped, or pulled over by the Wausau Police, how did you feel about that interaction?

☐ Very dissatisfied ☐ Somewhat dissatisfied ☐ Neither satisfied nor dissatisfied ☐ Somewhat satisfied ☐ Very satisfied

● Please explain. Is there something specific that occurred during the interaction that made you feel this way?

Wausau Policing Community Survey

Section 5: Information about Policing

How important is it to you that you have access to information about the Wausau Police Department's policies and procedures?

- ☐ Not at all important ☐ Slightly important ☐ Moderately important ☐ Very important ☐ Extremely important

How important is it to you that you have access to information about the daily activities of the Wausau Police Department?

- ☐ Not at all important ☐ Slightly important ☐ Moderately important ☐ Very important ☐ Extremely important

Consider where you get information about police activities in Wausau. How often do you get your information from each of the following sources?

	Never	Sometimes	Often
City Pages	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Family and Friends	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Newsletters	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Personal Experiences	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Police Reports	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Social Media	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
WAOW News 9	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Never	Sometimes	Often
Wausau Daily Herald	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Wausau Pilot & Review	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Wausau Police Department Facebook Page	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
WSAU 550 AM / 99.9 FM Radio	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
WSAW-TV 7	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other, please list:			

Section 6: Demographics

In this final set of questions, we ask about your age, gender identity, and so on. We ask these questions so that we can find out if we have responses from a broad sample of people from the community. Please remember, you do not have to answer any questions that you are not comfortable answering.

Do you live (or have you ever lived) in the city of Wausau?

- ☐ No ☐ Yes
- IF YES: For how many years?
- ☐ 0 to 5 years ☐ 6 to 10 years ☐ More than 10 years

Do you work (or have you ever worked) in the city of Wausau?

- ☐ No ☐ Yes
- IF YES: For how many years
- ☐ 0 to 5 years ☐ 6 to 10 years ☐ More than 10 years

How old are you?

- ☐ 17 or under ☐ 18-20 ☐ 21-30 ☐ 31-50 ☐ 51-65 ☐ 66 or older

Wausau Policing Community Survey

What is your gender?

- ☐ Man ☐ Woman ☐ Non-binary ☐ Other

Which of the following best describes your racial or ethnic heritage?

- ☐ White ☐ Black Hispanic ☐ Native Hawaiian or Pacific Islander
☐ Black ☐ American Indian or Alaska Native ☐ Other
☐ White Hispanic ☐ Asian
-

What is your sexual orientation?

- ☐ Bisexual ☐ Heterosexual (Straight) ☐ Homosexual (Gay/Lesbian) ☐ Other

What is the highest grade or year of school you have completed?

- ☐ Elementary school ☐ Master's degree
☐ High school or GED ☐ Any doctorate, professional, or medical degree
☐ Some college ☐ Vocational or technical degree beyond high school
☐ College degree ☐ Other, please list:
☐ Some graduate school
-

Do you or your family own the home in which you live?

- ☐ Yes ☐ No

Do you currently struggle, or have you struggled in the past, with any of the following concerns? Check any that apply.

- ☐ A mood disorder (for example, major depression, bipolar disorder) ☐ An eating disorder (for example, binge eating, anorexia)
☐ An anxiety disorder (for example, generalized anxiety, phobia, post-traumatic stress disorder) ☐ A psychotic disorder (for example, schizophrenia)
☐ Alcohol/drug addiction ☐ None of the above
☐ Other; please explain if you would like to:
-

In the past 12 months, how many times have you been pulled over or stopped by the police?

- ☐ 0 times ☐ 1 time ☐ 2 times ☐ 3 times ☐ 4 times ☐ 5 or more times

In the past 12 months, how many times have you been criminally referred or issued a criminal summons by the police?

(Note: This does not include traffic citations.)

- ☐ 0 times ☐ 1 time ☐ 2 times ☐ 3 times ☐ 4 times ☐ 5 or more times

Thank you for completing the Wausau Policing Community Survey.

To return the survey, please place in the pre-paid addressed envelope and/or mail to:

Wausau Policing Survey
407 Grant Street
Wausau, WI 54403

Or you may place the survey in the drop box in front of City Hall

For questions or comment about the survey, please visit wipps.org/wdp or contact
Eric Giordano at info@wipps.org or 715-261-6388