

**THE KERN COUNTY SHERIFF'S OFFICE  
FIRST BI-ANNUAL  
COMMUNITY SURVEY**

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## **Acknowledgments**

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## Executive Summary

This report summarizes the methodology and findings of the first annual Kern County Sheriff's Office (KCSO) Community Survey as mandated by the Stipulated Judgment between KCSO, Kern County, and the California Department of Justice. This report also provides a description and numerous demonstrations of the steps the public can use to fully explore the survey findings at <https://tinyurl.com/KCSOYr1>.

The MT was tasked with overseeing the development and administration of this community survey. An independent research team from the University of California, Los Angeles (UCLA) was contracted to develop and implement the survey, analyze its results, and produce this report. Through a collaborative process beginning in 2021, the MT, KCSO, DOJ, and the research team developed the content of the survey and data collection methods. The Community Advisory Council (CAC) provided extensive input into the survey design and assisted in its administration.

The survey questionnaire included 26 questions about the respondents' demographics and other characteristics and 38 questions about the respondent's perceptions of KCSO and public safety. The perception questions can be roughly categorized as: Community-KCSO Relationship; KCSO Performance and Responsiveness; KCSO Accessibility and Inclusivity; and KCSO Handling of Special Needs.

The survey was launched in November of 2022, with the survey available online to the public for twelve months. Valid surveys were received from 837 adults who live and/or work in Kern County. Despite multiple steps to increase participation, the survey did not achieve the representativeness the parties had sought, especially concerning race and ethnicity: Hispanic and Black community members are underrepresented among survey participants compared to their proportion in the Kern County population.<sup>1</sup> This and the overall sample size mean the generalizability of the survey to all Kern County community members is somewhat limited. Nevertheless, the findings are valuable, mainly when using the online dashboard to focus on the responses of particular groups (e.g., groups of respondents with particular demographic characteristics like race/ethnicity or age and groups that share other characteristics like level of interaction with KCSO deputies, arrest history, awareness of the CAC, or attendance at KCSO events).

Perceptions were measured using scales where "agreement" (e.g., agree or strongly agree) indicated a more favorable view of the subject matter. Some findings included:

- Two-thirds (66%) of respondents agreed or strongly agreed that KCSO deputies regularly patrol their neighborhood in a way that makes them feel safe and at peace (23% were neutral on this item, 11% disagreed or strongly disagreed).

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<sup>1</sup> Based on US Census at [Census Reporter](#).

- Half of all respondents agreed or strongly agreed that KCSO deputies in their community do their job well (22% were neutral, 28% disagreed or strongly disagreed).
- Over sixty percent (62%) agreed or strongly agreed that KCSO needs to improve how it serves their community (20% were neutral, 17% disagreed or strongly disagreed).
- Just under half (47%) agreed or strongly agreed that KCSO is interested in reducing crime in their neighborhood; 25% were neutral, 29% disagreed or strongly disagreed.
- Regardless of demographic grouping, nearly all participants agreed that KCSO had insufficient staffing levels.
- On almost every item, participants who had attended community meetings held by KCSO were likelier to agree than those who had not.
- Respondents who identified as Black were less likely to agree while those who identified as White or Asian generally had the highest level of agreement.
- Those who had been the subject of force or witnessed force by KCSO deputies had substantially lower levels of agreement on most items.
- Those who a KCSO deputy had arrested in the past five years also had substantially lower levels of agreement than those who had not been arrested on most items, but not all: arrestees and non-arrestees had similarly views on some items such as KCSO patrols making them feel safe or at peace in your neighborhood and KCSO taking the time to meet members of their community.

Hundreds of more detailed findings can be explored by engaging with the online dashboards at:

<https://tinyurl.com/KCSOYr1>

KCSO will use the findings of this survey—and the results of their own deeper dives into the online data—to inform their law enforcement and community engagement activities. The community survey will be administered again every other year, with subsequent reports and online dashboards to include comparisons between years in order to facilitate tracking of change in perceptions over time. Methodologies used to promote the survey and encourage participation will be revised in future surveys to increase the number and representativeness of respondents.

## Introduction

This report summarizes the development, methodology, and findings of the first annual KCSO Community Survey. It also describes the online resource that the public can use to explore the survey findings further. This “static” written report is intended to provide an overview of the survey methodology and findings and demonstrate the easy steps users can take to explore the data themselves through the “dynamic” output available online at <https://tinyurl.com/KCSOYr1>.

## The Stipulated Judgment

In December of 2020, after an investigation and negotiations, the California Department of Justice (DOJ), the County of Kern, and the Kern County Sheriff’s Office (KCSO) signed the Stipulated Judgment, whereby, while denying every allegation, the County and KCSO agreed to take steps to ensure that the residents of Kern County served by KCSO are provided with police services that are lawful and consistent with the Constitution of the United States and contemporary policing practices.<sup>2</sup>

## The Community Survey

### Survey Development

As part of the Stipulated Judgment (SJ), KCSO agreed to engage and assist the Monitoring Team (MT) in “conducting a reliable, comprehensive, and representative biennial survey of members of the Kern County community regarding their experiences with and perceptions of KCSO and of public safety” (SJ paragraph 124). Per SJ paragraph 125, the community survey will be administered periodically and be designed to allow for robust descriptive analysis of the community’s attitudes and perceptions about public safety, KCSO, and the law enforcement services provided by KCSO deputies. Future iterations of the survey will provide insights into how those perceptions may change over time and how the SJ reforms may have affected the KCSO-community relationship.

The MT was tasked with overseeing the development and administration of this community survey. As per the Stipulated Judgment, an independent research team from the University of California, Los Angeles (UCLA) was contracted to develop and implement the survey, analyze its results, and produce this report. Through a collaborative process beginning in 2021, the MT, KCSO, DOJ, and the research team held a series of meetings to develop and finalize the substantive content of the community survey and data collection methods. The Community Advisory Council (CAC) provided extensive input into the survey design and assisted in its administration.

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<sup>2</sup> The Stipulated Judgment was also signed by Thomas S. Clark, Judge of the Superior Court of California, County of Kern. The Stipulated Judgment, monitoring reports, and other important information can be found at the Monitor’s website: <https://kcsomonitoring.info/>

## Survey Content

The final survey questionnaire included 26 questions about the respondents' demographics, such as gender, age, race/ethnicity, income, and other characteristics, like where they live and work and the nature and extent of their interaction with KCSO in the past. The report was available in English, Ilocano, Punjab, Spanish, and Tagalog. (See Appendix for the complete English-language survey.)

The survey also included 38 questions about the respondent's perceptions of KCSO and public safety. The perception questions can be roughly categorized as follows:

- **Community-Police Relationship:** Questions explore the community's perception of the quality of interactions and relationships between KCSO deputies and residents, including the level of trust and collaboration in enhancing neighborhood quality of life.
- **Police Performance and Responsiveness:** Several questions address perceptions of how well KCSO addresses neighborhood concerns and responds to crimes. Items assess whether respondents feel safe in their neighborhood and if KCSO is seen as doing enough to reduce crime and improve services in the community. Questions also touch on the community's confidence in KCSO's internal investigations into misconduct and of the appropriateness of force used by deputies.
- **Accessibility and Inclusivity:** Questions regarding equal treatment of different demographic groups, language assistance services, and whether respondents feel unwelcome in their own or different neighborhoods.
- **Handling of Special Needs:** The set includes inquiries about how KCSO deals with individuals with mental health issues, both in terms of respect and crisis management, reflecting community concerns about the Sheriff's Office ability to handle sensitive situations.

**Note:** In the survey questionnaire, most questions were phrased so that "agreeing" with the item generally indicated a positive attitude toward the subject matter (e.g., a greater feeling of safety in one's neighborhood or higher confidence in KCSO). For some items this phrasing was reversed so agreeing indicated a more negative attitude. This surveying technique encourages respondents to read each question carefully. However, reversed items are reworded and recoded in this report and the online dashboards so agreement indicates a more positive attitude. This change does not change the meaning of the question or the finding, but it facilitates easier comparison across all items. For example, in the survey questionnaire, an item stated, "If I witnessed a serious crime in my neighborhood, I would not bother notifying KCSO" to which 13% agreed, 76% disagreed, and 11% were neutral, meaning most respondents would report serious crime. But this report and online that item says, "If I witnessed a serious crime in my neighborhood, I would notify KCSO," with 76% agreed, 13% disagreed, and 11% neutral—again indicating most would report serious crime.



## Data Collection

The first annual survey was launched in November of 2022, with the survey available to the public for 12 months. Survey responses were collected through an online survey. This allowed agencies (KCSO, local organizations, and the MT; see Table 1) to provide the link and encourage participation through their websites, social media accounts, and email lists. The survey could be completed on various devices (e.g., computers, smartphones, tablets). The parties met several times during the survey period to assess progress toward reaching community participation goals and to discuss further steps that might be taken to increase response rates. Several of these were put in place, including extending the survey period and additional and recurrent efforts on the part of KCSO, the MT, the CAC, and CBOs to promote the survey and encourage participation using both online and in-person approaches.

**Table 1. Kern County Organizations that Shared Survey Links with the Community**

Organizations/Individuals	
KCSO	Monitoring Team
Dolores Huerta Foundation	California Rural Legal Assistance (CRLA)
California State University, Bakersfield	American Civil Liberties Union (ACLU) of Southern California
Community Advisory Council (CAC)	

## A Note on Survey Representativeness

The SJ stipulated that the community survey captures a “representative sample” of Kern County residents. Representativeness refers to the extent to which overall findings from a survey can be generalized to a target population. Methodologically, surveys are intended to generate a group-level summary or descriptive statistics that may be generalizable to the overall population (i.e., Kern County) and to target groups included or focused on in a particular study (e.g., demographic groups).<sup>3</sup> The generalizability of these results is enhanced or limited by the level of community participation in completing the assessment.

Survey results can and should be considered as a whole--across all community groups--and within each group independently. Despite the efforts to maximize participation rates, this survey did not achieve the representativeness the parties had sought regarding overall responses and race and ethnicity. In particular, Hispanic and Black community members are underrepresented among survey participants (see the Kern County Census Demographics section below). The parties and readers alike should therefore keep in mind that the generalizability of the survey to all Kern County community members is somewhat limited. Nevertheless, findings provide valuable information, particularly when focusing in on the responses of groups (e.g., groups of respondents with particular demographic characteristics and groups who share other

<sup>3</sup> Aday & Cornelius (2006). *Designing and Conducting Health Surveys*. John Wiley & Sons.

characteristics like direct contact with KCSO deputies, arrest history, awareness of the CAC, or attendance at KCSO events).

## Online Dashboards and Data Analysis Tools

The research team at UCLA has developed a website which provides the public as well as the parties a way to explore the survey findings in far more detail and depth than is provided in this report. The website is <https://tinyurl.com/KCSOYr1>. The website allows users to gain a better understanding of the characteristics of the survey respondents. Most importantly, online users can explore in detail how different community groups perceive public safety, the services provided by KCSO, and the KCSO-community relationship. The community is encouraged to use the tools and visualizations online and examine the community responses as they wish.

The figures in the results section below are screenshots from the online data tools and visualizations. The same figures and many others are available online. It is recommended that readers have the link open as they move through this report.

### Dashboards

The online graphical interface organizes data by individual tabs called “dashboards.” The following dashboards are displayed online. (See orange arrows in Figure 1.)

- a. Respondent Overview, including demographics and respondent characteristics: This section provides a graphical overview of survey respondents by demographics (survey link, survey completion, law enforcement, race/ethnicity, age, gender identity, income, arrest, use of force, zip code).
- b. Community and Interactions: This section provides an overview of responses to “yes” or “no” questions about involvement within the Kern County community generally and interactions with KCSO specifically.
- c. Perceptions: Provides an overview of responses to the Likert scale questions that assessed perceptions of KCSO and public safety.
- d. Perceptions Comparisons: This provides a straightforward way to compare the response profiles from different groups. Use the filters to identify the subgroup you wish to compare on the Perceptions questions.
- e. Fair Treatment: Provides an overview of respondents’ beliefs regarding the fairness of KCSO’s treatment of different groups and the respondents themselves.
- f. Zip Code Map: This dynamic dashboard presents a map of Kern County and the surrounding area and shows the zip codes identified by survey respondents. It allows users to see how many surveys came from each zip code and to limit the responses shown on other dashboards to certain zip codes.

**Note:** The “# of Respondents” included in each new table or visualization will change according to the filters used and how many responded to the specific questions. (Some respondents ‘skipped’ some items.)

*Figure 1. Dashboards Available Online*

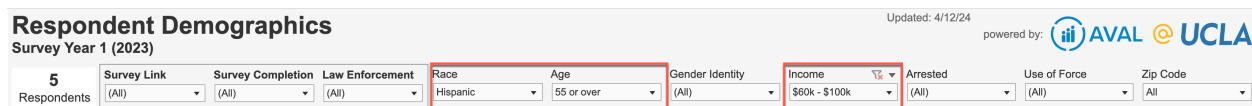


### Filters/Dropdowns

There are between nine and twelve possible filters within each dashboard (which filters are listed depends on the dashboard content). These are listed beneath the dashboard title. Online users choose from a dropdown menu for each filter. The filters include: Survey Link (KCSO, MT, or CBO), Survey Completion (percent of items completed by respondents), Law Enforcement (respondent works in or is related to someone who works in law enforcement), Compare by (allows for easy comparison of certain respondent groups), Race, Age, Gender, Income, Arrested (arrested by KCSO in past five years), Use of Force (was subject or witness to KCSO use of force in past five years), Sort by (change order in which items are displayed), Scale (display 5-point scale or simplified 3-point scale), Zip code.

These filters allow users to scroll through a drop-down menu and select a comparison category. For example: users can select “14-17” in the “Age” dropdown to view only youth responses to the survey. Moreover, multiple filters can be used simultaneously. For instance, one can use the “Race,” “Age,” and “Income” filters to view responses only from Hispanic/Latino adults who indicated that they were 55 & over and reported annual income between 60-100K. If the user chooses the Perceptions dashboard, the same race, age, and income filters will be applied. (See Figure 2. Note the number of respondents for those criteria is very low: 5.) Given the number of filters – and categories within filters – dozens of possible iterations of the data can be explored.

*Figure 2. Using the Filters to Create Specific Visualizations*



Another example allows users to identify differences in responses to the perceptions questions between those who completed the survey through the KCSO link and those who used a CBO or the MT link. First, choose the Perception Comparisons dashboard. Then choose Survey Link

from the Compare By filter/dropdown. At this point, the perceptions responses displayed will be split between KCSO vs. CBO/MT. Second, users can limit the displayed results to certain demographic characteristics by choosing one of the items under Race, Age, Gender Identity, etc. Alternatively, to dig deeper into responses of just those who used the KCSO link (or just those who used a CBO link), choose KCSO (or CBOs) under Survey Link, and then choose a different Compare By option, such as Attended Community Meetings. In that example, the Perceptions responses will be displayed only for those who completed the survey using the KCSO link and will be split by those who attended meetings vs. those who did not. Similar explorations can be conducted for the other Compare By options and the rest of the dropdown menus. (Not pictured.)

## Survey Results

Descriptive statistics for this first survey are derived from a total sample of 837 adults. If respondents opened the survey, but failed to respond to a minimum number of items, those responses were not included resulting in a sample of 837.

The following figures are screenshots from the default visualizations available online (<https://tinyurl.com/KCSOYr1>).

## Survey Demographics

Figure 3 provides the demographics for all survey respondents. Of the 837 respondents:

- 61% identified as female and 37% as male, while 1% indicated non-binary and 1% indicated other.
- Almost half (49%) identified as White, 26% Hispanic, 4% Black, 2% Asian, and 13% multiracial.<sup>4</sup>
- Almost 70% (69%) were 35 and over, with the largest group being 55 and over (29%).
- 97% had a high school education or more, with 36% having a bachelor's or graduate degree.
- The primary language spoken at home was English (82%), while 12% reported that multiple languages were spoken at home.
- 95% reported being a native English speaker, being bilingual (in English and another language), or having a professional working proficiency in English.
- Approximately 65% of the respondents reported a household income of \$60,000 or more.

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<sup>4</sup> Of the individuals who identified as multiracial group, approximately 33% indicated they were multiracial; 9% indicated White, Hispanic/Latina, and Native American; 29% indicated White and Hispanic/Latina; the rest were a mix of other racial/ethnic combinations.

Figure 4 shows other characteristics of the survey respondents. Approximately 70% of survey responses were collected through the KCSO link. Almost all the respondents (98%) live in Kern County, 81% work or go to school in Kern County, and 83% have lived in the county for 10 years or more. 67% reported their neighborhood was served by both KCSO and Bakersfield Police Department (BPD) while 29% were served solely by KCSO.

Regarding interactions with KCSO, 45% had requested assistance from KCSO, 15% had force used on them by KCSO deputies or they observed a use of force on someone else, and 6% reported having been arrested.

### **Kern County Census Demographics**

Compared to US Census data, the survey respondent sample was slightly older, more White, less Hispanic, slightly better educated, and had a higher median income than the general Kern County population.<sup>5</sup> (Comparisons to the survey sample are *italicized*.)

As of 2023, Kern County, California has an estimated population of 913,820, showing a slight increase from previous years.

**Age:** The median age in Kern County is approximately 32 years. *The survey sample skewed slightly higher, with the median age in the 35-44 category.*

**Race and Ethnicity:** Hispanic or Latino comprise about 56.8% (*28% in sample*) of the residents. Non-Hispanic Whites constitute around 30.4% (*49% in the sample*) of the population, followed by Black or African American residents at 6.3% (*4% in sample*), Asians at 5.8% (*2% in sample*), and smaller percentages for other groups.

**Income and Employment:** The median household income in Kern County is about \$66,234 (*median household income in sample was in the 60K-100K category*).

**Education:** About 76.6% of residents aged 25 and over have at least a high school diploma (*97% had at least high school diploma in sample*), and 18.3% have a bachelor's degree or higher (*36% in sample*). The educational attainment varies significantly across different racial and ethnic groups.

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<sup>5</sup> The information in the following paragraphs was abstracted from the following sources: [\(Census Reporter\)](#) [\(Data USA\)](#) [\(Census.gov\)](#) [\(World Population Review\)](#) [\(U.S Population\)](#).

Figure 3. Respondent Demographics

Kern County Sheriff's Office (KCSO) Community Survey by [Taylor Herhusky](#)

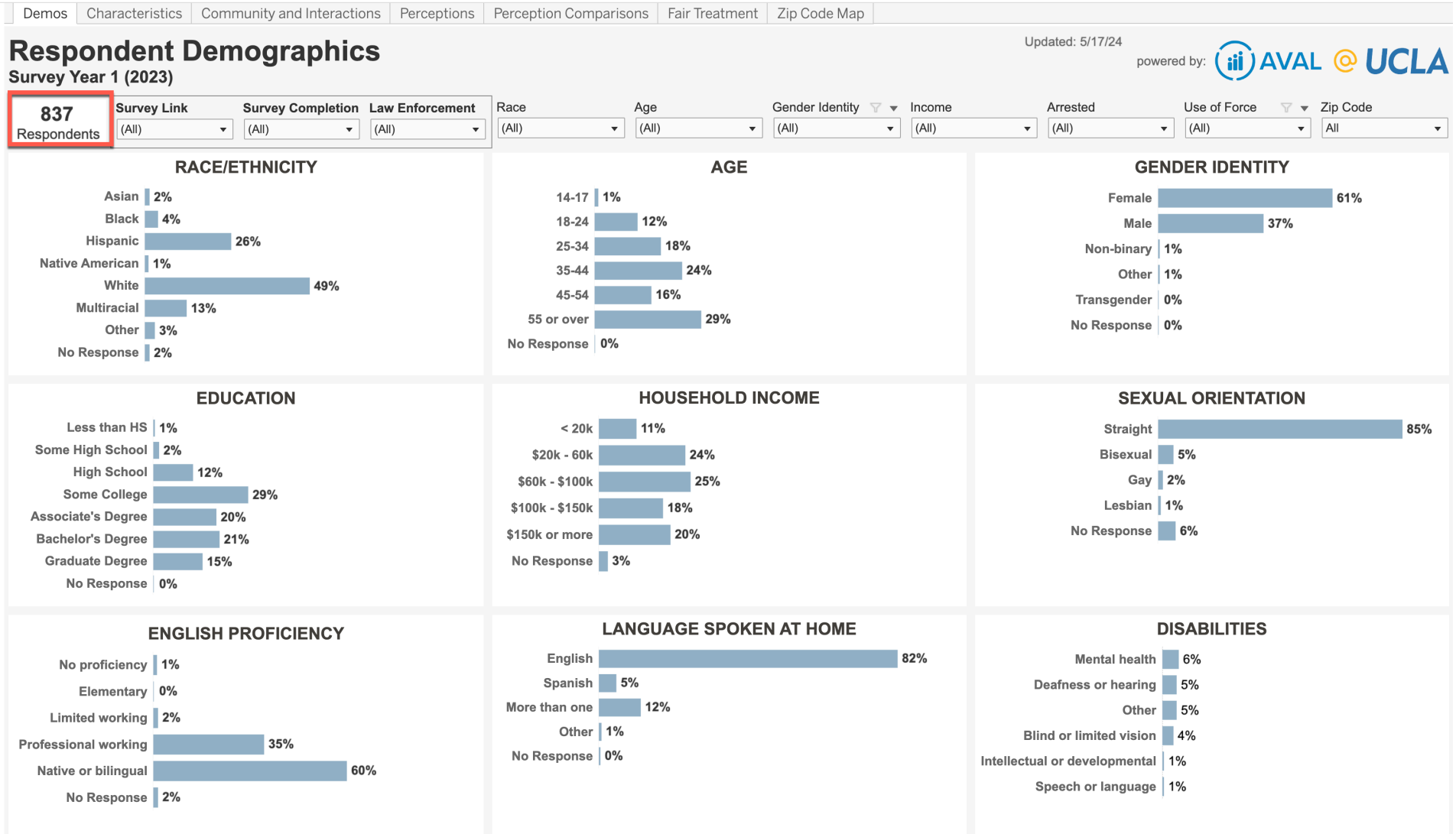
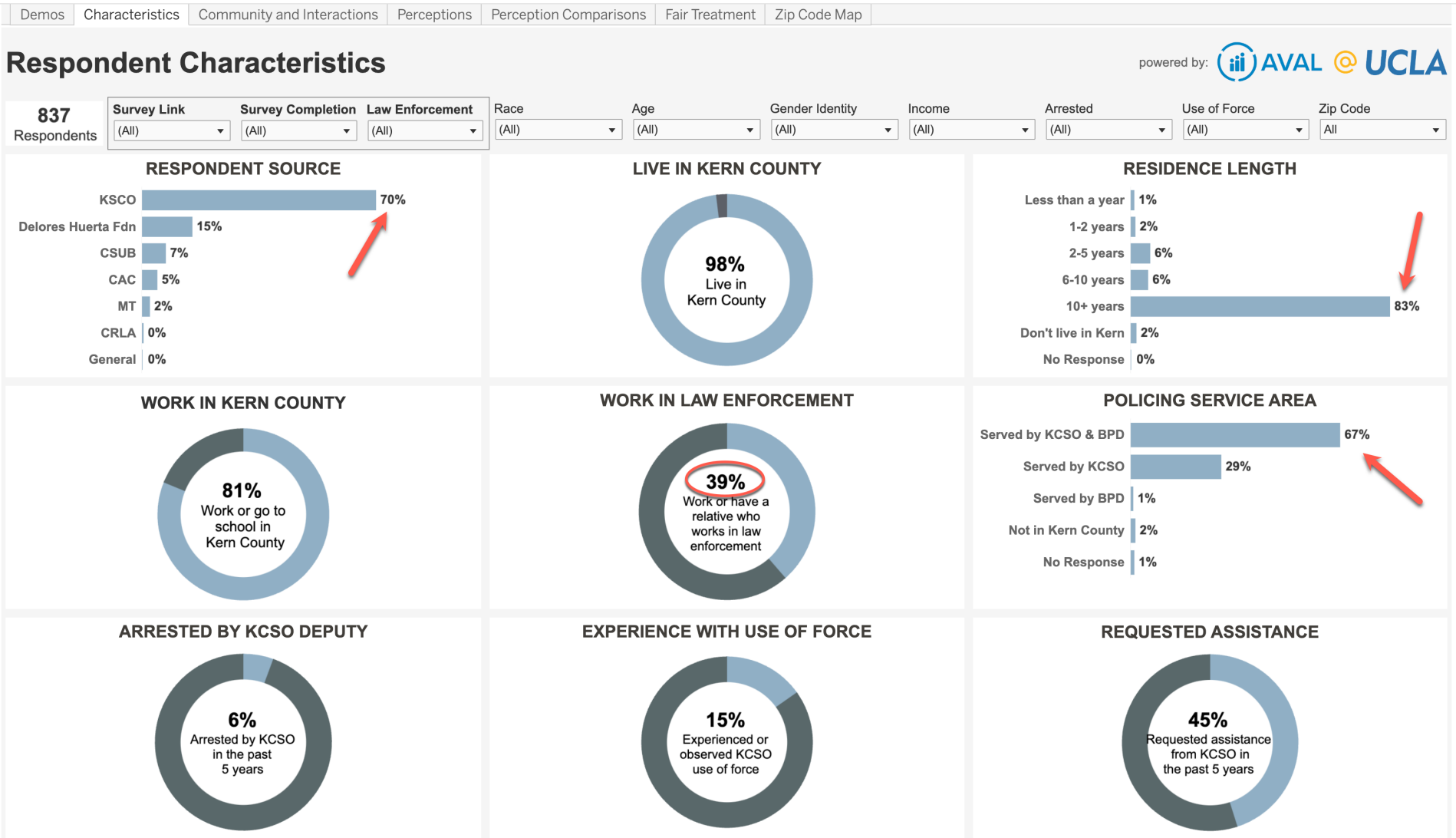


Figure 4. Respondent Characteristics

Kern County Sheriff's Office (KCSO) Community Survey by [Taylor Herhusky](#)





## Community Involvement and Interactions with KCSO

The Community Involvement and Interactions with KCSO survey items asked questions about respondent interaction with KCSO and their awareness of some of KCSO's community engagement activities.

Not all Kern County community members have the same level of interaction with KCSO as survey respondents. The information in this section is designed to provide some context for survey respondents perceptions, which follow in the next section.

As seen in Figure 5, there are 12 different items assessed in this domain. These items ranged from having a close relative who worked in law enforcement to involvement with the Community Advisory Council (CAC). A series of questions regarding direct contact with KCSO followed, such as 1) having been arrested and gone through a booking process, 2) being stopped by a KCSO deputy while walking or standing in a public place, 3) having been placed in the back of a patrol car, and 4) having requested assistance from KCSO and the time it took KCSO to respond. Except for the last item, which asks about time (minutes/hours), the response category for these questions was Yes/No.

As seen in Figure 5, when the user chooses the Community and Interactions tab, by default the dashboard displayed uses the first Compare By filter/dropdown, which is race/ethnicity. This can be changed to other groupings by choosing a different topic from the Compare By dropdown. Figure 6 shows the display when Income is chosen.

- 39% of respondents indicated they worked in law enforcement or had a close relative in law enforcement. Those respondents were distributed across all races and ethnicities.
- Respondents who identified as Black tended to respond "Yes" more often than other races/ethnicities to the items about being arrested, being the subject of or witnessing force, being stopped while standing or walking, and being stopped while riding in a car. This was particularly true for being stopped while in a car. On this item, 46% of individuals who identified as Black responded "Yes" whereas, across all participants, 20% indicated "Yes" and, among Whites alone, 17% indicated "Yes."
- Participants who identified as Native Americans responded "Yes" at a higher rate than other racial/ethnic groups to the items asking about respondent awareness of the CAC and events, with 55% reporting they were aware of the Community Advisory Councils and 60% reported attending an event/meeting hosted by KCSO.
- Regarding the item about response time, most respondents indicated the response time was 10-30 minutes (43%), with over 50% indicating 30 minutes or less and 31% indicating an hour or more. (Note that the item did not ask for information about the urgency of the request.)



Figure 6 displays these same questions broken down by income category. Several interesting response patterns emerge across these questions associated with income.

- Being aware of the CAC and/or attending community events appears to be associated with increasing household income, with a higher percentage of participants indicating “Yes” when they look across the categories.
- The items related to being stopped by KCSO, being placed in the back of a patrol car, and having a deputy arrive at your home all display a decreasing percentage of “Yes” as reported household income increases. This was also true for being aware of the CAC and attending KCSO events.

Figure 5. Community Involvement and Interactions with KCSO by Race

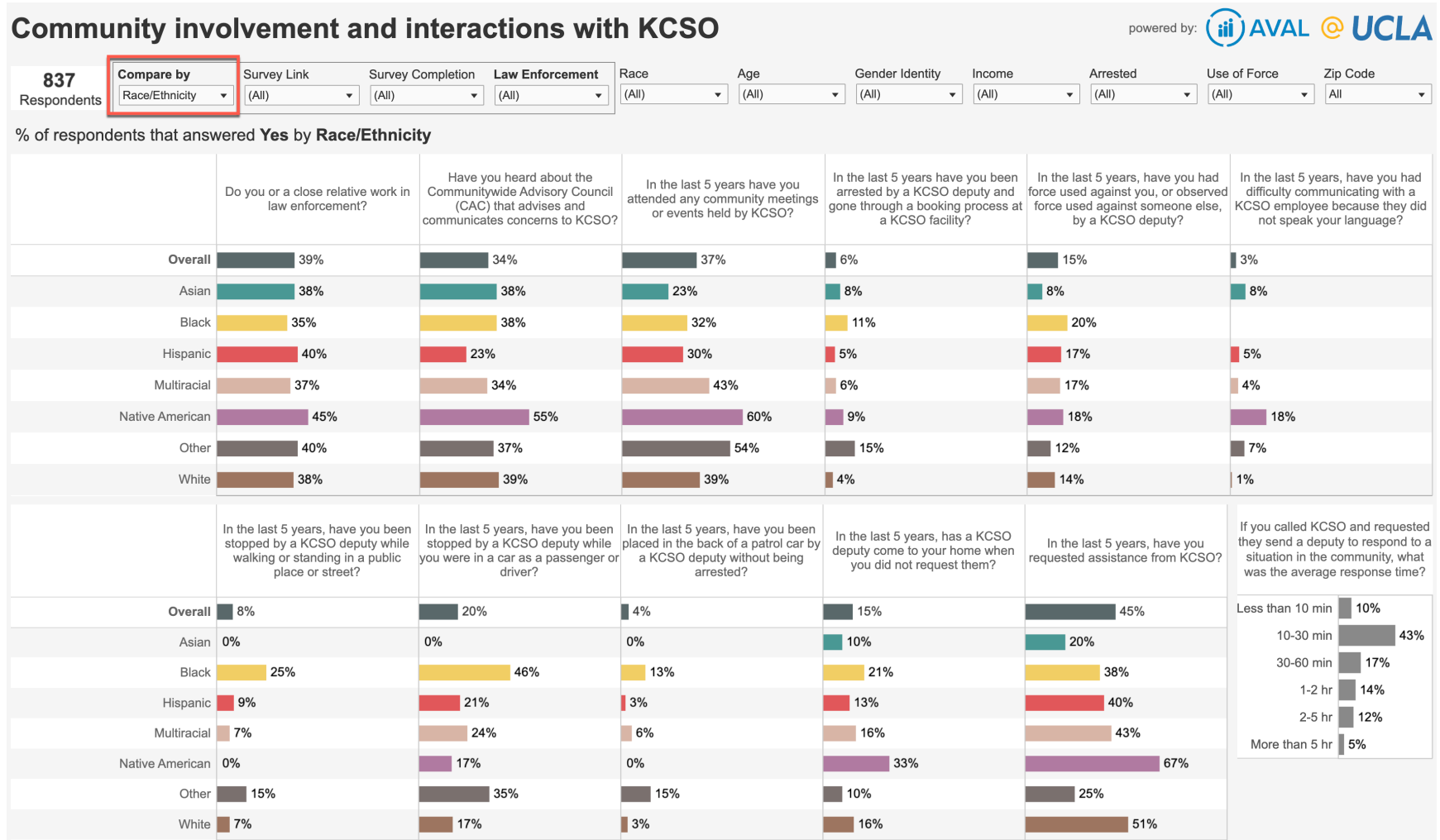
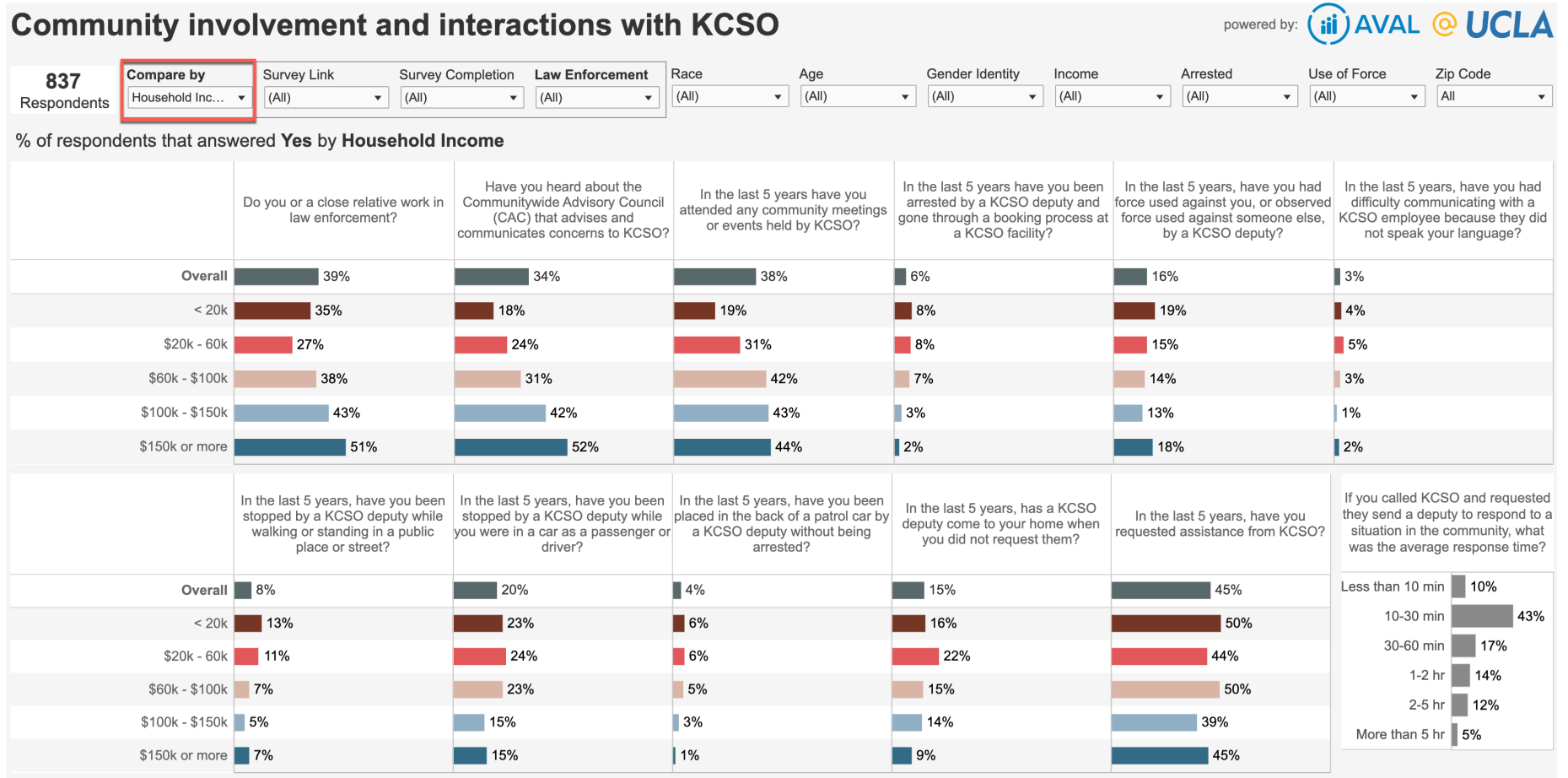


Figure 6. Community Involvement and Interactions with KCSO by Income



## Community Perceptions of the KCSO and Public Safety

Figure 7 displays the results for respondents when asked questions about their community-police relations, perceptions of police efficacy and responsiveness, and public safety concerns within Kern community.

**Note:** Figure 7 shows the responses for all survey participants. These statements have been ordered from the most agreement to the least (see orange dotted line and arrow).

By default, the Perceptions dashboard shows the responses for all survey participants. Online users can use the filters/dropdowns to limit the displayed responses.

In contrast, the Perception Comparisons dashboard shows responses split by various groupings. The default comparison is by race/ethnicity, but online users can choose other comparisons using the Compare By filter/dropdown. As with the Perceptions dashboard, online users can also limit the responses displayed, but the Compare will always split those responses by grouping.

The ordering of the items can be changed online via the Sort Items filter/dropdown.

The Scale filter/dropdown can be used to change how the dashboard displays responses to the items. Choosing “5 point scale” from the dropdown shows each of the five possible choices separately (from “Strongly Agree” to “Strongly Disagree” including “Neutral”). The “3 point scale” simplifies the graphic by combining the “Strongly Agree” and “Agree” responses into “Agree” and combines “Disagree” and “Strongly Disagree” into “Disagree” so, along with “Neutral,” there are three levels.

Some examples of the findings in this section include:

- 66% of respondents agreed or strongly agreed that KCSO deputies regularly patrol their neighborhood in a way that makes them feel safe and at peace; 23% were neutral on this item, 11% disagreed or strongly disagreed.
- 50% agreed or strongly agreed that KCSO deputies in their community do their job well; 22% were neutral, 28% disagreed or strongly disagreed.
- Still, 62% agreed or strongly agreed that KCSO needs to improve how it serves their community; 20% were neutral, 17% disagreed or strongly disagreed.<sup>6</sup>
- Less than half, 47%, agreed or strongly agreed that KCSO is interested in reducing crime in their neighborhood; 25% were neutral, 29% disagreed or strongly disagreed.

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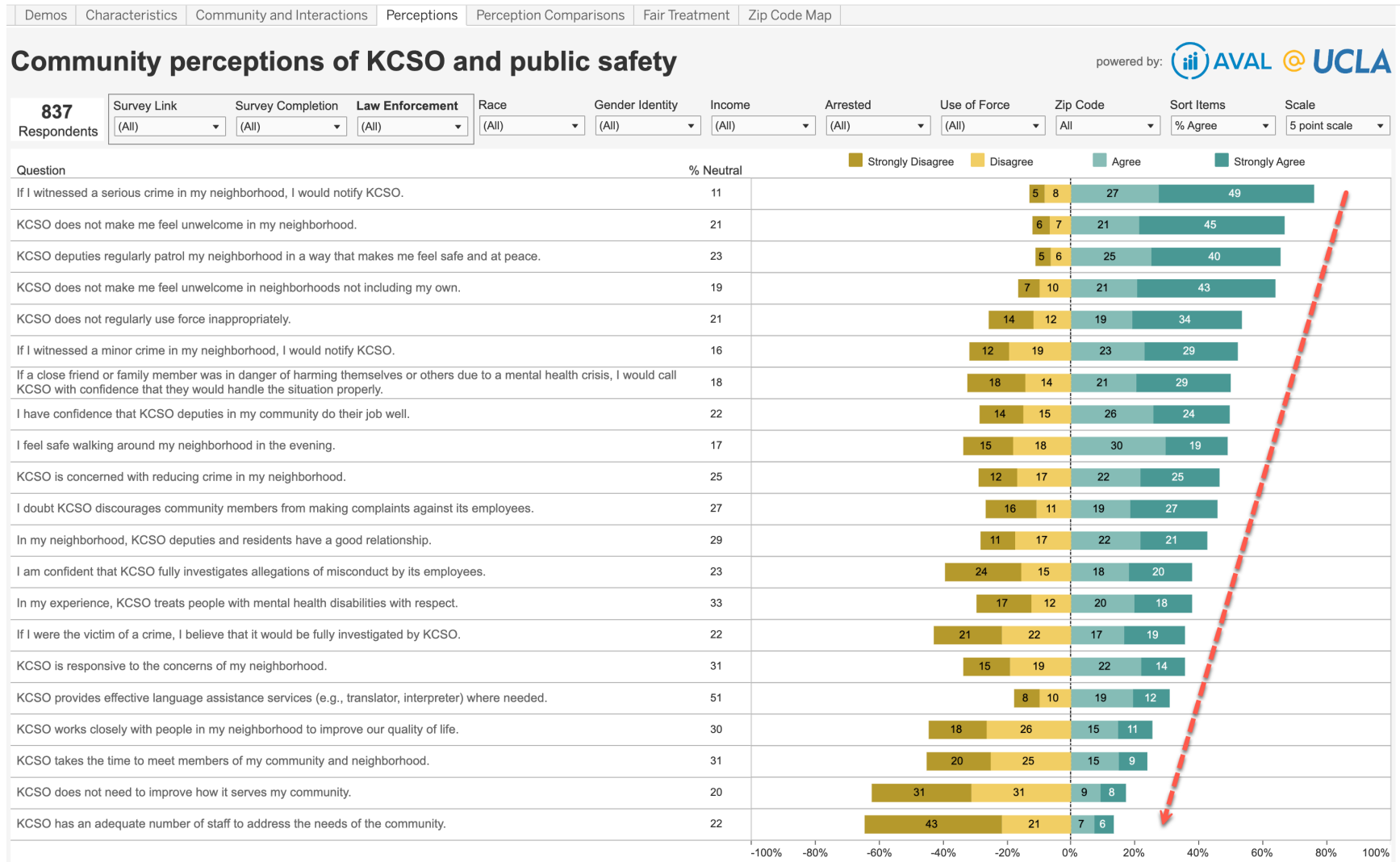
<sup>6</sup> This item is reverse-coded in the online data tools, so it indicates 62% disagreed/strongly disagreed that KCSO does not need to improve how it serves the respondents’ community.

- Twenty-five percent agreed or strongly agreed that KCSO works closely with their neighborhood to improve the quality of life; 30% were neutral, 44% disagreed or strongly disagreed.
- Fifty-four percent agreed or strongly agreed that KCSO does not regularly use inappropriate force; 21% were neutral, 26% disagreed or strongly disagreed.

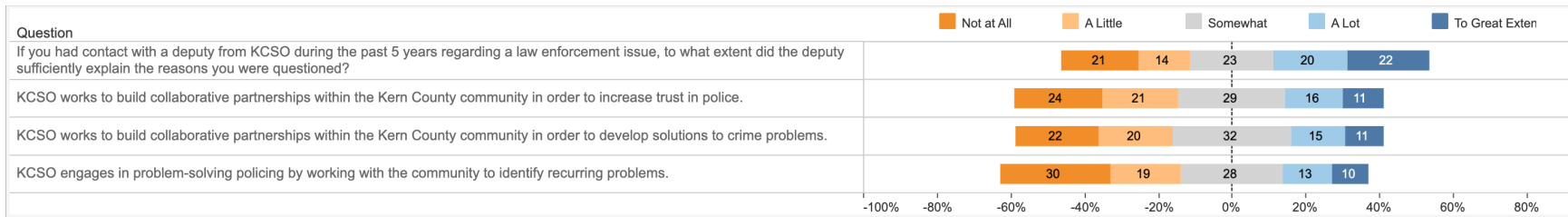
Figure 8 shows the responses to the last four perceptions items, which regard deputies explaining why they were being questioned, collaborative partnerships, and problem-solving practices.

- The majority of respondents (between 70% and 79%) felt KCSO demonstrated the procedural justice and community policing principles represented in these four items at least “A Little.”
- Between 23% and 42% felt this was “A Lot” or “A Great Deal.”
- Between 21 and 30 percent indicated “Not At All.”
- Respondents who reported having attended a community meeting held by KCSO were more likely to choose “A Lot” or “A Great Deal” on these items, especially those regarding KCSO’s efforts to build collaborative relationships with the community and engage in problem-solving policing. (This can be seen online using the Compare By filter/dropdown.)

Figure 7. Community Perceptions



**Figure 8. Community Perceptions (continued)**



## Comparisons of Community Perceptions of the KCSO

Figure 9 shows comparisons of perceptions across racial or ethnic groups.

- Respondents who identified as Black have the lowest level of agreement with most items.
- Participants who identified as White or Asian generally had the highest level of agreement.

Figures 9 show the default display for the Perceptions Comparisons dashboard online. This dashboard includes a “Compare by” filter; the first dropdown from that filter is Race/Ethnicity (shown in Figure 9). Users online can choose different “Compare by” categories.

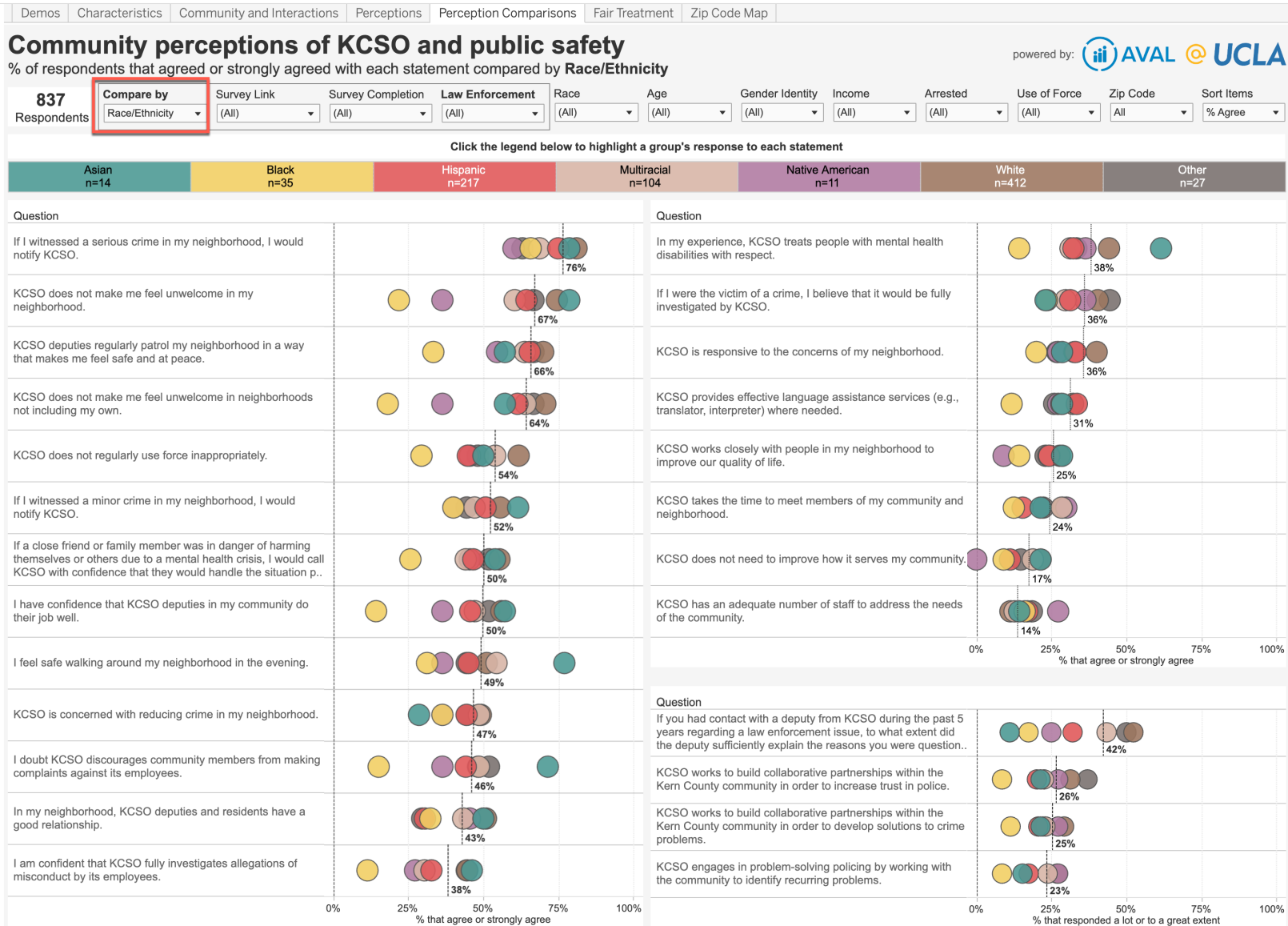
The dashboard shows those who “Agree” or “Strongly Agree” with each item separately by race/ethnicity. The small horizontal dashed line among the responses for each item indicates the percentage who agreed (“Strongly Agree” or “Agree”) across all participants for that item. This provides an easy way to compare the level of agreement among different groups (e.g., between different races/ethnicities, incomes, or arrest histories).

Besides race/ethnicity, some other comparisons of interest include the following (not shown; these findings can be displayed online using other Compare By options on the Community Perceptions dashboard.)

- Nearly all participants regardless of grouping agreed that KCSO had insufficient staffing levels.
- Participants who had attended community meetings held by KCSO had a higher level of agreement than those who had not on almost every item.
- Those who had been the subject of force or witnessed force by KCSO deputies had substantially lower levels of agreement on most items.
- Those who a KCSO deputy had arrested in the past five years had substantially lower levels of agreement than those who had not been arrested on most items. However, this was notably not the case for KCSO patrols making them feel safe or at peace in their own neighborhood, which both arrestees and non-arrestees agreed with about 50% or more of the time. This was also not the case for KCSO taking the time to meet community members and or for KCSO not needing to improve service; for both of these items, arrestees and non-arrestees each agreed less than a quarter of the time.
- Participants who identify as Asian expressed the highest level of agreement on several items, including feeling safe, walking around their neighborhoods in the evening (77% vs. 49% for all races/ethnicities), and the belief that KCSO treats people with mental health challenges with respect (62% vs. 38% for all races/ethnicities).
- Some geographic variation in responses was identified using the Zip Code/Filter or the Zip Code Map dashboard. For instance, participants closest to the Bakersfield metropolitan area showed slightly more favorable responses than the overall average on items concerning KCSO deputy patrols making participants feel safe and the need for KCSO to improve how it serves their community.



Figure 9. Perception Comparisons by Race

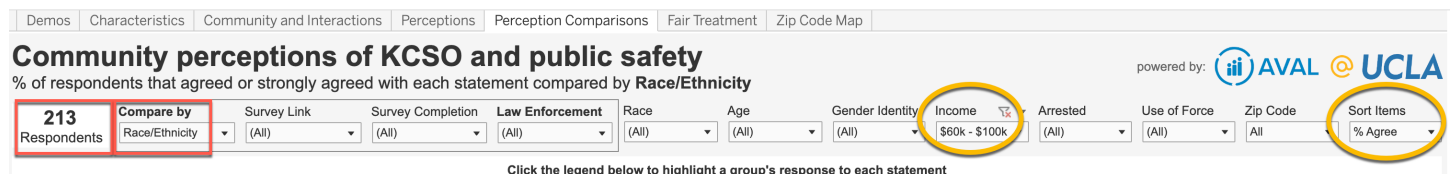


## Additional Analyses using the Online Data Visualizations

To explore these findings further and to demonstrate how the online data tools can be used, we did the following analysis using online visualizations. Readers are invited to conduct similar exploration.

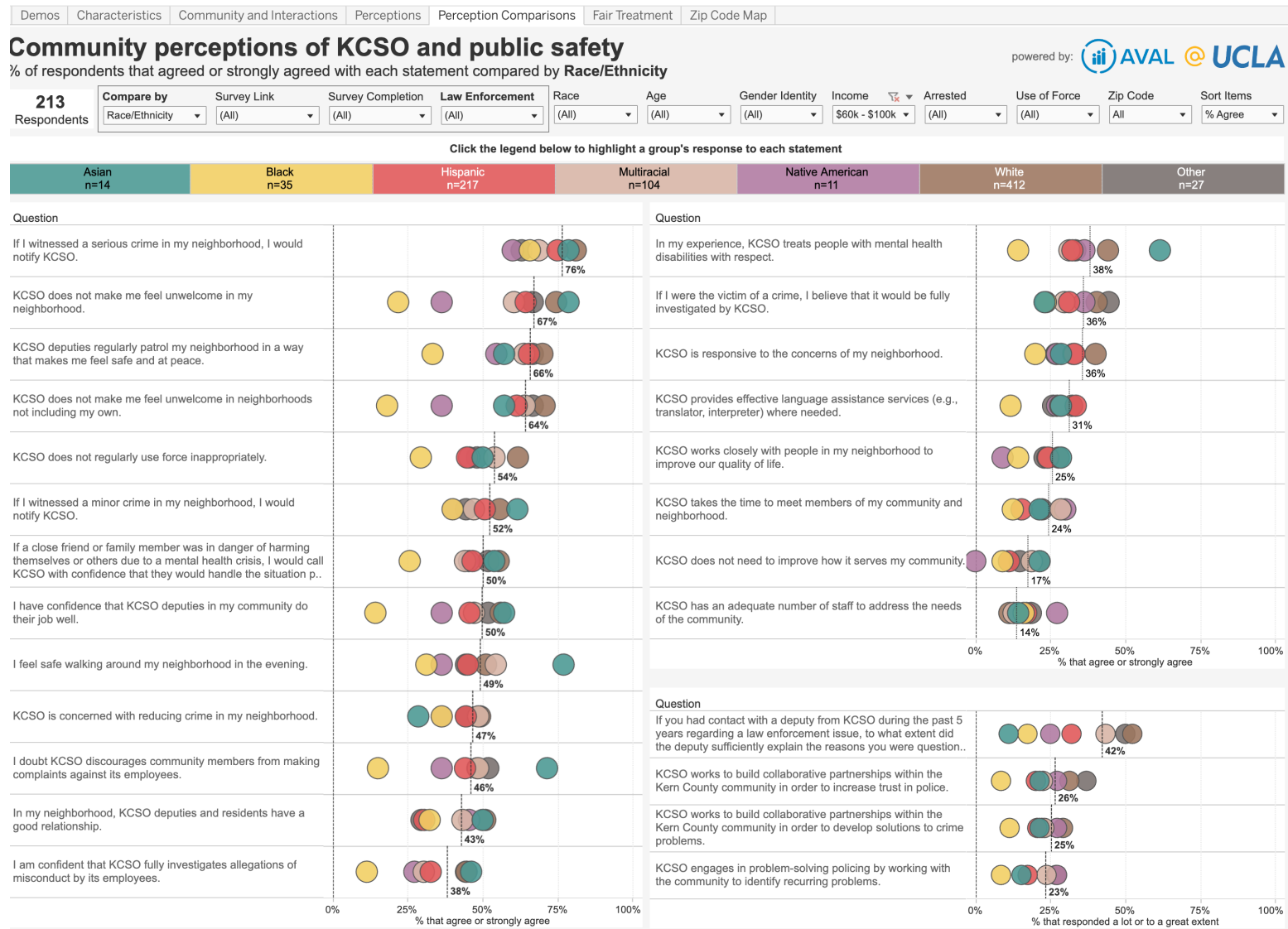
As shown by Figures 10 and 11, if the “Compare by” filter is set to race/ethnicity and the visualization is filtered to include only those with income of \$60,000 to \$100,000, a different set of results will appear. Using these filters, the dashboard still displays information comparing the different racial/ethnic categories but only for those who reported making between \$60,000 and \$100,000. (Note the sample size is 213 based on these choices).

Figure 10. Demonstration of Using Other Filters to Explore Perceptions Comparisons



The items are listed on the dashboard according to the choice selected in the Sort Items filter (circled yellow in Figure 13). By default, the items are sorted by “% Agree”, which is based on those who responded with “Agree” or “Strongly Agree.” Alternatively, online users can choose to sort the items based on “% Disagree” or “% Neutral” responses.

**Figure 11. Community Perceptions by Race for those in the \$60K-\$100K Income Bracket**



## Perceptions of Fair Treatment by KCSO

The Fair Treatment section of the survey asks respondents if they believe they have been treated unfairly by KCSO because of one of their characteristics, such as race/ethnicity, gender, age, English proficiency, or a disability. More broadly, it also asks if respondents believe that KCSO treats all groups fairly or, if not, which groups respondents believe are not treated fairly. Shared characteristics, such as race/ethnicity, gender, age, etc define groups.

Figure 12 is the default display for the Fair Treatment dashboard online. The top row of the Fair Treatment dashboard addresses respondents' beliefs regarding groups being treated fairly or unfairly. The bottom row addresses respondents believing they themselves were treated unfairly.

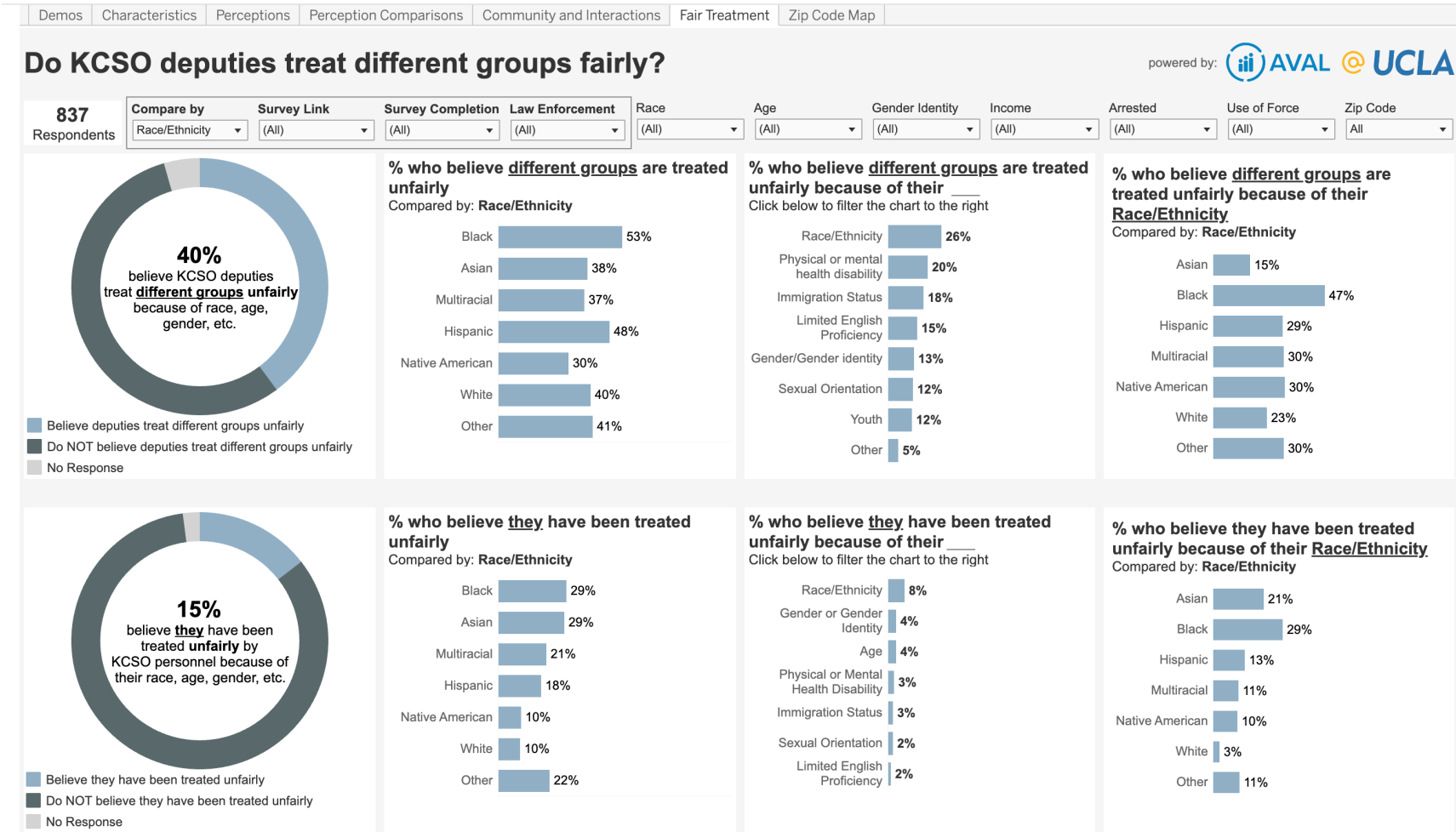
As shown on Figure 12, when asked about themselves, 83% believe they have been treated fairly and 15% believe they have been treated unfairly (2% did not respond).

- Overall, 29% of Black and Asian respondents, 21% of multiracial respondents, 18% of Hispanic respondents, and 10% of Native American and White respondents, respectively, believed they had been treated unfairly by a KCSO deputy in the past five years.
- The reason they felt they were treated unfairly was most often race/ethnicity, followed by gender/gender identity, age, disability, immigration status, sexual orientation, and limited English proficiency.
- Those who felt they were treated unfairly because of their race or ethnicity were most often Asian or Black.
- Those who felt they were treated unfairly because of their age were most often Black.
- Those who felt they were treated unfairly because of their English proficiency were most often Asian or Hispanic.

Fifty-six percent of all survey participants believed that KCSO deputies treat different groups fairly while 40% believe they treat some groups unfairly (4% did not answer this question.)

- Overall, 53% (18 of 34) of Black respondents believe KCSO deputies treat different groups unfairly compared to 48% (98 of 206) of Hispanic respondents and 40% (159 of 400) of White respondents.
- Across all respondents, 26% believed racial or ethnic group was the reason for the unfair treatment, 20% disabilities, 18% immigration status, 15% limited English proficiency, 13% gender/gender identity, 12% sexual orientation, 12% being a youth, and 5% other. (Respondents can choose more than one, so percentages sum to more than 100%.)
- 47% of respondents who identified as Black but only 15% of those who identified as Asian said race or ethnicity was the reason for the unfair treatment. The other racial/ethnic groups selected race/ethnicity as the reason for the unfair treatment about 30% of the time.

Figure 12. Fair Treatment



## Survey Respondents by Zip Code

Figure 13 shows a map of Kern County with color codes for the percentage of total surveys received from each zip code. This map is available online in the Zip Code Map dashboard for further analysis.

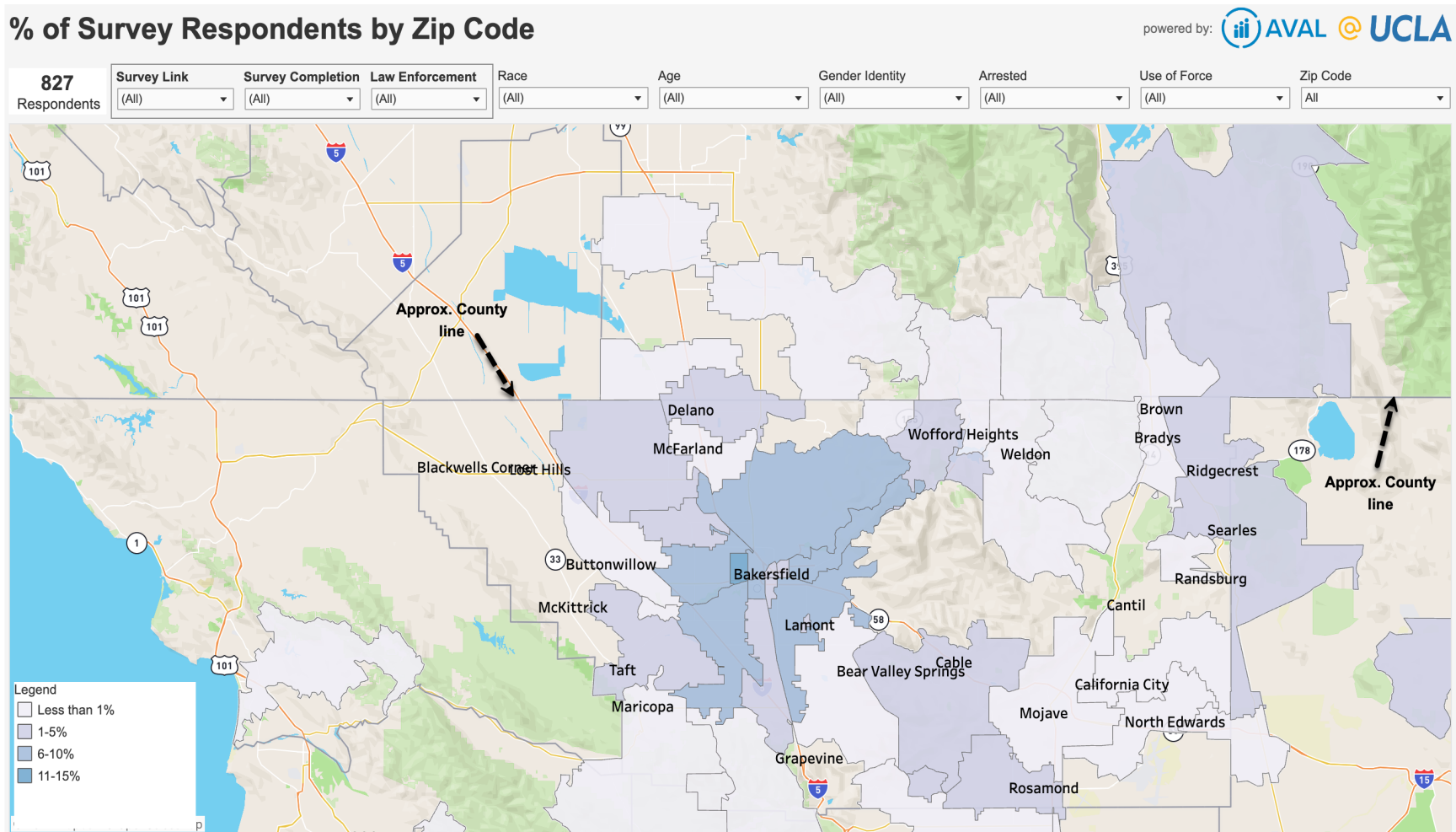
As expected, more surveys were received from the most populated zip codes, that is, the proportion of surveys received from each zip code generally aligned with that zip code's proportion of the total county population.

The online Zip Code Map dashboard allows users to see the percent of total surveys and the count of surveys for each zip code identified by respondents. There are several things to note when using this dashboard:

- This dashboard shows data for everyone who provided a zip code (N=827). Survey respondents live and/or work in Kern County. The zip code chosen by a respondent represents either where they live or work or both (it is not possible to distinguish).
- Moving the cursor over a particular zip code will show the number and percentage of the respondents who indicated they lived in that area.
- If a certain zip code or group of zip codes is selected on the Zip Code Map dashboard map or the Zip Code filter/dropdown, the other dashboards (Demos, Perceptions, etc.) will show only responses from the zip codes chosen. Further instructions are provided on the Zip Code Map dashboard.
- The Zip Code filter/dropdown allows you to select zip codes in Kern County, zip codes not in Kern County, zip codes served by either KCSO or BPD or both, or one or more individual zip codes.
- Zip codes cut across county lines. If any part of a zip code is located within Kern County boundaries, that zip code is considered in Kern County.
- Individual zip codes can be selected (filtered) by clicking on them on the map.

Remember, filters selected in one dashboard carry across to the others. Always look at the number of respondents.

Figure 13. Percent of Participants by Zip Code





## Next Steps

The MT, DOJ, and KCSO are deeply committed to the successful, ongoing implementation of the Kern County Community Survey, and this report would not be possible without their willing participation and support. This report provides an overview of the collaborative development and methodology of the Kern community survey, highlights some of the descriptive findings, and provides instructions and demonstrations for accessing the evaluation website and data visualizations online. Lastly, the data derived from the survey will serve as a baseline for continued, ongoing data collection efforts stipulated by the SJ. After future survey administrations, the report and online dashboards will allow for an assessment of changes that occur in the community that may be attributed to the efforts of the involved parties.

UCLA, KCSO, and the MT will be available to discuss this summary report and the online data tools.

The MT, Parties, and UCLA will again collaborate to produce the next survey. This may involve adjustments to methodology in order to increase participation. For instance, in-person paper and pen survey administration has some advantages, which may be explored as the parties plan for the second survey.

KCSO will use the findings of this survey—and the results of their own deeper dives into the online data—to inform their law enforcement and community engagement activities.



## **Appendix A: Kern County Community Survey**



Dear Community Member:

Researchers from UCLA working with the California Department of Justice, the Kern County Sheriff's Office (KCSO) and the Monitoring Team will be conducting a survey of residents to understand the relationship between the community and the Sheriff's Office. The information gathered in this survey is anonymous and confidential. No individuals will be identified and each survey will only be reviewed by the UCLA researchers, not the Sheriff's Office or the Department of Justice. There are no right or wrong answers. While we would like you to answer all the questions, if you don't know the answer or feel uncomfortable responding you may leave the question blank.

The survey is part of an ongoing effort to help the community and the Sheriff's Office better understand relations between residents and law enforcement so that the relationship can continue to be improved and to achieve the shared goals of fairness, equality, and justice.

If you work (or attend school) but don't live in Kern County, think of your "neighborhood/community" as the areas of Kern County you spend the most time and **not** your home county.

Do you work or go to school in Kern County?

- Yes
- No

Do you live in Kern County?

Yes

No

The policing in my neighborhood/community is provided by:

Kern County Sheriff's Office (KCSO)

Local Police Department (e.g., Bakersfield Police (BPD), Arvin PD, Delano PD, etc.)

Both

Not sure

What is your current zip code?

Age

14-17

18-24

25-34

35-44

45-54

55 or over

Race [check all that apply]

Black

White

Hispanic/Latino

Native American

Asian

Pacific Islander

Middle Eastern/South Asian

Multiracial

Other

If you selected "other", please write in your race/ethnicity

### Gender identity

- Male
- Female
- Nonbinary
- Trans-gender Man/Boy
- Trans-gender Women/Girl
- Other

### Sexual orientation

- Lesbian
- Gay
- Bisexual
- Straight/Heterosexual

### How long have you lived in Kern County

- Don't live in Kern county
- Less than a year
- 1 year but less than 2 years
- 2-5 years
- 6-10
- 10+

### Schooling completed

- Less than HS
- Some High School
- High School
- Some College
- Associate's Degree

Bachelor's Degree

Graduate Degree

Language spoken or signed at home

English

Spanish

Other

If you selected "other", please write in your primary language spoken at home

How proficiently do you speak English?

No proficiency

Elementary proficiency

Limited working proficiency

Professional working proficiency

Native or bilingual proficiency

Please choose any of the following that apply to you (check all that apply)

Deafness or difficulty hearing

Speech impairment or limited use of language

Blind or limited vision

Mental health disability

Intellectual or developmental disability, including dementia

Other

None

If you selected "other", please explain:

What is your total household income from all sources?

- Less than \$10,000
- \$10,000 - \$19,999
- \$20,000 - \$29,999
- \$30,000 - \$39,999
- \$40,000 - \$49,999
- \$50,000 - \$59,999
- \$60,000 - \$69,999
- \$70,000 - \$79,999
- \$80,000 - \$89,999
- \$90,000 - \$99,999
- \$100,000 - \$149,999
- \$150,000 or more

Please indicate to what extent you agree with the following statements.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly agree
I have confidence that KCSO deputies in my community do their job well.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In my neighborhood, KCSO deputies and residents have a poor relationship.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
KCSO is responsive to the concerns of my neighborhood.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
KCSO is <b>not</b> concerned with reducing crime in my neighborhood.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
KCSO works closely with people in my neighborhood to improve our quality of life.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
KCSO regularly uses force <b>inappropriately</b> .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
KCSO provides effective language assistance services (e.g., translator, interpreter) where needed.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel safe walking around my neighborhood in the evening.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Strongly Disagree	Disagree	Neutral	Agree	Strongly agree
KCSO needs to improve how it serves my community.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
KCSO has an adequate number of staff to address the needs of the community.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
KCSO deputies regularly patrol my neighborhood in a way that makes me feel unsafe or harassed.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
KCSO makes me feel <b>unwelcome</b> in my neighborhood.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
KCSO makes me feel <b>unwelcome</b> in neighborhoods <b>not including</b> my own.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
KCSO takes the time to meet members of my community and neighborhood.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I believe KCSO <b>discourages</b> community members from making complaints against its employees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate to what extent the following statements are true for you.

	Not at All	A Little	Somewhat	A Lot	To Great Extent
KCSO works to build collaborative partnerships within the Kern County community in order to develop solutions to crime problems.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
KCSO works to build collaborative partnerships within the Kern County community in order to increase trust in police.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
KCSO engages in problem-solving policing by working <b>with</b> the community to identify recurring problems.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Not at All	A Little	Somewhat	A Lot	To Great Extent
If you had contact with a deputy from KCSO during the past 5 years regarding a law enforcement issue (e.g., you got pulled over, deputy approached you on street, etc.), to what extent did the deputy sufficiently explain the reasons you were questioned, pulled over or detained? <b>(Leave blank if you had no contact.)</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate to what extent you agree with the following statements.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
If I witnessed a serious crime in my neighborhood, would <b>not</b> bother notifying KCSO.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If I witnessed a minor crime in my neighborhood, would <b>not</b> bother notifying KCSO.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If I were the victim of a crime, I <u>doubt</u> that it would be fully investigated by KCSO.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am confident that KCSO fully investigates allegations of misconduct by its employees.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If a close friend or family member was in danger of harming themselves or others due to a mental health crisis, I would avoid calling KCSO out of fear they would not handle the situation properly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In my experience, KCSO treats people with mental health disabilities with respect.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please choose “Yes” or “No” for each of these items.

	No	Yes
In the last 5 years have you been arrested by a KCSO deputy and gone through a booking process at a KCSO facility?	<input type="radio"/>	<input type="radio"/>



No

Yes

In the last 5 years, have you had force used against you, or observed force used against someone else, by a KCSO deputy?

In the last 5 years, have you had difficulty communicating with a KCSO employee because they did not speak your language?

In the last 5 years have you attended any community meetings or events held by KCSO?

Have you heard about the Communitywide Advisory Council (CAC) that advises and communicates concerns to KCSO?

Do you or a close relative who works in law enforcement?

Please write-in a number for each question below. (If none, please enter "0")

Click to write

In the last 5 years, how many times have you been stopped by a KCSO deputy while walking or standing in a public place or street?

In the last 5 years, how many times have you been stopped by a KCSO deputy while you were in a car as a passenger or driver?

In the last 5 years, how many times have you been placed in the back of a patrol car by a KCSO deputy without being arrested?

In the last 5 years, how many times has a KCSO deputy come to your home when you did not request them?

In the last 5 years, how many times have you requested assistance from KCSO?

If you called KCSO and requested they send a deputy to respond to a situation in the community, what was the **average** response time (**in minutes**)? (Please leave **blank** if you have never made this request.)

In the last 5 years, do you believe **YOU** have been treated unfairly by KCSO personnel because of any of the following: race/ethnicity, age, sexual orientation, gender/gender identity, English proficiency, health/mental health disability, immigration status?

No

Yes

Please choose “Yes” or “No” for each of these items.

	No	Yes
...because of your race or ethnicity?	<input type="radio"/>	<input type="radio"/>
...because of your age?	<input type="radio"/>	<input type="radio"/>
...because of your sexual orientation?	<input type="radio"/>	<input type="radio"/>
...because of your gender or gender identity?	<input type="radio"/>	<input type="radio"/>
...because of your limited English proficiency?	<input type="radio"/>	<input type="radio"/>
...because of your physical or mental health disability?	<input type="radio"/>	<input type="radio"/>
...because of your immigration status or what was believed to be your immigration status?	<input type="radio"/>	<input type="radio"/>

If you believe you have been treated unfairly by KCSO deputies, please explain.

Do you believe KCSO deputies treat different groups **fairly**?

- Yes
- No

If you answered **No** above, please indicate which groups are treated unfairly [CHECK ALL THAT APPLY]

- Race/Ethnicity
- Sexual orientation
- Gender/Gender identity
- Language skills
- Youth
- Immigrant status
- Physical or mental health disability
- Other

If you selected “other”, please write in what group you are a member of:

Is there anything else, not covered above, you would like to share about KCSO?

Did you need help completing this survey

- No
- Yes

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