

	WHAT INCREASES?	WHAT DECREASES?
Q3_4 How much do you agree or disagree: Overall, I feel a sense of community in Salem.	Q65 What increases your sense of community in Salem? [Optional]	Q66 What decreases your sense of community in Salem? [Optional]
Strongly disagree	Community events. Safety. Parks. Places to go, things to do.	Crime, pervasive homelessness, a failure of our city to create a welcoming place.
Strongly disagree		Othering. I believe in Salem there are strong advocates and people interested in helping but there are also people so set on othering. Individuals accessing resources without advocates are treated poorly even by the workers. I don't feel like there is much. Sense of community anymore. I feel government and people are dividing us. When I was younger, it seemed everyone cared for one another. Now people are to scared to help, speak up, they only care about themselves and just move along.
Strongly disagree		Having places want you to apply online for housing. Having people think they have a right to go through belongings when not the police
Strongly disagree		
		Increased police presence
		Unaccounted/unmonitored ICE presence
		Small businesses shutting down
		New big box transnational corporation outfits opening up within city limits.
		Homeless being ignored as they flag outside of churches- a crowd of hypocrites not even giving them the time of day as their church service ends.
		Walls and fences being put up around areas homeless use to shelter themselves because housing programs are understaffed and underfunded.
		Human rights being a political issue talking point instead of something you simply do.
Strongly disagree		
Strongly disagree		Homeless people. MAGA.
		Political division, over crowding, everyone just out for themselves, not enough resources, overpriced housing, daily struggles. I believe it "takes a village" but the village has checked out.
Strongly disagree		Salem is not very welcoming toward homeless. I've seen some hostility. People yell, "Get a job!" Not all homeless people are druggies or addicts! And also the new fencing!
Strongly disagree		homeless discrimination
Strongly disagree		I'm recently homeless because I couldn't afford my rent when it was increased again. Discrimination of people who are homeless is huge. I am sad that this happens, and yet we wouldn't know unless were homeless, how terrible and scary this is.
Strongly disagree		When people pretend to be accepting and talk the talk but then they don't follow through
Strongly disagree	BBQ	Crime
Strongly disagree	Being a community	Everyone is for themselves and only thinks of what they have to do or who they have to run over to get for themselves
	Being active as a volunteer. When connected with other groups and organizations that share similar values and goals, I receive positive feedback and messages. Working to improve a park, helping determine projects that positively impact those who are in need, reaching out to our neighbors...all these contribute to a sense of identity and purpose.	Even though I read Nextdoor messages, I prefer to see those that demonstrate positive, or a need that can be addressed. I do not like those that are negative, that tend to complain and offer no redeeming qualities.
Strongly disagree	Caring about our "neighbors"	
Strongly disagree		Crime, feeling unsafe especially downtown.
	Clean, safe areas with no homeless population. The ability to use parks and public spaces the way they are intended. My tax dollars being used to increase usability, maintenance and upkeep of public parks, trails, sidewalks, businesses and roads.	Disgusting, trash ridden areas with homeless populations that take advantage of community tolerance. Parks that can't be used because the trails are dangerous and overrun with homeless camps. Downtown areas that smell of urine and are blocked by people soliciting and harassing citizens.
Strongly disagree	diverse friendly people and local government that supports diversity and helps all people in the community	extremism that seeks to intimidate others by force and threats or violence

Strongly disagree	Friends helping each other	Racism. I want Salem to stop racism and love people of any color or who are poor or rich or smart
Strongly disagree	Gatherings that increase the love, care and peace. This is how community is.	We don't have community buildings in each of our wards. It's hard to get out and meet people when there's no place to gather or have a rec center
Strongly disagree	Having events in my neighborhood or close by to where I live	Dishonesty among elected officials about our community and decisions being made on our behalf.
Strongly disagree	Having honest, transparent interaction with both staff and elected officials about community needs in Salem.	Buddy quarry jr I'm the real [REDACTED] for real I've always been me for real I'm medical full disabled diagnosed for real I'm on real social security for real I had a better life for myself in my real mom [REDACTED] reno
Strongly disagree	I bet these timber fuel silo civillian usa gang banger wish they would of never of disrespect their real mom	Nevada wellcare emergency advanced medicine dept paitent anex room I did instead of oregon usa racist civillian crap
Strongly disagree	I've lived here all my life. There's a "hometown feeling" here	The fences recently put up (around [REDACTED] and around the area under the bridge). They make us feel like dumb asses. They're shoving a message down our throats -- that homeless people aren't welcome here
Strongly disagree	If people would behave in alignment with the values of community and belonging, and not just give those values lip service.	Hypocrisy about supposedly caring about homeless people while cutting supports and sweeping everywhere. We know there are more shelters, but some people don't meet entry criteria, and have nowhere to be.
Strongly disagree	Lots of services	When businesses deny service just based on you wearing a backpack, even though you have money to spend at their store.
Strongly disagree	Nice and helpful people	Don't want to answer
Strongly disagree	Nothing can be done for me its just not in the cards	People that don't stop when someone needs help
Strongly disagree	People being more open to knowing there fellow neighbors and being able to feel safe in your neighborhood	The people of the City feel stuck in the past, attitudes feel outdated
Strongly disagree	People greeting and smiling at you and getting to know you	criminal activities
		The homeless wandering about
		Folks in leadership positions (business, civic, nonprofit, etc) who advocate for exclusionary practices and beliefs.
		Corruption and misinformation.
Strongly disagree	Plans and programs that reflect the diversity of Salem and are people-centered rather than millionaire-centered.	City planning that discourages green, community, people-friendly spaces. Nearly all new construction, residential and commercial, is impractical, ugly and lacks local character.
Strongly disagree	Police presence	Drugs
	Recent Actions / Protests	Decade-long outright Bigotry normalized by [REDACTED]
	Archive Coffee Shop	[REDACTED]
	Pride	[REDACTED] with a 10 to just 1 Opposed, just changed their
	Punx w Purpose	By-Laws to eliminate regular Voting by Members...
	Salem Region Indivisibles	Broadway Commons
Strongly disagree	Neighbors	Pandering my money to homelessness
Strongly disagree	Remove homeless off streets more police. No special interest	Bias, judgment
Strongly disagree	Representation, diversity and equality	
Strongly disagree	Safety. People with similar values and goals.	People who do not share my goals or the historic values and goals of the USA.
	Salem does not have an identity or known shared values. Volunteerism is low, community actives are aimed at one group (even though all are invited), and an overall "scuzzy" feel to our city.	People dressing like gangsters, aggressive dog breeds off leash, profane language in public spaces, vagrants, loud racing cars driving at high speeds, Trump and MAGA trucks parading with flags.
Strongly disagree	When people help each other	
Strongly disagree	Work together	
Strongly disagree	Work together	
Somewhat disagree	Organizations that foster community. Roller derby, Salem Bike Club, etc	How my disabled son is treated at school. How people react to him and his profound disabilities.
Somewhat disagree		All the law breaking and the lack of police response and police underfunding. do not feel people are very friendly to new people
Somewhat disagree		
Somewhat disagree		I think Salem city council does not listen to people. West Salem is in trouble with one way in and out, continued growth and people getting very agitated driving as in California. I recently was driving over the bridge and noticed a young man standing on the way and looking down at the water. I called it in but no one had. This is what happens with so much traffic and tension
Somewhat disagree		Dangerous people out in public.
Somewhat disagree		The violence and homelessness is increasing, especially in South Salem. This deters me from going out on my own or in the evenings.
Somewhat disagree		being homeless
Somewhat disagree		Being black and homeless

		<p>The downtown area has become incredibly run down. 12 years ago when I moved here, it was vibrant, active and full of people. Now half the businesses are gone and oftentimes the streets are deserted, which makes me afraid of venturing down them alone. When people are in downtown, they are more on edge and less likely to interact with each other because we've all been accosted by people on drugs in that area so no one knows who to trust. When there is not a sense of trust between strangers, there is not a sense of community. While there is nothing that a city can do when a nationwide chain goes out of business, the city could provide more incentives for businesses to fill empty spaces in downtown instead of leaving them empty, eventually tearing them down, and putting in more housing for people to fill with no incentive to come out and interact with each other or the community.</p> <p>- A lack of events for younger people without children who don't consume (or consume very little) alcohol. Many events feel tailored to families and older people.</p> <p>- A very personal example, but an older person was trying to go into a bike shop that didn't open for an hour. When I tried to tell him the shop wasn't open and/or offer a quick suggestion on how to fix his bike he ignored me. Pretended like I did not exist, eventually the shop owner did come by and let him in, but he acted as if I wasn't there for almost 5 minutes.</p> <p>Aggressive drivers, huge Trumps signs (intimidation), lack of eye contact/small talk/ neighborly greetings</p>
Somewhat disagree	<p>- People acknowledging you when you are in a public place. Even just a head nod when walking past someone.</p> <p>- Seating areas in public parks.</p>	
Somewhat disagree	- Events like the art fair or make music day.	
Somewhat disagree	Acts of kindness, cultural inclusion/recognition	
Somewhat disagree	Being a non-marginalized demographic helps. Yet that speaks volumes about the exclusion that happens to people who are often marginalized.	
Somewhat disagree	Being able to network with others that are like minded and look like me.	The crime and not being heard by our government or the police.
	Being respected for my life experiences. Being allowed to be my authentic self without discrimination. A community that affords everyone a chance to be express themselves freely without fear of retaliation or being ostracized. Public spaces for everyone to learn life skills and have fun- swimming pools especially are limited in Salem to those who can pay for a club membership. Capitol Pride year-round events. Seeing pride flags. The library. Movies in the park. Weekends at Riverfront park.	<p>Lack of welcome to other's social circles, and resources being unequal. Belonging through neighborhood events and neighborly concern for each other. I've lived here six year and know the first and last name of only two neighbors and have only seen the inside of one of their homes. Cultural appreciation also plays a part and we enjoy World Beat every year. Seeing Trump flags. Limited public gathering places. Gender based discrimination in my workplace. Common place casual racism. Seeing so many homeless people; watching store security following possible homeless people in stores, and even witnessing people being stopped by security or taken down outside of a store; noting how predominately white Salem is (after moving here a few years ago from Southern CA); seeing a Trump sign in my neighborhood.</p> <p>Lack of crime prevention services, lack of funding for community services</p> <p>The size</p> <p>police</p> <p>Lack of resources for those who need support</p> <p>Crime, homelessness</p>
Somewhat disagree	Communication with neighbors and respectful interactions in public places	
Somewhat disagree	Communication, community services, the Hands Off Protests	
Somewhat disagree	Community engagement opportunities	
Somewhat disagree	community events	
Somewhat disagree	Community events and clean spaces	
Somewhat disagree	Community functions	
Somewhat disagree	Community wide events open to all	
Somewhat disagree	Continuing longstanding celebrations and customs.	<p>The constant protesting, allowing unrest and often supporting it.</p> <p>Fear the police might discriminate against me or not help me because of negative perceptions of me (based on their past behavior), fear of political extremists who threaten and actually commit acts of violence against nonviolent members of the public, people who treat nonwhite noncisgender nonhetero people badly because of those things, and people who aggressively peddle religion from a position of extreme righteousness (because they are unpredictable and as a result make public spaces feel unsafe.)</p> <p>socio-economic disparities within neighborhoods, regions of Salem and in schools etc. Racial/ethnic tensions, policing of underrepresented communities, crime.</p> <p>Feeling disrespected for my personal views.</p> <p>White people thinking they own the place just because of their skin color. Or when I'm judged on what I'm wearing, usually in my comfortable clothes, and step into a nicer looking shop. Or when walking, because that How I get around, people in vehicles giving a disgusting look at me because they have to wait, because my walk light is on. All the litter being thrown out of vehicles at me.</p> <p>No one speaks to me</p> <p>Getting swerved at in the bike lanes</p> <p>I feel it's not safe to walk around downtown anymore. Like a young mom &amp; child may not feel safe. Seems there are a lot of things happening around the mall &amp; Bus depot. My child &amp; I never walk alone anymore.</p>
	Familiar places, strong relationships, times when community gathers and people are kind to one another, times when people openly support humanist efforts and causes and gatherings.	
Somewhat disagree	family, my neighborhood, school, having lived in salem my entire life, cultural diversity/events, community events.	
Somewhat disagree	Feeling like people won't disrespect me for my personal views.	
Somewhat disagree	Feeling safe. In many parts I don't anymore!	
Somewhat disagree	Friendly people	
Somewhat disagree	Getting outside	
Somewhat disagree	Having friends and neighbors looking out for you & family.	

		The amount of church and other religious groups that are funded and supported by the city, along with other for profit organizations that divide and prey on Salem residents instead of providing city services for our most vulnerable. Constantly removing funding from schools, libraries and parks in order to pay for police that only protect white nationalists and their investments. Harassment of the homeless. Allowing school administrators to squash the joy and imaginations of children through restricting play during recess and cutting funding for mental health and qualified nurses, thus encouraging maladaptive behavior and a sense of isolation and misery in schools. This further puts our children and teachers at risk for school violence and further degrades a sense of community as children are pulled from public education and all that remains are children that are on their own with callous overpaid administration that does not listen to or empower teachers and families to improve the sad state of our schools. Medical and mental health issues, problems finding job due to criminal background
Somewhat disagree	Having secular locations to go where all are welcome; community centers, access to public pools/recreation and events that are free and well communicated to the public. Having public teen and youth centers. Salem does not offer this, and is more likely to threaten to remove them and allocate those funds to the police department.	One time, when I was at a store with a backpack, security followed me around. I felt judged and uncomfortable. Because I'm homeless, it's like they assumed I would steal stuff.
Somewhat disagree	Helping others, participation in events, business interactions	
Somewhat disagree	I feel a community here right where I live. But I don't feel community in Salem in general. We need more empathy.	
Somewhat disagree	I feel mostly welcome and included, yet in seeing how terribly we treat homeless people, that makes the welcomeness I feel suspect, since welcomeness is not being extended to all.	
Somewhat disagree	I like Salem. I was born here.	Knowing that inclusiveness is not offered to all.
		People lying on sidewalks and their trash hurts businesses. Gang graffiti should not be tolerated to stand more than a day. The city's constant cry for more funding and threats to cut simple city services is ridiculous. Stop giving houses and services to those who don't work to earn them.
Somewhat disagree	I want clean, safe and orderly streets and sidewalks. Salem should stop coddling and empowering the unhoused who have mental and/or addiction issues. This is unkind and unhealthy to them.	
Somewhat disagree	I'd the city would stop pandering to fringe groups, I would feel a better sense of inclusiveness.	Pandering to fringe groups.
Somewhat disagree	Less judgement and more empathy for ALL people.	fear for safety, judg-y and assuming people
Somewhat disagree	library and parks, and senior center	parking garage break ins, gun violence, homeless on streets who are so severely mentally ill that should be in an institution and medicated
Somewhat disagree	More FREE community events and events held where parking is easier. I use a cane or knee braces regularly and having to walk far for parking is exhausting.	Charging for events where you are expected to spend money within the event, as it keeps out a lot of the community, lack of accessibility.
Somewhat disagree	I really have to weigh if an event is worth the pain and exhaustion	Trump/MAGA supporters
Somewhat disagree	More resources in South Salem where most of the population resides, such as a community center and closer restaurants would help. Better notifications of community events and more South Salem specific events would help, including access to Sprague field and track.	The dying business community downtown, homeless issues, lack of police solving theft crimes, overly enforced parking downtown, lack of reliable/timely public transportation, lack of resources and events in South Salem, and inability to use Sprague public facilities such as the track.
Somewhat disagree	More shops, more new things to do, events, activities.	The homeless problem. Shops closing. Trash. Feeling unsafe
Somewhat disagree	My neighbors.	Lack of care and resources available to our unhoused community members.
Somewhat disagree	My sense of community in Salem increases when I see people coming together to support one another—whether through local events, mutual aid efforts, or organizations that serve unhoused and marginalized populations. Opportunities for connection, shared spaces like parks or community centers, and inclusive outreach all help build a stronger sense of belonging	My sense of community in Salem decreases when I see growing division, lack of support for vulnerable populations, and when decisions are made without meaningful input from those directly impacted. It's disheartening when people are treated with indifference or stigma, especially in areas like housing, mental health, and recovery.
Somewhat disagree	Not being ignored because I am a senior. World changes but the hatred towards "boomers" is outrageous.	
Somewhat disagree	Inclusive is not exclusively for BIOPICS	See above
Somewhat disagree	Number of people I see using local parks and walking around downtown.	Number of people living in tents with trash and abandoned property, open drug use in some locations and graffiti in the neighborhoods.
Somewhat disagree	Outreach and Community	Political restlessness
Somewhat disagree	Parks. Parks for kids, trail walking, and dog parks.	The inability to address the homeless population. Stores leave, parks are no longer a welcome place.
		A lot of houseless. Increase crime in certain areas. Hearing the sounds of noise mufflers(sounds like gun shots-shouldnt be allowed). Police officers so seem to go out of there way to smile or wave. They should be more interactive w ppl.
Somewhat disagree	People being friendly. Helping others. Non discrimination. Organizations that help others regardless of faith, houselessness, race, sex and lgbtq	
Somewhat disagree	Safe community spaces and activities	In your face political 'coded' symbols, neglected public spaces (shopping carts, piles of trash, tents in what were public spaces, boarded up buildings. Homeless, gangs in downtown and NE Salem, lack of appropriate penalties for miscreants.
Somewhat disagree	Safety, good streets, less homeless encounters	

Somewhat disagree	Stick with your own kind	It seems like the color of your skin directly determines your income level
Somewhat disagree	Strong connections and networking	Homelessness, drugs, cops protecting property over people, lack of mental health facilities and funding to help the people on the streets and our youth
Somewhat disagree	visiting and volunteering at center 50+	aggressive scofflaw motorists
Somewhat disagree	When I'm treated as the same as the person next to me.	When I am judge for where I work, treated differently because people have different beliefs and judged for the color of my skin
Somewhat disagree	When the whole community agrees that a change needs to happen	When people are hurting people for no reason
Neutral		Not feeling safe as a woman downtown, especially after dark because there aren't enough police patrolling the streets. Especially when there are activities going on at places like the [REDACTED]
Neutral		People being unpredictable because of meth on the streets with no fear or respect for life
Neutral		So many neighborhoods and areas feel separate from one another, it's hard to say there's a feeling of real community throughout the city.
Neutral		The lack of diversity, especially as regards African Americans.
Neutral	A culture of community where the degree of being welcome is not contingent on who you are as an individual. A culture where it is not expected that an individual be someone other than who they are to be accepted and included.	When differences are not celebrated but are feared and villainized. A culture where intimidation to prove your point is viewed as an acceptable or even preferred tactic. A culture where individuals cannot comfortably be their authentic selves.
Neutral	A culture where people that are not the same as you are not tokenized when they are "welcomed" into your circle.	
Neutral	A safe, clean and welcome downtown space (near my home).	Downtown area with many vacant spaces, loitering, garbage.
Neutral		Large businesses, streets like south commercial and Lancaster and areas with high crime rates. Small businesses being taken over by larger corporations and business transactions replaced by virtual (for example I stoped going to my old credit union during the pandemic when they reduced in-person hours and switched to online banking but after a couple years I went in to get a loan and the person was new and made me feel like an unvalued customer so I opened a new credit union account closer to home and do all my loan and business transactions with them). Overall when I don't feel safe walking or biking in an area or taking my kids I avoid the areas.
Neutral	Being a part of smaller communities in Salem, like workplace, church, and local in-person small businesses like credit unions, insurance offices, and personal care (hair/wax). Social media presence - I belong to several community related Facebook groups for Salem	The heavy focus on downtown, biking lanes, and walking lanes without considering those who have to drive everywhere.
Neutral	Being able to share my political and religious views without being shamed by people who have different views.	Wondering if I will see [REDACTED] or other hate groups in public places. Fear of being injured when protesting.
Neutral	Being unified in the message of all are welcome here.	Some don't treat others fair
Neutral	Believe in the Lord	
Neutral	City social programs, festivals and celebrations	
Neutral	Coffee house and churches to go to & [REDACTED]	
Neutral	Community activities like movies in the park and concerts. If there are free activities that brings our neighbors together, I think that brings a sense of community.	The fear of walking around downtown by myself.
Neutral	Community events	Riots
Neutral		The mayor and others voting to gut funding for libraries and parks while giving record amounts to the police and fire and spending millions subsidizing a fascist airline
Neutral	Community events and places like the parks and library; the downtown.	Lack of police presence in parks and downtown
Neutral	Community events in parks	
Neutral	Community events, library, common areas to share food	Not knowing my neighbors, houselessness and feeling inadequate to help,
Neutral		the increase in homeless camps downtown (multiple sites)-from underneath the train trellis (close to the library) to by the waterfront park, on Lancaster, Wallace Marine Park.
Neutral	community events, the ability to have a free medical clinic.	
Neutral	Community gatherings that are safe for all of us. Talking with neighbors.	The number of homeless. Why can't we make this better?
Neutral	Seeing children outside feeling safe in their environment	When entertainment venues host acts that are known for belittling other classes of people; allowing "free speech" protesters to set up directly in front of vendors at the [REDACTED] festival and make them miserable all day
Neutral	Events that bring people together simply to have a nice time, like fireworks or music or movies in the park. No agenda.	
Neutral	Feeling welcome and accepted by people from all parts of Salem. Not having stereotypes placed on me just because of my cultural background. Being able to find out about events without needing to know someone to either participate in the event or even find out about it. Volunteering with people that have common interests to improve the community.	Community events that appeal to most residents instead of appealing only to an older demographic or people with kids. When people are more open to those that are not from Salem instead of attaching labels such as "new, transplant, etc" to people that aren't from Salem. It promotes hierarchies throughout Salem that increase division instead of promoting community.

		Seeing people sleeping on the street makes me feel like we are failing folks by not providing enough no-barrier sheltering, affordable housing/tiny homes, a detox or sobering center, etc. I am discouraged that the budget is in crisis and our library staff and Center 50+ services may be cut back. I wish that local public transportation was more efficient so that it was used by people of all classes and that there were more protected bike lanes so I'd feel safe getting out of my car.
Neutral	Free events for the public, especially family-friendly ones. My main sense of community is through my children's youth sports programs, where I can connect regularly with other parents.	
Neutral	Friendliness, safety, no graffiti, no homeless digging thru trash, people helping people	Graffiti, violence, not feeling safe out by myself
Neutral	How people are and how they react.	Don't see enough people that care.
	I felt a sense of belonging until my rent was increased so many times that I couldn't afford to have an apartment anymore. Once I became homeless, the different ways people treat me are appalling and messed up.	
Neutral	Until you are part of a group that is marginalized, it might be hard to see or understand how much exclusion and discrimination happens. I'm glad people are doing this survey.	Becoming homeless.
Neutral	Knowing my LGBTQ family members won't be harmed.	LGBTQ acceptance
Neutral	Like-minded people	Exclusion
Neutral	Local events that promote community belongingness, resource fairs, riverfront events, make music day, etc.	
Neutral	More communal events happening in parks like at river front park.	All the people that are on drugs and homeless makes me not want to be associated with salem.
Neutral	More diversity. More restaurants are open, different cultures	
Neutral	More support and less discrimination of people who are homeless.	Violence, especially against people who are homeless. This is increasing.
	Mostly public space interactions among people who don't know each other, especially when they look different, like different ages, personal styles, skin colors. People having friendly conversations while waiting in a line. People on the sidewalk greeting each other when they pass. Drivers being considerate of pedestrians. Eye contact rather than being "glued" to their cellphones. Also, learning about local history when it is inclusive of people who have been traditionally excluded from dominant culture (Native and African Americans, immigrants), but not exclusive to that viewpoint. The Salem Reporter's stories and their manner of communicating with readers (just the facts). Being at the library (main branch) among all the different people there. Friendly grocery store checkers. Teenagers willing to return a "hello". The success of Liberty House. Sharing a conversation about how people would like to make Salem better. Having locally grown food in the grocery store. Here's a really powerful one: meeting a neighbor and then building on that relationship informally by discovering common interests and concerns, even if we don't agree about them. Feeling like we can visit each other's houses. When neighborhood kids recognize me (being out and about on foot in the neighborhood).	
Neutral	My church	Not seeing my own values represented in the landscape, like people removing trees and not replacing them or not conserving water or adding to the incredible light pollution here. Aggressive driver behavior when it happens frequently, especially the super big pick-up trucks. Seeing unhoused people and not knowing what to do to help. People complaining about how screwed up city government is when they don't actually know what's going on there. Nextdoor (website) makes me feel like I have nothing in common with people I live near; very different from face-to-face conversations. The number of people who let their plants grow into the sidewalk to the extent that it's hard to pass with a stroller, and feeling like I can't talk to them about it because they might be defensive or angry. Angry mobs and homeless who are also behaving as if on drugs
Neutral	Other moms and friends	DEI initiatives ... I feel like it's a form of reverse racism and makes white people the enemy.
Neutral	Places like HOAP, the mission and ARCHES	Police
Neutral	Public art, space and events. Investment in the community across the lifespan and beyond individuals. The ability for anyone to lend a hand, volunteer or let their idea and perspective shift the work.	
Neutral	Regular community events where many people participate - parades, festivals, fairs, strong sports programs and community pride of local school sports. Having the community rally behind a cause. I'm from a town of about 30,000 people that is mostly low-medium income, with a cluster of smaller towns around it, where I felt a strong sense of community and community activities, and have been surprised by the lack of similar activity in Salem. There seems to be a lack of youth sports - football, baseball, basketball, etc. The town I'm from has two different youth football/cheerleading leagues, so moving to a bigger city I expected there to be more options, not less. I love the Saturday Market here. Movies in the park are nice.	Systems that don't listen to feedback, isolation, private investment, costs.
Neutral	Seeing all kinds of people enjoying public spaces like parks, the library, downtown. Community events focused on culture, dancing, music, food, plants, etc. Going to the Saturday market. Seeing Oregonians and selenites come first	Lack of community events - parades, festivals, fairs, art nights. Increase in violence (shooting at Bush Park), people who judge other groups of people. Not enough green spaces. Frequently encountering aggressive drivers, vehicles blocking bike lanes, hateful bumper stickers or apparel. Getting looks when my wife and I who are of different races are simply existing. Seeing her get treated differently than me (I am white and she is not). Seeing hateful or ignorant comments online anytime the city or any community organization tries to make life slightly better for people who are struggling. Seeing refugees and transients get hand outs with tax payer money

Neutral	Seeing people take care of their environment, especially parks.	My car window (along with my husband's) being broken into and my backpack with work and personal laptop stolen during business hours in Pringle parkade. I will never park in a parkade.
Neutral	Seeing the streets clean, people walking, not too much noise, cars not speeding, people being respectful, not displaying any hateful messages.	When there are a lot of cops in particular areas because of perceived danger. Lack of transparency of city leadership (new leadership), history of city police collaborating with right-wing hate groups (proud boys), and the negative politics flowing through the city.
Neutral	Small businesses and the thriving and ever-changing downtown space.	Lots of homeless people and marijuana places to buy.
Neutral	These years 2023-2025 I don't feel any more safe living in Salem area.	This question is so vague that it's meaningless.
Neutral	This question is so vague that it's meaningless.	
	Getting to know other community members through events and volunteering.	In general, any discrediting of people who are simply supporting their fellow community members. This isn't a negative that comes from the City, but isolation and social media can influence some people to see the worst in others who are just doing their best to help. That's why I think showing off the good things our community members are doing is so important.
Somewhat agree	Seeing the good that people do for their community reaffirms my sense of belonging and feeling welcomed.	The anger, mistrust, and vitriol toward people who are houseless.
Somewhat agree		The plight of homeless citizens. Large trash areas that go uncleaned. Empty store buildings.
Somewhat agree		All the unhoused individuals is a true tragedy. That we as a community allow this is a reflection on us. I truly believe that how we treat the most vulnerable is a direct reflection on our communities and governing bodies.
Somewhat agree		Not having a job results in me getting treated differently
Somewhat agree		People are very judgmental about people who are homeless.
Somewhat agree		White people
Somewhat agree		I don't have a community. I know people but they're not my people. I don't feel fulfillment or friendship.
Somewhat agree		Some don't want to help each other
Somewhat agree	When neighbors are out in the neighborhood and stop to chat. School events& community events such as the farmers' market	Discriminatory acts against LGBTQIA+ and other marginalized people
	... more online services to directly contact decision makers and policy crafters ...	... lack of real-time problem resolution and accountability for bad actors in government and business sectors ...
Somewhat agree	Access to/participation in various events, such as Make Music Day, Worldbeat, celebrating in a faith community we feel meets our needs	
Somewhat agree	ARCHES	
	Attending events throughout the area that are positive and family friendly (World Beat, Pride, Salem Art Fair, etc.).	
Somewhat agree	Being out in the community	When people don't help each other
Somewhat agree	Being part of groups, for me it's volunteering	Being worried about my safety
	Belonging to different types of groups, such as a food group, a bowling league, a support group, a trivia night, etc.	
Somewhat agree		When your standards, or go to people or places have to leave or shut down.
Somewhat agree	Center 50 and South Salem Senior Center are welcoming places for Salem.	
	Chemeketans hiking Club and Nordic club are welcoming for active seniors.	Soooo many homeless people.
	Coming across people I know in the community. This used to be often. Not so much now that our population has increased in both numbers and those of other cultures.	
Somewhat agree	Coming together as a true collective to overcome problems/issues within the city.	When folks on opposite sides of the conversation, project and expect each other to accept and agree with their take on living life.
Somewhat agree	Community events like those held regularly in Riverfront Park throughout the summer. (World Beat, movies in the park, etc.)	The loss of some of the bigger storefronts downtown in recent years and the increased homeless population.
	community resources like the library and parks. spending my money at local businesses and getting to know, a bit, the faces behind those businesses.	knowing that city leadership prioritizes spending money on a police force that does very little. knowing that way too many of my neighbors support vile, hate-filled politicians.
Somewhat agree	getting to know my neighbors.	
Somewhat agree	Community working together building trust	When Islanders are being categorized as Asian!!
		The lack of respect and enforcement of basic laws. For example, speeding, muffler noise, window tint, fireworks. Drug houses that are allowed to flourish. I think the perception is that people who want to bully, harass, vandalize, and steal from people in the community can basically get away with it, as law enforcement needs to be diverted to more critical issues.
Somewhat agree	Connecting with neighbors.	
Somewhat agree	Connection. Serving and helping and taking care of others. Finding support.	Criticism, judgment, violence, discrimination, exclusion
Somewhat agree	Diversity	
		Lack of shared values. Lack of communication from elected officials.
Somewhat agree	Diversity. Local community groups and events. A bustling downtown. Friendly people. Parks. Excellent libraries.	Shutting down West Salem library and severely cutting the main library. Businesses that can't survive and leave the city.
		City of Salem requires permits for many events that bring people together.
		Noise permits and notifications required to have music in downtown Salem.
Somewhat agree	Events like Salem Art walk. Joins communities together.	Not good for encouraging events.

Somewhat agree	Events such as Make Music Day, events free to all at the library, Friends of Minto Brown FB page, Saturday market, my Buy Nothing group	People making everything political on Next Door, people not passing levies for basic services, seeing restrooms closed in parks, worrying about immigrants here
Somewhat agree	Facebook groups about the community in Salem.	Only one LGBTQ bar.
Somewhat agree	Feeling like all races, genders, etc are represented and accepted.	Seeing so many homeless people on the streets.
Somewhat agree	Feeling safe, meeting friendly people, receiving information from the city, news organizations and others regarding events and activities.	
Somewhat agree	found communities: yoga practices, book clubs	Racist graffiti, polarizing political statements
	Free "family friendly" public events. I believe engaging children in their community early helps build a sense comfort, trust and belonging. For me personally (having moved to Salem as an adult), my sense of community comes from being present in the community (events, parks, clubs, markets, restaurants, sidewalks, etc.) and feeling safe. I LOVED COVID community. People were outside and making every moment count.	Not understanding a community's culture or staying intentionally separated from it (e.g., staying home, only spending time with people you already know, avoiding parts of town rumored to be unsafe, etc.).
Somewhat agree	Free community events, other people being out and about in the parks or restaurants or walking downtown, various clubs and arts groups, people smiling and waving and being polite to each other, local journalism, our beautiful new city flag, volunteering, small local businesses	Hateful messages displayed on cars/apparel/houses, lack of free public gathering spaces, reductions in services like the library, lack of pride in our city, a car-centric design that makes biking and walking more hazardous, disengagement from elected city officials
Somewhat agree	Friendliness	Hearing about how marginalized people are treated
	Friendliness in the streets, waving at neighbors, having the ability to be aligned with a wide swath of people who think kindly of others. These are thankfully still true. Yes, this election has been an awakening of hurt and fear, but still feel there is hope, especially when I travel to other parts of the country and see how it's hard to even have eye contact with people in the streets.	
Somewhat agree		Road rage, a meaner disregard for their neighbor, in word and gesture. These impatience that seems like anger, keeping us off-balanced.
	Friendliness of people. Smiles.	Homeless, mentally ill people. People begging, sleeping on the sidewalks, etc. Hearing/reading about people's unkindness or discrimination against others. Deadpan expressions when approaching police officers--I was at the May 1 rally and thanked a couple of police officers for being there. One officer smiled and said thank you. One standing next to the officer was deadpan. Is there a safe for them way that officers can look less unapproachable, less stern?
Somewhat agree	friendly, conscientious, considerate neighbors	have encountered occasional territorial, "I was born here" , exclusionary type behavior.
Somewhat agree	Gatherings and citywide events	
Somewhat agree	Neighborhood Associations	Dwindling downtown and lack of activities and venues for all ages
Somewhat agree	Gatherings where everyone seems to get along. People seem friendly. Lots of smiles when passing people on the street	Rudeness, which is relatively rare. Shouting or honking. Loud music or speeding seems inconsiderate
	Going to places that I know are safe. Being with people that I trust.	Increased crime in more areas that were once safe (stealing, fighting, destruction of property) for most people. The downtown area is slowly dying.
Somewhat agree	Volunteering in ways that will help others.	Parks are not really safe.
Somewhat agree	Good events, music, good food, diverse cultures, taking care of each other.	Tolerance of hate groups and hate speech. Elected officials that demonize certain groups, such as homeless individuals.
Somewhat agree	Having a church community in Salem I can call on and coworkers here as well	The lack of city-wide events
Somewhat agree	Hearing people talk about Salem in positive ways. Hearing of all the good people do for each other	
Somewhat agree	Helpful people and friends, family, co-workers	Badmouthing the public helpers for things no one has any control over
	How many queer friendly spaces there are. Knowing my neighbors. Seeing the community coming together to protest.	Dangerous neighborhoods
Somewhat agree	Human rights	Slurs used, how poorly homeless are treated
Somewhat agree	I can be myself	
Somewhat agree	I choose to believe most people want to be part of a good community.	Crime
	I feel a strong sense of community in my neighborhood, but other parts of town are not so friendly to NE Salem residents.	When more affluent neighborhoods believe they are better than the rest of us and treat us accordingly.
Somewhat agree	I feel like I have a good network of friends	Lack of resources
Somewhat agree	I frequent small locally-owned businesses to develop connections and support them. I feel less anonymous then.	I struggle with the way some people in Salem treat those who are poor and/or are without housing.
Somewhat agree	I have been here 6 years and I had to actively look for people who looked like me. I go to gatherings at BLIS, NAACP and through networking.	That the city, [REDACTED] actively don't care or celebrate differences.
Somewhat agree	I regularly volunteer and have met countless people who share my values and views.	They don't even have a list for black or brown owned businesses
		How rude and dangerous some drivers are.



		I think Salem has overcompensated in some ways for certain racial groups to make them feel like they belong and have access to resources, while in turn this has isolated other groups. Black people in Salem have no place to belong.
		However, because of my statement above I don't think we need to start creating "spaces for Black people" because it could have negative repercussions like I suggested above. My hope is that Salem seeks to fund people and businesses that bring diversity to the city that isn't entirely dependent on racial diversity. Different restaurants, different events featuring music maybe people here aren't used to, nice third spaces people want to go to, some large corporations for jobs, etc. There is so much potential, but Salem needs some serious help and an attitude change. People here are resistant to change and it keeps the city from evolving. When I see fights downtown. When I see people being mean.
Somewhat agree	I think Salem does a good job of wrapping around people who have experienced hardships. Because Salem is a smaller city, news travels fast (can be good and bad), so I think that when someone experience pain that many others feel it too. I do feel like people here care about others well being despite many of us who have our own internal struggles, especially with mental health.	
Somewhat agree	I've been in Salem for 2 months. I like it! It's warm here.	
	I've found a group of friend who share my queer identity with me and being in community with them helps me feel more at home in Salem. In addition, my neighbors have been generally friendly and pleasant. While I don't believe the average Salemite understands trans/queer identities, I do feel that most will not give me shit for it.	Seeing pro-Trump and anti-LBGQTIA+ signs and banners makes me feel less safe. The city's decision to cut social programs while increasing police budgets does not make me feel like they value developing community ties.
Somewhat agree	Increased visibility of activities, events and/or spaces for historically marginalized groups	—Not seeing signs in a language I know
Somewhat agree	—ADA accessibility, like at the library and other public buildings	—lack of ADA accessibility in many public areas, parks, and walkways
Somewhat agree	Knowing a 2nd language	—lack of free/mixed use spaces
		Being an older independent woman
Somewhat agree	Knowing about the different non-profits in Salem, being a part of Salem Alliance and paying attention to what is going on.	The people I talk with who don't know about all the amazing people and programs. People who have chosen not to see each person as a fellow human and amazing creation.
		Rudeness of others
	Knowing my neighbors	Consistent speeding on neighborhood streets
Somewhat agree	Being recognized as a "regular" at local small businesses	Trash and yards that are not kept up
	Sense of pride in my close knit Fairmount Hill neighborhood	Bad behavior in public spaces
	Knowing my neighbors, my kids' teachers, the clerks at the grocery store — having favorite coffee shops. Watching the city grow and change. All of the parks. Volunteering.	Big shopping destinations like [REDACTED] not wanting my kids on the busses because of some of the behavior that happens at the downtown bus station, Lancaster and all the strip malls
Somewhat agree	Knowing neighbors; knowing what is going on in my neighborhood (neighborhood meetings, etc); people smiling and acknowledging you when walking	
Somewhat agree	Knowing our neighbors, businesses, sharing resources, Pride in the park, Salem library	Not knowing neighbors or what is going on in the immediate vicinity
Somewhat agree	Knowing people and seeing people talking to each other. Lots of smiles	Racism, homophobia,
Somewhat agree	Las personas al ser más humanas y ayudar! E encontrado mucha ayuda y servicio	People who are shouting. Looking down and not exchanging glances.
Somewhat agree		El no ser auténticos.
	Law and order, cleanliness would help to make Salem a more welcoming place to be. It's become quite a cesspool over the years unfortunately. It would be nice if Salem would forbid camping in public places. I've literally see buckets of human poop on the sidewalk in downtown. Also a few weeks ago saw a homeless guy shooting up on the corner of Marion and commercial. Not too conducive for creating a sense of community. I'm so sick of hearing the endless excuses for this. Instead of focusing on creating more housing and accommodation for druggies, how about being a little less tolerant of this deviant behavior that is diminishing our quality of life.	see above
Somewhat agree	Less crime & less bickering & arguing of community members.	All of the judgemental & critical community members.
	Little Free Libraries, people saying hi when I pass them on a walk, knowing my neighbors' names, knowing about events (Pride, Latino festival, political protests, etc) even if I don't attend them, the public library, neighborhood associations	
Somewhat agree	Living here and getting to know my neighbors	Crime, businesses moving out of downtown, potentially losing funding for public spaces
		Una de las cosas que disminuyen mi sentido de comunidad en Salem es la falta de eventos y actividades en español o que sean accesibles para personas que hablan otros idiomas. Muchas veces, no hay suficiente información en mi idioma, y eso me hace sentir excluido o que no puedo participar plenamente en las actividades comunitarias. Además, las páginas oficiales o los anuncios de eventos suelen estar solo en inglés, lo que limita la posibilidad de que toda la comunidad, especialmente los hispanohablantes, pueda involucrarse y sentirse parte del entorno. Esto crea una especie de barrera que puede hacer que uno se sienta aislado y menos conectado con la comunidad en general.
Somewhat agree	Lo que aumenta mi sentido de comunidad en Salem son los eventos locales, como las ferias y festivales, donde puedo conocer a mis vecinos y compartir experiencias. También me siento más conectado cuando participo en actividades de voluntariado, ya que puedo ayudar a mejorar mi entorno y formar vínculos con otras personas que comparten mis intereses. Además, aprender sobre la historia y las tradiciones de Salem me hace sentir orgulloso de ser parte de esta comunidad y me motiva a colaborar en su crecimiento y bienestar.	Others anger and entitlement
Somewhat agree	Making eye contact and acknowledging eachother	
Somewhat agree	Minto Brown dog park - the community there is flourishing	

Somewhat agree	More events focusing on reaching out and helping people of all walks of life wether they are poor or rich	Businesses that exclude people or are hypocritical of their own communities
Somewhat agree	More than anything it is our public library that welcomes everyone regardless of their income, age, ethnicity, etc. It is the most welcoming place in Salem.	The thought that of voters don't approve a modest tax increase on May 20 our library might be gutted.
Somewhat agree	Mostly people are nice. And someone found my wallet and then brought it to my house. My neighbors are good neighbors. I feel safe in my neighborhood.	Prejudice. Not against me, I appear Caucasian. But on any FB Salem posts...casual, persistent prejudice exists. Plus having a tRump rally in Keizer was an eye opener.
Somewhat agree	Muilt cultural events that are open to all community members. Opportunities to learn bout other interest groups and cultures. Opportunities to voice my concerns and opinions in a public forum with no fear of reprisals.	Limited opportunities to explore or engage in the above mentioned activities.
Somewhat agree	My Church The organizations that are helping the homeless	How poorer, and homeless, and addicts are treated. Also the online community pages in Salem/Keizer are filled with ugly remarks towards others.
Somewhat agree	My friendly neighbors	Run down areas downtown
Somewhat agree	Neighbors, r/salem	Drug use, drug culture
Somewhat agree	Not having to regularly deal with racism and racial bias.	Signs of racism and gun culture
Somewhat agree	Opportunities to connect and collaborate with people in my community.	City cutting library budget, no lgbt center
Somewhat agree	Participating in city events like Make Music Day and movies in the park, and exploring small businesses downtown.	Being targeted due to my skin color.
Somewhat agree	Participating in/with my Neighborhood Assn.	The lack of engagement or opportunities to engage.
Somewhat agree	Taking my dog to Minto Brown Island Dog Park	When I see evidence of hate crimes like anti lgbt graffiti.
Somewhat agree	People are friendly but no necessarily engaging.....the difference is everyone says "hi" and smiles but not necessarily interested in interacting with you or getting to know you better.	The number of homeless people
Somewhat agree	People being kind to one another and helping each other	Neighbors don't really engage with neighbors anymore.
Somewhat agree	People who are strangers offering friendly greetings and willing to help if needed.	People purposefully seeking ways to hurt others or bring down a specific community
Somewhat agree	Public events & festivals at parks	People using city services but unwilling to pay their fair share for them.
Somewhat agree	Queer Discord servers	Trash along streets & messy homeless camps. Graphitti homes in decay
Somewhat agree	Safe drivers who are courteous, store clerks who are patient, helpful and don't gossip behind their coworkers' backs.	Being bedbound
Somewhat agree	Safety	Homelessness under the bridges, along certain roads, beggars on street corners, rude drivers, rude store clerks.
Somewhat agree	Salem is better than other places I've been.	Homeless
Somewhat agree	Salem Poetry Project, Yoga & Beer, Riverfront Park, Olson's Farms, Honeywood Winery, protests.	Rent was \$925, now \$1500 a few years later, far exceeding any COLA increase in my paycheck. [REDACTED] has too great a hold on the housing market in the area and as a property manager writes harassing letters regularly to tenants. The library is never open past my work hours so I cannot access the community institution. I don't have any friends or family in this area. Indigenous people in the community are given much respect, so much so that even in [REDACTED] government jobs are afforded substantial latitude to make racist remarks, such as "now there's White Lady tears" in public education meetings, call upon "white people" to despise their heritage and reject certain holidays, and refer to whites as "colonizers" and "General Custers." I have no problem respecting others, but I will not carry shame for my own ancestors to delight strangers.
Somewhat agree	Seeing community who look like me	Mail theft (it has happened to me at least 1x)
Somewhat agree	Seeing wildlife/green space	Prowlers
Somewhat agree	Walking streets	Constant knocking/inquiries from people /business offering 'programs' such as window cleaning, grass cutting, etc
Somewhat agree	Access to public spaces such as the library, the parks	Seeing [REDACTED] and other Far Right Hate groups roaming the streets intimidating people while police protect and join them
Somewhat agree	Seeing diverse populations celebrated and included.	Hearing people talk down about others.
Somewhat agree	Seeing people being kind and friendly in the parks and sidewalks.	
Somewhat agree	Seeing the community come together in times of difficulty, seeing all those who are trying to make our community a better place.	rude and thoughtless people and drivers
Somewhat agree	Smiles, eye contact, a kind word and respect	Unvalidated surveys that have the potential to shape public policy or contribute to misinformation about conditions in the community.
		People that are mean to immigrants, those who discriminate and use hateful language.
		Hate crimes, disrespectful people

	Social media profiles that highlight community efforts or events	
	Also seeing people out walking around at parks	
Somewhat agree	Food trucks in my neighborhood create community places for me to be	Unprovoked rudeness from strangers.
Somewhat agree	Strangers communicating with me in a positive/helpful manner.	garbage, closed shops
Somewhat agree	Street fairs, community events, friendly stores	Lack of understanding by our Police Department to keep LGBTQ2+ and
	The ability to gather with others without any bias or harassment from others.	BIPOC individuals safe and protected from racist organizations/individuals
	Having LGBTQ2+ groups, BIPOC groups, and safe places within the city to	who harass and threaten us by standing back and watch without removing
	have events and meetings.	these known racists from the area.
Somewhat agree	Businesses who support and are welcoming.	
	The Capital Pride organization has been really helpful. They provide	
	opportunities to interact with other people who share part of my identity. I	
	also think that the Saturday Market, the public library, and other	
Somewhat agree	organizations that bring people together for meaningful reasons help me feel	Seeing people that support discriminatory practices, like excluding LGBTQ+
Somewhat agree	at home and welcome here.	folks from anything, or seeing hate speech, etc.
	The events and community gatherings	The spread of the city
Somewhat agree	The fact that I am white. It gives me the privilege of being seen as an	The underlying personal and structural racism in our community. People who
Somewhat agree	individual. I am not held responsible and am not expected to answer for	are not considered white are expected to be responsible for and answer for
	wrongs committed by another white person.	the wrongs committed by another person of their race, ethnicity or color.
	The library	Violence
		The people -- the ones who don't talk to me, the ones who say mean things
Somewhat agree	The people -- the ones that talk to me, give me change (I'm homeless)	(I'm homeless)
Somewhat agree	The personal connections I have. Participation in a club.	Divided politics.
		People who keep their head down, wear clothing that disguises their body,
Somewhat agree	The presence of many different 'faces' on the street and smiling.	and don't make eye contact.
Somewhat agree	The simple Kine acts of my community members.	Judgmental and coldness from community members
	The YMCA adult leagues has personally allowed me to create community in	Seeing neighborhoods full of trash and graffiti create places that you don't
Somewhat agree	Salem.	want to belong to.
		Too much poverty. People who are at the bottom economically are not well
		integrated. It's like there are the policy makers, the administrators and
		business owners, the managers, the workers, and a wide segment of people
		who need housing support, drug treatment, mental health treatment and
		support, and a robust social services safety net. The working population are
		mixed in with these, caring for these in many instances, but not able to make
		ends meet for themselves and their families.
Somewhat agree	There is a lot of advocacy and support in Salem. Many people with different	
	abilities, age, and gifts live and work together.	
	There is discrimination, especially against people who are homeless, yet I've	
	become more comfortable in my own skin, and worked to like myself and	
	improve myself. That way, my sense of inclusion is more internal than	
Somewhat agree	external.	Lack of resources and unkindness
	There's a lot of help around here. Resources and the church community	
Somewhat agree	helping out. (Homeless)	
	There's less judgment here than other places I've lived. Like less weight on	
Somewhat agree	social status and the importance of stuff to show social status	
Somewhat agree	Third spaces such as libraries, parks, and rec centers.	Overpolicing, out of touch city government
	Volunteering	Exaggerated police interventions
	CERT exercises	Train horns in residential areas at all hours
	Community gardens	Poorly-maintained apartment clusters
Somewhat agree	Neighborhood Association meetings	Poorly-maintained sidewalks, alleyways, and other pedestrian infrastructure
	When I see people interacting in a positive way with persons not in their group	
	-- making eye contact with a houseless person, saying hello, holding doors for	People behaving in threatening ways. People .wearing MAGA hats, yelling at
Somewhat agree	one another.	people who look/act different from them, open carrying weapons
	When I'm able to be confident that I won't be harmed or harassed when	We've been called homophobic slurs in Salem more times (in four years)
Somewhat agree	holding my husbands hand in public (we are a same gender couple)	than ever before, combined.
Somewhat agree	When I'm in downtown Salem, I do feel like it's a welcoming place.	
	When I'm not afraid of people around me, that's difficult because there are	
Somewhat agree	many open symbols of hate and discrimination.	Seeing trump support. They are divisive in nature and it makes me feel unsafe
Somewhat agree	When my community is being recognized	When my community is written off like we don't matter due to language barrier
		When people do not acknowledge others it has a chilling affect on me at this
Somewhat agree	When people are friendly to each other	time of violence and guns.
		I ride bikes, Salem is not bike friendly, many of the roads are littered with
		debris in the bike lane or the bike lane Justs ends, is unfinished or unsafe.
		Also, Salem needs traffic enforcement not just cameras. Your officers need
		to be out there looking for distracted driving, speeding and parking violations.
Somewhat agree	Wonderful spaces	I'm out there and I see many every day. Do I see cops? no

	Working at Salem Health and providing medical interpreting in Spanish definitely does this.	
	Now having my own family and taking my boy to different parks in the community.	Homeless issue in the city is terrible. Lets put these people to work, or help out the community in a positive way.
	I was raised here since 1986, at 4 yrs old. I'm a Mexi-gonian:)	Increase in violence.
Somewhat agree		Why can't our city look just as nice or better than cities like Tualatin, Forest Grove, etc. You can tell they invest more in their cities.
Somewhat agree	Working with the non profits and doing volunteer work is what makes me connect with the communities when people come together.	when other communities are not cooperating or not wanting to work together
Strongly Agree	Neighborhood events, our local buy nothing group, connecting with other parents, LGBTQ+ events and community	Seeing hateful comments from people - often online Transvestites. I am offended by it and the mask wearing. If I cannot see someone's face I do not trust them. Only criminals cover their face to not be identified. I don't feel I can safely take my granddaughter in public and have her not be subject to freak shows and gay sexual behavior on the street or in the park
Strongly Agree		Any thought that police or others would work with ICE to deport/harass any citizens of Salem.....ANY! And I am not an immigrant, legal or otherwise. I would feel the same way about harassment of LGBTQ+ and any other marginalize community member.
Strongly Agree		Stories about the shootings and murders in Salem.
Strongly Agree	a mix of local engagement, shared spaces, and inclusive events like neighborhood Events and Festivals. people are united in salem	if they create division, isolation, or a feeling of exclusion toward someone
Strongly Agree	Almost everyone in Salem is nice, friendly	When someone is singled out for example gays or LGBTQ
Strongly Agree	Being involved in the community:	
	I belong to a local church.	
	I belong to a community choir.	
	I volunteer at the Elsinore Theater.	
	I attend Salem Peace Walks.	
Strongly Agree	I attend Grant Neighborhood Assoc. meetings.	Being new to Salem; moving here after retirement.
	I volunteer with Family Promise.	Not having any family history and only limited personal history here.
Strongly Agree	Being involved in volunteer community service, specifically Meals on Wheels.	
	Being out and about in the community and engaging with nice people. Simply going to places like downtown, the parks, the Saturday market, and community events makes a big difference in how I feel about the city.	Negative interactions with others (which is pretty rare and more common in driving-related situations).
Strongly Agree	Belonging to my neighborhood association and knowing members of other neighborhood associations	Seeing unhoused people who are struggling
	Community events, such as the festivals, rallies, park events, nature walks, concerts, poetry sharing nights, art exhibits, parades and museum activities	When there is violence in our neighborhoods, or when I hear of racist and other intolerant activities
Strongly Agree	Community-wide events like Make Music Day, the Art Fair, events at Riverfront Park, etc.	Crime and homeless people wandering or camping downtown
		Criminalization and vilification of the homeless.
		Fences put up around places that are meant to serve the public.
		Crime being talked about as a problem to be cracked down on rather than evidence that our neighbors are not getting their needs met.
Strongly Agree	Events that bring in lots of people from the community.	The division of people into those who "belong" and those who "don't".
	Seeing familiar and friendly faces around town.	The presence of organizations that spout hate about immigrants, LGBTQ+ people, or any other marginalized group.
Strongly Agree	Organizations and individuals working with the community to help people meet their needs while respecting the agency of those with the biggest needs.	Language and signage that highlights peoples skin color as a basis for who they are or whether they belong
Strongly Agree	Everyone is nice and friendly. We have lots of people out and about everywhere.	Gangs
Strongly Agree	Feeling safe	
	Friendly atmosphere at public events.	
Strongly Agree	Good variety of social and cultural events for all ages.	
		Being a senior citizen taking classes at [REDACTED] and instructors make comments about age and how young students are:-{ also...
Strongly Agree	Friendly neighbors.	Treated poorly at a grocery store by an employees after I asked for help in bakery m; I was accused of being homeless! And stealing! I had just come back from a date and I was shocked! I'm retired, mother of 3 and two grandkids. Two college degrees. Middle class and was very insulted, hurt feelings and I cried. The kids were unprofessional and mean. My weight (obese) my age (65) and gray hair I believe is why they treated me so poorly.
Strongly Agree	Friends and colleagues.	Public displays of othering

	Great downtown, nice neighborhoods, good churches and houses of worship. A police force that does a great job keeping us safe despite being far under-staffed.	Seeing so many folks still in the streets despite awesome efforts to provide welcoming services. A culture that is coarse, likes dark things, and doesn't pick up after themselves or show courtesy to others.
Strongly Agree	Having a support system	
Strongly Agree	I am knowledgeable about current events in Salem, the county and the country. I volunteer two days a week in schools. Probably the biggest one is I'm a white, married lady and I live in a nice neighborhood.	Not having needs or support
Strongly Agree	I believe there is a community of people who care about this city and the people in it. They try to make things better and treat most people with proper respect	Going to an area of Salem that is lower income and has more crime.
Strongly Agree		
Strongly Agree	I feel like there are a lot of public events that cater to a wide variety of people.	I think there can be a feeling of a lack of resources for people who inhabit some minority spaces.
Strongly Agree	I have lived here 30 plus years and various experiences make me feel comfort in the fact that someone has always helped me in my times of need...such as falling on a downtown sidewalk. Two young men not only helped me and my husband to our feet but stayed with us until we reached our car. That is only one example, I have many more good experiences in bad or sad situations.	i am elderly and unable to socialize as I did previously. However, people have stepped up to help me and become friends as well. This is a good community.
Strongly Agree	I live in an HOA (Pringle Creek Community) with many opportunities to meet, volunteer, form friendships, care for the environment, interact with people of all ages. There are groups in the city which support the city's Climate Action Plan and other environmental projects in which to participate. The public library holds meetings and topical programs in its auditorium with good attendance that shows we share common interests and objectives.	Limitations of age reduce my participation that involves transportation, physical mobility or financial outlay compared to being of younger age.
Strongly Agree	I love Salem's diversity. Schools offer a sense of community. Salem Art Association. Riverfront park, walking bridges between west Salem and downtown.	Homeless population increasing, very visible. Violence. Political divide. Salem's workforce is changing with state employee population not living or working in Salem; economic revenue is down.
Strongly Agree	I moved here from portland 2 years ago, and I have been met with kindness and respect.	
Strongly Agree	If people are friendly, willing to help.	When people are rude, disrespectful, won't shut up. It can be dangerous here. Sanctuary status and lack of cooperation with ICE. Possible cuts in police and fire protection.
Strongly Agree	Lots of police and I hope we'll cooperate with ICE.	
Strongly Agree	More events in different parts of salem that are advertised in all of salem and not just NE or West or South etc.	
	My neighborhood is a central point in the city that has it's own meetings I attend, i volunteer for a non profit for the city, and staying subscribed to the City of Salem newsletter helps. So staying involved, the more I engage the more I find others want to as well and it makes me feel less alone and excited to be here. A good protest never hurts either, to build a sense of community.	It's probably my fault, but I am never sure of the best place to find out where, when, and how local gatherings and events are happening, also Salem is very hetero and family oriented, where i am an intentionally childless queer person, but it's not usually an issue, definitely feel more involved with people like me when I go to Portland, Salem isn't "weird" enough 🤔
Strongly Agree	Oh and Salem subreddit is awesome!	
Strongly Agree	My neighbors are friendly, store clerks are helpful and friendly, my neighborhood association	Heavy traffic, busier places, shopping, feelings of suburbia
Strongly Agree	Opportunities for public engagemnt	City staff and city council members who refuse to listen to their constituents.
Strongly Agree	Other people of color around me	Racist symbols and perceived racist symbols
Strongly Agree	OUTREACH IN THE COMMUNITY	NOT GETTING INVOLVED WITH THE COMMUNITY.
Strongly Agree	People care about many issues that affect the quality and safety of their families, their homes, and themselves.	The unsafe, drug-infested enclaves of people living on the streets and in the parks and other public spaces.
Strongly Agree	People look after each other	Use of drugs. Rents are too high
Strongly Agree	Public spaces (downtown, parks, library, city meetings, farmers markets) and events (Pride, Tacofest, Make Music Day, protests, community bike rides). Public art can set that tone as well as using areas for different purposes like the outdoor restaurant seating downtown and that one time we shut down State Street.	Looking at Facebook comments. Honestly, I did not feel welcome or heard at my neighborhood association and looking at their agendas they are continuing to do exclusionary stuff: giving "beautification awards" to people who can afford single family homes, writing letters to protest the amount of homeless services nearby, and battling every development that comes before them because of the possibility of sharing (public) on-street parking. It makes me sad that they aren't using their efforts to support those in need locally instead and welcome people who are different from them.

	Public Spaces: Creating and maintaining parks, community centers, and gathering places where residents can socialize promotes a sense of belonging.	
	community Events: Organizing events like picnics, fairs, or outdoor movie nights can create a lively atmosphere where kids can socialize and have fun.	
	Sports Fields: Open fields for soccer, baseball, and other sports provide opportunities for teamwork, physical activity, and friendly competition.	
	Economic Impact: Improved facilities can draw visitors from outside the area for events, providing economic benefits to local businesses.	Poor communication between community leaders.
	Instead of spending funds on refurbishing the park to look the same as it does now, we have a unique opportunity to innovate and enhance our community.	Poorly maintained parks, facilities, or public areas can signal a lack of investment in the community, leading to discouragement and disengagement.
Strongly Agree	Let's advocate for a vision that prioritizes the needs of our children and supports the development of a space where they can truly be kids.	Inadequate Programs for Youth
	Regularly engaging in community events and seeing a wide range of different people who all treat each other with kindness and respect. I look forward to the Saturday market for example, and always feel comfortable with being my authentic self and seeing others do the same.	Lack of Engagement from residents and school they lack on communication
Strongly Agree	Salem encourages active participation in local governance and community life	Hateful behavior and speech. Antagonistic individuals.
Strongly Agree	Seeing other people walking in our neighborhood, its parks, its stores and in their yards.	feel like so many people work so hard to not enjoy the community they belong to and it's super frustrating.
Strongly Agree	Seeing the same people at the places I do business and having them know my name and want to connect	witnessing speeding and crosswalk violations by motorists. Also seeing graffiti on fences, buildings and signs in Salem.
Strongly Agree	smiles	Homeless population taking advantage of the space, sleeping on the sidewalks and leaving trash around
	Strong friendships we've cultivated. Places to meet and have quality conversation and connection. The inclusivity of our YMCA. Knowing that as a community we support process both financially and through action to take care of each other	closed, poisoned looks, unwelcoming
Strongly Agree		Division politically. Hate speech. Losing programs that were put in place to help the greater good. Allowing businesses to move in that make supporting our local business community suffer. We want Salem to be an example of what works for the majority
Strongly Agree	Taking the bus and spending that time with my neighbors.	When elected officials say homophobic things in interviews or dehumanize houseless Oregonians and immigrant Oregonians.
Strongly Agree	The relationship that i have built over the years living here	racism, hate
Strongly Agree	The size of Salem and the number of welcoming groups s as nd volunteer activities.	Crime
	There are a lot of positive activities that happen in Salem. World Beat, Mission Mill Christmas, the big art event at Bush Park. Neighborhood activities, etc. People trying to help the seniors, veterans, attempts to help for the homeless. I do think people care, for the most part. Salemites really showed their colors when out for the protests on May Day and in April!! THAT was awesome, we were down there in the thick of it. I appreciate our police officers, our fire fighters, our city workers and everyone in the helping service.	It is very disconcerting for me to read or see vandalism or graffiti to churches or helping agencies or people's private property. I refuse to use the parking garage for fear of who might be lurking there.
Strongly Agree	There's lots of public spaces and events that happen throughout the year, and lots of smaller groups that like to get together and meet each other.	There should be a LOT more help for the homeless. I have no answers that are new and doable.
Strongly Agree	Uniform city employees around	I hate any kind of prejudice or unkindness.
Strongly Agree	Volunteerism	
Strongly Agree	When people actually look you in the eye and smile	The looks I see given to the homeless
Strongly Agree	Working partnerships that are setting up jobs. This is better than it was before.	

**If you were the target of a bias crime in Salem, how likely or unlikely would you be to report it to the Salem Police Department?**

**Why you would be likely or unlikely to report a bias crime to the Salem Police Department?**  
[Optional]

Very unlikely	Afraid of retaliation
	Based on what I have seen with others who have had this happen and did report, things only got a lot worse and the police were unable to do anything to help (by choice or law I am unsure). The police did not seem interested in helping and sometimes even seemed to defend the discrimination.
Very unlikely	
Very unlikely	Because I can't speak good english
Very unlikely	Because I feel like, the salem police don't do anything about it, or Simply just don't care.
Very unlikely	Because I respect our local police department and reporting a crime is the right thing to do.
Very unlikely	Because micro aggressions are not crimes.
	Because Salem PD doesn't respond to half the crimes in this town anyway and I don't want the stress of dealing with calling and paperwork and interviews, I'll just suck it up
Very unlikely	Because they dgaf lol
Very unlikely	Because we need more traffic cops
Very unlikely	I am part of a group of people that police listen to and help.
	I am subject to bias crime very infrequently, and I don't anticipate that it would have much impact on me personally, so if I was the victim that would be the reason why I would not report it. I would report it if I was witness to someone else being victim of a bias crime
Very unlikely	I believe many of them personally hold prejudicial views themselves and express those views in their treatment of members of the public.
Very unlikely	I believe the police would be just as likely to be biased against me and my experience unless I was physically assaulted; in which case I think it would be harder for them to ignore.
Very unlikely	I can't control what other people say. What they say is a heart issue, and I can't fix that.
	I contacted them two years ago when my stalker broke into my house and was threatening to kill me while I was on the phone with dispatch, and they just told him to leave and told me that because he was autistic he didn't know any better and that they weren't willing to fill out a report for me.
Very unlikely	I am also disabled and autistic, it's not an excuse for threatening to murder and breaking into a home.
Very unlikely	I do not trust the police
	I do not trust the Salem police department to take a bias crime seriously, treat me with respect, or provide any investigation or resolution to the matter. Reporting to the police would probably be a final resort or if I was required by another entity such as my insurance company or healthcare provider.
Very unlikely	I don't know. They label murders as suicides.
Very unlikely	I don't like going to the cops
Very unlikely	I don't like the cops. They are are assholes. The whole local unit needs to be reformed.
Very unlikely	I don't need the police.
Very unlikely	I don't think they will respond
Very unlikely	I don't trust the cops
	I don't trust the Police in Salem. They have killed many Autistic Oregonians by shooting them during check ins or calls. I live with people on the spectrum and I am afraid to have the police near my house.
Very unlikely	I don't trust the Salem police to be sensitive in handling such an investigation.
Very unlikely	I don't trust them
Very unlikely	I feel anything and everything should be reported regardless if nothing is done or is easy.
	I have a fair amount of privilege (financial, educational, racial) so I would feel safe reporting and expecting it to be taken seriously.
Very unlikely	I have PTSD from a prior incident with police
Very unlikely	
Very unlikely	I think the police should be aware of any incidences even if they can't do anything about it. Just should have the info.
Very unlikely	i uniformly do not trust law enforcement i have had terrible experiences that started as a kid in the 70's
Very unlikely	I would handle it myself, I would maybe report serious crimes

Very unlikely	I'd rather Salem Police focus on property crime and crimes against people that aren't predicated on protected classes but rather that exist as crimes against all people. For example, investigating all assaults with diligence and professionalism, not assaults that are somehow more pressing because a protected class is involved.
Very unlikely	I'll take care of it my own way, the cops hands are tied
Very unlikely	I'm old. I'm a white female and "right" minded. I don't think anyone would care about ME.
Very unlikely	I've been attacked while I was sleeping multiple times because I'm homeless. Nothing changes. Telling the cops won't change anything
Very unlikely	I've been the victim of police excessive force and violence. They are part of the problem, not the solution.
Very unlikely	If there's no physical contact, there's no crime
Very unlikely	It's not gonna do any good
Very unlikely	No experience interacting with the police department.
Very unlikely	Nothing will be done I am white Christian man.
	Overfunded, poorly trained. Shoot first ask questions later. They often make things worse, or don't care.
	They want the hero worship but continue to earn the hate every day.
Very unlikely	
Very unlikely	Past history tells me I would not be listened to or be dismissed
Very unlikely	Personal biases against police department
Very unlikely	Retaliation is likely, and nothing will happen anyway.
Very unlikely	The Salem police department are more likely to dismiss concerns or treat you as if you are actually the perpetrator rather than the victim of the crime in most cases. It feels as though they are working against you and not with you.
	The Salem police department needs to have a mental health crisis outreach team (see CAHOOTS in Eugene) and other teams that are better equipped to handle bias crimes—police officers are not adequately trained to interact respectfully with many members of the community, and historical violence, harm and implicit bias from police has been and continues to be deadly for many people. I refuse to interact with a police officer unless I have no other option
Very unlikely	There are more important things to tackle for them.
Very unlikely	There's a lot of ignorance out there and we can't fix it. So I just ignore it. I don't pay attention. It's just part of the journey.
Very unlikely	They are party to the problem
Very unlikely	They are ridiculous - they do nothing to help people in Salem
Very unlikely	They can't do anything about it anyway and it would just overload them.
Very unlikely	They don't do anything about it half the time they don't bother to show up
Very unlikely	They don't do shit
Very unlikely	They have acted in a way that seems discriminatory, and I know there are bad apples but I don't want to take the risk.
Very unlikely	they wouldn't do anything
Very unlikely	They wouldn't do anything.
Very unlikely	They'd tell me it's my fault
Very unlikely	Things are replaceable
Very unlikely	Total lack of trust with the police to do anything helpful or to treat a minority fairly.
Very unlikely	Usually not a crime to discriminate against me, because not a protected status
Somewhat unlikely	Because there's not really any consequences to it and I would be more concerned about retaliation
Somewhat unlikely	Don't feel they care
Somewhat unlikely	Don't think it would be of much use.
Somewhat unlikely	Don't trust cops
Somewhat unlikely	Doubtful police would have the capacity to do anything about it.
Somewhat unlikely	Fear of reprisal.
Somewhat unlikely	Feeling that there's not much anyone can do to change people's minds and prevent it in the future.
Somewhat unlikely	Feels vulnerable. Fear of retaliation.
Somewhat unlikely	I don't believe Salem PD would understand or be helpful in addressing gender-based discrimination against trans and nonbinary folks.
Somewhat unlikely	I don't consider myself likely to be the victim of a bias crime



Somewhat unlikely	I don't think the police department cares. They can't even take the druggies and pedophiles off the streets, why would they care about discrimination.
Somewhat unlikely	I don't think they would help
Somewhat unlikely	I don't want to get anyone in trouble
Somewhat unlikely	I feel the Salem PD have their own bias
	I have a drunken neighbor who frequently calls me names like fat whore and endangers himself or others. I have young neighbor kids who are often unattended and playing chicken in oncoming traffic. The police chose not to respond to these calls. One day someone could die from the combination of drunk and high drivers and unattended kids playing chicken in traffic. When it happens they will have to respond perhaps to a five year oldest body needing to be peeled off the front grill of a vehicle.
Somewhat unlikely	
	I have reported a few things to the SPD and was completely ignored. Examples include an abandoned vehicle which was abandoned for well over a month on a Salem road. A number of residents, including myself, called the SPD with license number, color, make, and model of the vehicle and nothing was done. A routine patrol by an officer came by and had it towed. I asked him if it was because of the numerous calls during the previous 6 or 7 weeks and he said he didn't know anything about any calls. He was just on a routine patrol.
Somewhat unlikely	
	I know personally people on The Salem Police Department and The Salem Police Foundation and would not trust them to help me. I believe they would focus on the optics and how it makes SPD and SPF look, But I do not think they would care to listen about what happened from my view. Salem has the tendency to want to brush it under the rug. I have tried before in the past and have been actively dismissed. As a business owner in Salem I do not think they care about people who look like me.
Somewhat unlikely	
	I see now how much discrimination homeless people experience. If this is the norm now, what police will even care or do anything, or even believe me?
Somewhat unlikely	
	I think it would depend on the crime. I would likely only report if I was physically assaulted. I think it's a slippery slope to start charging people with "hate crimes".
	Even as a minority, I can't see myself calling the cops because someone's words hurt my feelings. I guess if I felt like the situation was escalating and they might physically assault me then maybe? Likely not.
Somewhat unlikely	
Somewhat unlikely	I would need to think about that and the risk of retaliation.
Somewhat unlikely	I would report the crime. Being biased isn't illegal.
Somewhat unlikely	I'd just take care of it myself
	In general, I prefer to handle problems with a show of grace and by seeking pathways towards reconciliation when possible. I try to avoid getting the criminal justice system involved generally as I think it is a poor system for addressing the needs of a community. If someone were to perpetrate a bias crime against me for being a white, cis, straight-passing man, I'd like to think I'd be able to sympathize with the perspective of the perpetrator and recognize the dynamics of privilege in that situation. If someone enacted a bias crime against me for my actual sexuality, I might be more inclined to make a report, but would be reluctant to do anything that would lead to contact between the criminal justice system and the perpetrator. If there was another organization that tracked bias crime and worked on community-based solutions to bias crime, I would be much more inclined to report.
Somewhat unlikely	
	It would depend on what bias, the severity of the crime, if there were other victims and how SPD has responded to similar crimes in the past
Somewhat unlikely	
Somewhat unlikely	It would have to depend on the severity of the crime, but I honestly think that the police wouldn't care.
Somewhat unlikely	It would probably not be checked out unless someone was murdered. They are too busy
Somewhat unlikely	Little faith that anything will get done.
	mostly would not report
Somewhat unlikely	would report a bike stolen or something like that
Somewhat unlikely	No trust
Somewhat unlikely	Not sure anything would be done
Somewhat unlikely	Not sure I would be taken seriously; fear of repercussions.
Somewhat unlikely	not sure police dept could do anything
Somewhat unlikely	Nothing would be done, it would be a waste of time.
Somewhat unlikely	Our police resources are VERY thin. I wouldn't want to bother them unless violence or threats were made
Somewhat unlikely	Police are useless in salem
Somewhat unlikely	Police dispatcher said racial slurs are freedom of speech & not an offense or crime.

	Police do an adequate job, justice system breaks down above police
Somewhat unlikely	
	Salem police department has, in my personal experience, sided with Proud Boys displaying weapons rather than BLM protesters. They are reported to have abused houseless persons (reported to me by the person abused) I would say that current police behavior has improved over past behavior, but then I am neither a person of color nor a houseless person.
Somewhat unlikely	
Somewhat unlikely	SPD has been complicit with white supremacy and shown they won't protect marginalized groups
	SPD isn't visible. There isn't much community connection or trust built to make me believe a complaint would be taken seriously or investigated.
Somewhat unlikely	
	The bar for proving gender bias is extremely high. Most people know not to say out loud that's why they are treating you more poorly than men. Years of small but continuous disrespectful acts and microaggressions damaged my mental health. Adding the stress of bringing in lawyers and questioning and the inevitable lies of denial would be worse for me. It would have to be something very obvious for me to report it.
Somewhat unlikely	
	The city and DA's office do not care about bias crimes. They will say it's too hard to prosecute and get a conviction.
Somewhat unlikely	The police are busy with other things. Bias is hard to prove.
	The police have shown they support white male nationalists and major business owners, above protesters, children, and the homeless. An officer knocked on my door asking for security footage to help a major business that was robbed, and thankfully I had no relevant footage. I'd hate to be forced to support the police department's mission to serve the most powerful and wealthy. Just the officer knocking on my door was terrifying.
Somewhat unlikely	
	The police I generally interact with don't act in a way without bias - they treat nonwhite and trans people differently, and their union backs candidates who support discrimination against the homeless. Their traffic stop data from STOP sometimes indicates discrimination
Somewhat unlikely	
Somewhat unlikely	The police seem to protect the violators more than the victims in Salem
Somewhat unlikely	The police won't do anything for somebody without a job
	The Salem police don't do anything except police traffic. We've personally experienced theft, reported it with evidence of the thief, and they've done nothing. Friends and neighbors have had similar experiences. Quit punishing taxpayers and create a better face with the public by being on foot and following up on their concerns.
Somewhat unlikely	
Somewhat unlikely	There is no trust.
Somewhat unlikely	They are slow to respond and don't seem like they want to get out of their cars.
Somewhat unlikely	They don't care. I tried to report before and the person on the phone was rude and discouraged me from reporting
Somewhat unlikely	They don't have time
Somewhat unlikely	They hassle us, and we have no trust in them.
Somewhat unlikely	They won't do anything.
Somewhat unlikely	Unless I've been assaulted they can't do anything.
Somewhat unlikely	When reported in the past, nothing happened
	when there is no one in the police force in salem area that is not my color or my race, it will be hard to get a complaint across. i feel like i will not be heard since im a minority
Somewhat unlikely	
Neutral	Because that department is known for being biased on what color your skin is!
	Call the Bias Response Hotline or report online to request advocate assistance in reporting a bias crime to law enforcement
Neutral	
Neutral	Depending on how severe the "crime" would be, then i would call. I personally have not experienced bias against myself often ever because of my identities, so I don't know what I would do in the moment if something did happen.
Neutral	
Neutral	Depends on severity.
	Feelings are not an executable offense. Grow up.
	I am a middle-aged, Caucasian male. The odds of me being subject to a bias crime are low. Should I actually experience one, I may hesitate to report out of a worry that I would not be taken seriously.
Neutral	
	I believe MAGA is a Social Disease. As i don't know that SPD is equipped for that; i suspect process and results could be highly toxic to our town.
	It would depend on the circumstances of course.
Neutral	
Neutral	I don't feel that the police really care. Sometimes they are the people who are discriminating

Neutral	I think they have their hands full dealing with the homeless population and crime where people are hurt physically. I also think they are very short staffed.
Neutral	I would be likely to do it in order to develop a paper trail as needed for insurance or civil claim purposes. I would be unlikely to do it because I wouldn't expect them to actually help
Neutral	I would handle it myself. If it was done to me personally it is no one else's business how I deal with it
Neutral	If I call 911, will they believe an Islander?
Neutral	If it was something that I had to go to hospital for
Neutral	It depends on what the damage is worth. If it's just something small, then I wouldn't bother. But if it's a broken window or TV, then I'd call
Neutral	It depends. Cops are likely to stand up for each other even when some are cruel to us.
Neutral	It just depends on how bad it is.
Neutral	It would depend on the severity, type and location. I would escalate my concern to the local leadership (management for instance), then if needed to police.
Neutral	It's really depending on a situation.
Neutral	Not familiar with SPD's approach to bias crimes. Do they welcome reports? Investigate them?
Neutral	Our police department is not staffed enough to handle complaints about harassment/threats
Neutral	Police don't do anything unless it's serious
Neutral	They only report to serious cases. They have been useless lately.
Somewhat likely	I feel the report would not be taken seriously.
Somewhat likely	Although I'm not confident I would achieve satisfaction of justice through reporting bias crime to the Salem Police Department, I do believe documenting instances in order to establish larger-scale statistics is important in order to achieve the ultimate recognition and satisfaction of the issue.
Somewhat likely	As a white married woman I recognize that I am the beneficiary of privilege. This being said, it is very concerning that women's rights are being stripped and on this I am vocal.
Somewhat likely	Because in some cases they can help and in some they can't
Somewhat likely	Being a straight, cis, white woman, I would be unlikely to associate it with bias.
Somewhat likely	Depend on the extent
Somewhat likely	Depends how intense/severe the bias crime was.
Somewhat likely	From friends/family experiences, comments that Salem police are unsafe and unreliable, lacking training necessary in a diverse environment.
Somewhat likely	Hit and runs
Somewhat likely	I am anxious and have only reported a crime twice in my life when I felt my life was threatened in the community. Most incidents I've been involved with outside of work I was too shook up to think to make a police report and evaded area asap. My husband is Hispanic and was stabbed several times outside a bar by people white men who were on camera and no none of them received charges and when he survived was urged by the community (small, rural outside of Salem) to not press charges to relieve the community of the publicity so I'm not one to believe there's any justice and it's better to run. Also I work over 40 hours a week in a maximum security psychiatric ward and it's not considered a crime for patients to target staff, harass or assault them.
Somewhat likely	I do not trust the police, and Salem police in particular have a bad reputation.
Somewhat likely	I dont believe they would do anything.
Somewhat likely	I feel it won't be taken seriously or there won't be any real consequences for the crime. But I still believe it's important to report.
Somewhat likely	I grew up considering police to be helpful in stopping wrongdoing and in protecting people from harm, and believing that justice is something everyone is responsible to support. However, as I've grown older I've read about (not personally experienced) so much bias and hate crime that it seems to be everywhere and possible anytime, and that I could experience it myself. Also I think of the police as being overworked, underpaid, and there aren't enough of them, and Salem citizens don't want to pay for them. So I would have to be really afraid or really harmed in order to ask for their attention, and I'm not sure I would get it because bias crimes may not be a priority in comparison to other, worse situations that the police deal with. Also, there are many reasons why someone might be biased against me (dominant culture, financially secure, aging and female, but also independent-minded) -- the inherited advantages (wealth, class, education) mean that (strangely) I feel like I might deserve it as an anonymous representative of inequity and settler/colonial responsibility. Even though being female and older might set me up as vulnerable and unlikely to fight back, as well as undeserving of public resources because I'm not working and hey, no one (who is working) likes all the old people around now. (Hey, survey people, thanks for the opportunity to think about this.)

Somewhat likely	I have a lot of privilege because I am a white middle-aged, woman. So I believe that the police would more likely believe me versus someone else who may belong to multiple protected classes.
Somewhat likely	I have heard negative comments about local law enforcement and I'd think about it twice before reporting.
	I have some concerns that local government takes hate crimes seriously. But overall, I don't feel unsafe reporting it, so I would probably do it. My feelings about this might change depending on actions by the federal government and Oregon's reactions to such.
Somewhat likely	
Somewhat likely	I hear and read that the Police don't do much to help you in Salem. I'm not sure if it 100% true though.
Somewhat likely	I know staff, so know they would take it seriously
Somewhat likely	
	I might hesitate or not report if I felt there would be pushback from either the police or from the original aggressor.
Somewhat likely	I would be likely to report it to SPD so they could investigate and take action, if appropriate, and so they could track it (data).
Somewhat likely	I would hope they could help
	I would likely share my experience with family and friends. And it would be dependent on the damage done to me or those I care for.
Somewhat likely	
Somewhat likely	I would report
Somewhat likely	I would report it regardless so that the incident is recorded
	I would report it, but from the recent history of the Salem police they won't do anything about it anyways because they don't have the staff or the tax funds to put effort into actually doing their jobs
	I'd report it because I think it's important to report it, but my faith that it would be taken truly seriously by police in Salem is low. When political tensions were highest, Salem PD demonstrated that many/most officers had strong personal relationships with hate-based political groups that oppose things about my identity and appearance/assumed personal traits. The city has never clearly shown a no-tolerance approach to those behaviors. That makes the police feel unsafe to many in the community, like me. So, I'd report it, but I would do so with fear that I'd be negatively judged and possibly that might impact whether police would be open to helping me, both for that case and for any cases that might follow it.
Somewhat likely	
Somewhat likely	I'm part of the majority so most likely I would be helped.
Somewhat likely	I've felt very dismissed by the Salem PD multiple times in the past and don't think they'd take a bias crime seriously
	If a bias crime happened against me, I don't think I would recognize it as such for a bit, and may think that it's something I can handle on my own. And the more time passes, the less likely I would be to report it, unless it escalated.
Somewhat likely	
	If I were injured and needed police assistance, I would report it. But otherwise, I don't know that the investigation would be a priority and evidence might not be enough to prosecute.
Somewhat likely	
	If it was obviously criminal, I would report it. But bias crimes often make the victim feel responsible, or as if it is not really a crime. So I'm not positive I'd be able recognize a bias crime as such.
Somewhat likely	
Somewhat likely	If it's not right I'll report it.
Somewhat likely	It varies on the officers at the call if they will further trigger the people or take the report seriously.
Somewhat likely	It would depend on the crime? If it is city specific or federal related. And even then, I would be careful.
Somewhat likely	It would depend on the severity of the incident.
Somewhat likely	It's the right thing to do
Somewhat likely	Most of the harassment occurs online and I doubt Salem Police will follow up on that.
Somewhat likely	Not sure I would recognize it as a crime vs someone's ignorance.
Somewhat likely	not sure it would be taken seriously or that not much they can do
	Salem PD is currently so understaffed that ,unless I was actually harmed in a significant way I would hesitate to tie up personnel dealing with something I don't really need to.
Somewhat likely	
Somewhat likely	Salem PD is too busy to take this type of report and actually follow up top do anything responsive.
	Somewhat likely because I'm a white female and seem to get response, but not very likely because I am not impressed with the service level. Specifically choosing what to enforce (not noise) and no capacity to investigate. Salem PD is trying but I find their detective work lacking. It might be better if we hired people specifically with investigative skills. My neighbors and I are really frustrated on a particular case despite there being multiple shootings at a house on our block. I know it's a funding death spiral but I wish we had higher quality investigators out there. We will wait for another shooting I guess.
Somewhat likely	
	The only time I interacted with Salem PD was when they entered my backyard at night without a warrant and guns drawn and yelled at me to get my dogs inside. They later stated they were searching for a suspect, did not apologize, and left. That was scary and made me distrust them.
Somewhat likely	

Somewhat likely	The police have attended my neighborhood association meetings and I could choose to bring it to their attention there
Somewhat likely	They are busy, so it might not be a good use of their time. It depends on the crime itself.
Somewhat likely	They don't do anything any more to the perpetrator since covid and they let perpetrators out early in Marion Cty.
Somewhat likely	This incident happened at the Keizer Station Lowes parking lot. The individual, white male, yelled out of his truck window as I was taking a cart to the cart rack and when I responded to him he hurled another insult and sped off. Black female.
Somewhat likely	Would depend on how serious it was, and whether it warrants action by our police. Also, extent to which the action was viewed by others.
Very likely	... bias or any crime cannot be addressed until it is reported ...
Very likely	I believe they want to help
Very likely	A crime should be reported, people shouldn't get away with harming others.
Very likely	A crime was committed so I'll report it
Very likely	Absolutely I would! Who else would help with a crime?
Very likely	Against discrimination, no one has the right to damage or hurt any person or property.
Very likely	All types of crimes ought to be reported to make sure community safety is maintained and enforced.
Very likely	AS A CITIZEN IT IS MY DUTY TO REPORT CRIME.
Very likely	As a white woman, I feel like the police bias would tend towards helping me. If I were a person of color, I might not.
Very likely	awareness of bad situations
Very likely	Based on my race, age and education level I feel I would be treated fairly by the police department so would likely report a bias crime. I do wonder if my gender and age might negatively influence the response however.
Very likely	Because any crime is not okay
Very likely	Because I am a straight white male and would be more likely to be taken at my word.
Very likely	Because I believe the officers in our area actually care
Very likely	Because I feel discrimination I against anyone is wrong. Everyone should be treated with courtesy and respect unless they are behaving in a way that may be harmful to themselves and others. Then anyone responding needs to make sure everyone is safe
Very likely	Because I know it needs to be documented even if nothing can be done. The only hesitation would be the fear of not being taken seriously and/or retaliation if the offender knew it was me even though it's supposed to be anonymous.
Very likely	because I wouldn't know what else to do
Very likely	Because if it's happening to me I would think it is happening to lots of people and the source of the crime may be smaller than we think. Solving a problem and not just letting it persist.
Very likely	Because if it's not reported it can't be dealt with.
Very likely	Because it's the right thing to do
Very likely	Because nobody should be treated poorly
Very likely	Because that would be the first place to call for help.
Very likely	Because that's the agency charged with investigating crimes.
Very likely	Bias crimes need to be reported so they are known and action can be taken to stop them
Very likely	Because the police are sworn officers with the legal authority to investigate and deter criminal activity.
Very likely	Can't ignore things, it can empower those wanting to cause more harm. Reporting a bias crime must be done each time not after a few times, because the recording of incidents can show a pattern to law enforcement.
Very likely	Crime is crime, I would report any crime committed against me or anyone I witnessed
Very likely	Depends on the severity. All of the above require police action to make it stop.
Very likely	Even if the police don't have time to respond, they should have accurate data on how many complaints they receive.
Very likely	I believe most of the police officers are trying to act in an unbiased manner.
Very likely	for the safety of our community , we have a responsibility to report crime
Very likely	For their assistance and help
Very likely	From helping us rescue bunnies abandoned and stuck under a park porta-potty to being quick to respond when our son was in a car accident in a very unsafe place (getting off the bridge) SPD has been helpful and a good resource for our community.

Very likely	I am a community partner that works closely with Salem PD and feel comfortable to report something if it is necessary
Very likely	I assume the police need to know.
Very likely	I believe in reporting crimes regardless of if law enforcement will respond or not.
Very likely	I believe it is the goal of the SPD to insure the safety of the people who live here. A police officer often attends our neighborhood association meetings with the intention of hearing concerns and following up on neighborhood issues.
Very likely	I believe that I would be believed. I am a middle income, educated white female with a lot of support and resources.
Very likely	I believe the police are here for situations like this and would have no issues with contacting them.
Very likely	I believe very strongly in justice and fairness, and in the willingness to fight to make changes if something comes up that I think is wrong
Very likely	I feel like I can speak my mind
Very likely	I feel that numbers count and it's important to let police know when bias happens.
Very likely	I have faith in the Salem Police Department and know they would properly investigate any reported bias crime.
Very likely	I have no reason not to trust police. But I haven't interacted with them.
Very likely	I have reported a few times
Very likely	I know the right people to in SPD to talk with about this.
Very likely	I think the way to combat bias crime is to report it
Very likely	I trust the police procedures for reporting.
Very likely	I trust the Salem police
Very likely	I used to work closely with Salem PD as a private security officer, they were always wonderful/helpful. The non emergency number is great. I know a lot of people complain about the police here, but i have had nothing but good experiences and fast response times. I would have no hesitation in calling them if i witnessed or was victim of a bias crime.
Very likely	I was attacked on my property and the police arrived quickly
Very likely	I would because I am older now and not so fearful of not being listened to or of any negative repercussions.
Very likely	I would hope that the Police would take my threat or harassment seriously and investigate my issue. This would go a long way to make me feel as though I was being heard instead just pretending.
Very likely	I would likely report a bias crime because I feel like it's my duty as a human in this community and I have faith and respect our Salem Police Department
Very likely	I would report any crime to law enforcement.
Very likely	I would report it but it is likely that nothing would happen because witnesses would not testify
Very likely	I would report it for my safety and the safety of others
Very likely	I would report it to salem police so, that way I at least made an attempt to get help or hopefully put it on the police's radar so that way they can start looking for the person that are committing the crimes and hopefully lock them up.
Very likely	I would report it, because that's the right thing to do. It's about the greater good of people
Very likely	I would report so people could know what is happening in their community
Very likely	I would report the bias crime to the Salem Police Department because I believe they are a trusted institution whose mission is to protect everyone in the community. I think there is a lack of understanding what actually constitutes a bias crime, which is narrowly defined by criminal statute. This lack of understanding creates a situation where people believe the police can take action when in quite a few instances, no crime has occurred, or it does not meet the criminal definition of a bias crime.
Very likely	I would want the perpetrator to be punished.
Very likely	I'd report but would not expect police to do anything
Very likely	Crime is terrible, unhoused people have made many areas dangerous and unusable
Very likely	I'm a white lady, retired and feel secure in who I am.
Very likely	I'm a white middle class lady so I feel like I'd be treated fairly well.
Very likely	I'm gonna report to them that I am a victim of a crime
Very likely	I'm likely to report it so that hopefully other people don't experience similar crimes from the same perpetrator. I'm also likely to report it due to knowing that the officers in SPD do investigate these crimes.
Very likely	If a crime were committed against me, I would be looking for all the help I could get. Criminals need to be held accountable.

Very likely	If I don't speak up who will?
Very likely	If someone commits a crime, they need to answer for it.
Very likely	If you do nothing you're part of the problem.
	Individuals being harassed and threatened by a biased group or individual need to be reported to the police. Police need to uphold the law, but this doesn't always happen. People were harassed and threatened at a Pride event the police stood back and watched not breaking it up and removing the racists from the area causing a lot of fear for many who felt unsafe in the community.
Very likely	internal affairs at police department
Very likely	is the right thing to do
Very likely	It is a high priority for me to stand for equal and just treatment for everyone
Very likely	It is the correct thing to do
Very likely	It needs to be known
Very likely	It seems like the right thing to do
	It's important to record/report any type of crime also in case I want to press charges/open a case. However, I would probably be hesitant if the perpetrator was a member of the Salem Police Department.
Very likely	It's important to report to help stop this behavior
Very likely	It's the right thing to do
	Likely: Because these things need to be reported and documented. However, I might have some hesitation to report it.
Very likely	Likes the police, would report, respectful interactions in past
	My experiences with Salem police have been exceptional. Officers seem to be competent, kind, and caring, and work hard to address crime and other safety concerns.
Very likely	My husband is an immigrant. If anything happened to him, I would shout it from the rooftops!
	My real [REDACTED] medical full disabled diagnosed for real health insurance in me verse [REDACTED]
Very likely	civillian timber mill dudes
Very likely	Need to report all crime otherwise nobody knows it's going on.
Very likely	No change will occur without reporting
Very likely	Not that I think they will do anything but to keep count. It will be documented somewhere
	Not that this should be a factor, but because I am in the demographic that is highly unlikely to not be taken seriously, I would want to report what had happened. While I believe there is a lot of work to be done with our law enforcement in the area of ensuring non-bias, it is important to get incidents on the record, and I feel I can do that without fear of retaliation (at least at this point).
Very likely	Our police serving NE Salem are extremely responsive.
Very likely	Report for my safety
	Reporting crimes of this nature is something I consider a duty- speaking up is an essential step in ensuring it doesn't happen to others.
Very likely	Salem has a professional police department and officers, and office staff.
	Si es un delito si lo haría, porque no dejaría que alguien nos lastime o haga algo que va fuera de la ley a mi familia
Very likely	SO no one has to go through it
Very likely	That's the only way to make sure it doesn't happen again
Very likely	That's their job. To deal with crime. Whether involving bias or not.
Very likely	The police are great at helping people
	The Salem police have made it clear that they are not interested in helping with minor crimes, so I wouldn't expect much help, but I do think it's still important to report such crimes.
Very likely	There's got to be a paper trail when this kind of thing happens. I totally understand if someone is too afraid to report a crime like this, but they should.
Very likely	These cases need to be followed up on, and the perpetrators caught
	These need to get reported, and that goes up depending on severity. I would be more likely to report property, criminal threats, and assaults.
Very likely	They have been very responsive to calls
Very likely	They need to know
	Though I've not personally experienced this I would initially seek help from those who chose the profession of helping
Very likely	To document it
Very likely	To increase awareness of the event and to seek justice

Very likely	We have great police and a good DA in Marion Co. Same with Polk County.
Very likely	White privilege makes it easy to report and be taken seriously.
Very likely	Would report. People need to be held accountable for their actions.
Very likely	Would want to keep others informed and increase the likelihood of taking a perpetrator off the streets.
Very likely	Yes, I will



**If you were the target of a bias crime in Salem, how likely or unlikely would you be to report it. To the City of Salem Human Rights Commission?**

**Why you would be likely or unlikely to report a bias crime to the City of Salem Human Rights Commission? [Optional]**

Very unlikely	Access. I am unaware of how to report this and where to report it. There is no easy access of reporting.
Very unlikely	As one who leans conservative, I don't have a lot of confidence that I would be taken seriously by the Human Rights Commission
Very unlikely	Because I don't even know what that is or what they do
Very unlikely	Because my gender, age, and religious preference is NOT seen by SHRC as important than others based on personal observations, not just opinion.
Very unlikely	Because they dgaf lol
Very unlikely	Because this group is the problem. It is biased against straight white's. Its very existence is a waste of tax money and should be abolished. Don't you realize all DEI are to be shut down? I am glad of it too
Very unlikely	Commission is only interested in politics
Very unlikely	Did not know about the HRC until this survey
Very unlikely	Did not know that the Commission existed and unclear on their mission
Very unlikely	Did not know there was such a department. and wonder what their role/function is now that you've stated there is one.
Very unlikely	Didn't even know it existed
Very unlikely	Didn't know about HRC until this survey
Very unlikely	Didn't know it existed
Very unlikely	Didn't know such a commission existed.
Very unlikely	Didn't know there was a City of Salem Human Rights Commission
Very unlikely	Didn't know they exist
Very unlikely	Do not have information about this organization
Very unlikely	do not know what HRC is
Very unlikely	Don't how or who
Very unlikely	Don't know if this commission has any real teeth to do anything about it.
Very unlikely	Don't know what it is
Very unlikely	Don't know who they are or why they would do anything
Very unlikely	Don't think you need this commission. Quit trying to divide us.
Very unlikely	Experiences with people I know has demonstrated that nothing will be done other than listening to you.
Very unlikely	For the safety of family and myself, I will stay away
Very unlikely	Hard to prove. I am a white male.
Very unlikely	Human rights activists -- I still don't trust them unless I know someone working with them
Very unlikely	Human Rights exist for all people, not just those a part of protected classes.
Very unlikely	I actually didn't know they existed or what their function is.
Very unlikely	I AM being targeted SHRC.
Very unlikely	I was informed that due to conditions imposed by [REDACTED] SHRC is unable to proceed.
Very unlikely	I am unsure what authority the human rights commission has.
Very unlikely	i did in the past and the police did nothing
Very unlikely	I did not realize this commission existed and I could report bias crimes to them.
Very unlikely	I didn't even know that existed by it seems like a waste of resources.
Very unlikely	I didn't even know the City had a human rights commission. I'd be far more inclined to go the the NAACP, Salem Keizer branch.
Very unlikely	I didn't even know this existed and I still don't know how to contact them or what they do.
Very unlikely	I didn't know about it.
Very unlikely	I didn't know that existed until just now
Very unlikely	I didn't know that is where I should report a crime. I wouldn't think of it. ??
Very unlikely	I didn't know this group existed
Very unlikely	I didn't know we had one.

Very unlikely	I didnt know about this commission.
Very unlikely	I do not believe it would help. I don't even know what the purpose of the Commission is. Hate and bias win in Salem
Very unlikely	I don't even know what that is
	I don't even know what the HRC is, plus most government these days are a joke, a lot of high paid do nothing people collecting a pay check, the city of Salem spends way to much money on things we don't need and then wants a bond on things that should be covered by my taxes, and why? Because we would vote down everything you waste money on, get serious about road repairs and paving in Salem, look how much we pay in gas tax, and our roads are shit, do more to clean up the homeless problem, it is horrible, untie the cops hands and let them take care of real crimes, work with a real budget and quit hitting us with little taxes like the grocery bag tax that is total bullshit, run the city like you would if it was the average household budget, should I keep going?
Very unlikely	I don't know anything about them
Very unlikely	I don't know how to report
Very unlikely	I don't know how to report anything to this commission
Very unlikely	I don't know how to report nor do I think they could do anything about it.
Very unlikely	I don't know what it does.
Very unlikely	I don't know what they would do and I think that an issue like this is more suited to be reported to the police
Very unlikely	I don't think it would have occurred to me that the option existed... this is the first I've heard of this body.
Very unlikely	I don't want trouble
Very unlikely	I hadn't heard of the HRC before.
Very unlikely	I have no idea how to go about this. Where, my rights, who to talk to etc.
Very unlikely	I have not heard of the City of Salem Human Rights Commission.
Very unlikely	I only know 911. Don't about them
Very unlikely	I only know 911. Don't know about them
Very unlikely	I think because I was raised "not to make a big deal " out of something small.
Very unlikely	Second, I didn't even know there WAS a city Human Rights Commission 🙄
Very unlikely	I was not aware it existed.
Very unlikely	I was not aware this is an option
Very unlikely	I wasn't aware of the commission.
Very unlikely	I won't report anything now because I'm homeless. But maybe when I'm not homeless anymore I will.
Very unlikely	I wouldn't go to anybody. It would get me more problems.
Very unlikely	I'd never call somebody about this
Very unlikely	I'm not familiar with this agency
Very unlikely	I'm not familiar with this commission
Very unlikely	I'm not sure the Human rights Commission represents a fair a neutral voice for every community member.
Very unlikely	I've never heard of it
Very unlikely	I've never heard of that before
Very unlikely	I've never heard of them
Very unlikely	idk what that is
Very unlikely	If there's no physical contact, there's no crime so I wouldn't contact anyone. But if there's physical contact, then I'd be more likely
Very unlikely	It wouldn't occur to me
Very unlikely	just would feel extreme, but I have not really had a problem. I am not very familiar with it either
Very unlikely	Kangaroo Kourts seldom are staffed by those without a chip on their shoulders and bad outcomes are the result.
Very unlikely	Liberty is for all identifying individual genres discriminate against everyone. Drop dei now!
Very unlikely	Most discrimination I have experienced in the past 12 years has been legal, with the exception of anonymous harassment
Very unlikely	Never heard of them
Very unlikely	Never heard of this
Very unlikely	No faith that this commission has any power to do anything

Very unlikely	No knowledge of this group and what good is the report going to do with no follow up. Social change is much larger than making a report to make a difference.
Very unlikely	No posters saying tell us
Very unlikely	Not sure what the commission would be able to do
Very unlikely	Police harass us. Not likely to help us.
Very unlikely	Same reason I do not report things to the Police
Very unlikely	The Commission is a hollow entity.
Very unlikely	The current political climate is not interested in helping old white people
Very unlikely	These do gooders have no power and are basically leftist fearmongers.
Very unlikely	They have no clear power and are obscure
Very unlikely	They rely on unvalidated survey instruments to put labels on the community. They push city government to take public positions on matters far beyond the scope of city authority.
Very unlikely	They're a bunch of progressives more concerned about the perpetrators than the victims
Very unlikely	What would they do about it except make excuses
Very unlikely	Who?
Very unlikely	Who? Why would you report a crime to anyone other than the police?
Very unlikely	Why would I report a crime to a volunteer commission with no ability to protect me or investigate the incident?
Very unlikely	Why would I, What's the point?
Very unlikely	Why? Would the recourse be?
Somewhat unlikely	because i am unaware of exactly how to report a crime to the human rights commission
Somewhat unlikely	Did not know such a commission existed.
Somewhat unlikely	Didn't even know there was such thing as the Salem human rights Commission.
Somewhat unlikely	Didn't know of this commission
Somewhat unlikely	Didn't know that department existed
Somewhat unlikely	Didn't know that they existed. Would need to be something fairly outrageous to report it.
Somewhat unlikely	Didn't realize it existed.
Somewhat unlikely	Don't know how to report it
Somewhat unlikely	Government is useless in Salem and over spend needlessly
Somewhat unlikely	I didn't know they existed
Somewhat unlikely	I am not (until now) aware of this organization and am unfamiliar with what their role is in the community. If directed to speak with them by, say, a police officer I would not hesitate.
Somewhat unlikely	I did not know it existed
Somewhat unlikely	I did not know this existed.
Somewhat unlikely	I didn't know I could.
Somewhat unlikely	I didn't know that was possible
Somewhat unlikely	I didn't know the HR commission received reports like this.
Somewhat unlikely	I didn't know there was such a thing
Somewhat unlikely	i didn't realize that was an option, I don't know how the human thoughts commission would respond or what they could do, I suppose I'm slightly more likely to now
Somewhat unlikely	I do not think that my minority group will be heard
Somewhat unlikely	I don't consider myself likely to be the target of a bias crime
Somewhat unlikely	I don't even know what they do
Somewhat unlikely	I don't know what that is let alone how to contact them.
Somewhat unlikely	I don't know what that is or what they do.
Somewhat unlikely	I don't know what the Human Rights Commission is.
Somewhat unlikely	I feel like that I wouldn't need to report a bias crime unless it gets too out of hand.
Somewhat unlikely	I had never heard of this commission before this survey.
Somewhat unlikely	I had not known this was an option before now.
Somewhat unlikely	I have not heard of them previously
Somewhat unlikely	I might be willing but I don't know how to get a hold of them
Somewhat unlikely	i was unaware of their existence
Somewhat unlikely	I wasn't aware of reporting a crime to City of Salem Human Rights Commission
Somewhat unlikely	I would want to but I don't know how
Somewhat unlikely	I wouldn't think of that as an option.

Somewhat unlikely	Just cuz I know my self and would prefer to handle it my self.
Somewhat unlikely	just deal with it myself
Somewhat unlikely	Lack of awareness about this agency. Didn't know they existed.
Somewhat unlikely	Never heard of it
Somewhat unlikely	Not something I've heard as an option before
Somewhat unlikely	not sure could do anything
Somewhat unlikely	Not sure I would be believed. Bias is hard to prove.
Somewhat unlikely	Probably won't do anything to help until I can get a job
Somewhat unlikely	That's stupid.
Somewhat unlikely	The group seems to be more of a "collect gripes" group than a "build bridges and solutions" group. I don't mean to sound unkind but it might be an echo chamber rather than a change agent.
Somewhat unlikely	Wasn't aware of this commission
Somewhat unlikely	What have you been doing to keep homeless people from having their stuff thrown in the trash? what are you doing to protect children from having their joy squashed by administrative fascists? What are you doing to ensure non religious people have opportunities for community engagement and access to public space? Salem definitely is supporting Christian groups and business owners, but what about everyone else? I'm tired of hearing about [REDACTED] and other Christian organizations as being our only resource for community and support.
Neutral	Again, depends on severity and if I think it can be resolved at a lower level, such as person to person, person to business, etc.
Neutral	Did not know there was one
Neutral	Don't see the value in reporting beyond SPD.
Neutral	Educate the community with where to report bias crimes
Neutral	Have not experienced this personally
Neutral	Haven't seen much happen. Racism is at a high in Salem.
Neutral	Honestly, the existence of such an agency is surprising to me, so it probably wouldn't even occur to me to report a bias crime to this agency. It would be great if the City did more publicity for its Human Rights Commission.
Neutral	I am a middle-aged, Caucasian male. The odds of me being subject to a bias crime are low. Should I actually experience one, I may hesitate to report out of a worry that I would not be taken seriously.
Neutral	I did not know the Salem Human Rights Commission existed until reading this question.
Neutral	I didn't even realize I could do this, or where I would do this
Neutral	I didn't know it was an available entity
Neutral	I didn't know that was an option
Neutral	I didn't know the Salem Human Rights Commission existed until this survey.
Neutral	I didn't know there was such a commission.
Neutral	I didn't know this existed
Neutral	I didn't know we had one
Neutral	I didn't know what that was until just now
Neutral	I don't know much about the Salem Human Rights Commission.
Neutral	I don't know of them.
Neutral	I don't know that I would think about it as an option. Even though I know about the commission, I'm not sure if I would remember to take that extra step.
Neutral	I don't know them.
Neutral	I don't know what it is
Neutral	I don't know.
Neutral	I know nothing about this organization •
Neutral	I may feel more comfortable relaying information to that organization.
Neutral	I was not aware of this commission until this survey, but I would likely now think of it if I needed to report something to them
Neutral	I'm not sure if I would or not. I don't know what authority the HRC has, and I'm not likely to report something if I felt nothing would come of it.
Neutral	If I had to go to the hospital

Neutral	If I were surveyed by the human rights commission, then I would report a crime, as I think they have more impact to affect policy, or to at least communicate that better to people such as the police or policy makers that could help drop the frequency of bias crime. I do not currently know how to report bias crime, so that is the main hinderance
Neutral	Just lack of awareness of the commission.
Neutral	My husband is black and students at his school where he works call him racial slurs. The school board and school district have zero protocols in place to support teachers and staff. None. He has been threatened with violence against his person and property and called nigger on a consistent basis. A previous administrator (who is now gone) not only did nothing, he also performed macro and micro aggressions. A formal complaint was filed. Eventually he left for another district. He was not reprimanded or his license pulled nor was he fired. Students are allowed to continue this behavior with no repercussions to the student or family. We never thought to report it to the commission. It seems like it is more of a cultural project and event group.
Neutral	Never heard of it
Neutral	Never heard of them
Neutral	Not sure of the outcome or process
Neutral	Other than being elderly and I know there are people who prey on the old, I am unlikely to be involved in a bias crime. I would probably call the police first.
Neutral	The committee does important work, but I would worry it doesn't rise to the level of needing to be reported, and this is just the way things are now.
Neutral	There would not believe me
Neutral	to be honest I didn't know about the human rights commission.
Neutral	Too hard to proove
Neutral	Unlikely because I have not previously heard of the commission, but now that I am aware of it I may be more likely.
Neutral	Waste of resources
Neutral	who are they?
Somewhat likely	Based on my race I would feel uncomfortable or unsure if my complaint warranted attention.
Somewhat likely	Because I don't know if they'd actually help
Somewhat likely	Because I know staff and know they would take it seriously
Somewhat likely	depending on the type of exposure and risk of reprisals against family members.
Somewhat likely	Do not know much about the Commission and how to report.
Somewhat likely	Had not previously heard of the Salem Human Rights Commission.
Somewhat likely	I didn't know it existed. I was fired because my supervisor was prejudiced against my religion in 2008. I reported it to an attorney, but the attorney failed to file the paperwork in the time limit of 12 months. He was retiring, so he forgot about it, and was referred to another office, but that firm wanted me to front the money for the lawsuit. I wasn't willing to do that.
Somewhat likely	I didn't know of them.
Somewhat likely	I didn't know that was a possibility.
Somewhat likely	I didn't know they existed
Somewhat likely	I didn't know they still existed. I wouldn't know how to get in touch with them. And I'm not sure what they'd be able to do about it.
Somewhat likely	I didn't know you could report to anyone besides the police
Somewhat likely	I don't know about this commission but now I do. Hopefully I'm would be encouraged to report to them by the police dept
Somewhat likely	I don't think I would think to report it there.
Somewhat likely	I hadn't heard of this agency, but would likely report an incident now that I know about it.
Somewhat likely	I have not heard of the Salem human rights commission
Somewhat likely	I think it would on the type of bias crime. If there was violence involved reporting to the City of Salem Human Rights Commission might not be a priority.
Somewhat likely	I was unaware of the City of Salem human Rights Commission
Somewhat likely	I would be more likely to call this instead of police.
Somewhat likely	I would be more likely to report it here than to the police.
Somewhat likely	I would hope it helps with their job
Somewhat likely	I would report
Somewhat likely	I'd want a civil record of some sort

Somewhat likely	I've never thought of this, but it sounds like a good idea.
Somewhat likely	If it was in the workplace, I would. If it's a public space, I might. If it's a private business, probably not.
Somewhat likely	It is not the first thing I would think of but I have a friend who would most likely remind me to do it.
Somewhat likely	It just wouldn't be the first place I would consider. However, depending on the nature of the incident and the perceived motivation, I would consider it.
Somewhat likely	Mostly because I don't know about them.
Somewhat likely	Not "very likely" because of low profile of the commission. Likely because the primary purpose of the commission is to address such problems, and I would hope they are trained in it and inclined to treat complainants fairly.
Somewhat likely	Not sure WHO is on it. And What they ACTUALLY could do.
Somewhat likely	Report for my safety
Somewhat likely	see above incident
Somewhat likely	I really didn't think it was something to report. the person sped off. I was in shock and angry and went after him to get his license # but couldn't catch up with him.
Somewhat likely	Seems like a good, relevant place to have a conversation on bias.
Somewhat likely	The backlash of this specific topic is a harsh thing to withstand
Somewhat likely	They keep records of such reports and develop statistics that help determine the depth and breadth of such problems.
Somewhat likely	They sound like they might actually be helpful
Somewhat likely	This is the first time I'm hearing about the Salem Human Rights Commission.
Somewhat likely	Yes
Very likely	if they feel the commission can provide effective assistance, such as mediation or advocacy, and if they trust the process and outcome
Very likely	... bias crimes cannot be stopped until those are visible to the proper authorities and the community ...
Very likely	Accountability is important. It may not be for the individual but may make a difference in the community.
Very likely	Any crime isn't okay. It's not okay and needs to be reported.
Very likely	Because it seems to me like people who are part of a Human Rights Commission are more likely to be people whose viewpoint is one of public service and humanism, so working with them would feel much safer. Also, my experience with city employees who aren't police are consistently helpful and very effective. (Including municipal court judges, who enforce the law, but, in my experience, they do so in a measured and practical way without negative prejudice against those they meet in court.)
Very likely	Because the purpose of the Commission is to address these matters.
Very likely	come to Lynelle to share situation and get referral to HRC
Very likely	fairness
Very likely	First I didn't know there was a commission
Very likely	FOR AWARENESS
Very likely	For the same reason mentioned previously
Very likely	For their knowledge of the incident
Very likely	For things to improve
Very likely	Good experiences with HRC
Very likely	I am not familiar with how to report a bias crime to the Salem Human Rights Commission.
Very likely	I believe in the importance of reporting such crimes.
Very likely	I did not not this resource existed, would be more than happy to.
Very likely	I didn't know there was such a commission.
Very likely	i didnt know it can scalate to human right but if I was target ofcorse
Very likely	I feel this would be beneficial to the community, for this organization to have all the facts about community bias issues.
Very likely	I have an interest in the Commission but have not had the time to engage.
Very likely	I have been to some commission meetings in the past and know that, although they have no enforcement authority, they are empathetic people who will listen and can have some impact on city staff and city policy and practice.
Very likely	I hope that's the right place to report a bias crime.
Very likely	I know people on the commission and I trust them. They are representative of people who experience discrimination in Salem and I know they would handle it properly.

Very likely	I think the commission does important work and is dedicated to improving our community
Very likely	I used to be the Chair of the group and highly value their work.
Very likely	I want a safer Salem
Very likely	I would be likely to report a bias crime to the City of Salem Human Rights Commission because I believe in their work and if more people report the crimes of bias, maybe something will be done.
Very likely	I would find any way I could to make the issue known more broadly.
Very likely	I would like to think they would help
Very likely	I would report because the the city human rights commission needs to know what is occurring in the city.
Very likely	I'm gonna tell them that I'm being in a bias crime
Very likely	If it's not reported it can't be worked on.
Very likely	It needs to be said out loud.
Very likely	it would be a waste of my time
Very likely	It's important to report
Very likely	Likely: because these crimes need to be reported and documented. The human rights commission can investigate.
Very likely	May bring more awareness than if reported to law enforcement
Very likely	Needs to be known
Very likely	Per my previous response, I would find the Human Rights Commission a safer body to report to in the case of a crime related to my actual sexuality. I probably wouldn't report if a crime was committed against me for being white, cis, a man, or straight(-passing).
Very likely	Plus I own my geo storm car insurance benefits pip coverage snd my total full complete hysterectomy surgery listed in umbilical hernia failure diagnosed for plus my two mouth surgery
Very likely	Report it on all fronts, when necessary.
Very likely	Same answer
Very likely	Sí y más porque yo soy madre sola y le daría siempre el ejemplo a mis hijos
Very likely	Silly, negative question.
Very likely	The team has been responsive to others in the community
Very likely	They need to know what's happening
Very likely	This is their job and Salem is conservative and often not welcoming of people who are different
Very likely	To be honest, I didn't know there was a Human Rights Commission in Salem! That being said, if I felt that they could do something about it, I would be speaking to them right away.
Very likely	
Very likely	To help keep tally of the number of times this occurs
Prefer not to say	Depends on the kind of crime committed

**TOTAL RESPONSES: 147**

Is there anything else about a "sense of community" in Salem that you want to mention? Feel free to make a general comment or a specific suggestion. [Optional]

bootstraps. What bootstraps have money to pay higher and higher rent?

went through their purse to confirm that they had a real address and were not homeless. In each case, staff went through women's purses without asking the women first.

community, especially when it seems that those types of locations either are not around in the Salem area, or that I haven't done a good job of finding communities of people whom I could be around and because of my mental health I don't get out into the community enough

community. I think we need more mental health help for the community, including the homeless community. Basic living skills, mental health awareness, stress reducing classes, and teaching about accepting people's differences (not necessarily agreeing with them) should be taught in the schools to of self described minority. Regular people, regular families trying to make their lives better have no support in this city.

pin down on that, but "other disability" might cover it.

Also, thanks for asking for this information.

I am not sure that this survey actually addresses community at all.

To be able to have a "sense of community," you must have trust

Jesus puts you in the bubble of love

hospital to get better instead of going straight to homelessness again.

real opportunity to overcome racism !

And another and another

I could hear it puncture the deafening anguished un-hearable bedlem as the screaming Cop's Baton repeatedly made contact with sidewalk instead of flesh..

Why does he keep missing i wondered?

My clothes sopping wet from the eye wash magnified the cold night wind that carried gas clouds into our confined gathering of about 2 thousand Vietnam War Protesters. With eyes stinging from the gas i must risk a peek thru my badly bruised arms shielding my head.

His face was utterly un-visible behind a shield covered and dripping with his snot and tears.

1967 this Boy Scout Senior Patrol Leader and Daily Mass serving Alterboy Volunteered for Vietnam, to leave right after Ski Season.

Woodstock happened while i was in the Tonkin Gulf -under actually-;  
followed soon after with the Kent State Massacre -



Fast Forward 5 Decades to a late Evening in Salem; Black Lives Matter Protest was Declared a unlawful Protest and things got ugly, and ultimately Salem paid a Judgement for Excessive Force as i understand. Cops got a real bad name; and no recognition for the Moral Injury produced by "just following Orders. But the Cops on the line didn't make the Declaration. Some, perhaps many were following Orders with which they did not agree.

5 years later, i can attest that SPD & OSP, and whoever is calling the Shots have Evolved a lot; and it shows, A LOT!

I have been to 7 of Salem's Actions since February, and Several Tesla Takedowns and Palestine Support Actions as well.

I have witnessed just 2 Interventions, both by SPD.

Both impressed me in that, to the Perps the Cops were invisible, until they weren't.

Both extractions were masterfully handled w/o disrupting the gathering.

I do believe that the evolved SPD, OSP and Top level Officials are greatly responsible for the persistent success of all.

What does Success look like to this Crowd Manager?; a Participant at his first Action said to me, Hold more BBQs where community members come together, share a meal, get to know each other Abuse of power in Salem

This is a stupid expense for you to spend our taxpayer money on. Stop it!

on the ability of citizens to form a sense of community. Hate does not belong in Salem in any form. homeless situation rather than the DEI .

I think when people come together and work together

Sense of community is to see or know someone with your own color or race

Salem is a good place with good people like the Marshallese community

Strong Marshallese activities very helpful!

Be respectful in the community and help each other

felt very uncomfortable and left.

Kind of dangerous here. Might want to be more polite/careful.

rather than reactive.

Stop forcing me to accept deviant behavior.

intended to buy lunch as well as play poker. But they decided not to offer services to me, even though I was a paying customer.

I think we should do more community activities, more bringing the world together not apart

Help stop gangstalking

convention center and the [REDACTED] all are sites where a "sense of community" is engendered.

discriminatory deportations of Latinx people against the Constitution and Supreme Court of the United States. Velocity is a domestic terrorist and so is the President, Pete Hegseth, Elon Musk and the cave The driver's are crazy and DANGEROUS

I would like to see more community events

They need to get their message out better

Focus on more rotating of the housing list

If someone commits a crime they should do the time

the terrorist white nationalists got arrested for harassing protesters instead of getting a police escort while shoving down protestors. It would be nice if our city didn't threaten to destroy anything for a sense of community if we don't help them allocate those funds to the police department through new Police and fire officers should live in the city

I think the way the community handles the homeless is cruel.

simply not offer the job, after doing the background check, even if the crime is not related to the prospective job.

victim. It is very hard. Also making my own report, I had to do it online when someone should have come out. Weeks later, end result happened worse. Having more support w the system, and officers. Need to figure something out w the houseless. It's sad to see them moved and no where else to go, besides moving on to another place. I'd like to see ppl in the streets helping the houseless. Salem well as all other biases. We really need to do better at communicating, respecting differences, and celebrating our humanity. Events where everyone comes together and enjoys themselves are very so many ways to do so.

disgusting how the budget cuts aims at the same programs which build/keep "community" in Salem. similarities. We are one people

more small intergenerational events, like maybe a "find a substitute grandparent" (with a better title) picnic where local young parents could meet older folks without grandchildren, etc. Block parties homeless folks, insisting they are "choosing" to remain homeless and ignoring what limits their ability to accept assistance (when it is available). I think that failing to provide toileting facilities for the have a lot of energy over and above just caring for our new house and garden, but we have joined the [REDACTED] hoping to meet other like minded individuals. I also plan to visit the state here, which could also impact one's sense of "community".

Christian denominations could be healthy for the community. I think there are people at Salem's masjid who would love to be more involved should that door be opened to them (including people I've seen come out for protests and other community events). I also wonder how prepared the City is to Immediately recall [REDACTED]

my neighborhood anymore. Parks too.

breakers such as antifa and the host of other left wing/marxist agitators in our midst. this includes most of the democrats in the legislature and of course out liberal governor and judiciary.

And did you include age? Another group that is highly discriminated against.

Thank you for reaching out to inquire kids, grandkids out of our homes.

Survey is clearly created to guide users to the outcome you were seeking.

Houseless and LBGTQ+ should not be the only focus.

I have been treated terribly by people of color because I am a senior, white person. Salem is a city that is trying to do the best it can with the cards it was dealt

Salem overpriced place to live!!

not want to live here anymore if Salemites don't care enough to maintain these livability services. It would be a VERY bad reflection on my home for the past 38 years.

This is dumb. Maybe stick to the basics, and master those first before branching out.

and their Parks. All are great, the commercial areas feel less like community to me, but I appreciate having them; they are also valuable to me

With resources, people have time to spend with neighbors, invest in community projects, fight back when injustice/hate emerge in their schools/workplaces.

There is none in Salem. Look to Eugene which has numerous examples of community.

This will harm Salem in the short and long term.

peace. I love Salem

have. It's important to work against discrimination and racism and building community is the best remedy.

belonging to a family and to a city. Those seem drastically different. Is there a limit to what we can belong to; what is a healthy limit?

More intentional community engagement.

No just work on a daily place to help everyone know they can show up in any space and be welcomed.

without spending money. Our largest resource is parks but since the bathrooms are rarely empty people are limited in the time they can spend there. Teens are gathering at the transit station because violence.

This city has lots of potential. Let's toss out DEI and return to common sense.

judge each other. Fear God who can kill the body and soul.

existence of homeless people and their piles of trash to dominate sites all over Salem, particularly under the bridges and surrounding blocks of downtown.

people did not sleep on sidewalks. It was a vibrant place to live.

with city of Salem officials to address the issues mentioned in this survey - Salem Leadership Foundation, Salem for Refugees, Salem Peace Walks, Church @ the Park, Family Promise - to name a few. I also attended a Week of Belonging seminar at Chemekata Community College which focused on minds of the people can't be changed. I feel like they're still stuck in their ways, and recently more emboldened than ever because of the current regime running the country.

perfect rental history for 26 years when I was seeking help to find somewhere to live. My experience was that the agencies had no real concise process for distributing available. Help. Basically the people they liked the most got the help the quickest and I just think that's ridiculous. My name came up or should have come up several times and yet because I appeared to be struggling less than others. I was supported whenever possible.

business in downtown Salem that considers itself a safe space for people of all identities.

an eye out for our neighbors and fellow human beings. There are great volunteers out there who are doing everything they can.

best place I have ever lived. I feel safe, welcome, & free to express my ideas.

like when it was slower and there was more attention shared among people both as being present to each other in public and people being "private" in a public space. For our family, public space experience literally changed in the course of a few months. I feel like the slower pace and more attention (less distraction) was more conducive to "sense of community" if you wanted it. It's not that there wasn't bias (etc.) then, and lots of bad stuff. It's just harder now, because of ubiquitous screens city and inspire activism.

All of you that support this identify yourselves so we can vote you out.

I would suggest that a few City people disguise themselves 🐼 and spend some time walking or just observing and soak up the Vibe there: there are occasional "dust ups", but others will step in if appropriate.

when I lived in NE Salem. For a while before the YMCA was remodeled I enjoyed going there 4 days a week with my kids and disabled bother and then volunteer at my kids elementary schools and head start program. When the ymca shut down I felt like I lost a great sense of community and it took me a while to build a new sense of community in Keizer. It's been my dream to have a more engaged need more/better senior housing options senior housing availability with interactions or whatever, as long as you get people to identify in whatever special group they think they belong in you will keep the victim mentality going that needs to stop interact with city offerings. Would be good to find ways to let people know it is available. church to meet my neighborhood association.

feel connected in many ways.

should beautify the city with murals. Murals also prevent graffiti, statistically street art is more respected than blank walls by vandalism.

government welcome and assist these groups.....not so much in the county, both in government and through the people.

Oregon does not have a diverse culture and "native" Oregonians are friendly/polite, but not generally welcoming. We've lived here almost 8 years and have no long term friends despite effort to invite bias of this DEI crap. Why are you wasting your time on this? How about cleaning up the city. That would make it much more inclusive.

difficult situations as a result of other homeless people. I worked for a court appointed defense attorney. He represents thousands of homeless individuals, some with transexual issues who were treated well by the court, but not by other homeless people. Many clients were jailed and fined for drug and alcohol issues. I asked several clients what brought them to Salem. They said the cheap drugs There could be an easier way to find community. If there are existing groups, I don't know about them. department, structurally upgrade our library, and improve our schools but can't meet budget demands for library staffing, parks, and senior center. Those things combined make Salem great. Without one demons' racing (and causing accidents) on our streets and stopping the people harassing 'different' people as they as they try to patronize businesses.

community so we can create a more beautiful, prosperous, and joyful city together.

seen in Salem appeared underweight, homeless and jobless.

pride or feel responsibility for a community that is so grossly mismanaged with priorities skewed toward a minority of the population rather than toward the folks who consistently pay taxes and

Create neighborhood organizations.

things that are open after work.

Corvallis is a great example of a community to mimic.

It makes me feel sad when people say ugly things about my adopted home,

Thank you for tracking this! It's important.

way they can.

I would like our city to be as nice and clean as other cities I see in Oregon.

There are things about sense of community and general placemaking that are hard to quantify. I

think Salem is stuck with a bit of a "Second City" problem. The metro area is the second largest in the state and yet Salem is either identified by its cultural opposition to Portland Metro or, for many smaller communities, defined by the magnetic pull of Portland. Salem often lacks its own place identity or lacks space for subculture, as a result there is less drive among people in my group (out of college, queer, childless, but still young adult) to organize events when "something better" is an hour Amtrak ride away.

All this results in a feeling of isolation. I have lived in Salem for over a year, I participate in community organizations (ex. monthly neighborhood association meetings, regularly attend church and church events) and my Fiancée and I each have made one friend in the greater Salem area. Their friend standing up loudly for historically marginalized populations and communities and standing firm in their support for diverse populations. There have been several occasions at Pride events where harassment and bullying has happened and police have looked the other way. The police in Salem are a major problem in the varying way they treat the citizens - they seem to be more politically motivated than I do enjoy the diverse community in Salem, the food, social gatherings, the parks.

Pienso que siempre siendo humanos y dando servicio de calidad es importante this area.

there's only one LGBT+ welcoming bar.

What are you going to do with the data?

things are happening in the schools are robbing us of community. In general, people seem much less likely to be kind.

highlighting specific groups, actually appearing to othering them. I believe focusing on activities that can be inclusive and community supportive would foster a better sense of belonging.

a sense of belonging and community. I think it is because there are not tearing one another down, blasting individuals beliefs and feelings as wrong or disruptive. They accept one another and work together for the greater good of the community. Here everyone has opinion, and we try to take one bad incident or take what one or two crappy people do and put that out there as this is the other side. We will never get rid of racism, sexism or any other of the ism's. Bad people will always be bad people.

As mentioned before, I think Salem needs to try and bring in more diversity in all ways possible - food, economic status, third spaces, businesses, etc. (I know people love local, but local doesn't always bring diversity).

Lastly, let's address the elephant in the room. Homelessness is a growing problem in Salem and is creating spaces where Salemites can no longer go. What's worse, the hostility toward the homeless then starts to grow, which is never a good thing. If you want to create a city where folks feel like they belong, then issues like this have to be addressed. They deserve to belong too, but they also deserve work, and car which are not religiously affiliated and do not have a cost. Library, public transportation, parks, protected bike and walking paths, sporting and cultural events, community and recreation centers, farmers' market, etc. This allows us to be active and meet friends, but also be around people working to figure out what the Salem community is and generally speaking are working in a positive direction.

hope the same email list will receive notice when the results are finalized and available for review. LGBTQ community. Heaven forbid you should not believe as they do. They can do as they want but leave me in peace

here identify that we have four prisons and a mental hospital, homeless/publicly in distress persons in our downtown, and very few centers of community. We have beautiful parks. We have plenty of residents. People want to feel safe, valued, and be able to trust the community leaders. And, that their appreciate the programs that have been put on about homelessness or rather "houselessness" as that is my greatest fear though unwarranted and I believe that there should not be houselessness in accept that we are all different and move on.

community. Although our community is very diverse, we share so much more in common than we do in differences. Identifying our common needs and interests while embracing our rich diversity will senior centers..

I'd like to see posts on social media about the work of the Human Rights Commission participate signaling.

restricting taxes for so long. We know crime and sense of belonging are connected and yet we filled our community pools, decreased library hours, and defunded our schools. Of course crime is a natural consequence of this as is harder lives for Salemites with less. It's not so hard to see how wisely them

undercurrent, more recently rising to the surface, of racism and white supremacy.

there does seem to be more open casual prejudice and since the person got elected it's more in the open. Even though Oregon voted blue. There's definitely a very strong red aka guns and white power frustrated with the ones who don't want to be here, and feel this is only temporary until they can get to the West or South Hills. Their attitude brings everybody down.

and streets get addressed quickly, while sidewalks and streets in poorer neighborhoods just never get fixed. Also, the downtown area would be drastically improved if they city would prioritize people over cars. Having major three or four lane traffic veins coursing through the main downtown area is horrific city planning and does little to promote a sense of community.

don't belong to which by definition makes me the minority

Beyond that I'm not sure where else, would like more locations.

recognition for the work they do in our community. Thank you for caring and doing everything possible to support all community members!

ELSE experiencing in Salem, Oregon? [Check all that apply]: Other (please specify):

Employment Status

Homelessness

Immigration status

It's actually a lack of religion- my neighbor fixates on the fact that I'm a atheist

political views

WOKE

Political

You have not defined "discrimination" so answers to this are meaningless.

people are treated differently if they are not working

In the past 12 months, in what places or situations have you witness or heard about dicrimination?

██████ Neighborhood Assn

Emergency services: specifically ambulance personnel and police

All around the community

Public places where there are families around

I heard about this while I was in jail.

All around in the community

all over Salem

Public employee unions

Neighbor saying my kids have dark skin they cannot play with their kids

main library (another patron, not by staff)

Other Family Member Home

Grocery store, dry cleaners

Private fitness clubs

The place I volunteer

no sure

Public comments at City Council meetings

diagnosed on real social security by young punks in their whimpy 30s and their dad illegal civillian 401k

timber civillian threats

Statesman Journal comments

Public

You have not defined "discrimination" so answers to the question are meaningless.

### Oregon?

Developmental disability

physical size/small

Affiliation

random gang activity violence

Anything that is different about me results in others treating me different

Because I had been Incarcerated

Criminal background

persons be included in the list of protected classes

Just how I was dressed.

Treated unfairly and judge because of where I work

Right here at mark wigg house from buddy quarry jr civillian mouth

Difference of opinion

### based on AGE?

Airports, hotels

Tax agencies

dreads or mutter that i dont 'look old enough' to be there

### based on RACE/COLOR/NATIONAL ORIGIN?

Shopping Center Parking lot - [REDACTED]

### based on Gender?

Family

Security at my work place

[REDACTED] Neighborhood Assn/ [REDACTED]

Shopping center parking lot - [REDACTED]

Airplanes, hotels

### based on sexual orientation?

Family

same