Support the police. Make it a crime to harass, "bulldog" or intimidate the police while they are performing their duty. We all support de-escalation training but that requires MORE money, not defunding the police. Most hospitals have "after action" sessions where doctors can openly share what they did wrong and how to improve performance in the future - that should be a role model on how police operate to review, improve and enhance their performance without fear of retribution for admitting mistakes.