



These Days of Dialogue on the Future of Policing come at an important time in the life of our nation and in greater Los Angeles. August 2015 marks the start of a year long series of dialogue sessions on this topic.

As tensions rise due to our increased awareness about violent interactions between law enforcement and people of color, it is certainly a time when authentic dialogue between all stakeholders may help to build bridges between community members, our institutional leaders, law enforcement, and public safety organizations.

Participants' survey results (which were submitted without attribution, in order to encourage candor) indicate an overwhelming belief that the dialogue process is helpful. Participants express openness to constructively engaging in dialogue, as well as openness to changing their minds when given the opportunity to explore different perspectives and gain new insights.

Readers are encouraged to consider how the dialogue process can help advance the work of our democratic institutions by providing a structure designed for all community members to actively and constructively engage in thinking, questioning assumptions, and revisiting conclusions based on new perspectives.

***Days of Dialogue*** is pleased to submit this report to further advance dialogue about critical issues.

Militarization of police departments, the impact of the media, implicit biases, the use of body cameras on police officers, and the public's limited access to “the facts” are but a few of the topics explored in this important dialogue series. There are many more issues to pursue.

We appreciate the support of law enforcement and public safety officials, elected officials, community members, our volunteer facilitators and our sponsors in this undertaking. Serving as a conduit to greater understanding and engagement is an honor for staff and supporters of Days of Dialogue.

We believe that authentic dialogue, manifested in a neutral setting, provides the opportunity for an improved community life like few other initiatives.

In service,

A handwritten signature in white ink, reading "Avis Ridley-Thomas". The signature is fluid and cursive, with a long horizontal flourish extending to the right.

Avis Ridley-Thomas, Executive Director  
Days of Dialogue  
August 2015

# DAYS OF DIALOGUE IS... FACILITATED DIALOGUE

- *Structured* Conversation
- The facilitator acts as a *moderator*, rather than a leader and is always neutral
- The purpose is to share *Thoughts, Feelings, and Experiences* in a safe and confidential space

# DIALOGUE PARTICIPANTS ARE ENCOURAGED TO...

- Express your *opinions*
- *Listen* to others
- Give *everyone* a chance to speak
- Respect the *ground rules*
- *Respect* each other

# SOCIAL MEDIA



**@DaysofDialogue**



**Facebook.com/  
DaysofDialogueLA**

## **#FutureofPolicing**

Comments? **DODcomments@gmail.com**

**DAYS OF  
DIALOGUE**  
ON **THE FUTURE  
OF POLICING**

# PRE-DIALOGUE SURVEY RESULTS

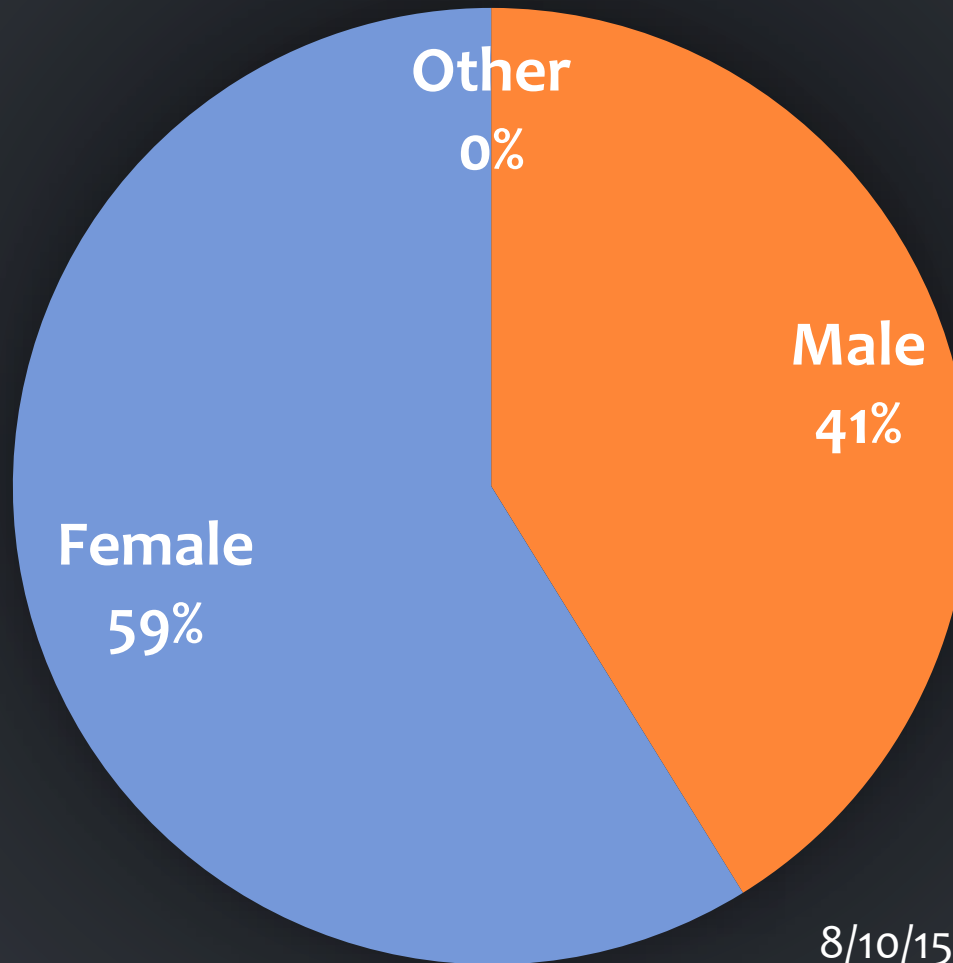
## 17 *Survey Respondents*

Leadership Dialogue participants included personnel from: law enforcement, public safety, non-profits, government and the private sector.

8/10/15 Pre-Dialogue Survey

**DAYS OF  
DIALOGUE**  
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# GENDER

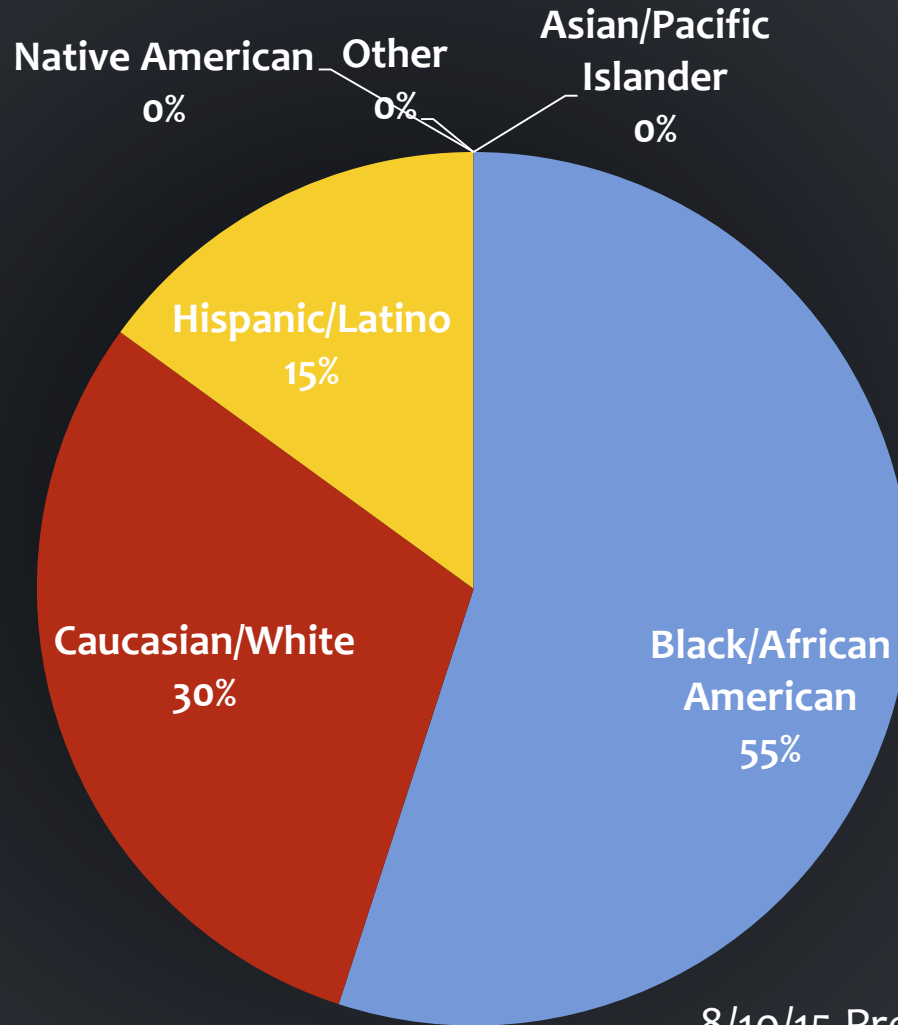


8/10/15 Pre-Dialogue Survey

**DAYS OF  
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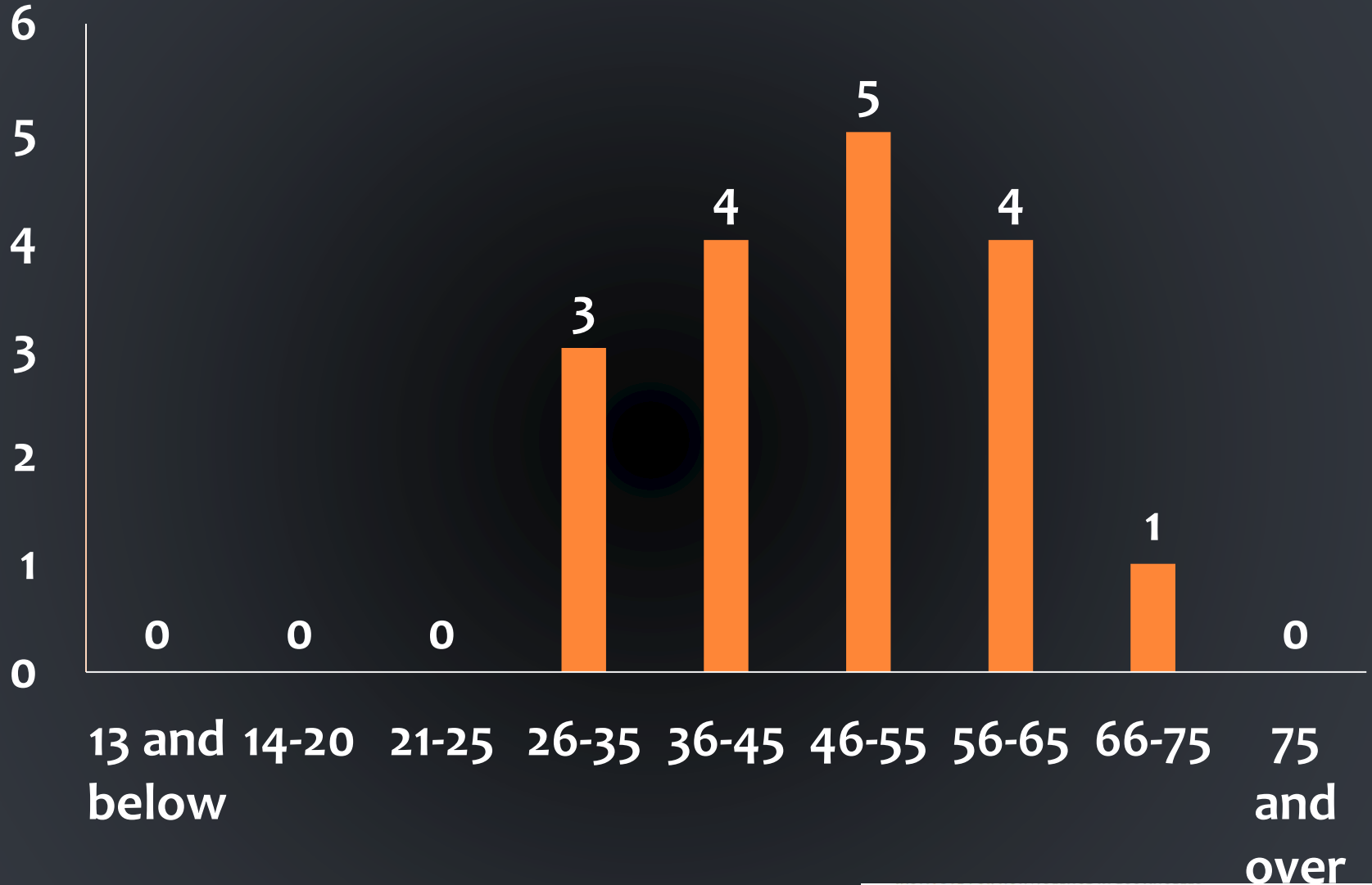
# ETHNICITY

(Respondents allowed to pick more than one choice)



8/10/15 Pre-Dialogue Survey

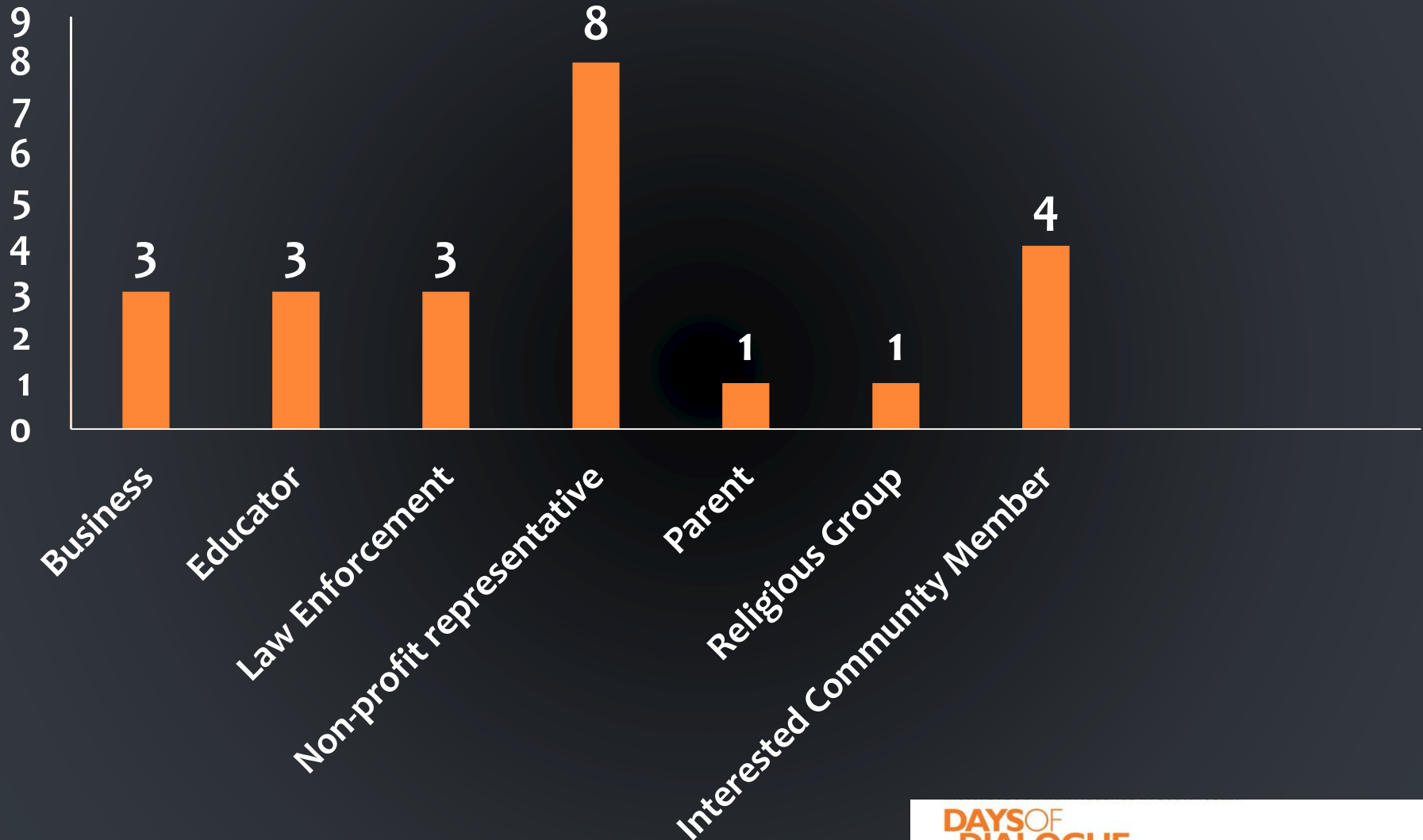
# AGE



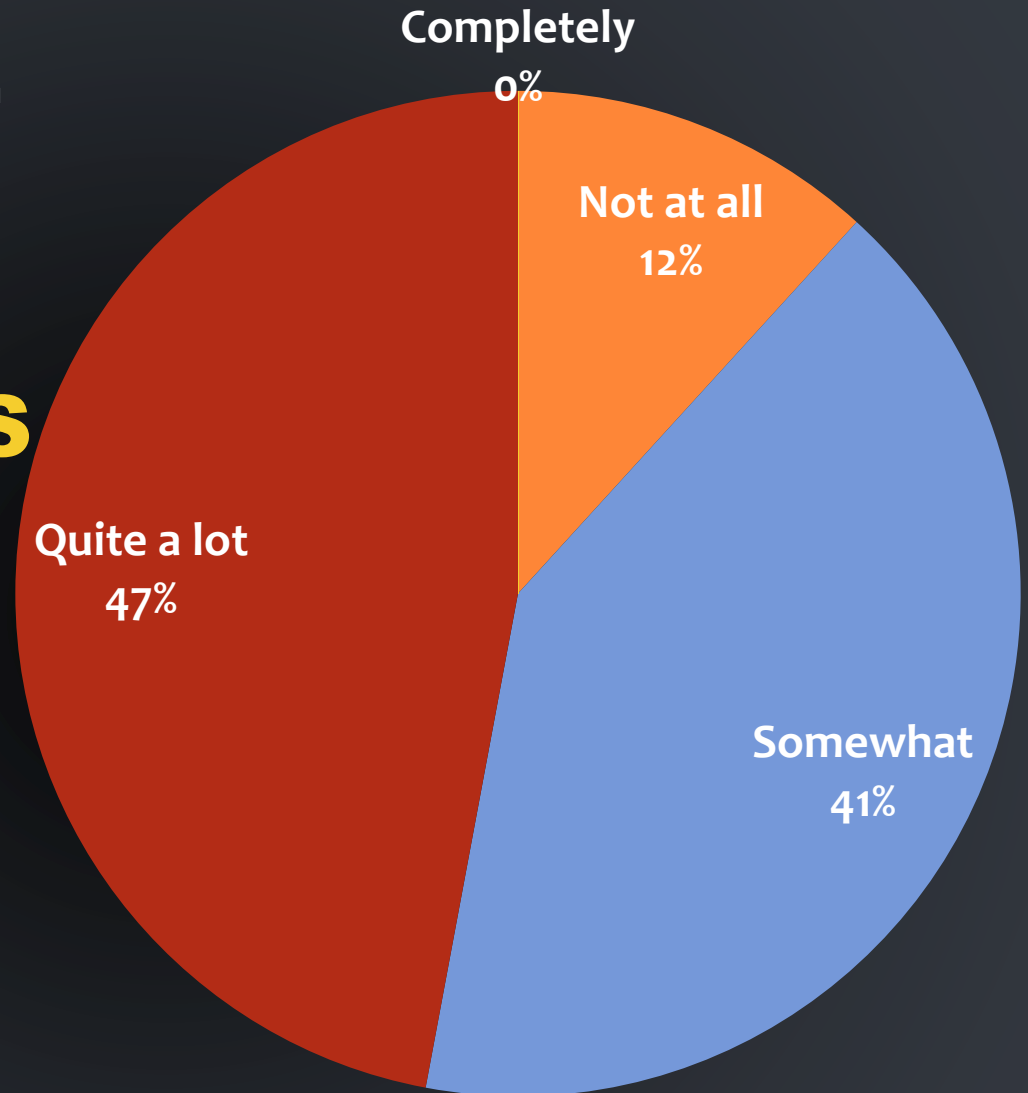
# AFFILIATION

8/10/15 Pre-Dialogue Survey

(Respondents allowed to pick more than one choice)



# IS LAW ENFORCEMENT ADEQUATELY ADDRESSING THE CONCERNS OF THE COMMUNITY?



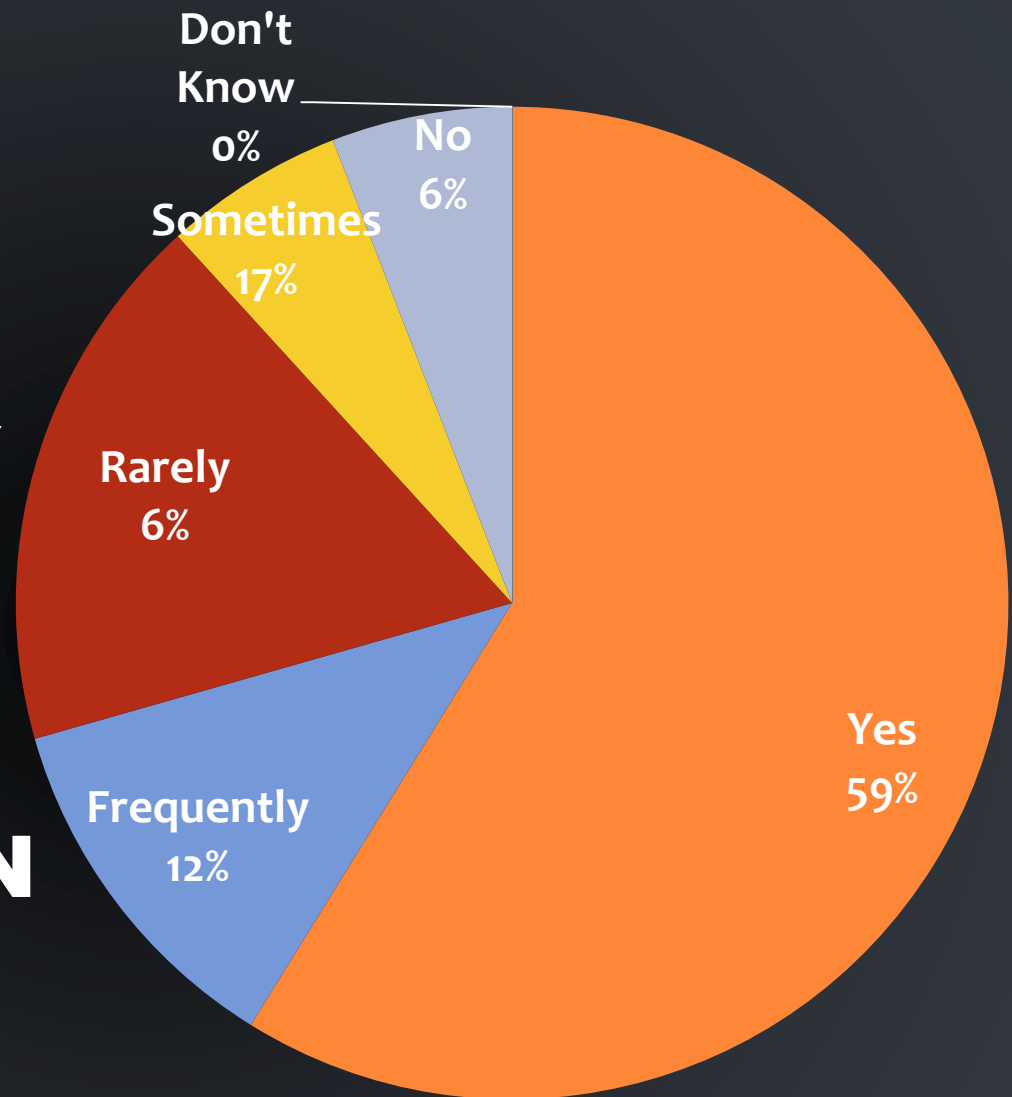
8/10/15 Pre-Dialogue Survey

**DAYS OF  
DIALOGUE**

ON

**THE FUTURE  
OF POLICING**

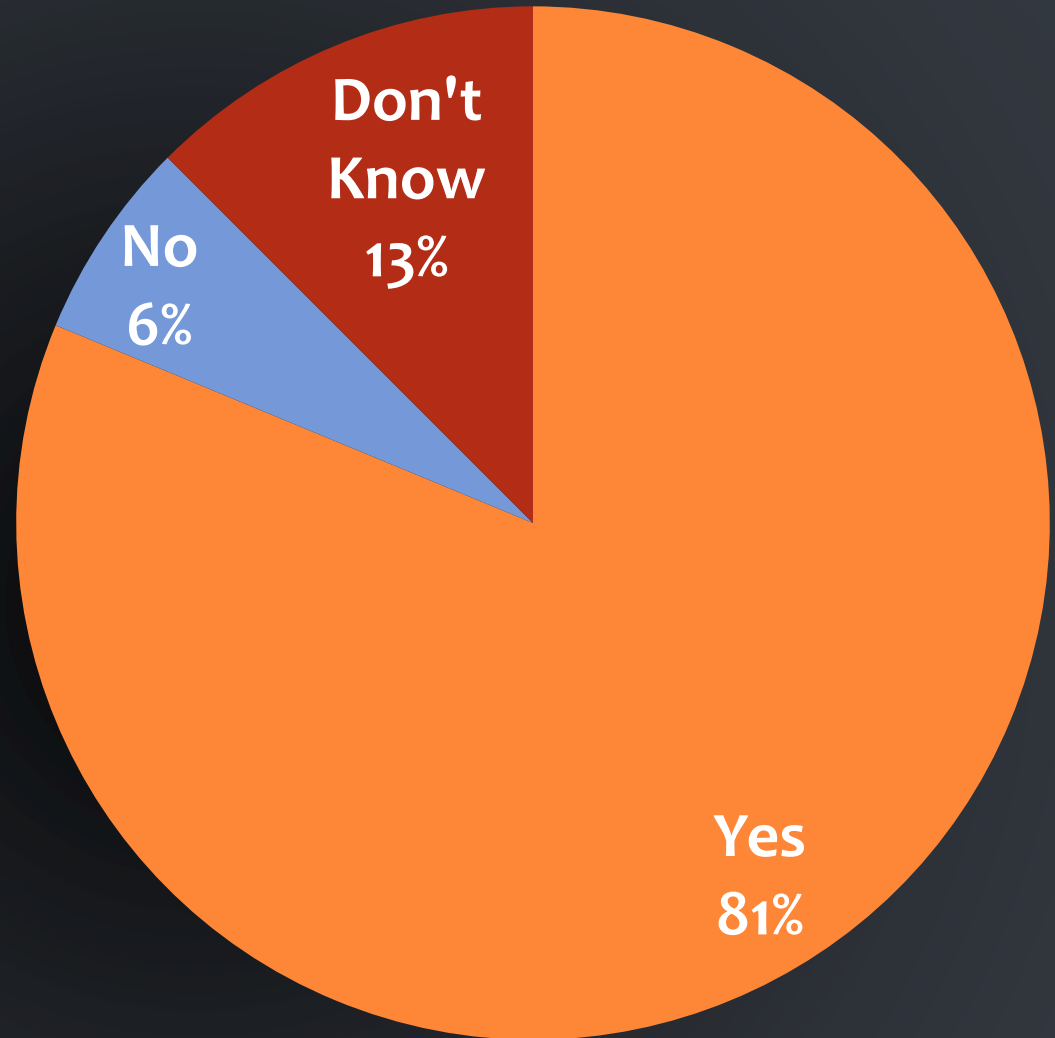
**DO YOU  
BELIEVE THAT  
PEOPLE OF  
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CONSISTENTLY  
TREATED LESS  
FAIRLY BY  
POLICE  
OFFICERS THAN  
ARE WHITES?**



8/10/15 Pre-Dialogue Survey

**DAYS OF  
DIALOGUE  
ON THE FUTURE  
OF POLICING**

**IF YOU  
ANSWERED YES,  
FREQUENTLY,  
OR SOMETIMES,  
DO YOU BELIEVE  
THAT LAW  
ENFORCEMENT  
OFFICERS CAN  
CHANGE THEIR  
BEHAVIOR TO  
CONSISTENTLY  
TREAT PEOPLE  
OF COLOR  
FAIRLY?**



8/10/15 Pre-Dialogue Survey

**DAYS OF  
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# DIALOGUE COMMENTS

“I do believe law enforcement should have a mental health staff on duty to help with mental health”

“We need to push the body cams for both community and law enforcement protection.”

“Need more law enforcement at the table, strategic placement of various stakeholders: business, labor, community (young, middle and old), clergy, civil rights, media”



Leadership Dialogue - Conf Rm C (here)  
Panel on One's in Conf Rm B  
BROADCAST/PANEL DISCUSSION - Conf Rm C (here)

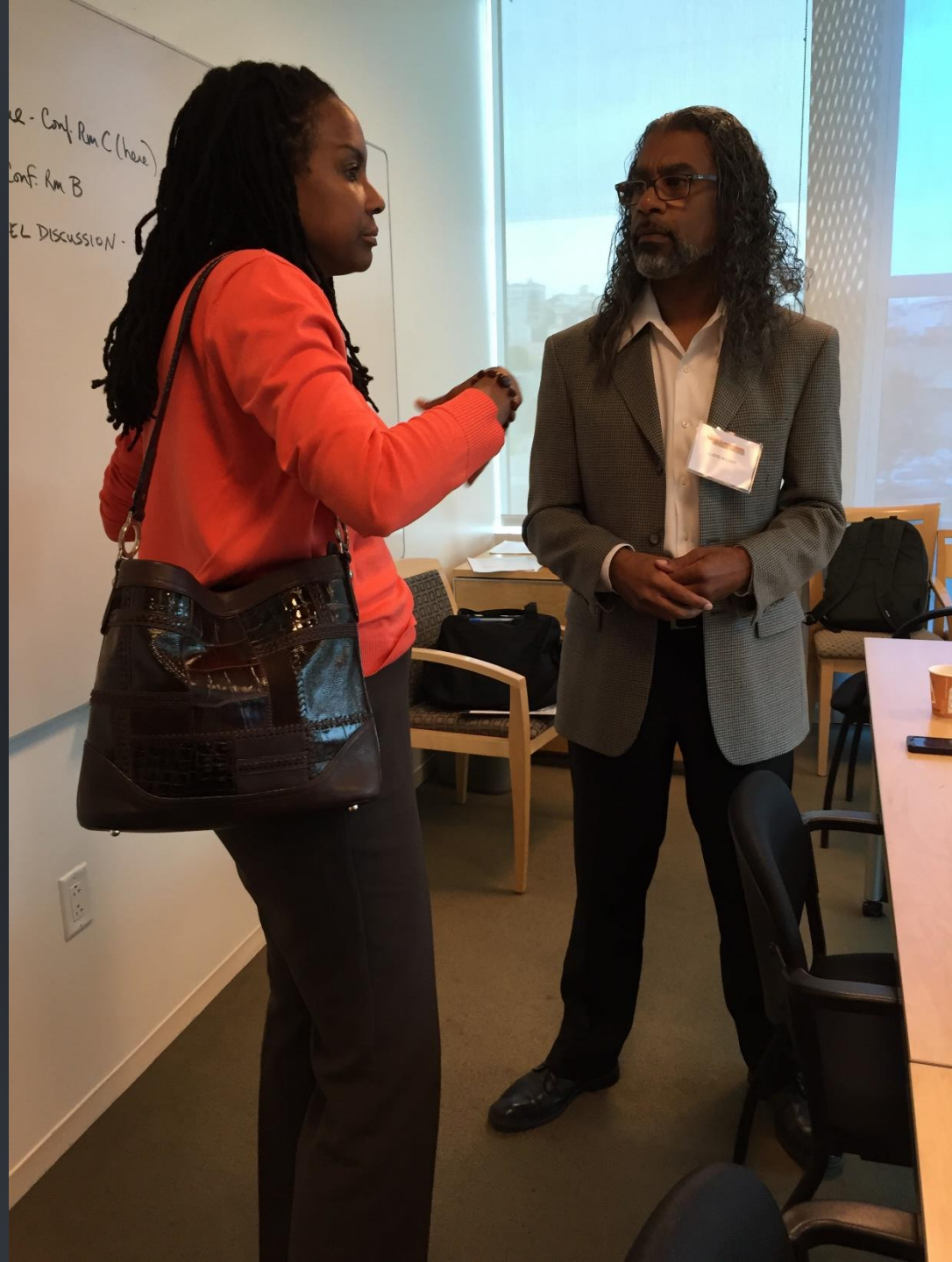


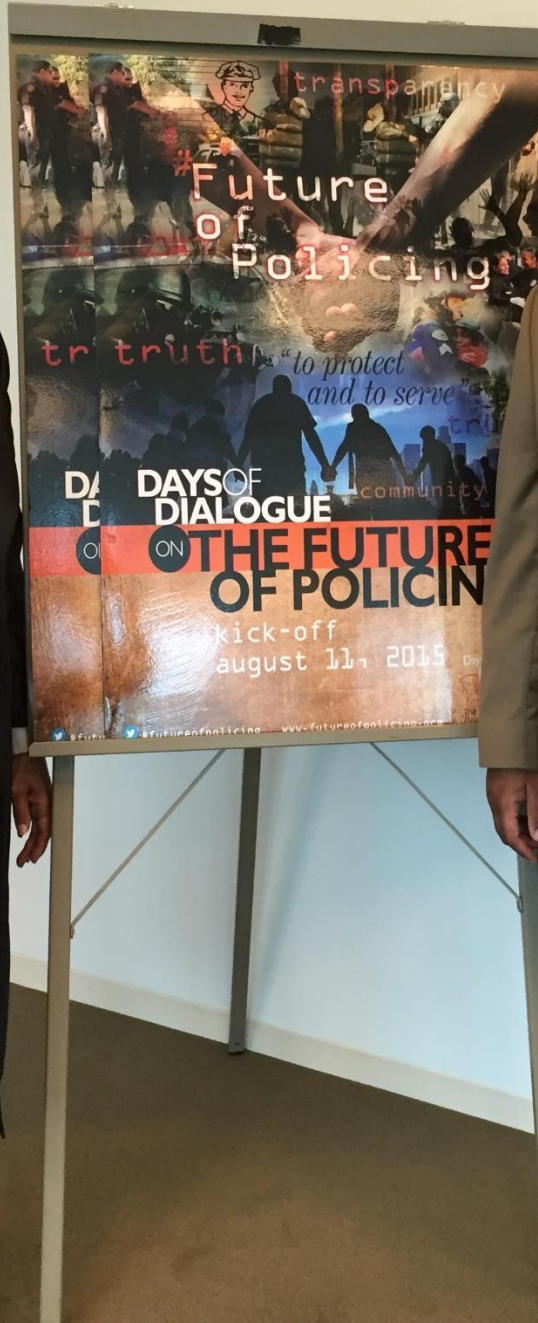
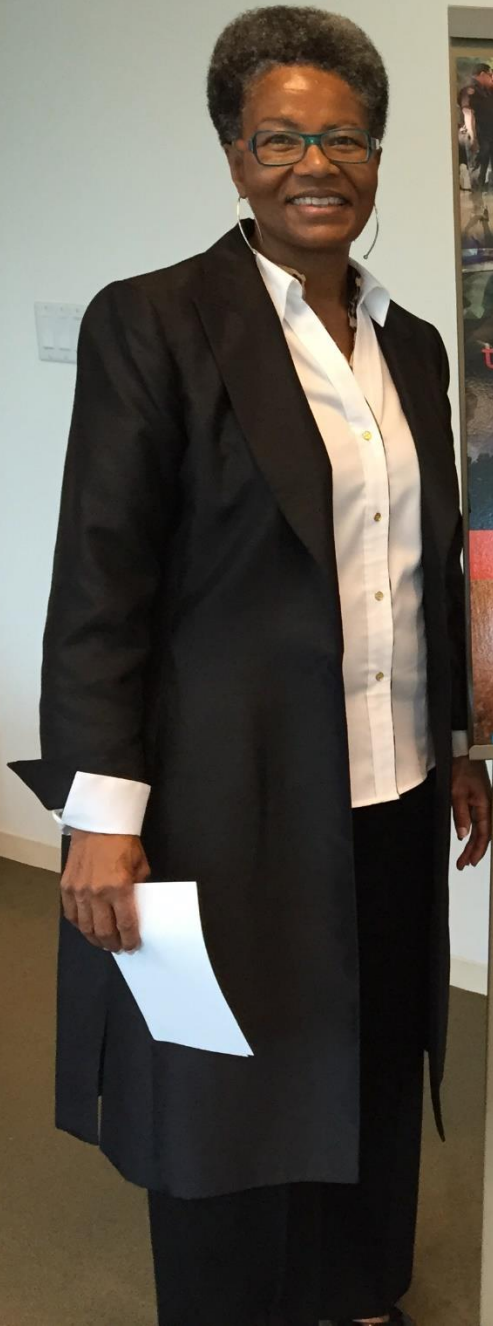














## THANK YOU TO OUR SPONSORS\*

- Ambassador Frank E. Baxter
- California Community Foundation
- California Endowment
- California Nurses Association
- Councilmember Curren Price Jr.  
(Los Angeles, D-9)
- Council President Herb Wesson  
(Los Angeles, D-10)
- Dakota Communications
- Fox Entertainment Group
- IBEW Local 18
- Immaculate Heart Community
- LA Police Protective League
- Manatt, Phelps, & Phillips, LLP
- McKissack & McKissack
- NBC Universal
- SEIU ULTCW
- SEIU Local 99
- Sony Pictures
- Southern California Gas Company
- Time Warner Cable

\* as of August 10, 2015





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- ULTCW
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- Pictures
- Southern Calif...
- Warner



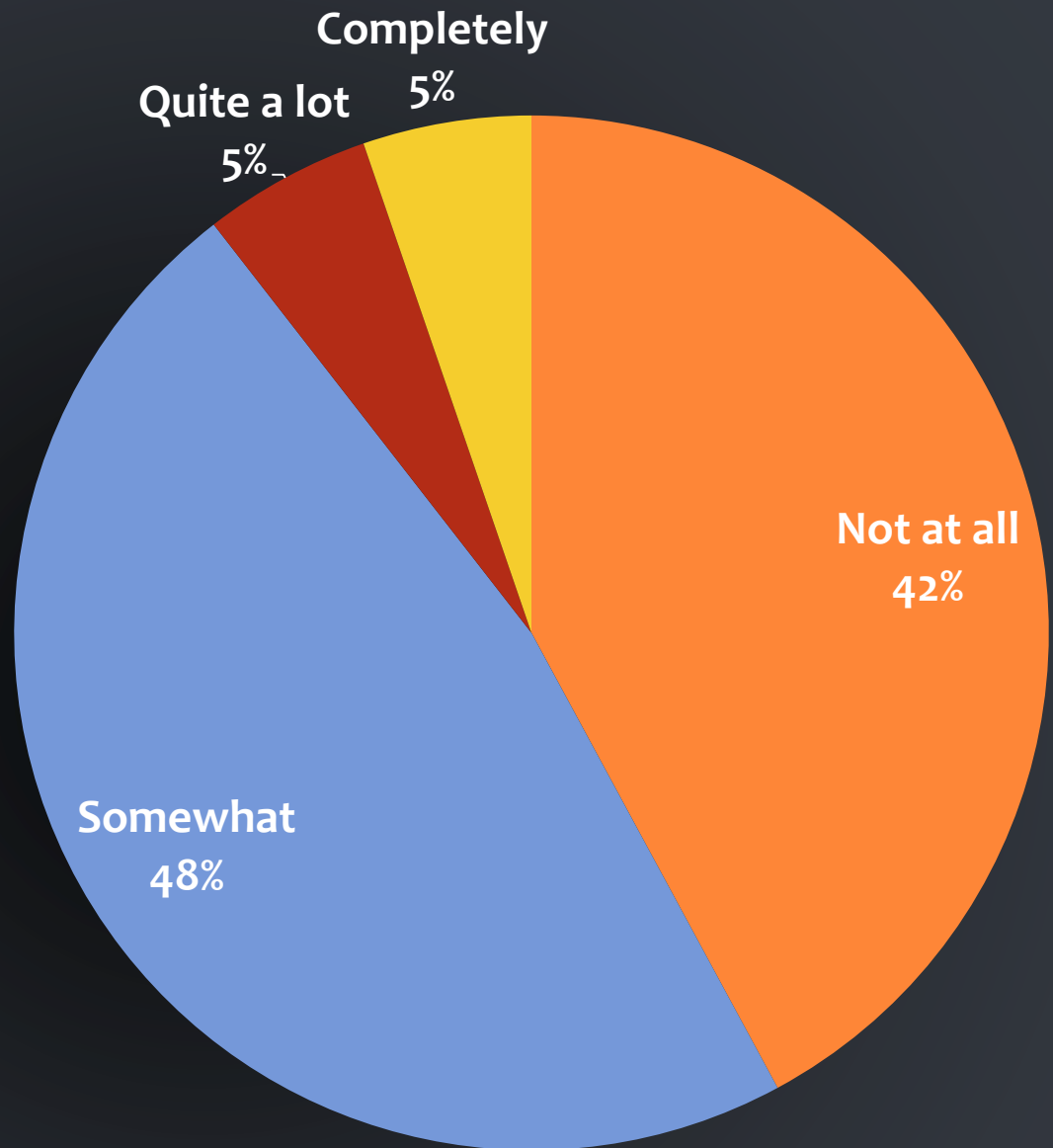
# POST-DIALOGUE SURVEY RESULTS

**19** *Survey Respondents*

8/10/15 Post-Dialogue Survey

**DAYS OF  
DIALOGUE**  
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OF POLICING**

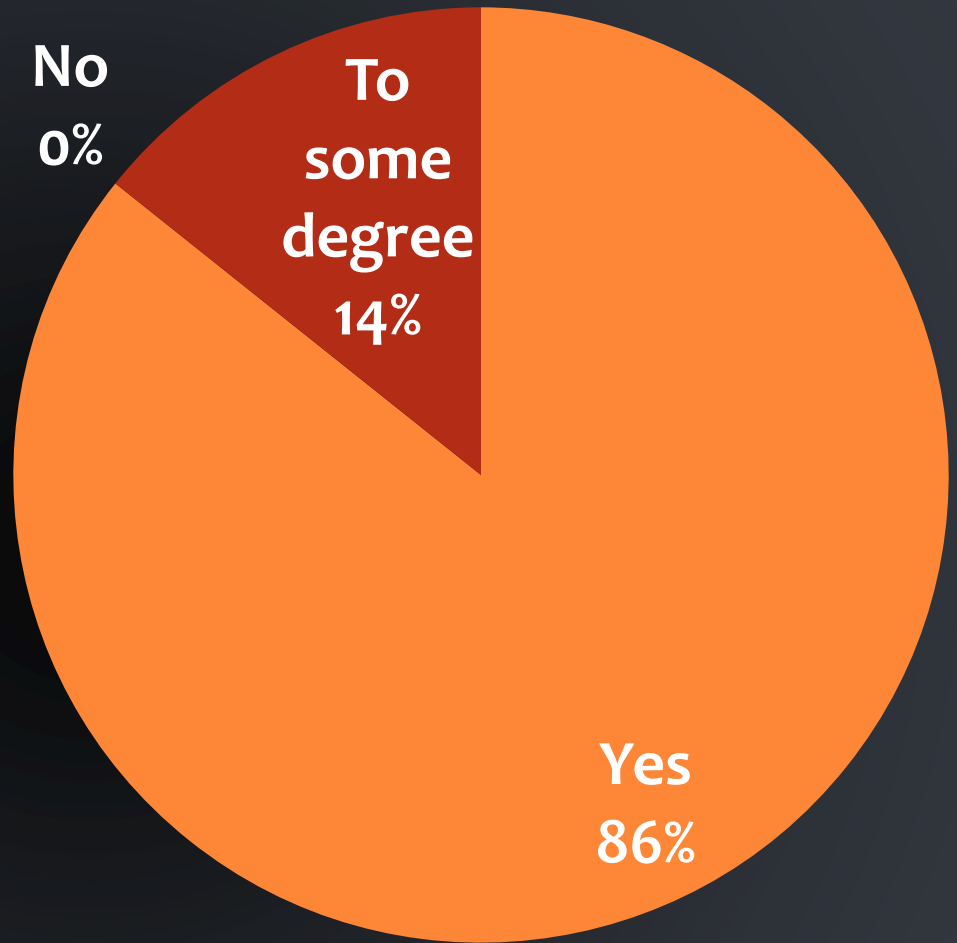
# HAVE YOUR OPINIONS CHANGED AS A RESULT OF THIS DIALOGUE?



8/10/15 Post-Dialogue Survey

**DAYS OF  
DIALOGUE**  
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OF POLICING**

**DO YOU  
THINK THAT  
THE PROCESS  
OF DIALOGUE  
IS BENEFICIAL  
IN  
ADDRESSING  
IMPORTANT  
ISSUES IN  
OUR  
COMMUNITY?**

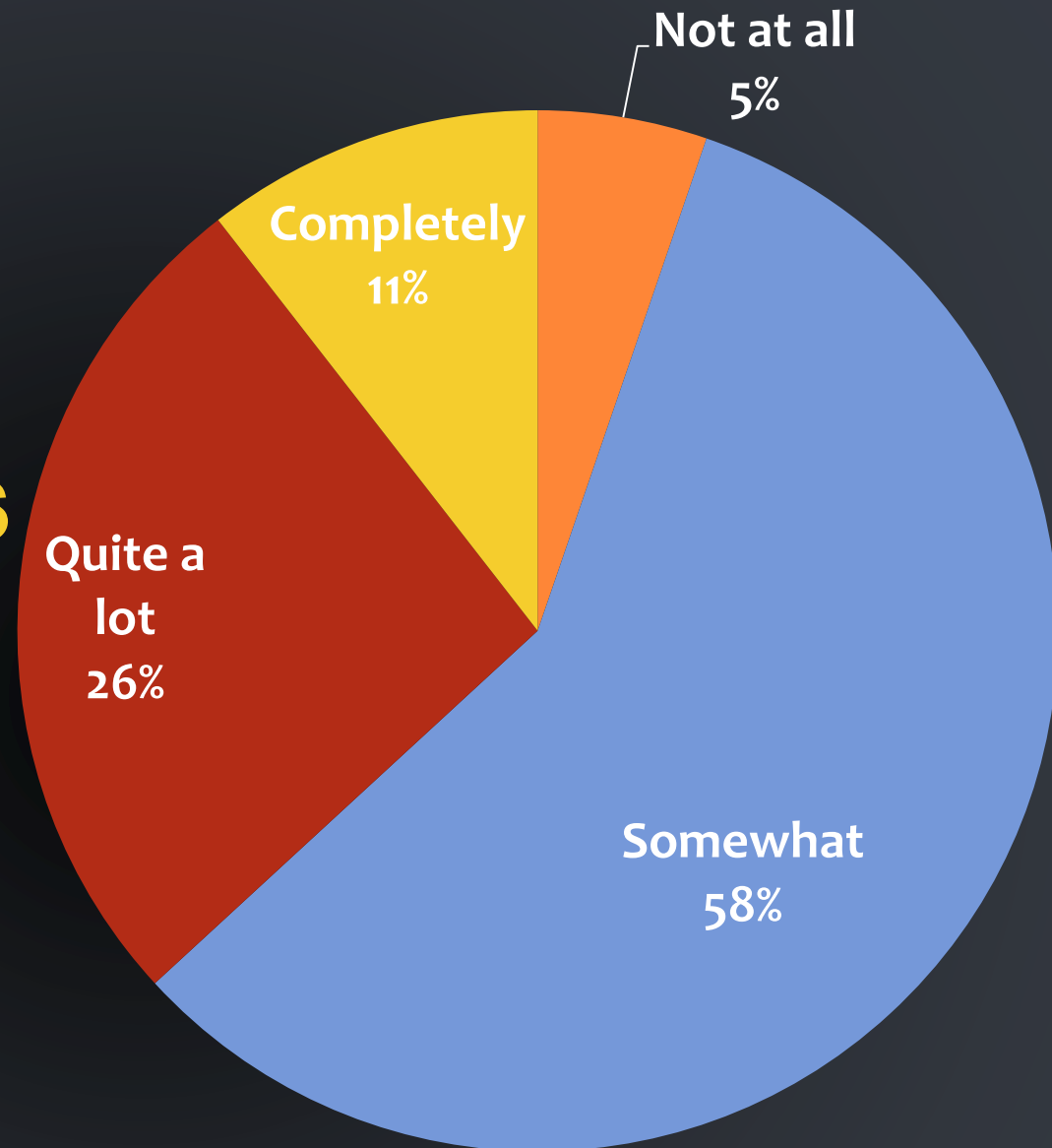
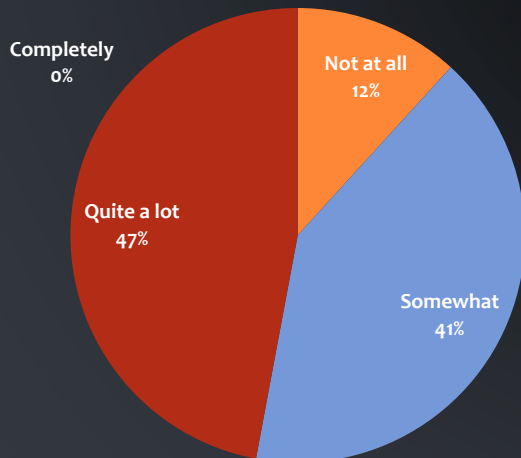


8/10/15 Post-Dialogue Survey

**DAYS OF  
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# IS LAW ENFORCEMENT ADEQUATELY ADDRESSING THE CONCERNS OF THE COMMUNITY?

Pre Dialogue Results

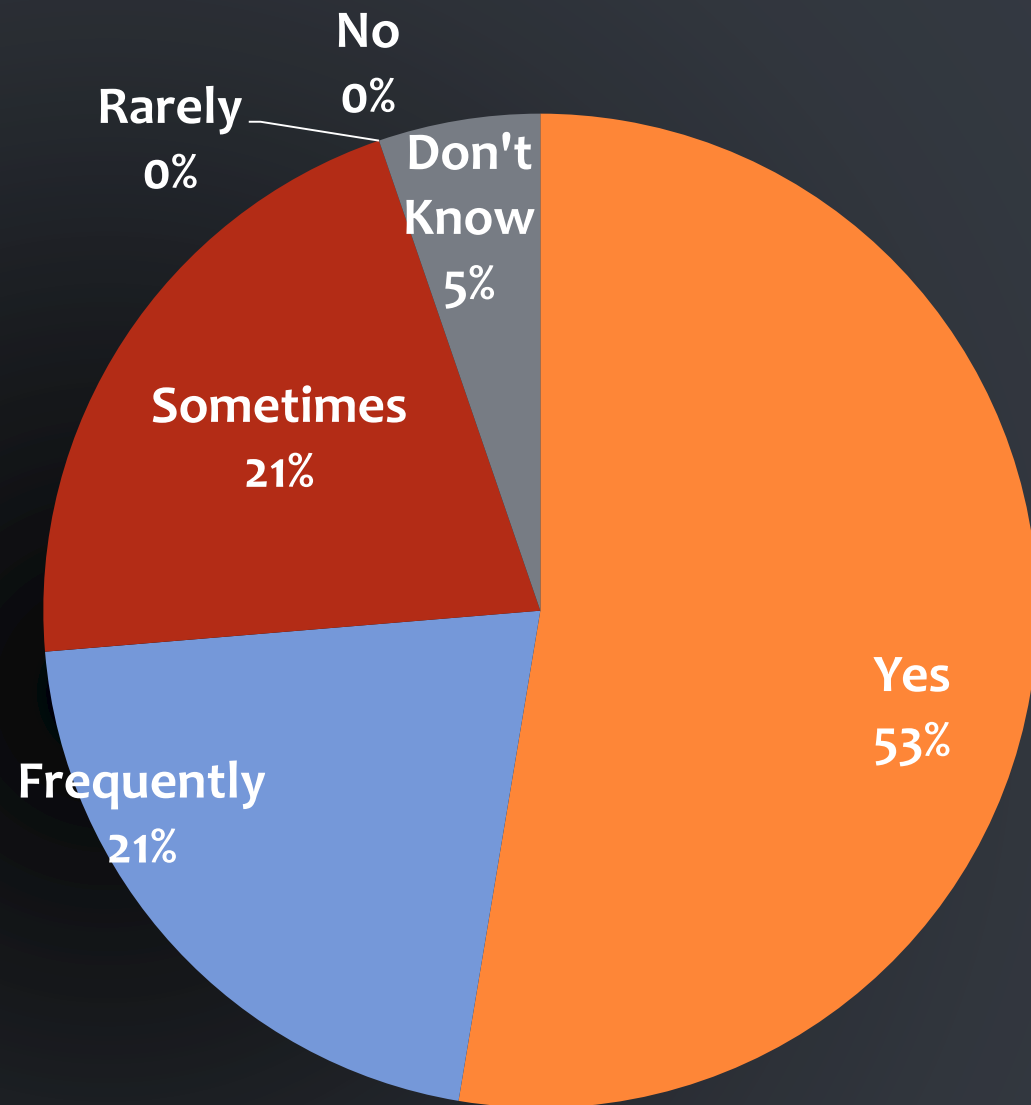
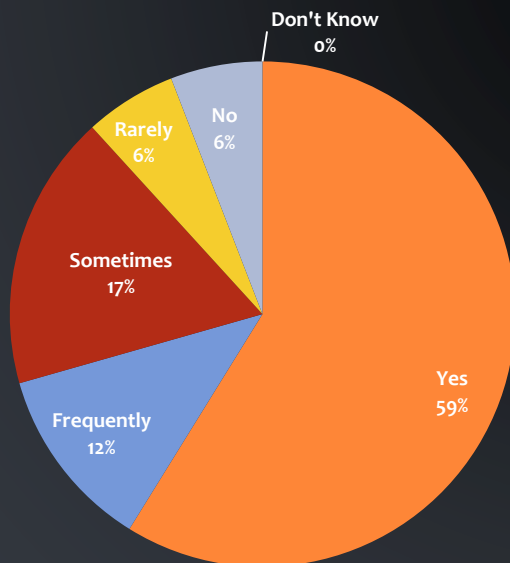


8/10/15 Post-Dialogue Survey

**DAYS OF  
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OF POLICING**

# DO YOU BELIEVE THAT **PEOPLE OF COLOR** ARE CONSISTENTLY **TREATED LESS FAIRLY** BY POLICE OFFICERS THAN ARE **WHITES?**

Pre Dialogue Results



8/10/15 Post-Dialogue Survey

**DAYS OF  
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# WHAT, IF ANY, **ACTION(S)** DO YOU EXPECT TO TAKE AS A RESULT OF THIS DIALOGUE?

(Respondents allowed to pick more than one choice)



8/10/15 Post-Dialogue Survey

\* ... enforcement hiring

\*\* ... incident data

**DAYS OF  
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# MEDIA COVERAGE

*LA Sentinel Article on how the Days Of Dialogue on the Future of Policing encourages a New Vision and Citywide Accountability*

- <http://lasentinel.net/72536.html>

*Link to view the Time Warner Webcast of the Panel Discussion in its entirety*

- [https://www.youtube.com/watch?v=Mab\\_2\\_Rn-mE](https://www.youtube.com/watch?v=Mab_2_Rn-mE)

*Twitter Feed from Events: @daysofdialogue #futureofpolicing*

# THANK YOU

Time Warner Cable  
for the webcast of the panel discussion

**ALL WHO TOOK PART**

Hosts and Co-Hosts

Law Enforcement and Fire Fighters

The Dialogue Facilitators

Community Residents

Elected Officials

Students



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- SEIU Local 99
- SEIU Local 1000
- SEIU Local 721
- Sony Pictures
- Southern California Gas Company
- Time Warner Cable
- LIUNA Local 300

(\* As of October 2015)

# PRESENTED BY

## The Institute for Nonviolence in Los Angeles

info@futureofpolicing.org

www.futureofpolicing.org

@daysofdialogue



**Avis Ridley-Thomas** *Co-Executive Director*

**Jill Frank** *Program Director*

**Jimmy Duong** *Program Coordinator*