



October 3, 2015 Dialogue Report

Host: SEIU 99

Location: SEIU 99

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**

**DAYSOF
DIALOGUE**
ON **THE FUTURE
OF POLICING**

ATTENDANCE

59 *Total Attendees*

39 *Community Participants*

3 *Law Enforcement*

12 *Facilitators*

2 *INVLA Staff*

3 *A/V Team Members*

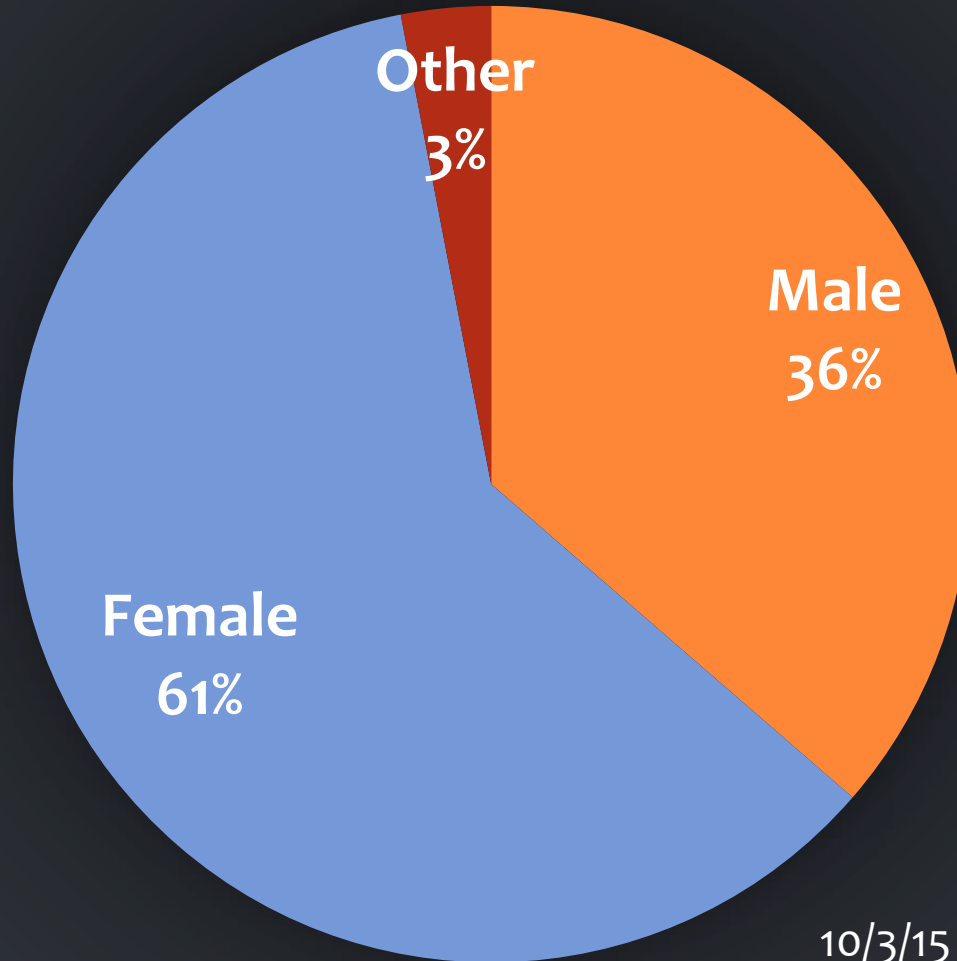
PRE-DIALOGUE SURVEY RESULTS

34 *Survey Respondents*

10/3/15 Pre-Dialogue Survey

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

GENDER



10/3/15 Pre-Dialogue Survey

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

ETHNICITY

(Respondents allowed to pick more than one choice)

Native
American
5%

Other
3%

Asian/Pacific
Islander
8%

Hispanic/Latino
31%

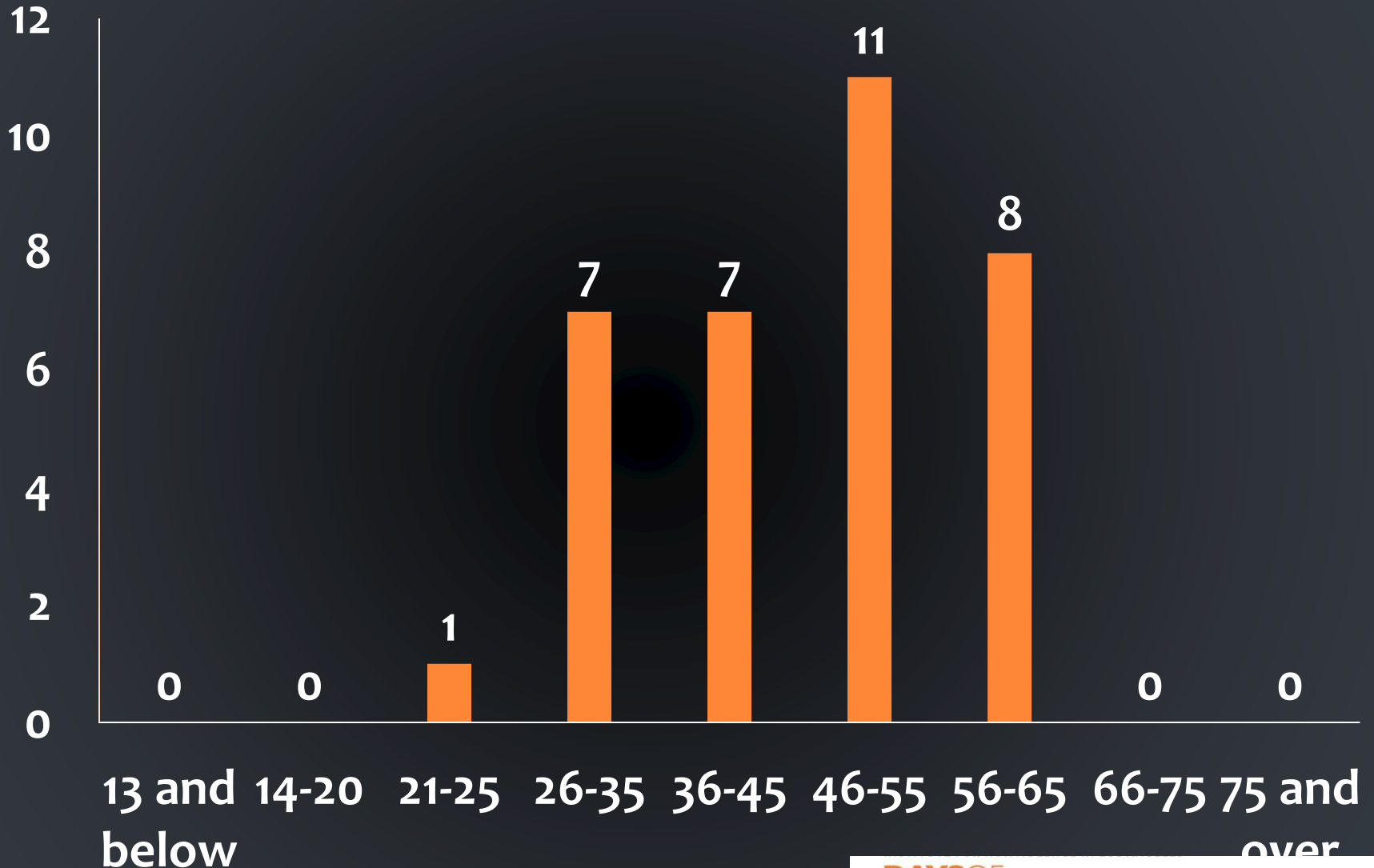
Black/African
American
37%

Caucasian/White
16%

10/3/15 Pre-Dialogue Survey

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

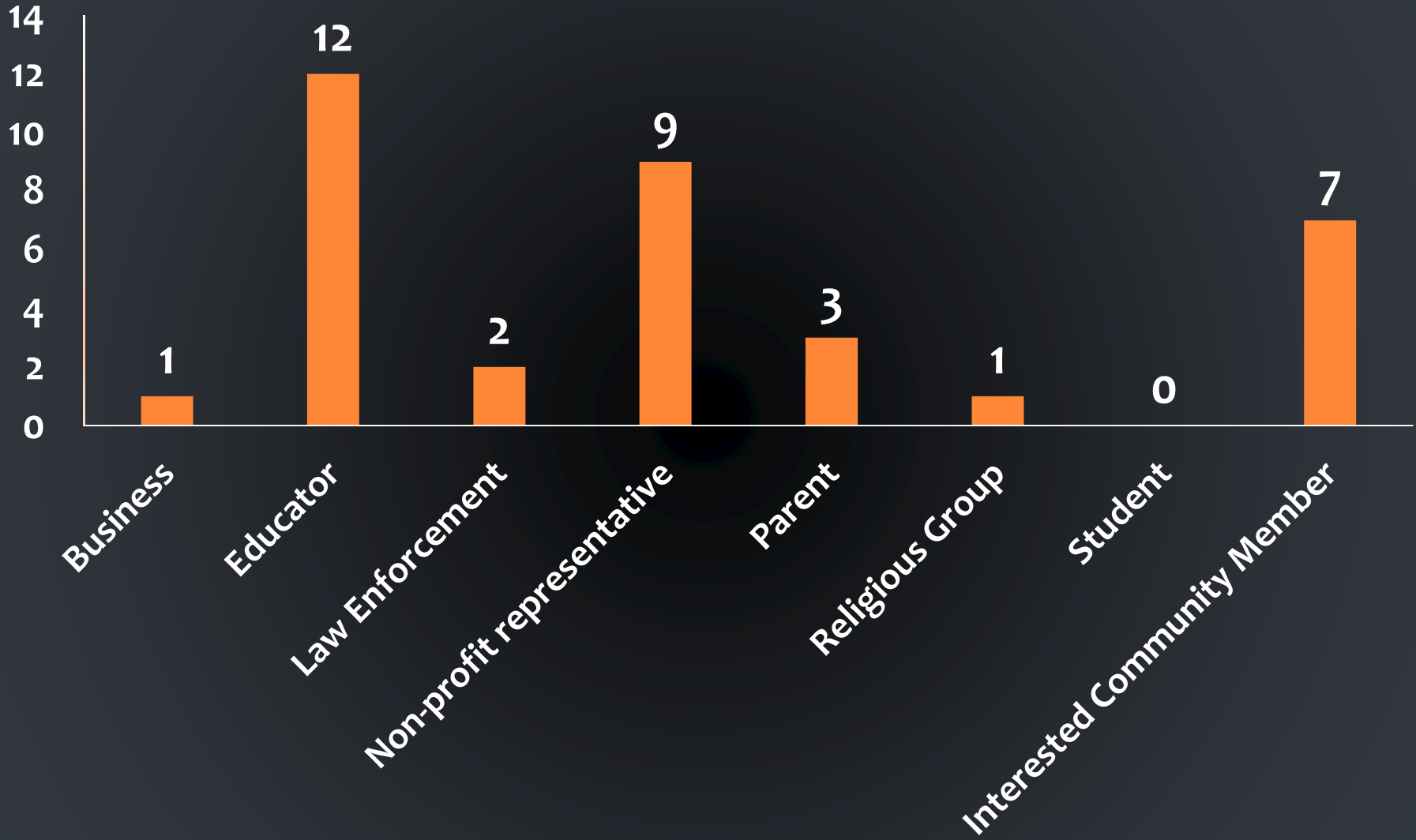
AGE



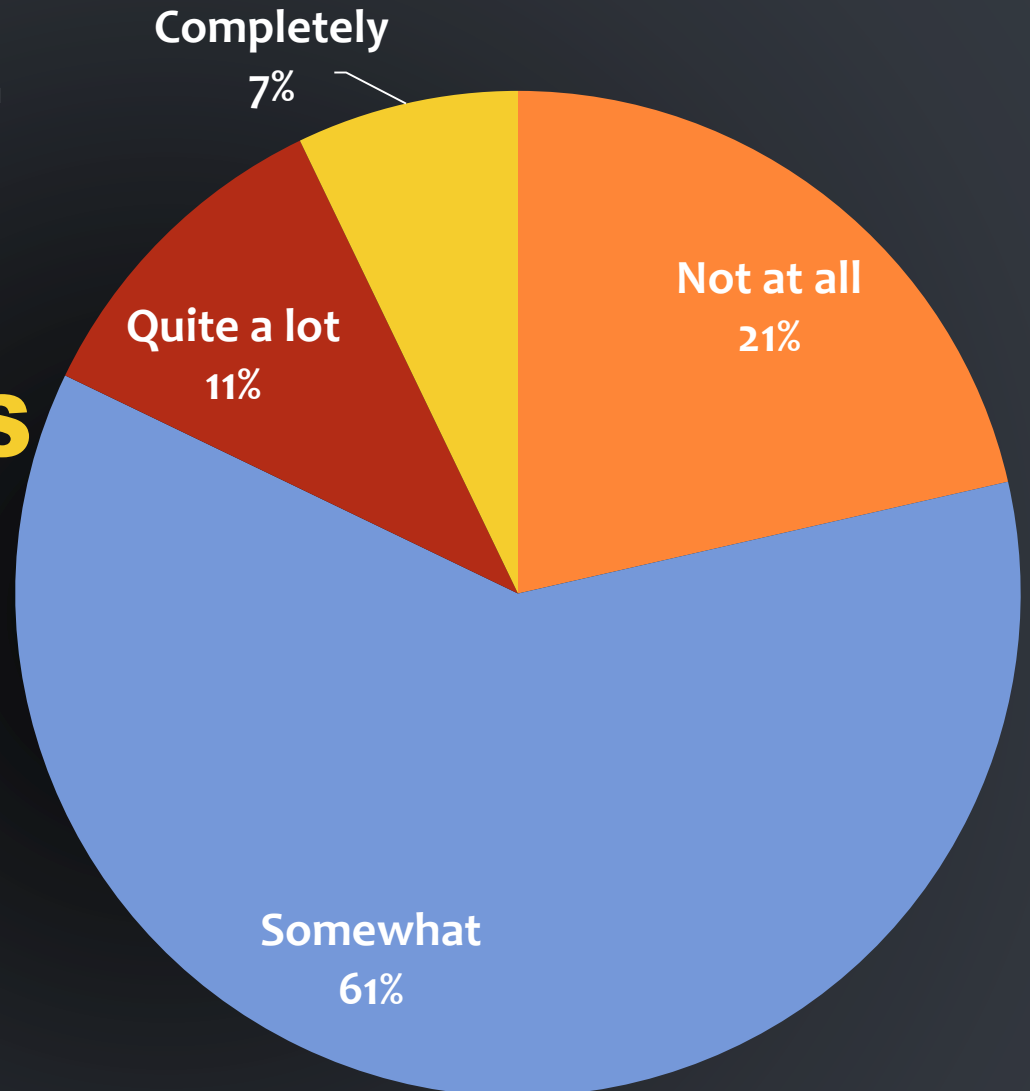
AFFILIATION

10/3/15 Pre-Dialogue Survey

(Respondents allowed to pick more than one choice)

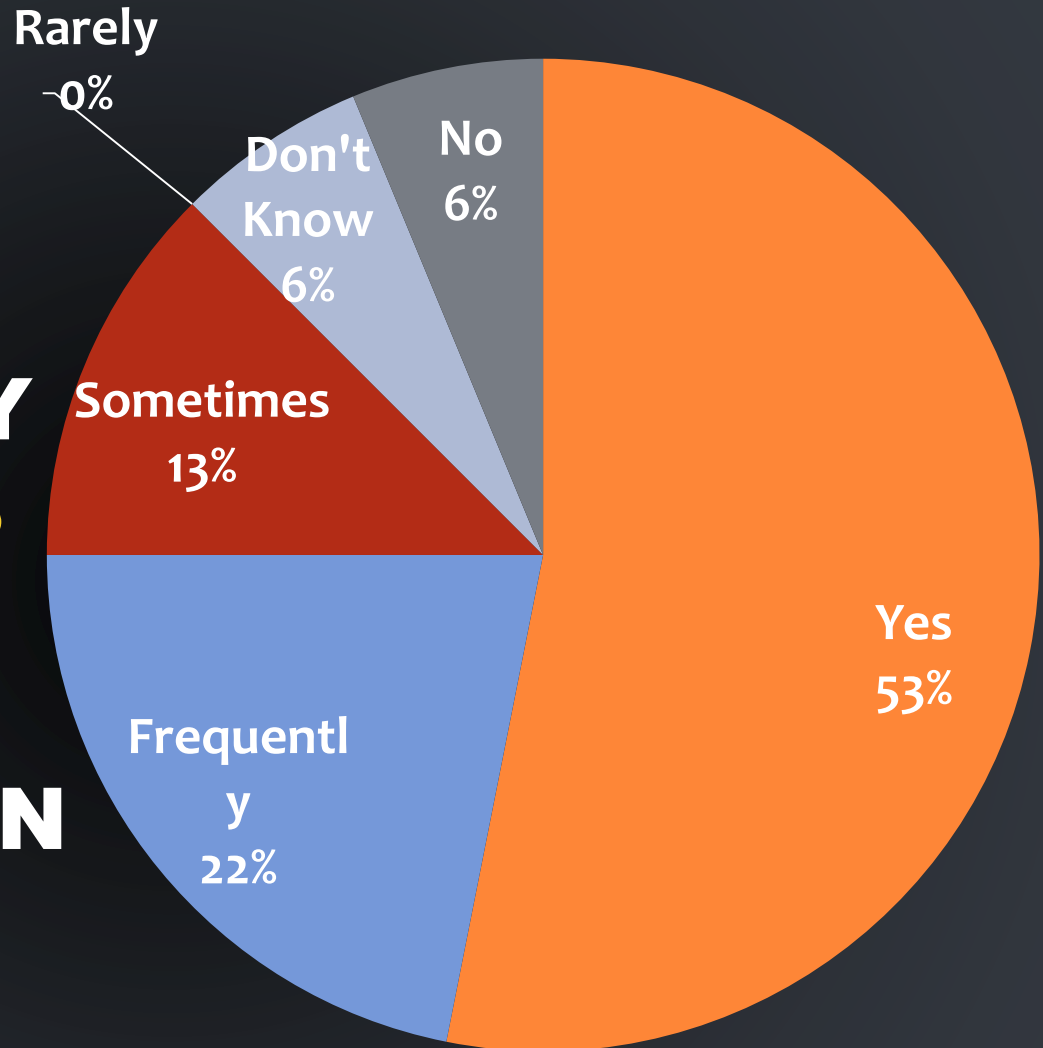


IS LAW ENFORCEMENT ADEQUATELY ADDRESSING THE CONCERNS OF THE COMMUNITY?



10/3/15 Pre-Dialogue Survey

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



10/3/15 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?**

Don't
Know
4%

No
10%

Yes
86%

10/3/15 Pre-Dialogue Survey

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

DIALOGUE COMMENTS

“Compliance in school regarding weapon is a good thing.”

“Responsible gun possession is the key concern.”

“The process to legally get a gun is a good cooling off period.”

“Officers need to be more community-service based.”

DIALOGUE COMMENTS

“Handcuffing students with the express purpose of humiliating the children.”

“Fear of community member prevents them from being more actively involved in reporting crime.”

“Police began shooting at gang members and other youth in response to an inability to apprehend them as they ran away from the police. ”

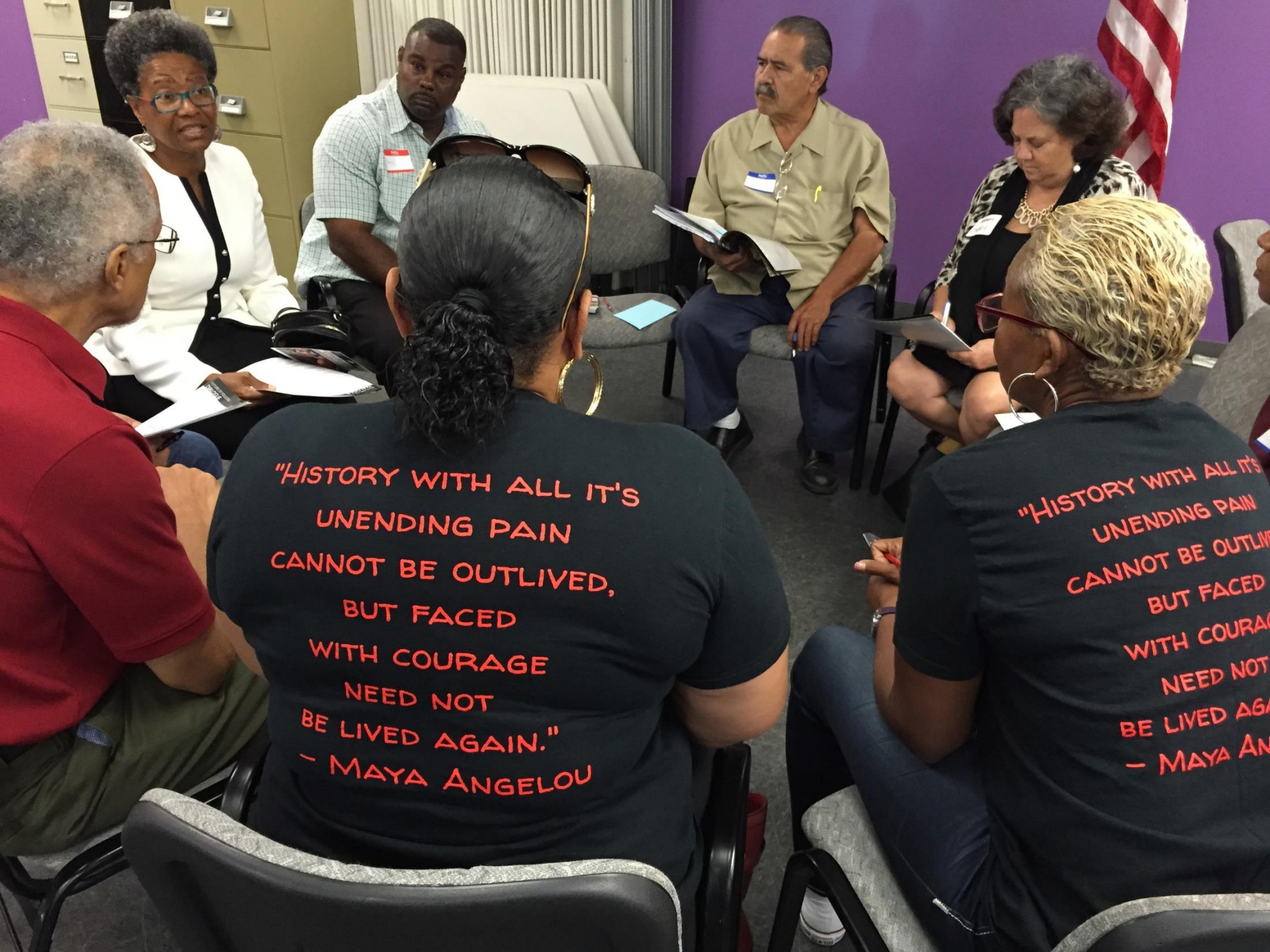
DIALOGUE COMMENTS

“Better for law enforcement to live in neighborhood they are policing”

“Need to be more training responded needs people”

“When arrests are made at school, police should not parade students handcuffed across campus.”

“Is it necessary to divulge who complain against criminals, why can't it be kept anonymous unless permission given?”



"HISTORY WITH ALL IT'S
UNENDING PAIN
CANNOT BE OUTLIVED,
BUT FACED
WITH COURAGE
NEED NOT
BE LIVED AGAIN."
- MAYA ANGELOU

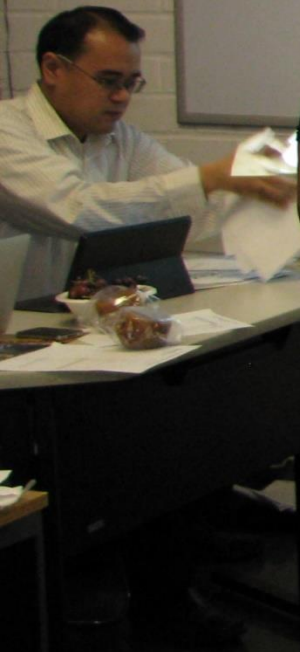
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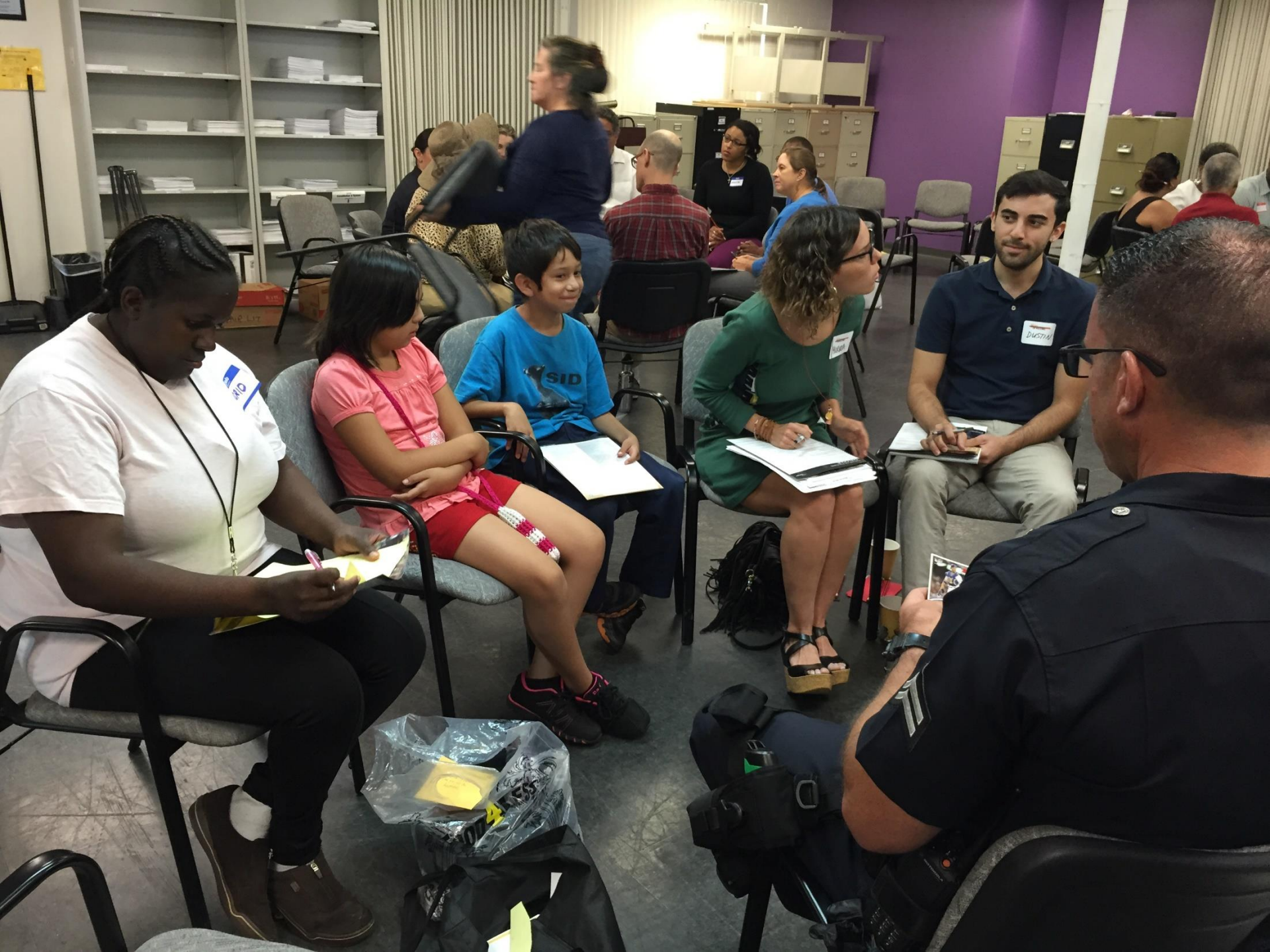














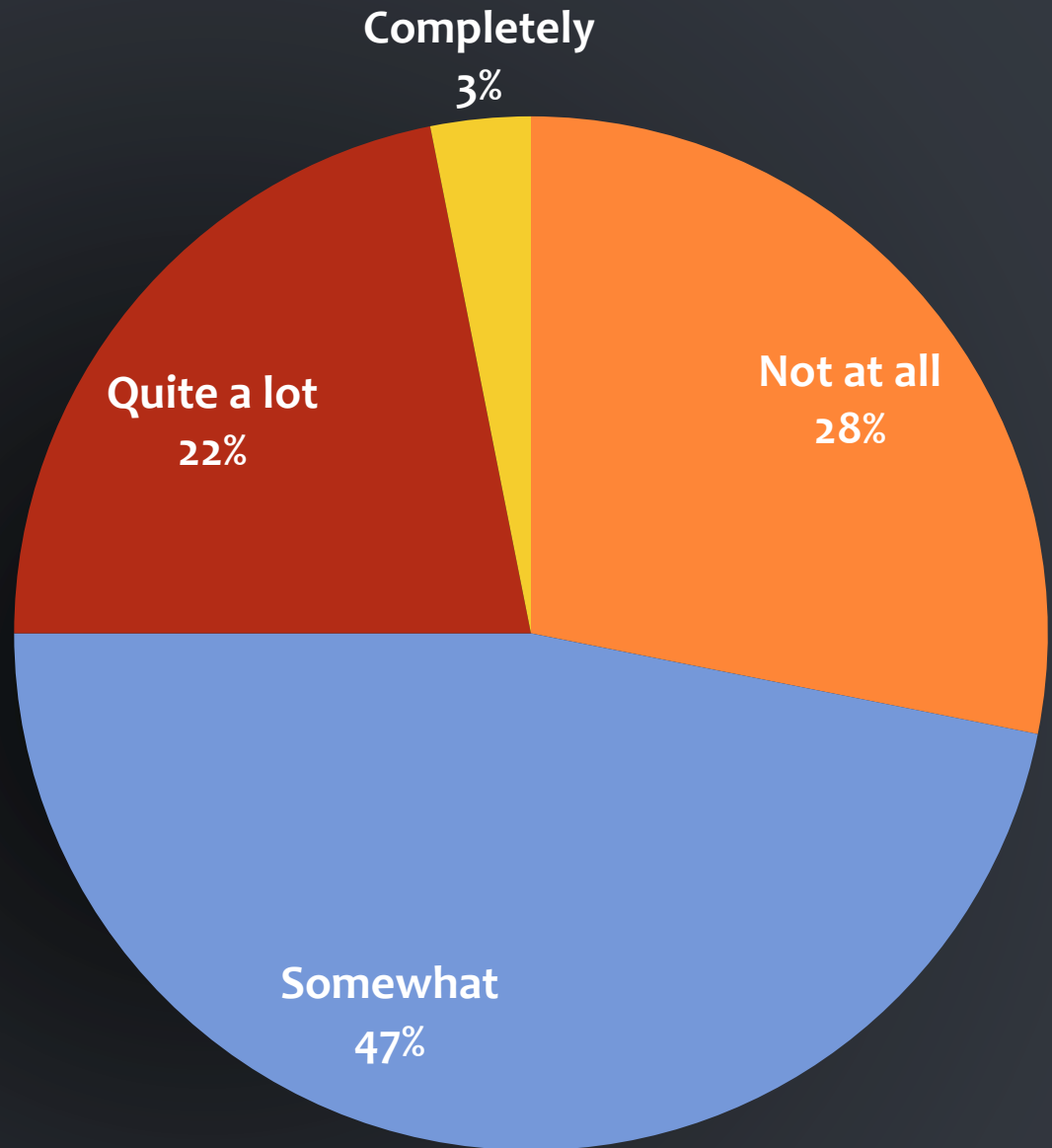
POST-DIALOGUE SURVEY RESULTS

35 *Survey Respondents*

10/3/15 Post-Dialogue Survey

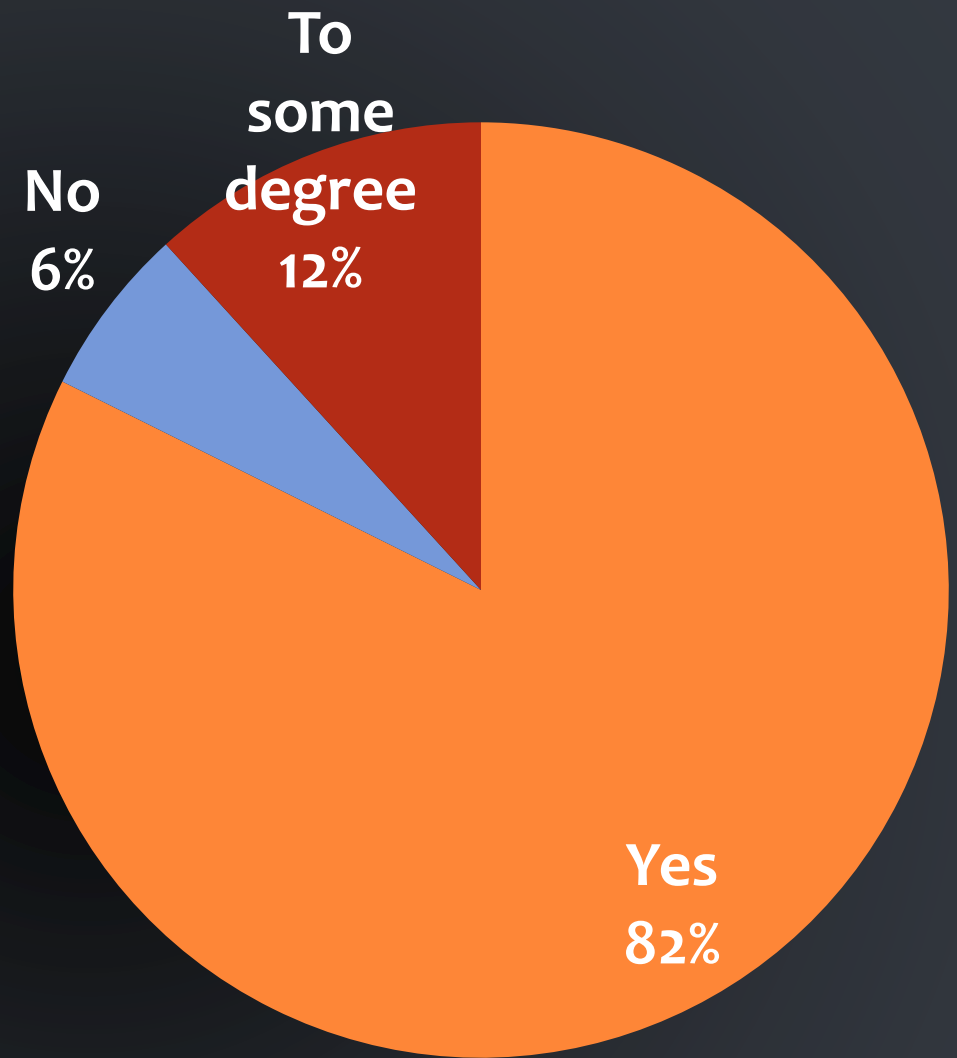
**DAYS OF
DIALOGUE**
**ON THE FUTURE
OF POLICING**

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



10/3/15 Post-Dialogue Survey

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

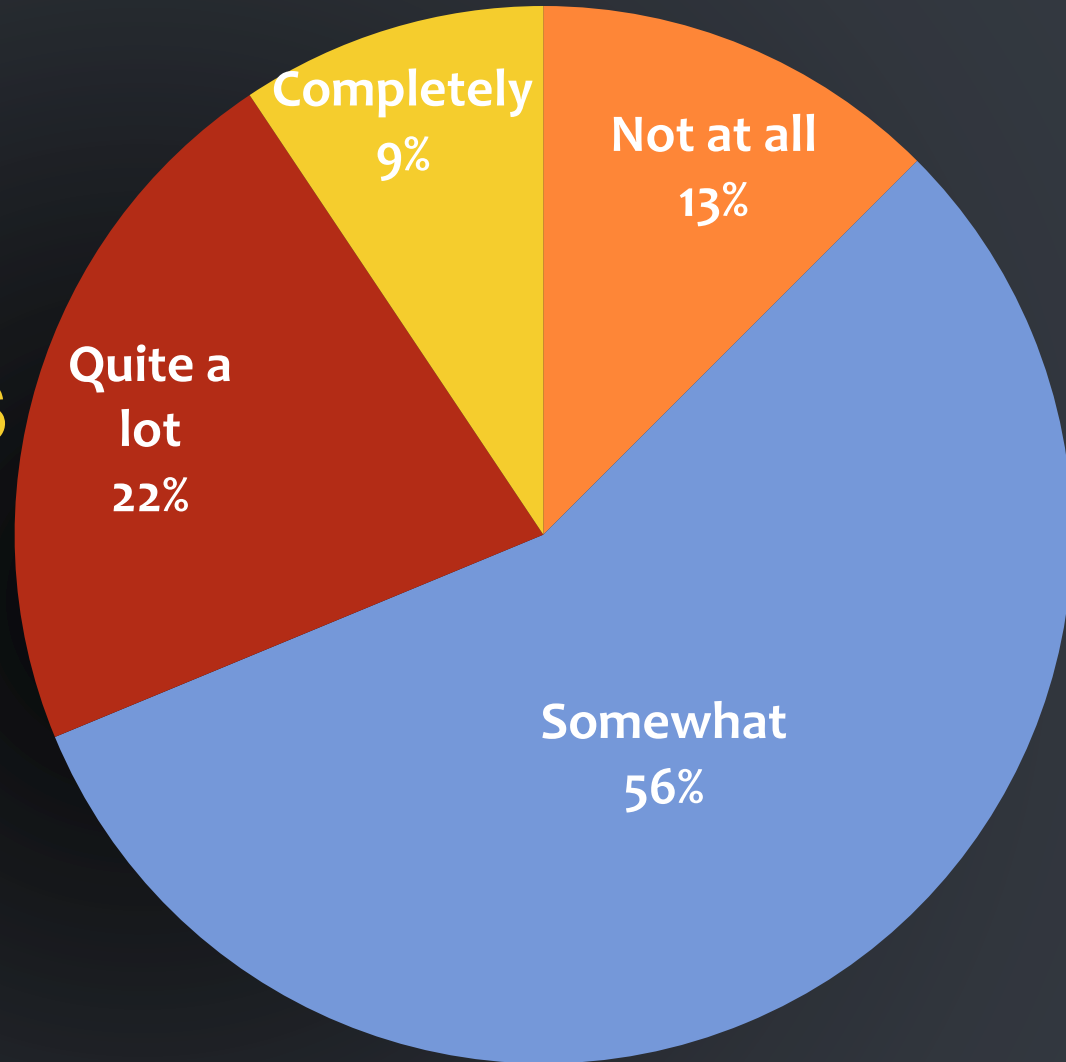
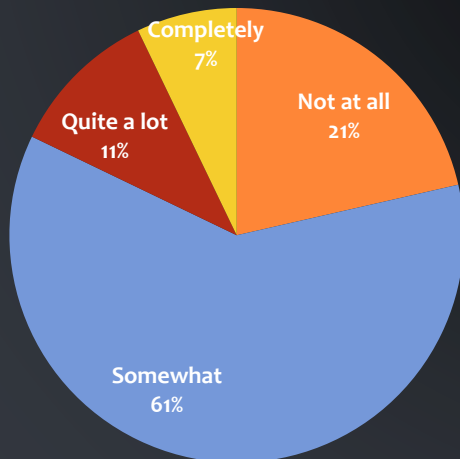


10/3/15 Post-Dialogue Survey

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

IS LAW ENFORCEMENT ADEQUATELY ADDRESSING THE CONCERNS OF THE COMMUNITY?

Pre Dialogue Results

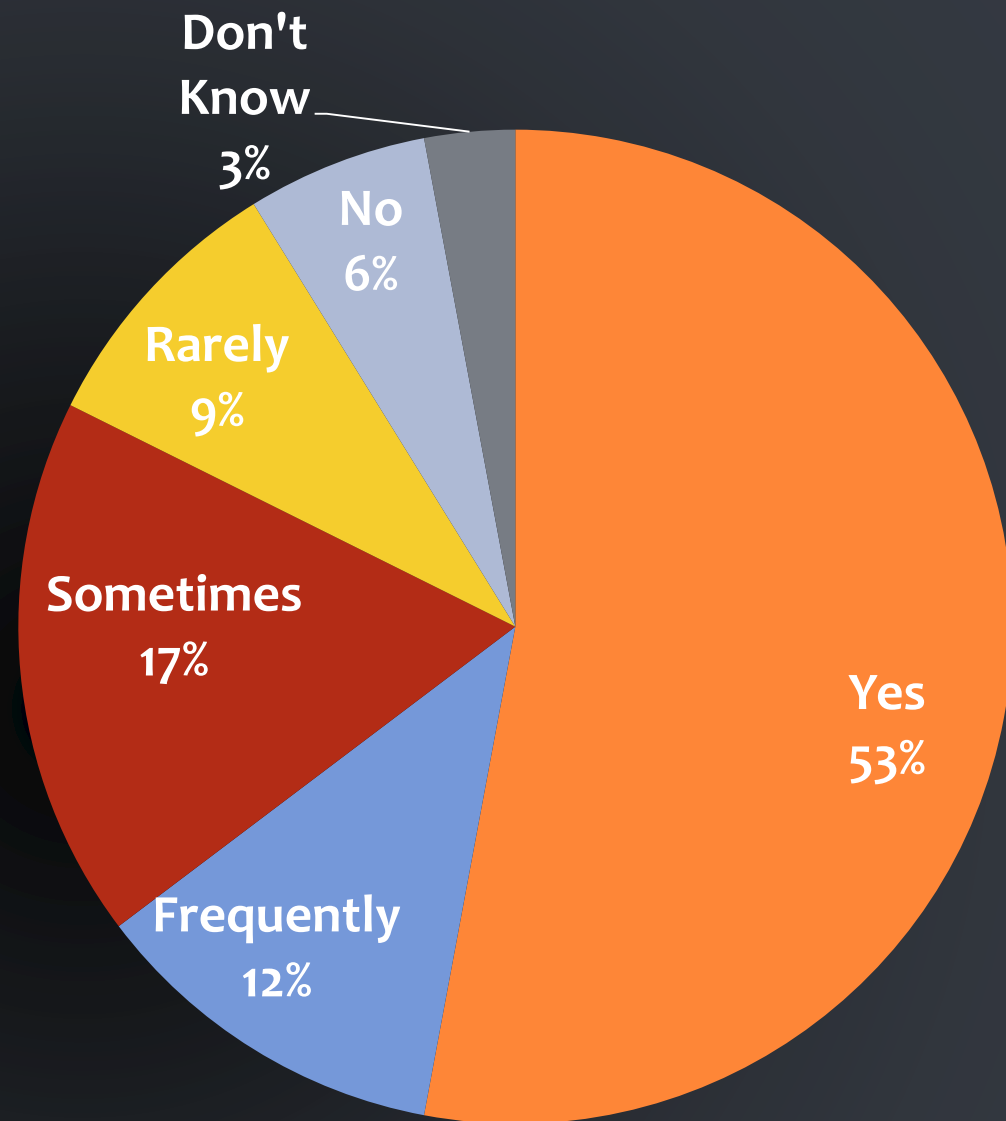
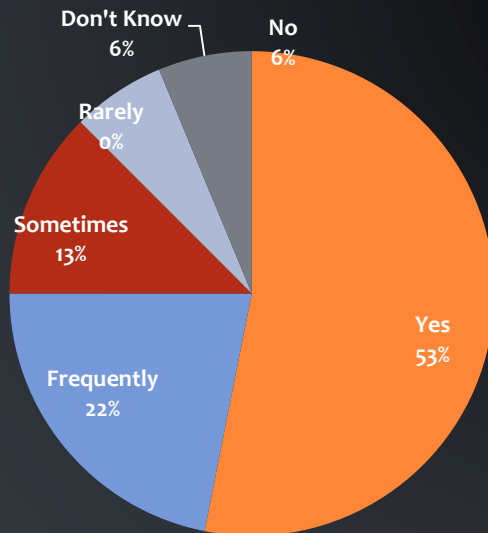


10/3/15 Post-Dialogue Survey

**DAYS OF
DIALOGUE**
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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



10/3/15 Post-Dialogue Survey

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

(Respondents allowed to pick more than one choice)



10/3/15 Post-Dialogue Survey

* ...enforcement hiring

** ... incident data

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

THANK YOU

ALL WHO TOOK PART

Hosts and Co-Hosts

Law Enforcement and Fire Fighters

The Dialogue Facilitators

Community Residents

Elected Officials

Youth

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
- 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

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