



transparency

#Future of Policing

truth

“to protect and to serve”

trust

community

**DAYS OF DIALOGUE**

ON **THE FUTURE OF POLICING**

INSTITUTE FOR NONVIOLENCE IN LOS ANGELES

Days of Dialogue

The First Step...



#futureofpolicing

facebook.com/daysofdialogue

www.futureofpolicing.org

August 2015 – August 2016

INSTITUTE FOR NONVIOLENCE IN LOS ANGELES AND DAYS OF DIALOGUE

September 24, 2015 Dialogue Report  
Host: LAPD Operations West Bureau  
Location: Temple Israel of Hollywood

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", 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**

# ATTENDANCE

**57** *Total Attendees*

**36** *Community Participants*

**7** *Law Enforcement*

**10** *Facilitators*

**2** *INVLA Staff*

**2** *A/V Team Members*



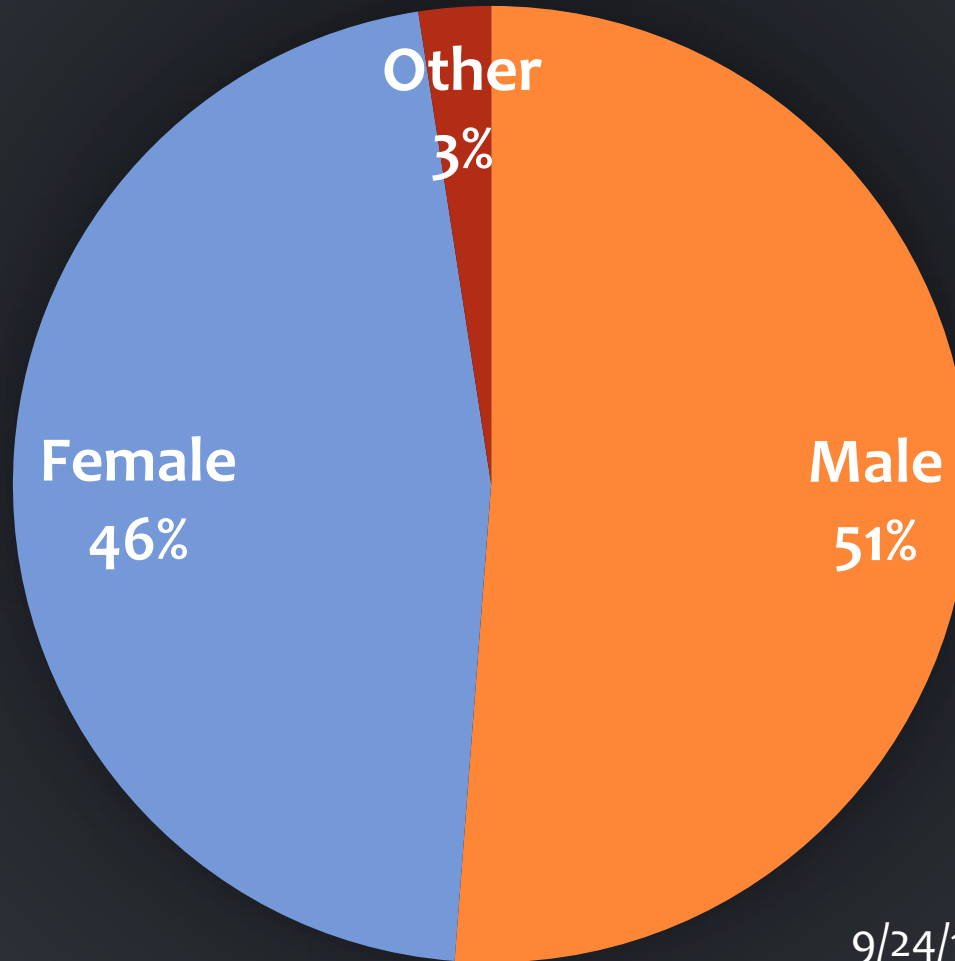
# PRE-DIALOGUE SURVEY RESULTS

**41** *Survey Respondents*

9/24/15 Pre-Dialogue Survey

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

# GENDER

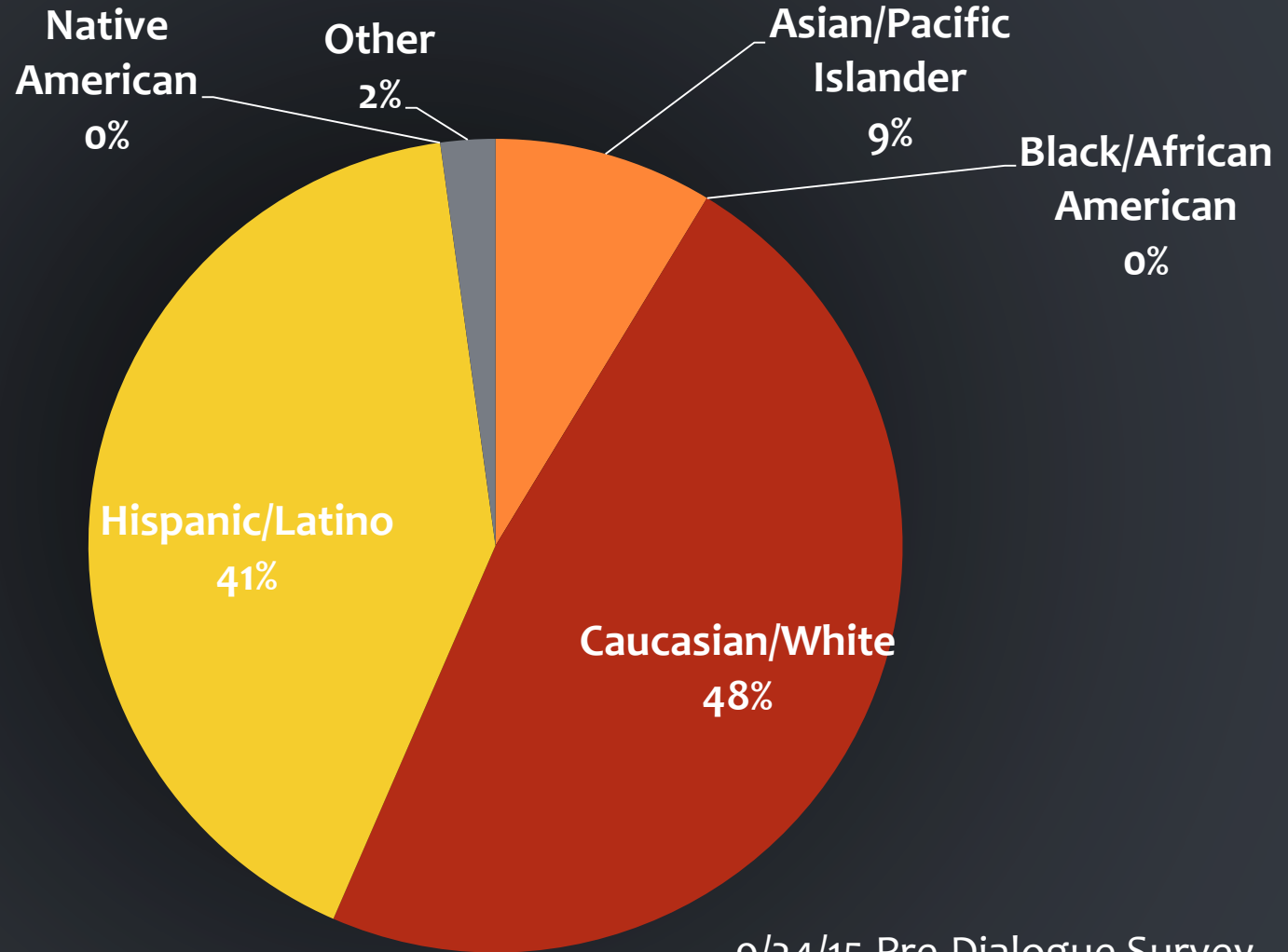


9/24/15 Pre-Dialogue Survey

**DAYS OF  
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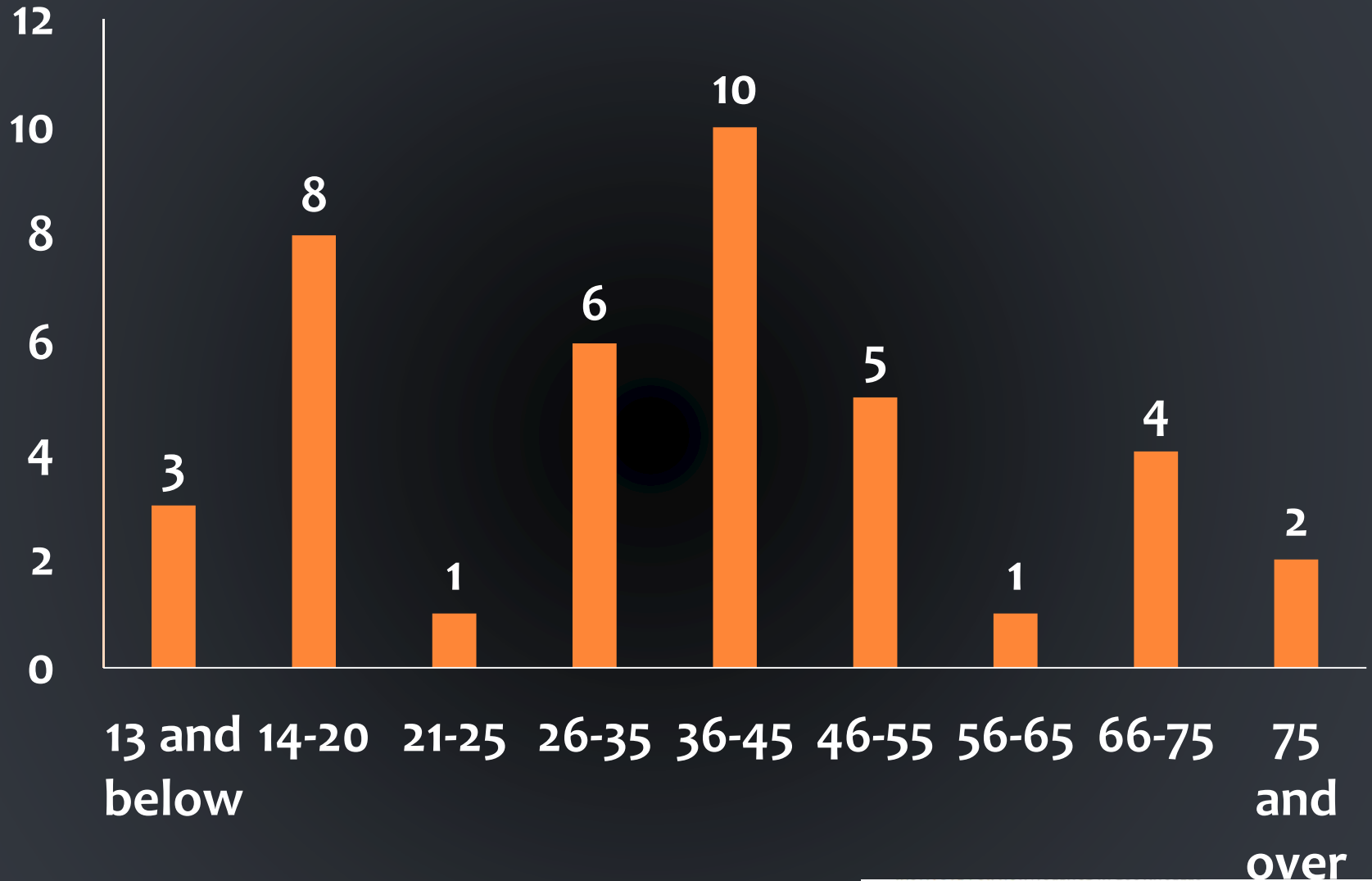
# ETHNICITY

(Respondents allowed to pick more than one choice)



9/24/15 Pre-Dialogue Survey

# AGE

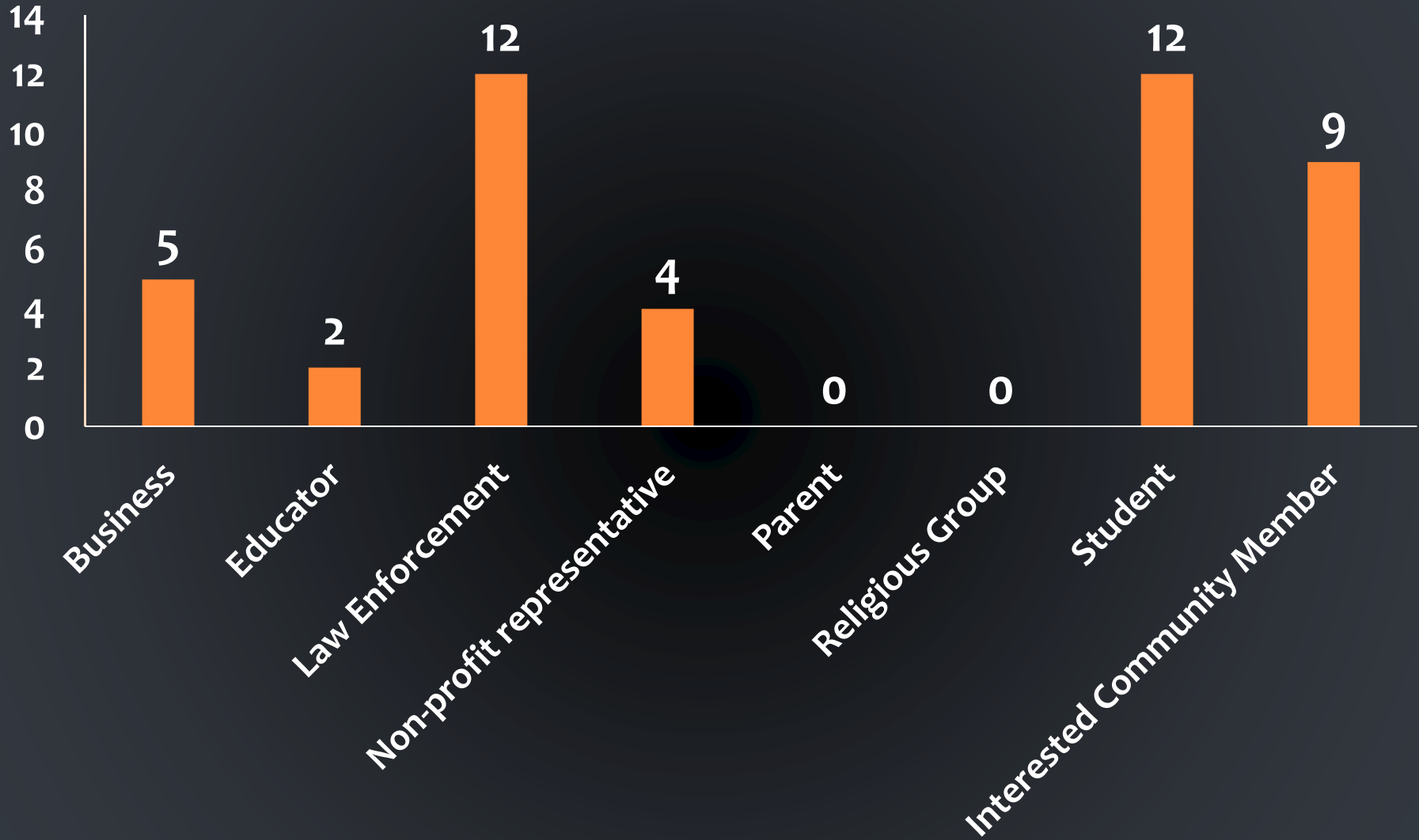




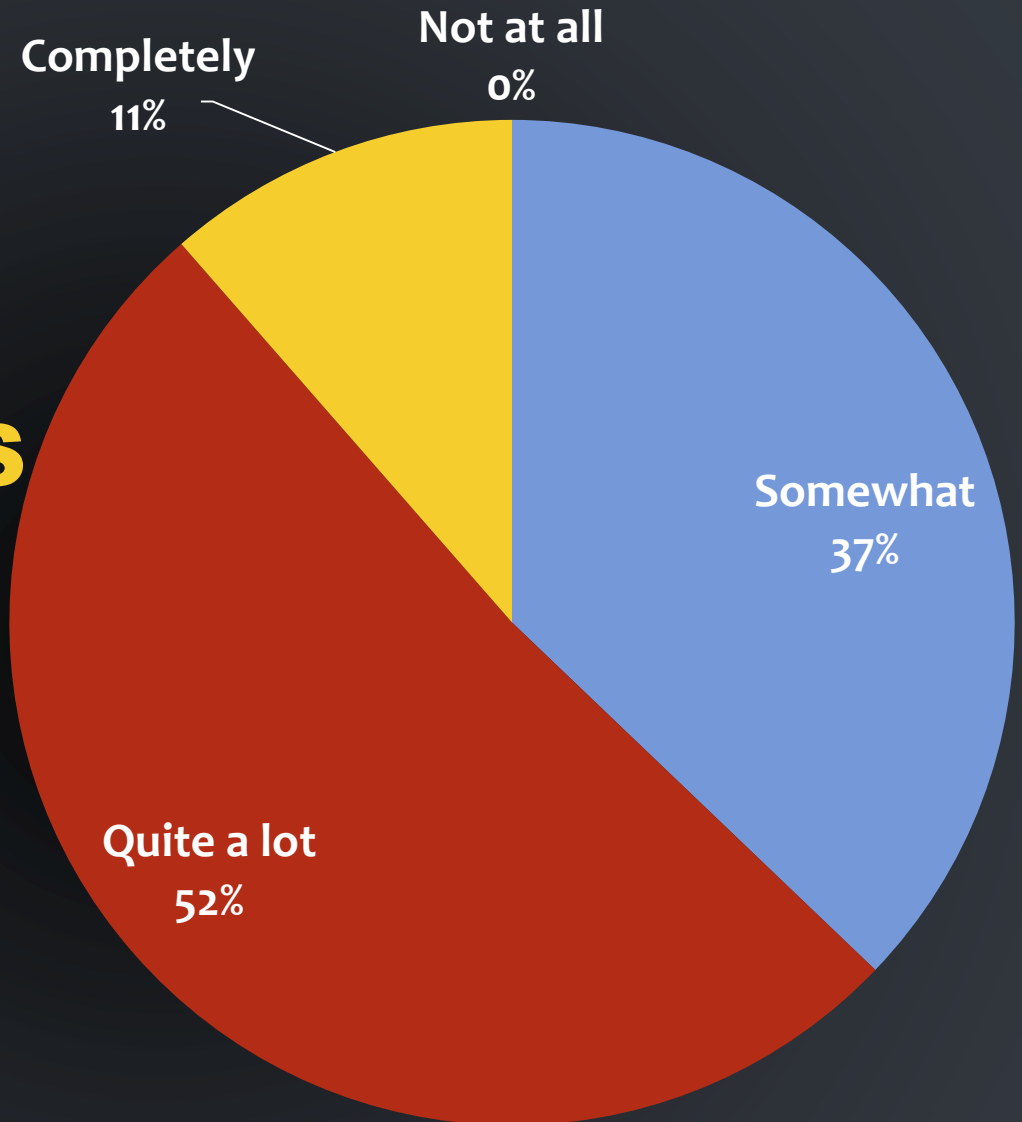
# AFFILIATION

9/24/15 Pre-Dialogue Survey

(Respondents allowed to pick more than one choice)

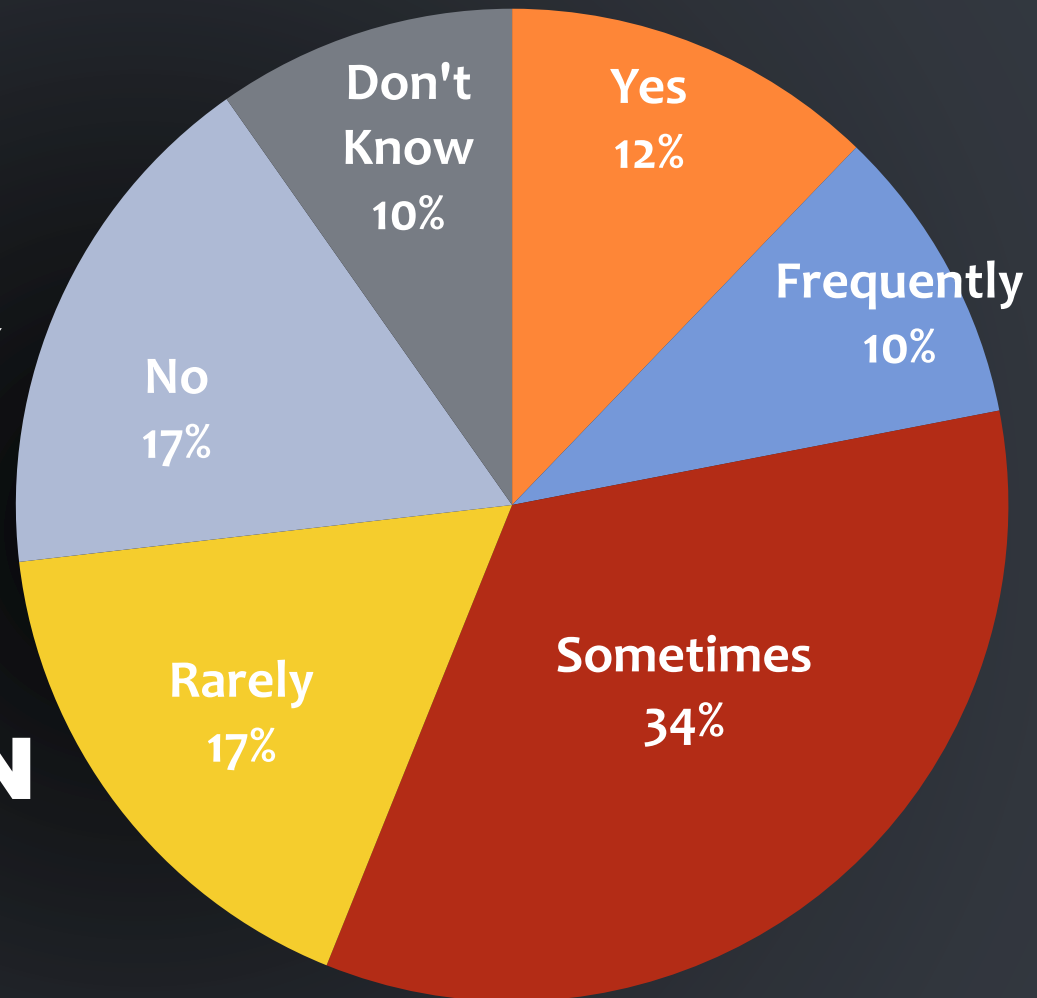


# IS LAW ENFORCEMENT ADEQUATELY ADDRESSING THE CONCERNS OF THE COMMUNITY?



9/24/15 Pre-Dialogue Survey

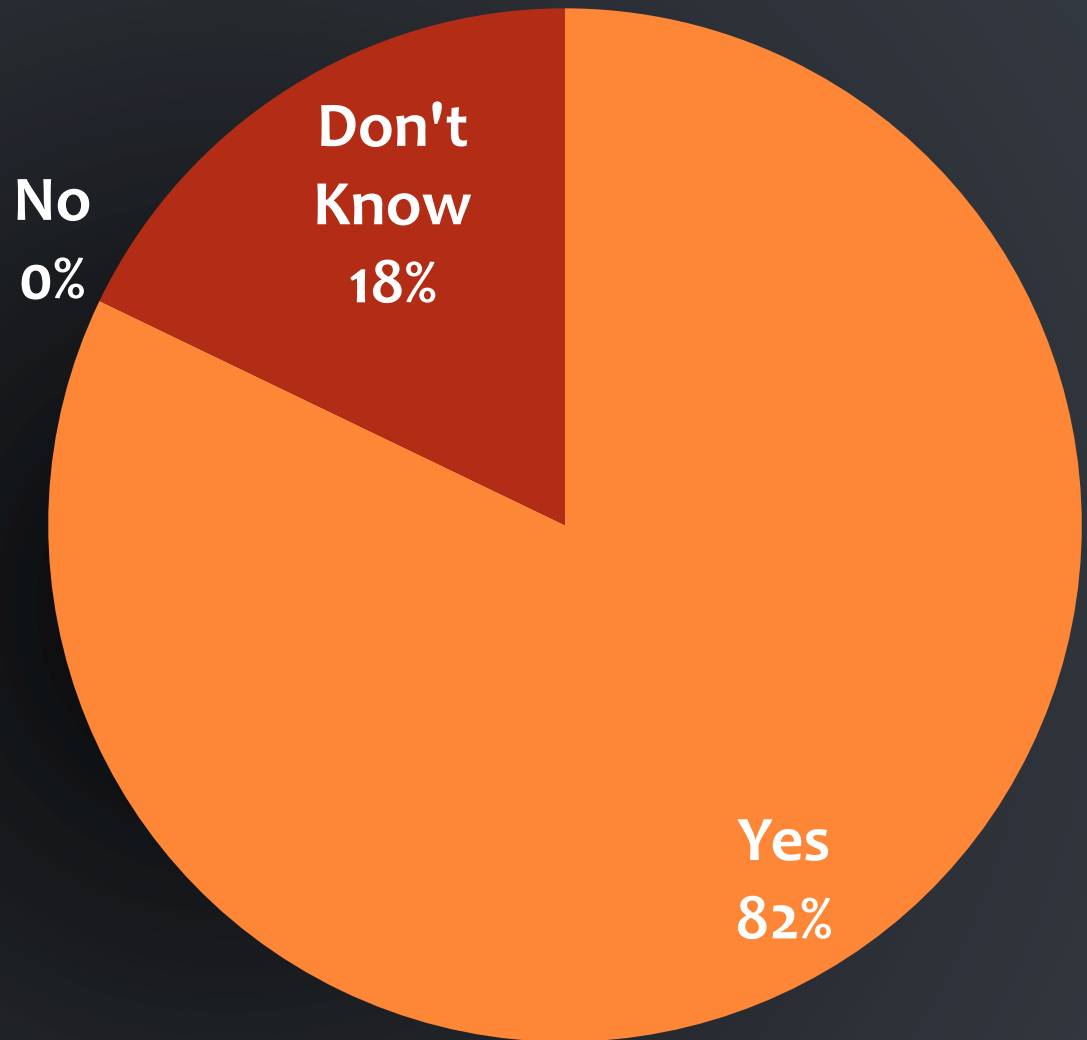
**DO YOU  
BELIEVE THAT  
PEOPLE OF  
COLOR ARE  
CONSISTENTLY  
TREATED LESS  
FAIRLY BY  
POLICE  
OFFICERS THAN  
ARE WHITES?**



9/24/15 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?**



9/24/15 Pre-Dialogue Survey

**DAYS OF  
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# DIALOGUE COMMENTS

“Things have changed”

“Used to be community BBQs with the police – Where did those go?”

“A negative incident sticks with you even though it happened a long time ago!”

“The media sensationalizes the story.”

“Members of the media should participate in a DoD and talk with police to understand their impact.”

# DIALOGUE COMMENTS

“Some of our biggest supporters are in communities with high crime/violence – police.”

“It is all about how the person stopped by the police that is the most responsible for their actions.”

“We are all equal – there is no race.”

“It is difficult to determine if someone has a concealed weapon – police.”

“Technology – 2 way street.”

# DIALOGUE COMMENTS

“The educational structure for officers should evolve.”

“Everyone gets treated the same way – white + people of color. We are all equal.”

“Do police treat communities differently?”

“Do people who were raised in depressed communities have chances to upgrade their lives?”

“What is a solution to raise up poor communities where crime prevails?”

































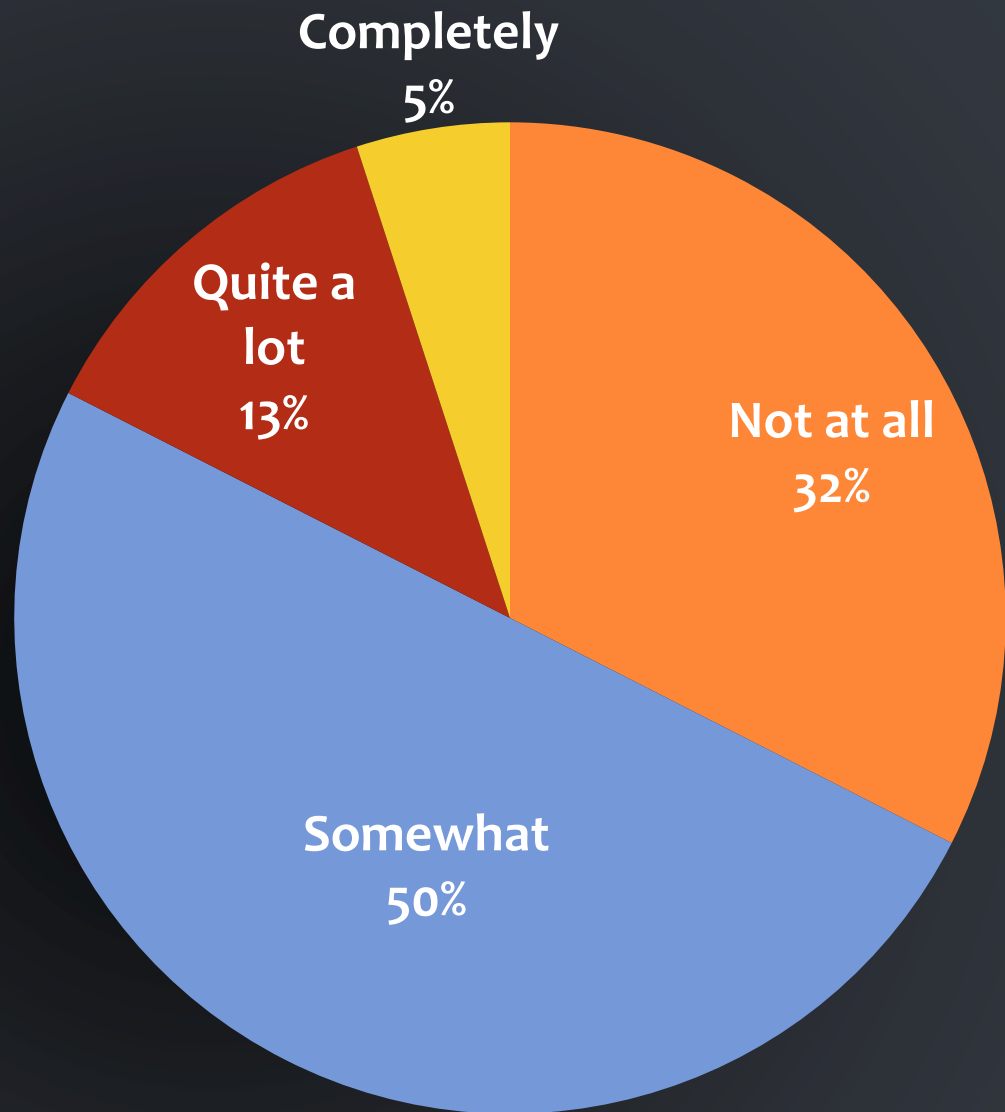
# POST-DIALOGUE SURVEY RESULTS

**41** *Survey Respondents*

9/24/15 Post-Dialogue Survey

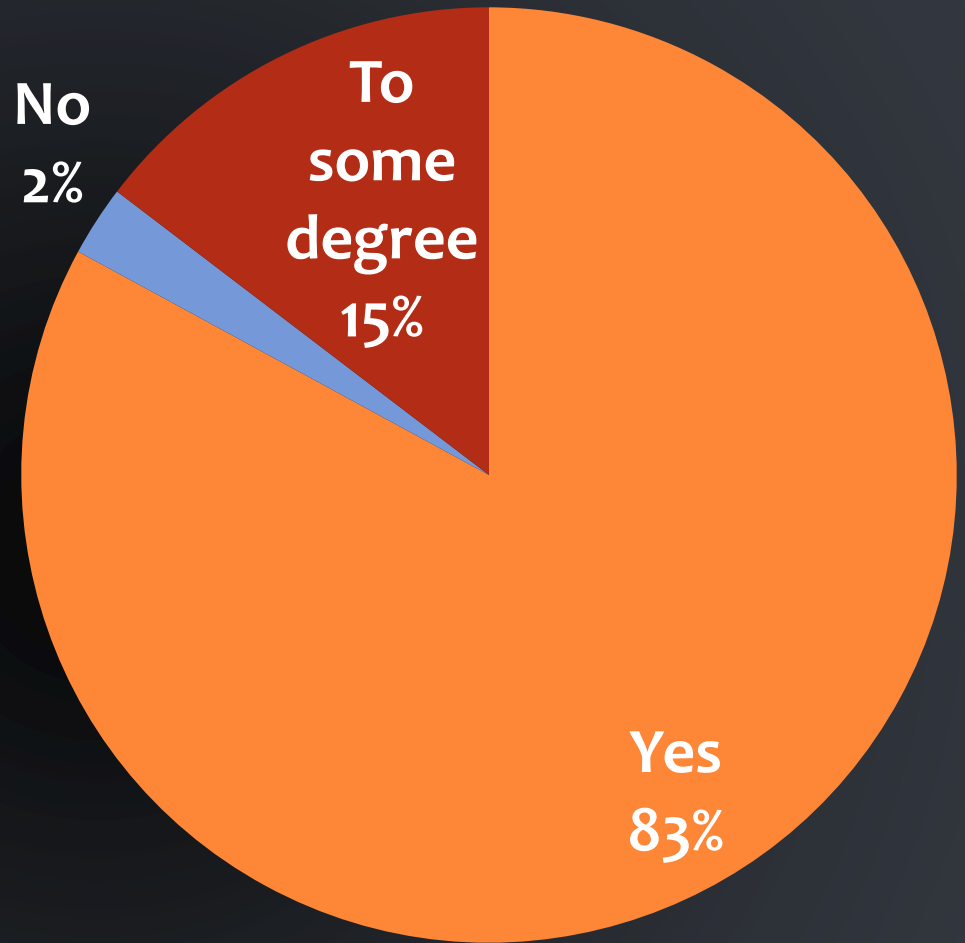
**DAYS OF  
DIALOGUE**  
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OF POLICING**

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



9/24/15 Post-Dialogue Survey

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

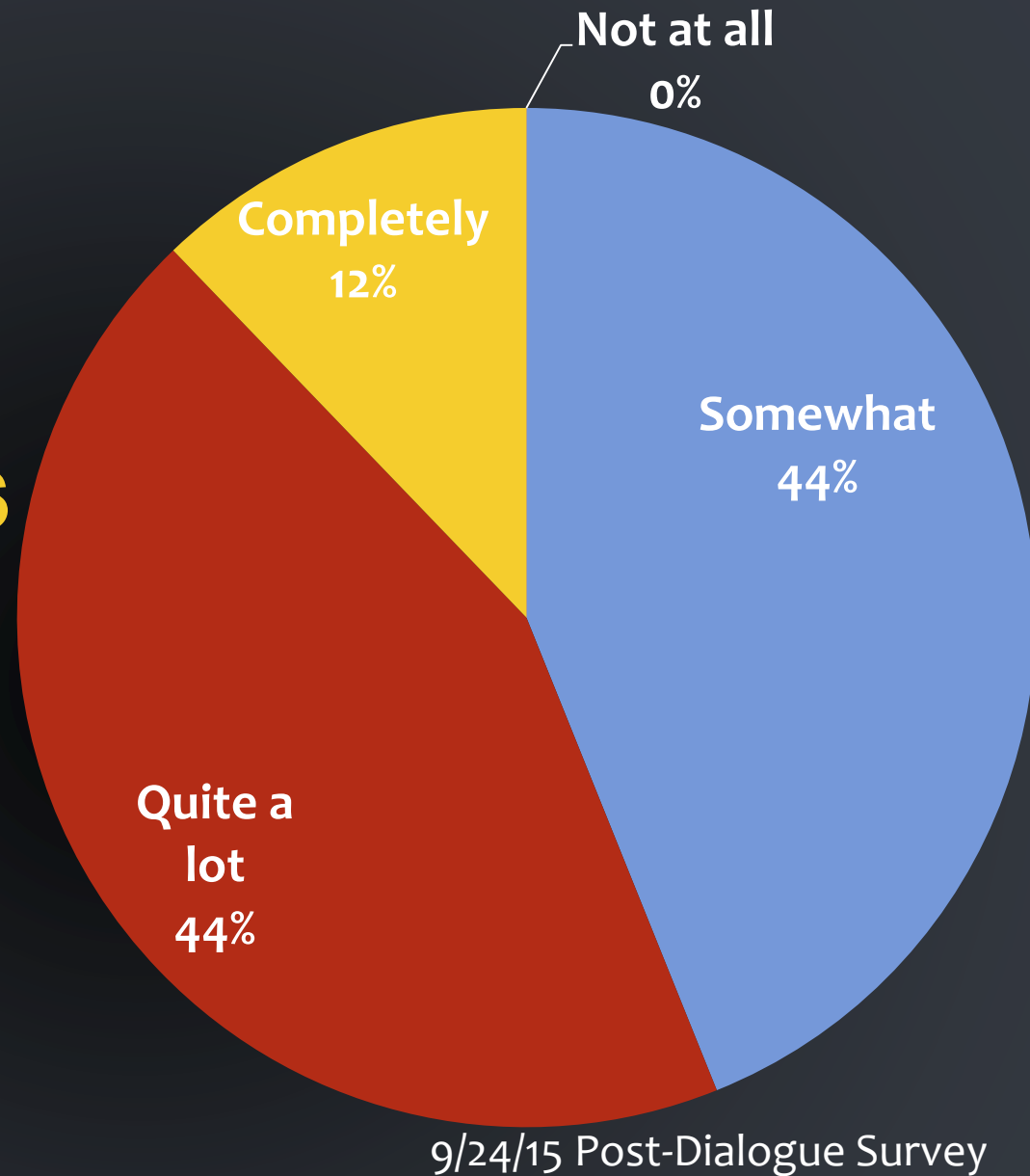
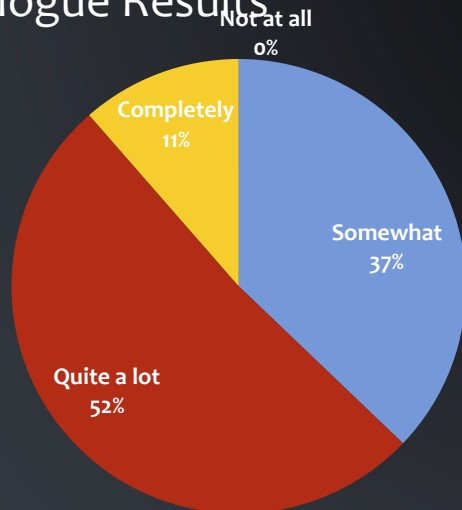


9/24/15 Post-Dialogue Survey

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

Pre Dialogue Results

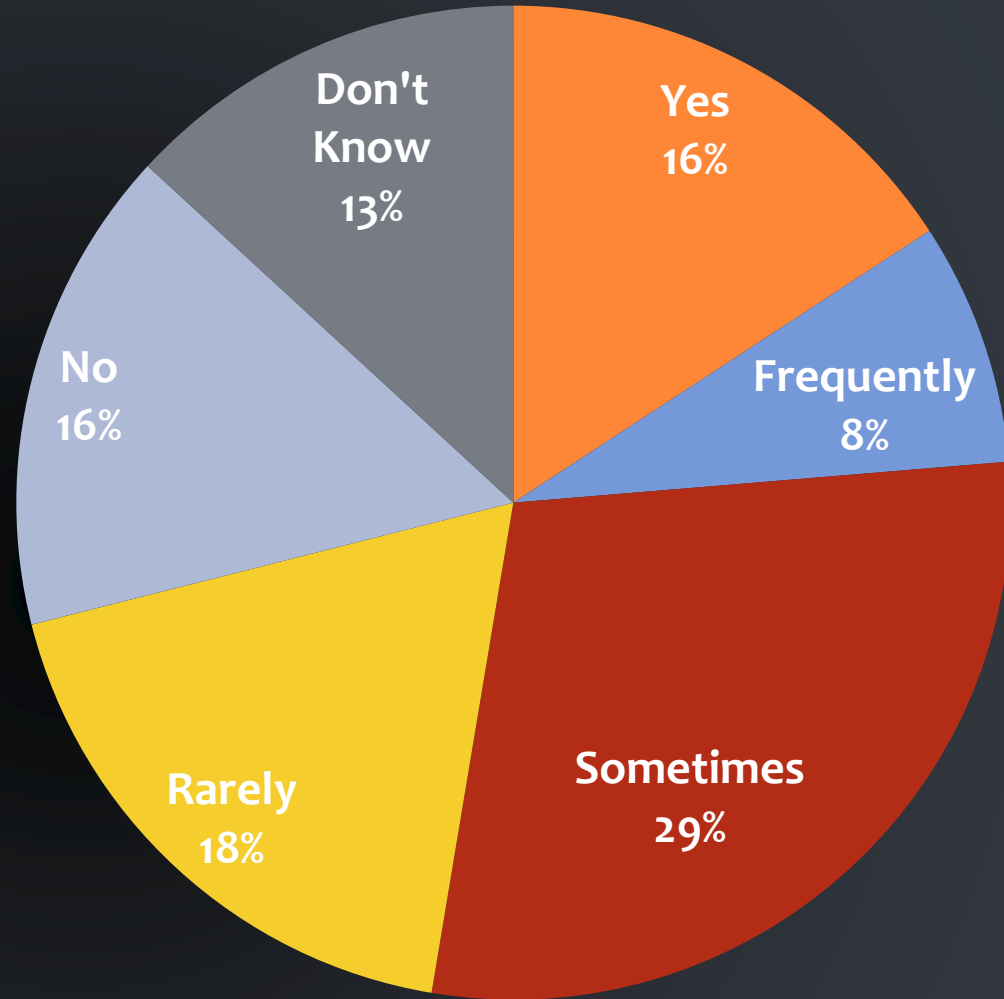
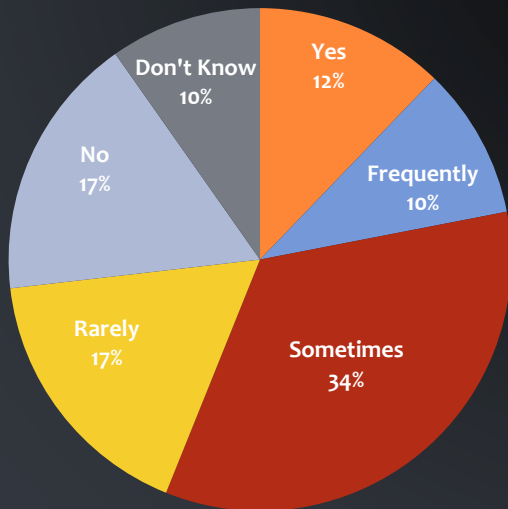


9/24/15 Post-Dialogue Survey



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

Pre Dialogue Results



9/24/15 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)



9/24/15 Post-Dialogue Survey

\* ... enforcement hiring

\*\* ... incident data

**DAYS OF  
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# 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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**Avis Ridley-Thomas** *Co-Executive Director*

**Jill Frank** *Program Director*

**Jimmy Duong** *Program Coordinator*