



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

November 12, 2015 Dialogue Report
Host: LA County Sheriff, Palmdale Station
Location: Larry Chimbole Cultural Center

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.

The logo features the text "DAYS OF DIALOGUE" in orange, stacked above "ON THE FUTURE OF POLICING" in black. A small black circle with the word "ON" in white is positioned between the two lines of text. The background of the logo consists of two horizontal bars, one orange and one grey.

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

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**
ON **THE FUTURE
OF POLICING**

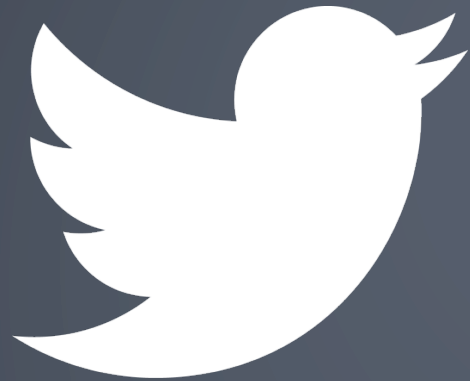
DAYS OF DIALOGUE IS... FACILITATED DIALOGUE

- *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

36 *Total Attendees*

21 *Community Participants*

9 *Law Enforcement*

6 *Facilitators*

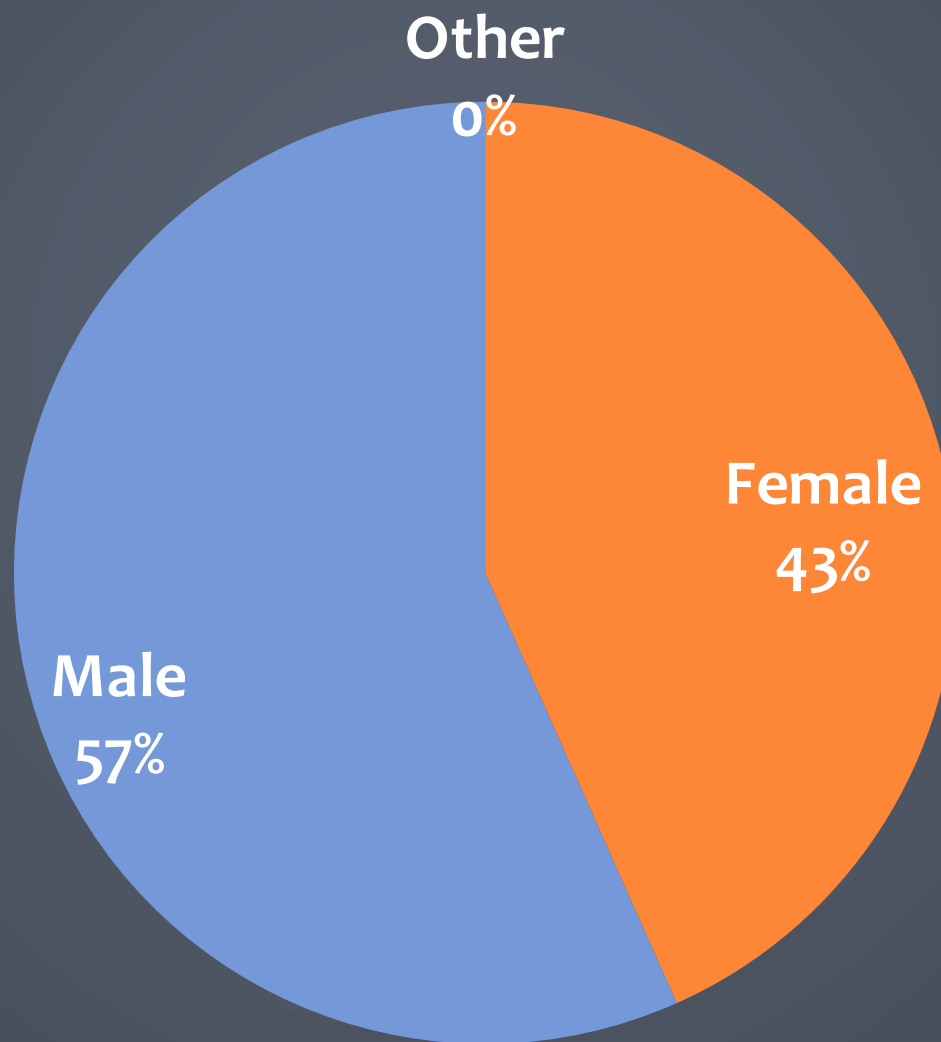
PRE-DIALOGUE SURVEY RESULTS

31 *Survey Respondents*

10/20/15 Pre-Dialogue Survey

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

GENDER

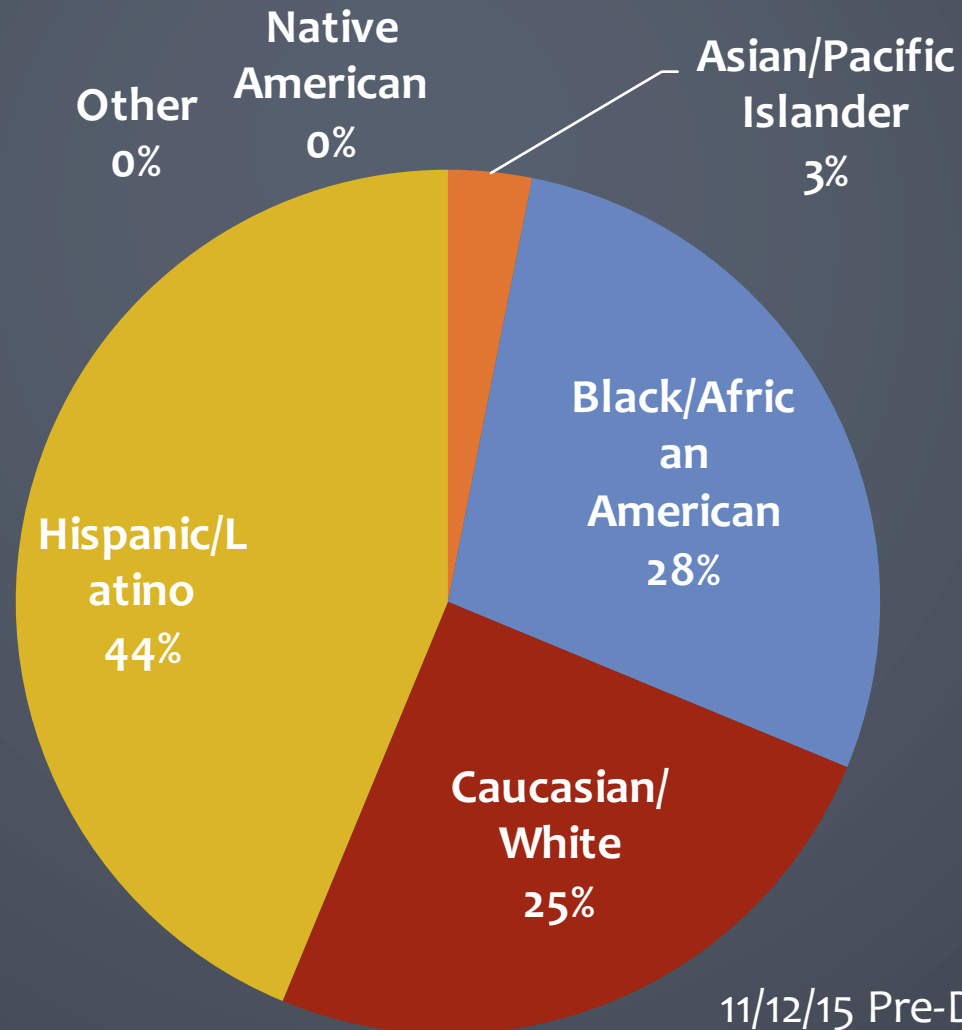


11/12/15 Pre-Dialogue Survey

**DAYS OF
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OF POLICING**

ETHNICITY

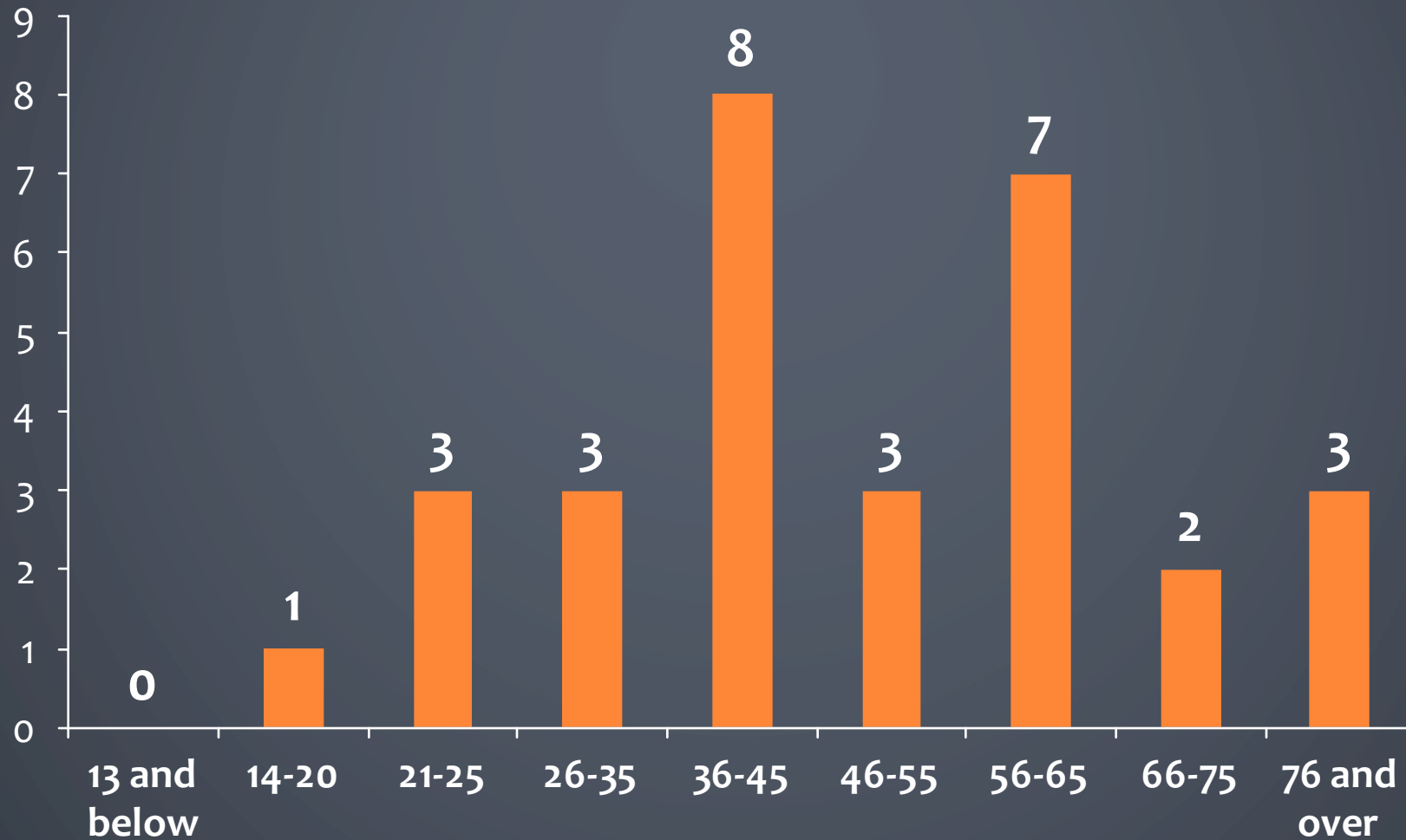
(Respondents allowed to pick more than one choice)



11/12/15 Pre-Dialogue Survey

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

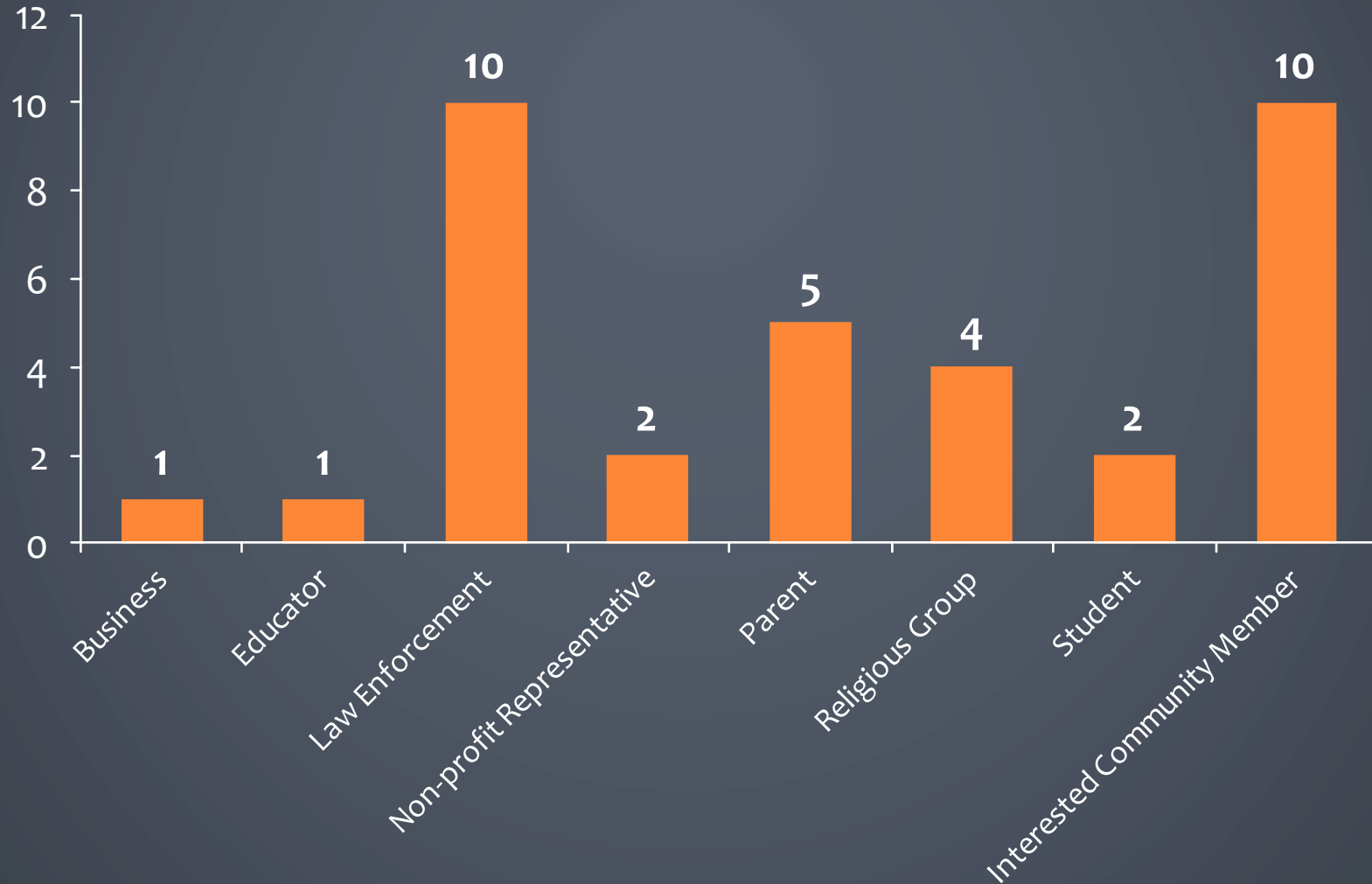
AGE



11/12/15 Pre-Dialogue Survey

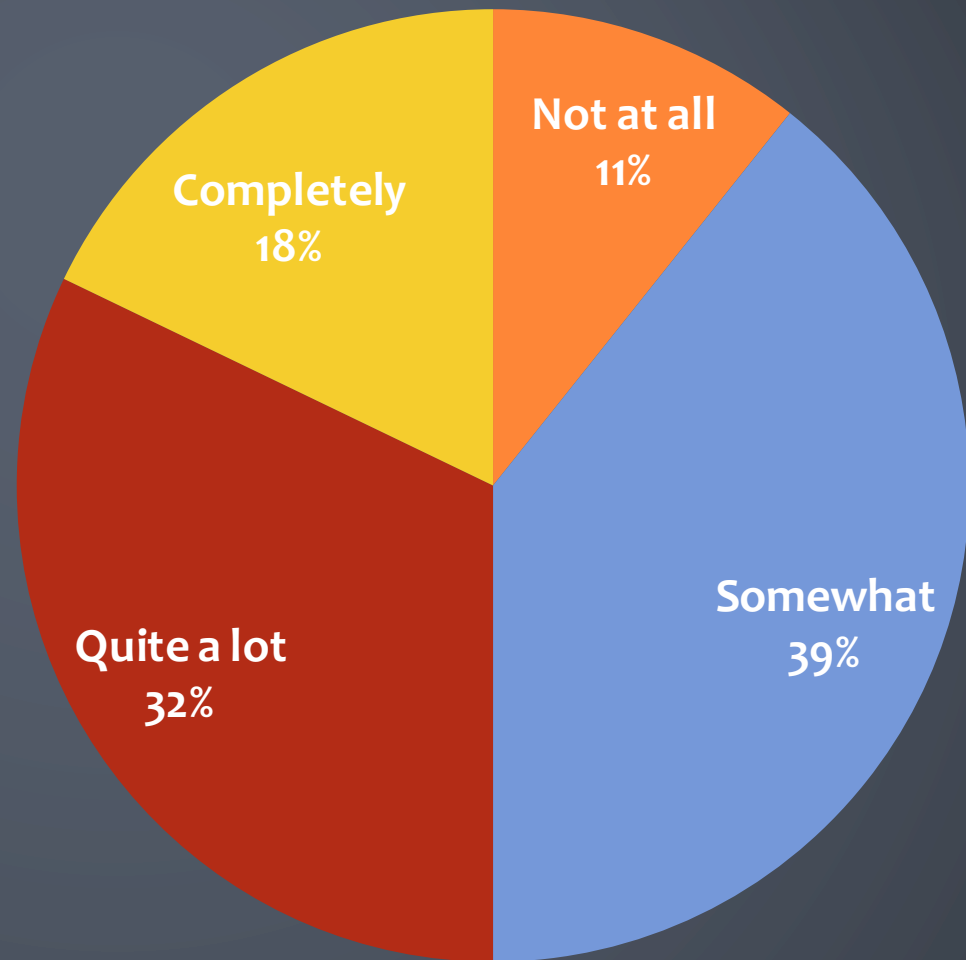
AFFILIATION

(Respondents allowed to pick more than one choice)



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

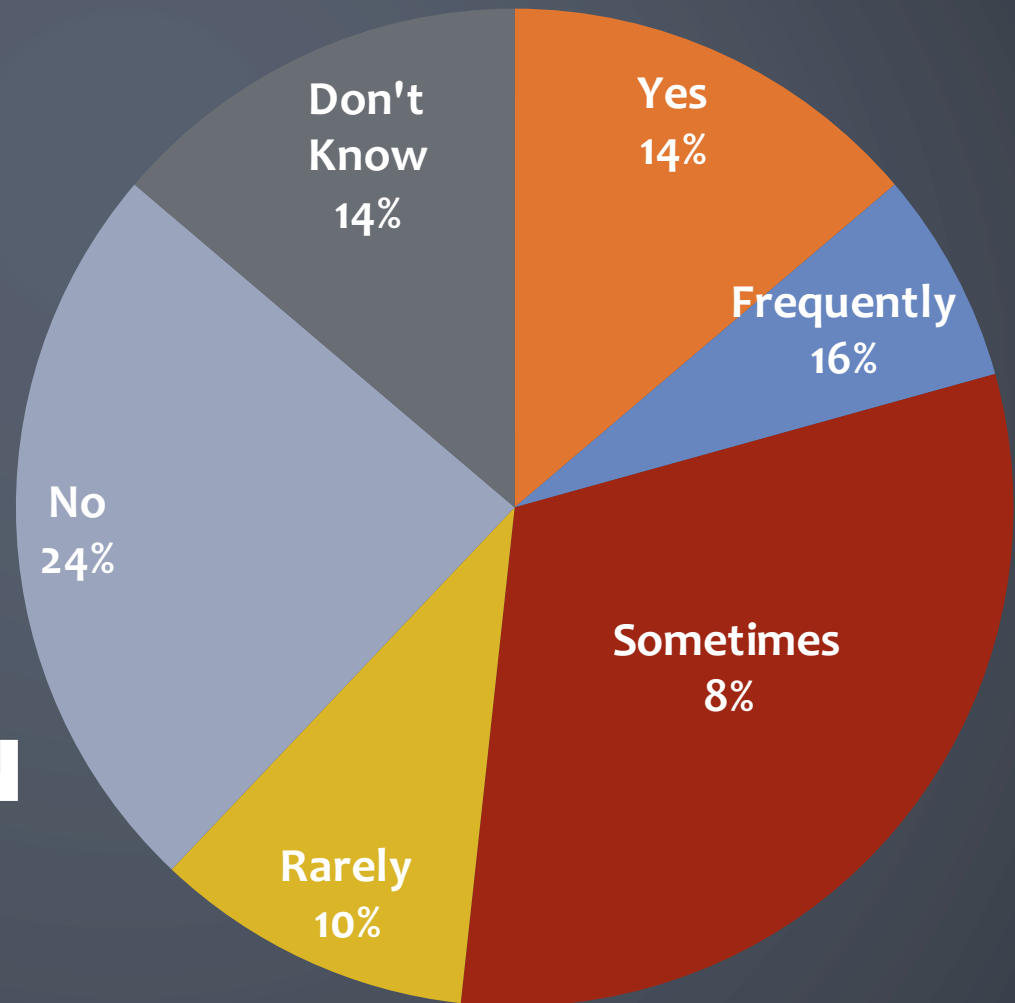
IS LAW ENFORCEMENT ADEQUATELY ADDRESSING THE CONCERNS OF THE COMMUNITY?



11/12/15 Pre-Dialogue Survey

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

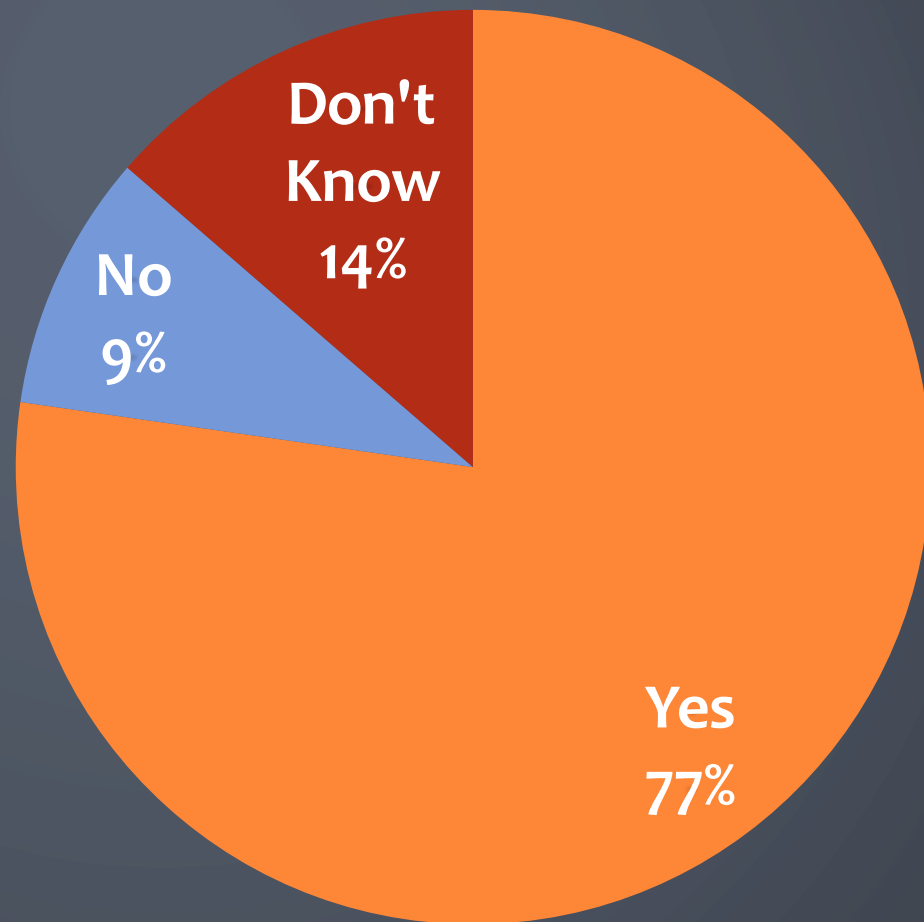
**DO YOU
BELIEVE THAT
PEOPLE OF
COLOR ARE
CONSISTENTLY
TREATED LESS
FAIRLY BY
POLICE
OFFICERS THAN
ARE WHITES?**



11/12/15 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?**



11/12/15 Pre-Dialogue Survey

**DAYS OF
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DIALOGUE COMMENTS

"I came tonight to see if what I heard was true....I was told that this was good event--a chance for the community to have a voice. They were right. If there is another dialogue, I will be bringing some of my neighbors, even if I have to drive them myself."

"This is a great way to release some of my emotion and frustration."

"I learned a lot about law enforcement's day to day work. Like me, they become emotional and frustrated. Even overworked."

"We become upset with our colleagues when they engage in unprofessional conduct. Unfortunately, as Officers, we all suffer for the misconduct of a few."

"I don't believe there's more Police abuse however with the availability of technology ---- those incidents are being televised more frequently."

DIALOGUE COMMENTS

"Media, news, print and social media will use a negative incident and sensationalize it.....further polarizing the relationship between community and law enforcement."

"As community, we need to extend invitation to law enforcement to speak at our Churches and other events. The only way to demystify the negative perception of Police is to change it."

"Social media filming is escalating tension and causing law enforcement to hesitate when responding. Social media is promoting perceptions as reality"

"What we're seeing in the media is not race related it is a training related issue for law enforcement. It's about right and wrong, inappropriate conduct not about race."

"Accountability- law enforcement should tell the suspect the reason for a stop immediately."

DIALOGUE COMMENTS

"Training- Increased emotional intelligence training for law enforcement."

"They cannot be afraid to admit when they're wrong."

"Community has to understand that law enforcement like other groups have some undesirable in the organizations. None of us are perfect."

"I wanted to attend to see what others in the community were saying and had experienced."

"I have heard so many closed minded viewpoints, it was refreshing to hear positive perspectives and know that as partners we can effect change in our communities."

"Now that I have had a chance to come, I can help spread the word so we can increase community participation."

"We had a great group of facilitators. I'm interested in learning facilitation."











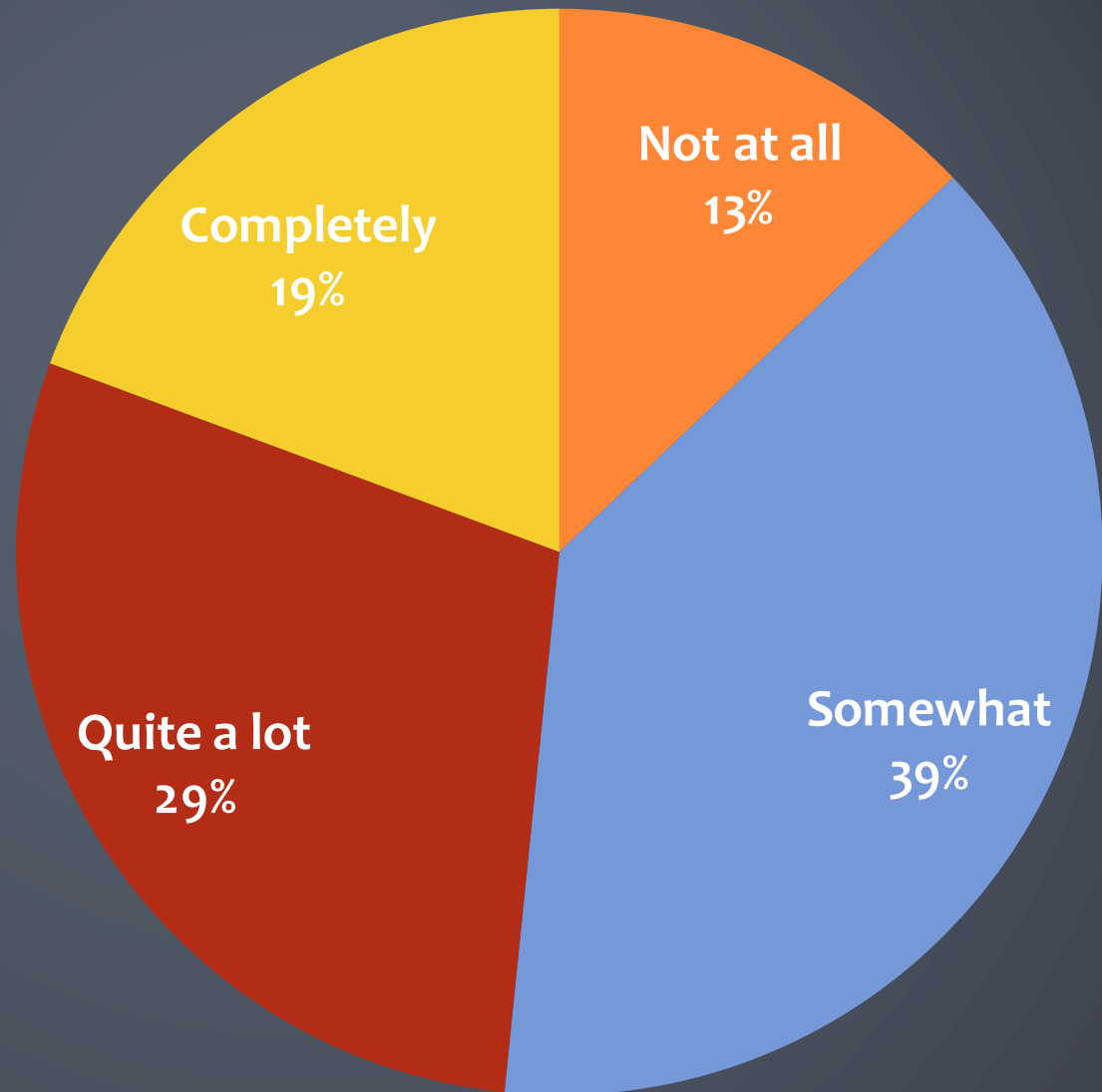
POST-DIALOGUE SURVEY RESULTS

30 *Survey Respondents*

11/12/15 Post-Dialogue Survey

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

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



11/12/15 Post-Dialogue Survey

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

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

To
some
degree
0%

No
0%

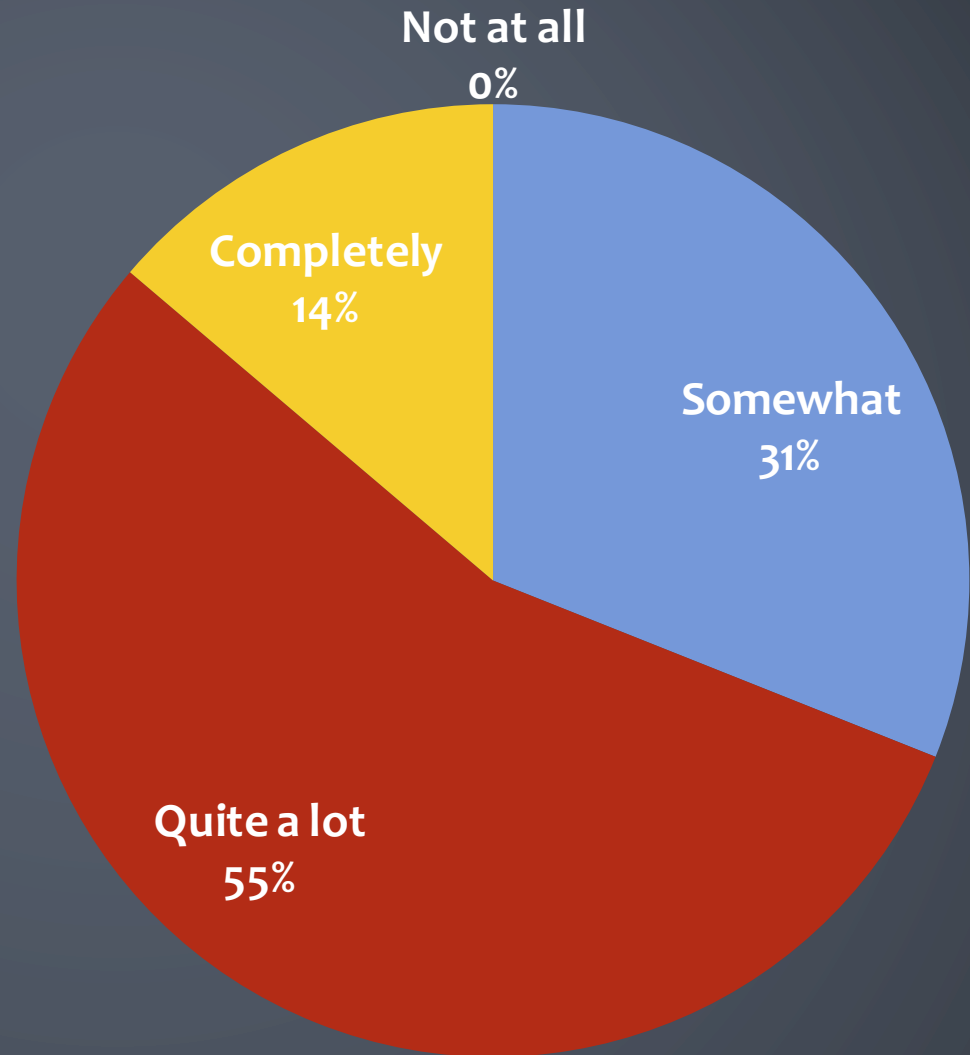
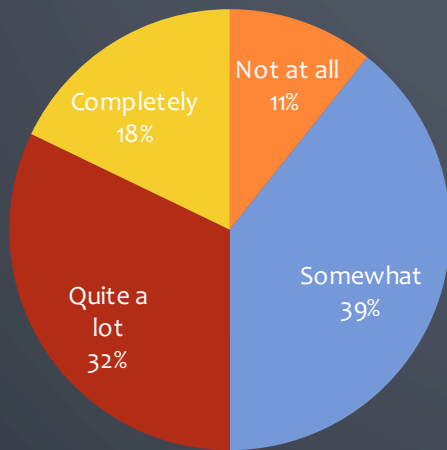
Yes
100%

11/12/15 Post-Dialogue Survey

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

Pre Dialogue Results

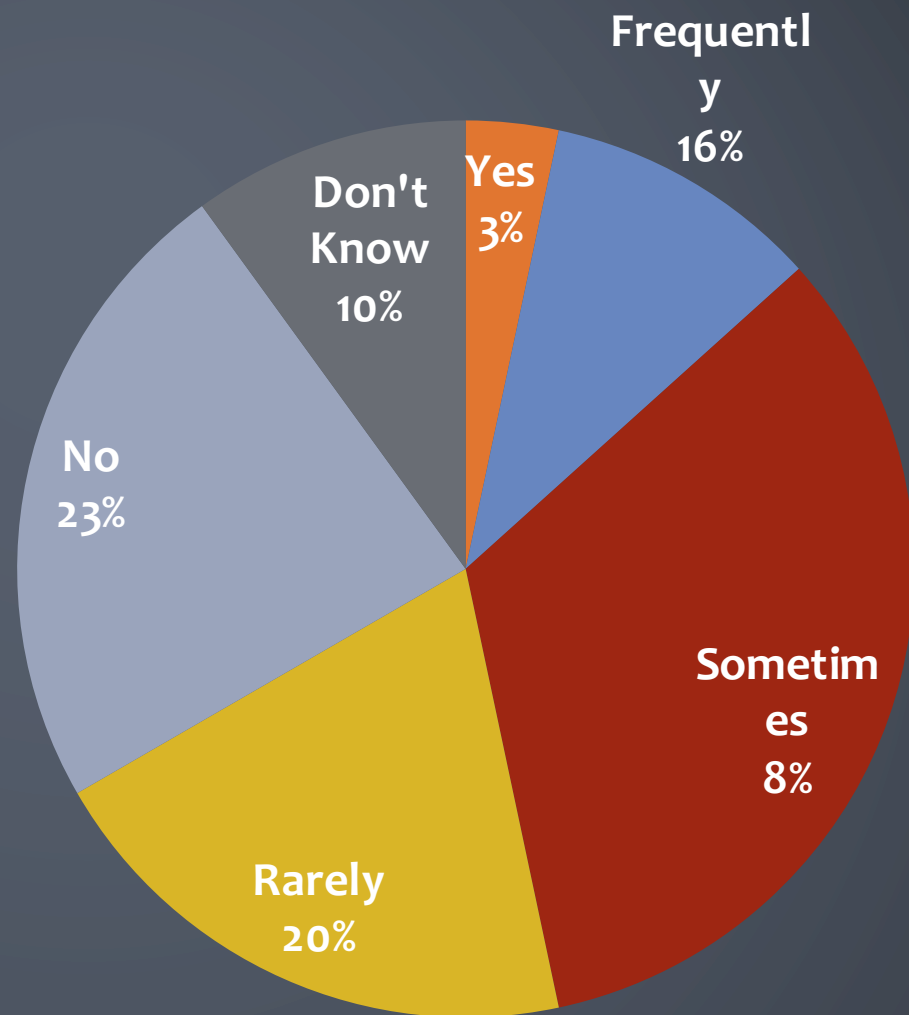
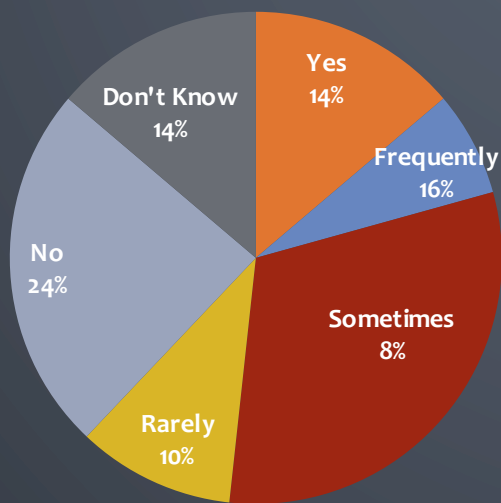


11/12/15 Post-Dialogue Survey

**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

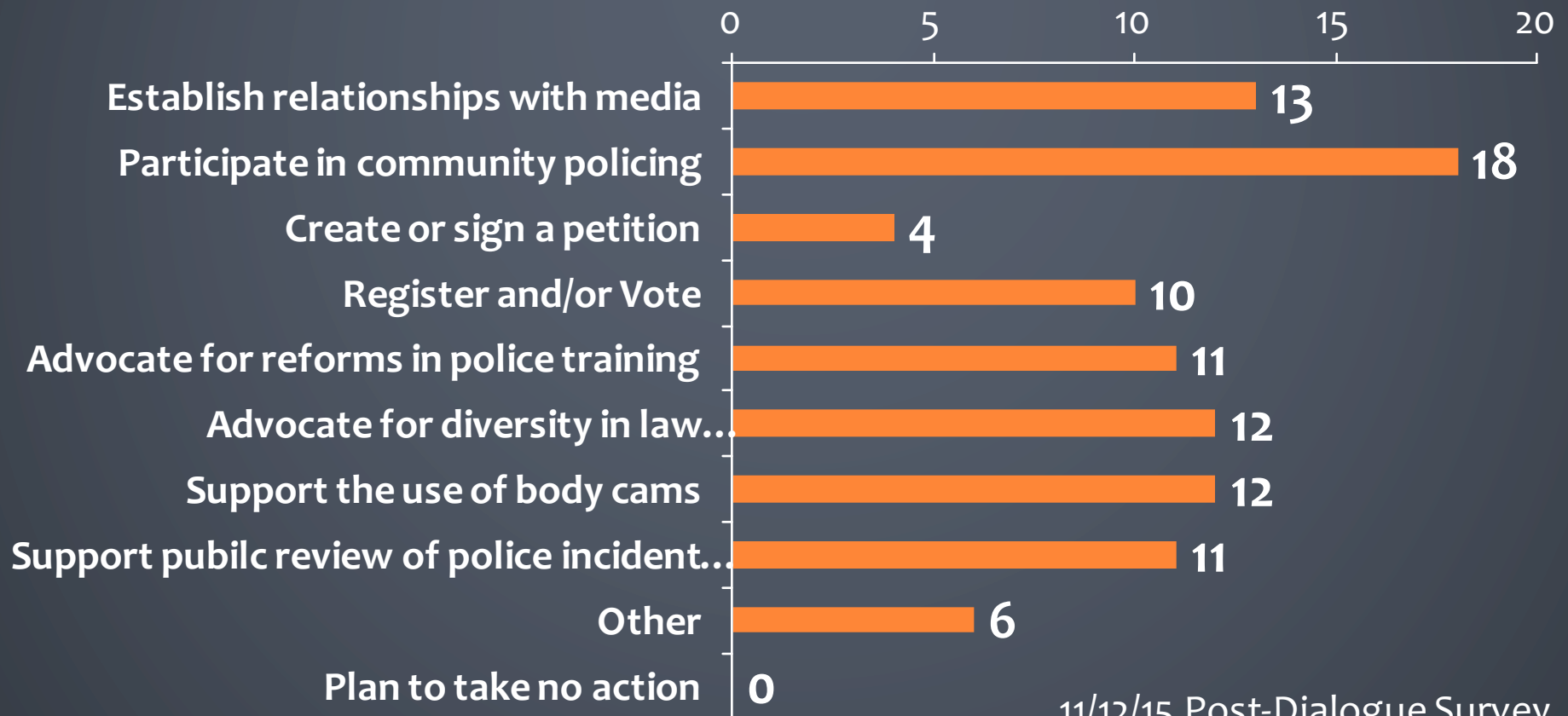


11/12/15 Post-Dialogue Survey

**DAYS OF
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OF POLICING**

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

(Respondents allowed to pick more than one choice)



11/12/15 Post-Dialogue Survey

* ...enforcement hiring

** ...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

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

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)

**DAYS OF
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ON **THE FUTURE
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PRESENTED BY

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