



December 3, 2015 Dialogue Report

Host: LAPD Operations Valley Bureau

Location: VIC Alicia Broadhous-Duncan Senior Center, Pacoima

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.

**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

**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

113 *Total Attendees*

55 *Community Participants*

40 *Law Enforcement*

14 *Facilitators*

3 *AV Team Members*

1 *INVLA staff*

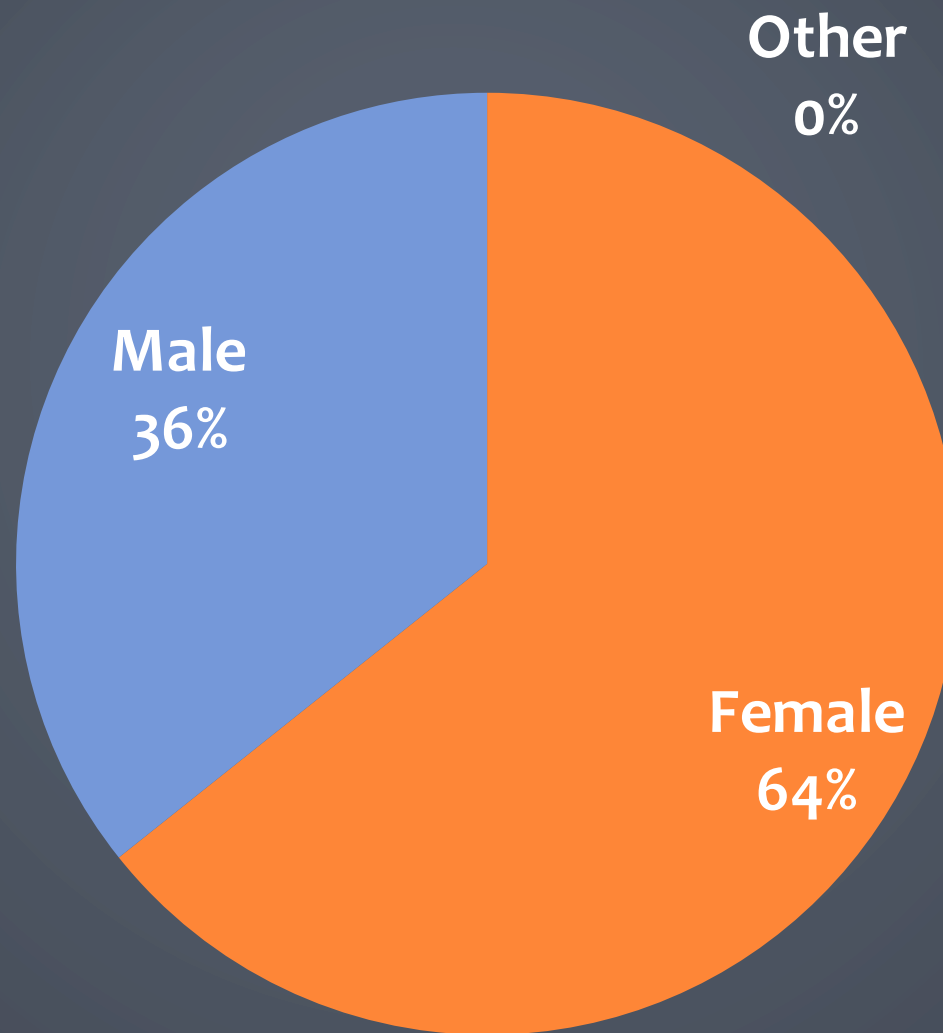
PRE-DIALOGUE SURVEY RESULTS

85 *Survey Respondents*

12/3/15 Pre-Dialogue Survey

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

GENDER

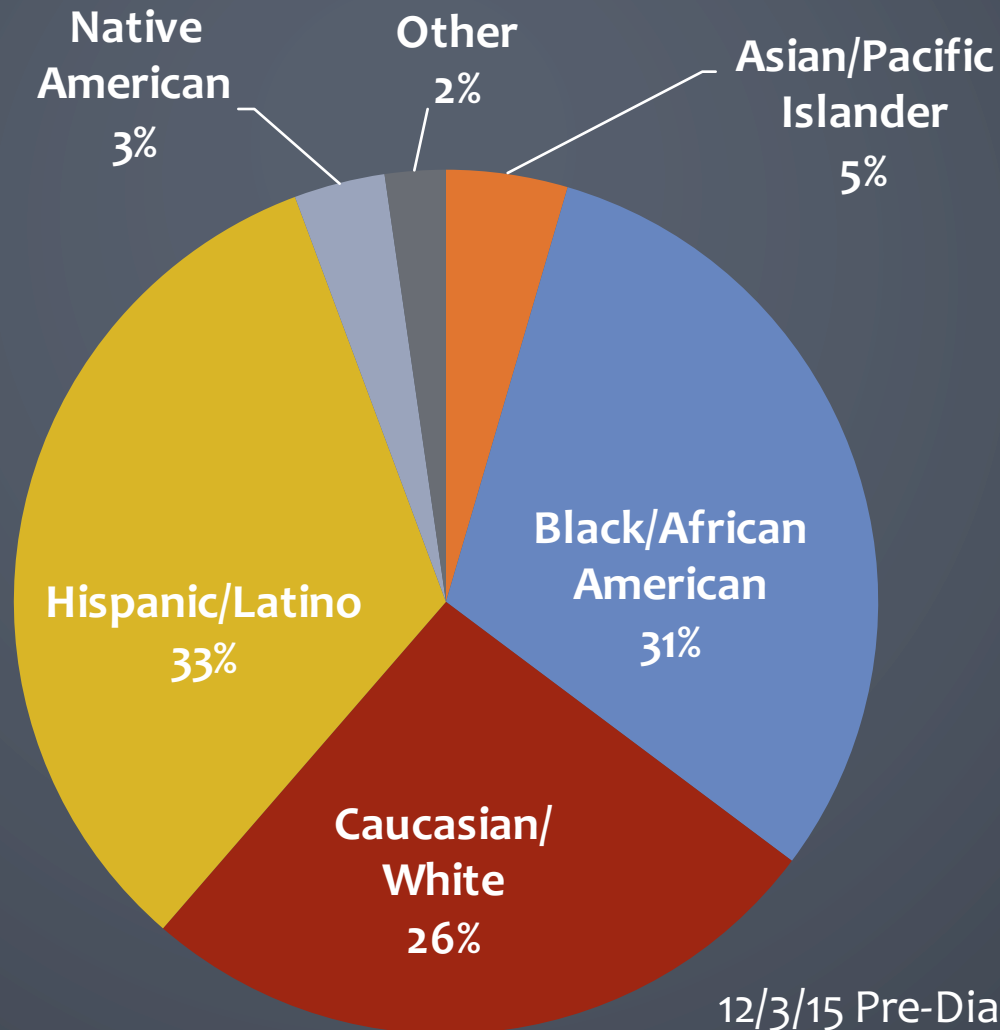


12/3/15 Pre-Dialogue Survey

**DAYS OF
DIALOGUE**
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ETHNICITY

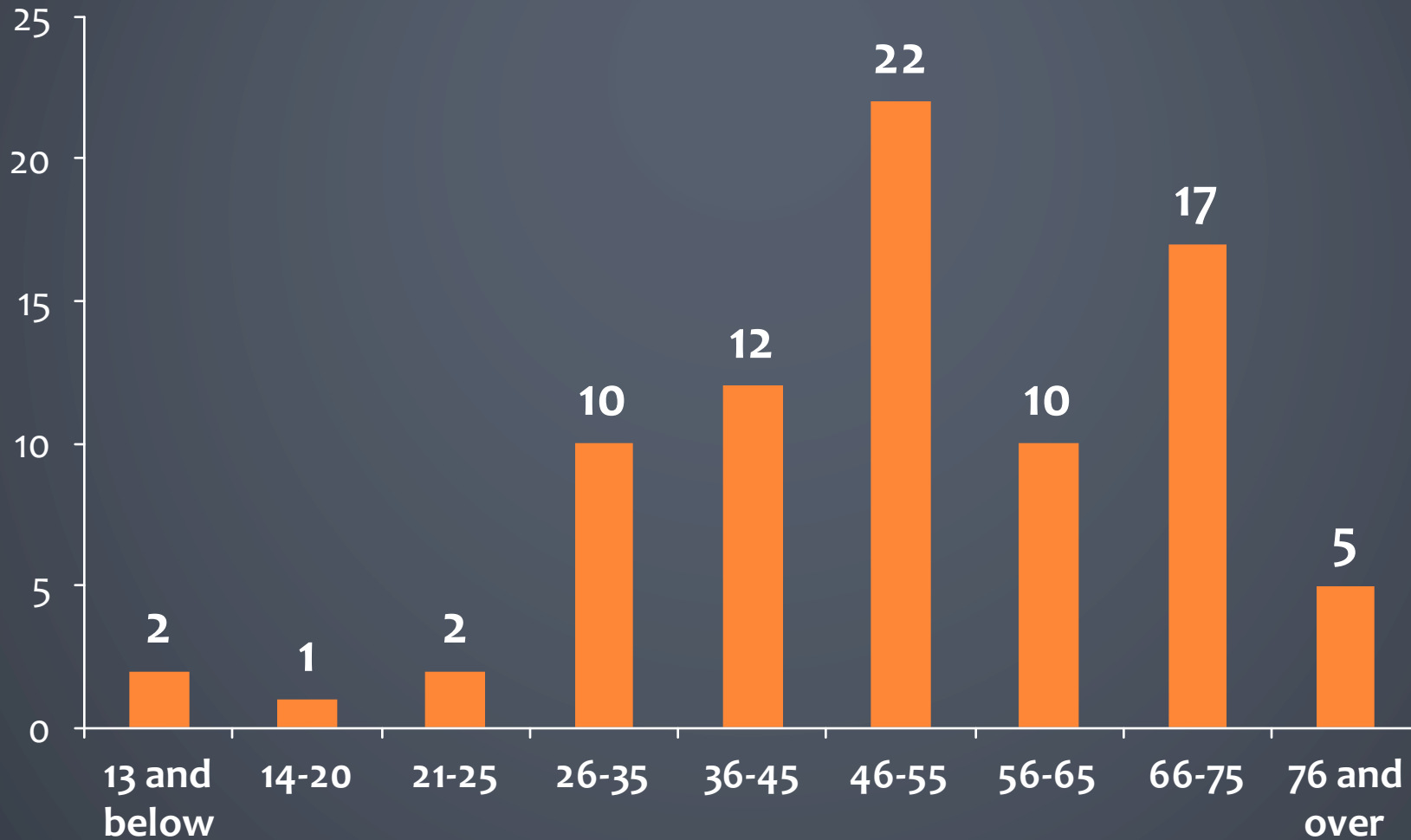
(Respondents allowed to pick more than one choice)



12/3/15 Pre-Dialogue Survey

**DAYS OF
DIALOGUE**
ON **THE FUTURE
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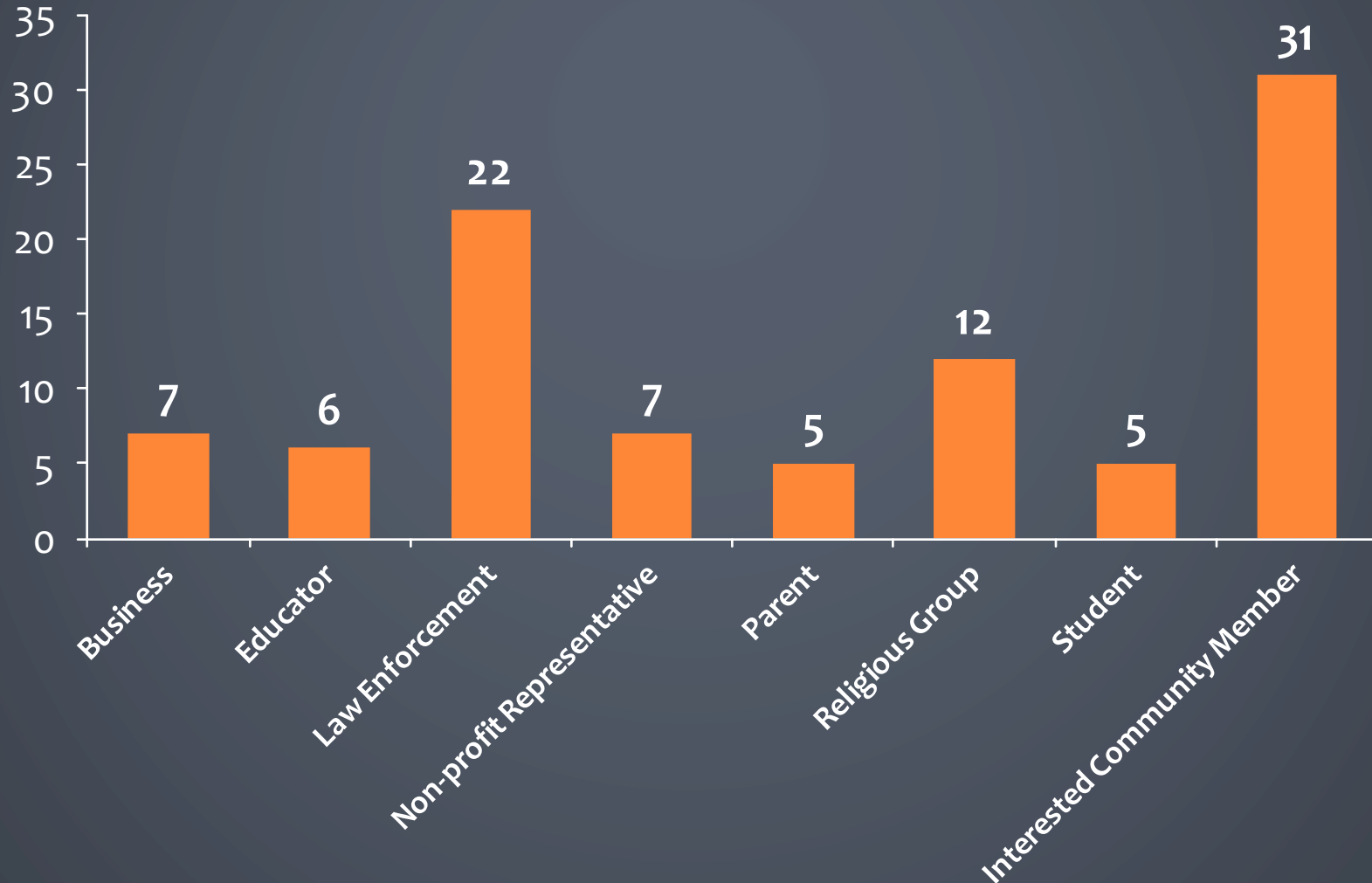
AGE



12/3/15 Pre-Dialogue Survey

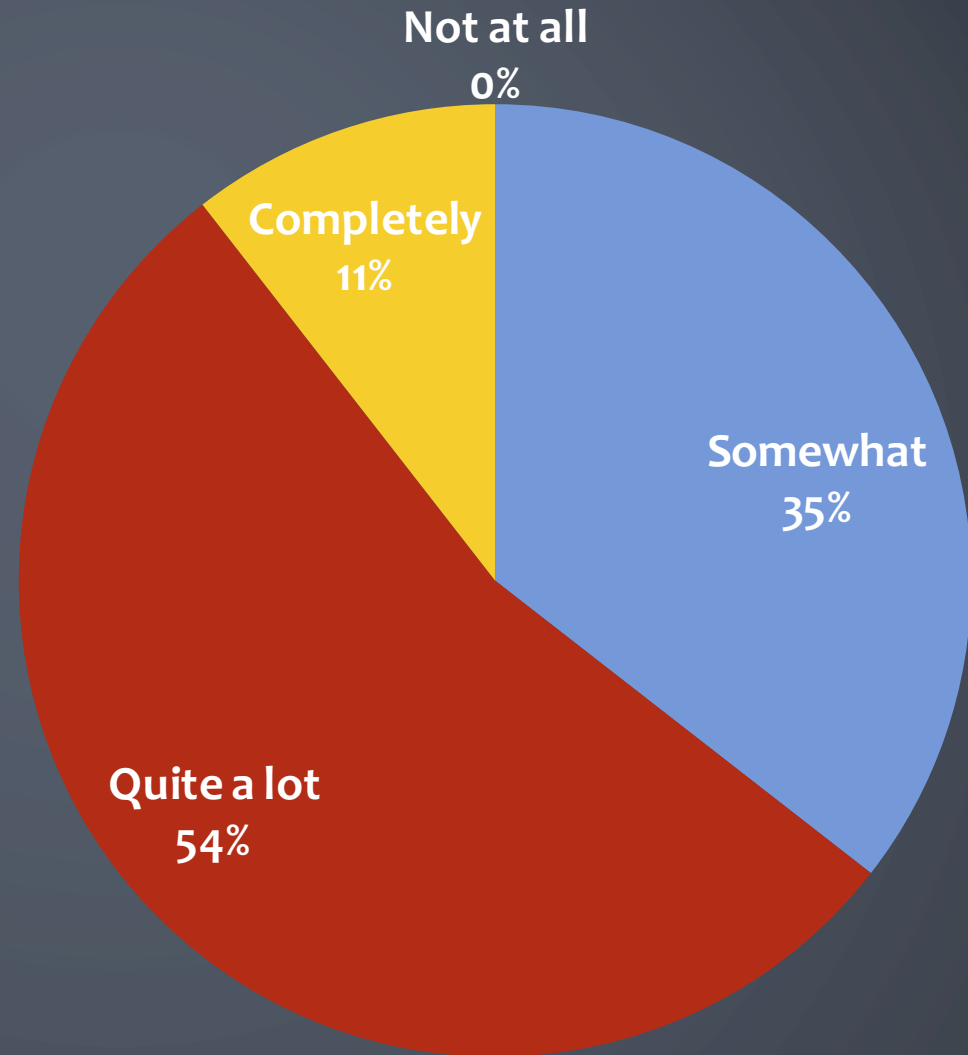
AFFILIATION

(Respondents allowed to pick more than one choice)



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

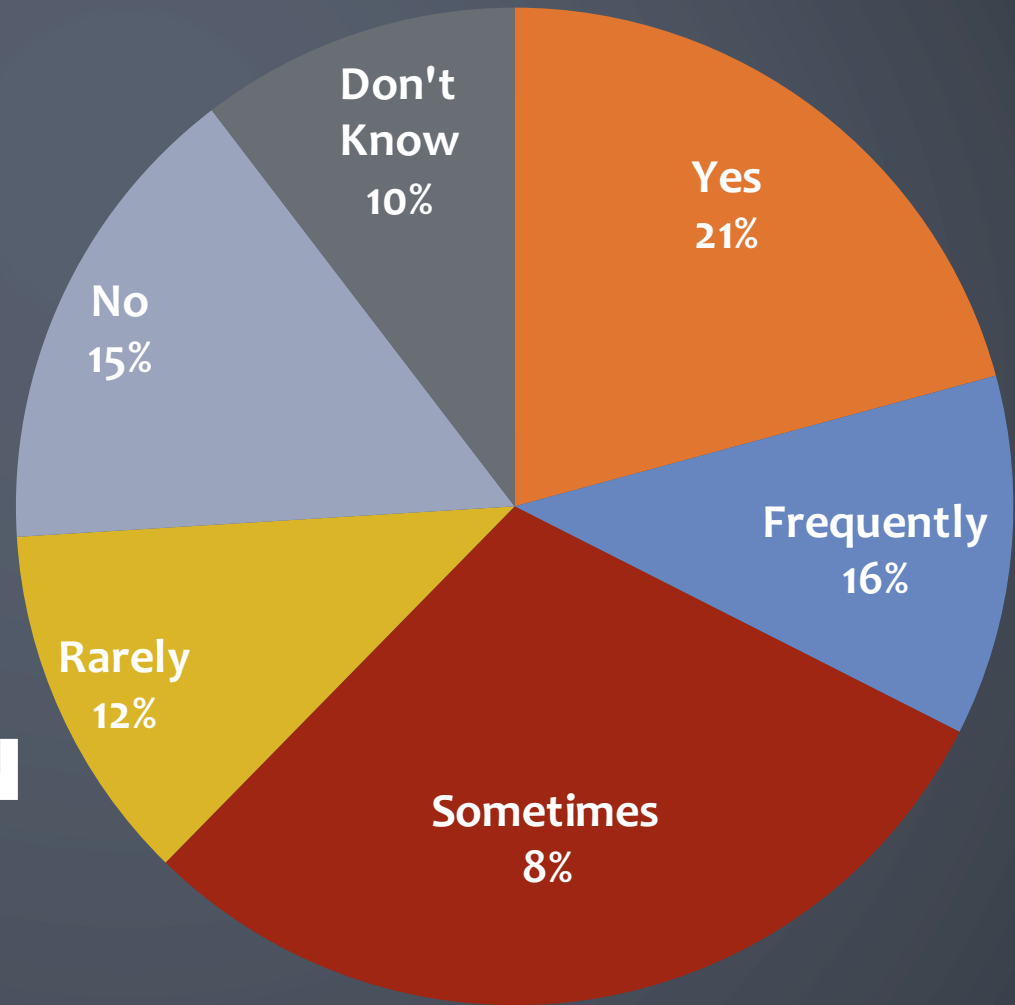
IS LAW ENFORCEMENT ADEQUATELY ADDRESSING THE CONCERNS OF THE COMMUNITY?



12/3/15 Pre-Dialogue Survey

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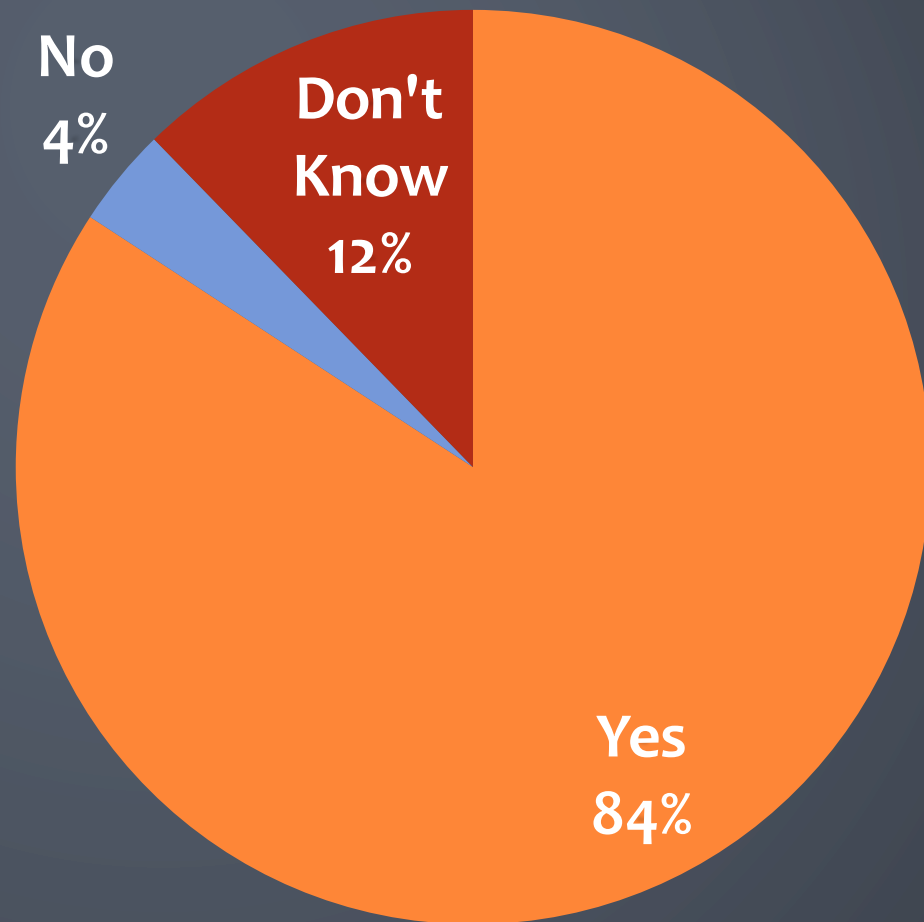
**DO YOU
BELIEVE THAT
PEOPLE OF
COLOR ARE
CONSISTENTLY
TREATED LESS
FAIRLY BY
POLICE
OFFICERS THAN
ARE WHITES?**



12/3/15 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?**



12/3/15 Pre-Dialogue Survey

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

DIALOGUE COMMENTS

Guns are tools of empowerment.

How can we get more young people at these meetings? They are an important part of the process.

I was born and raised in LA. I see LA as my community.

Transient issues / clean up issues.

Reforms need to include inclusion: there needs to be more African Americans on the force; what are the obstacles that prevent African Americans from becoming LAPD officers.

Tattoos are an indicator of history.

We all make judgments.

DIALOGUE COMMENTS

My goal is to change the police officer's paradigm of what the community is.

I got into this field for the high adrenaline. In the last 10 years, I've lived the shift to relational-based policing, and the positive impact in the community has been very rewarding and hopeful. It's changing policing.

As community members, we need to get more involved with our community and youth... Throw a ball with a kid and start a conversation. Actions are louder than words.

We would like to see more positive aspects of law enforcement in the media.

We have to get past the nightmares we have.

I have to be willing to allow my self to change.

Improved communication utilize pastors of the local churches.

DIALOGUE COMMENTS

Need more meetings focusing on police in local areas. People and police need to communicate.

Thank you for being open minded and available to listen to the community.

If we do not try, little, if anything, will change.

I was encouraged that the Caucasians at the table have also had many experiences being stopped by the police.

Very constructive. A lot of wisdom at our table.

Find out more about the assault weapon ban that expired in 2014.

We are trying every single day to prevent crimes before they happen. And that is what the public doesn't see.

DIALOGUE COMMENTS

Being born & raised in LA, I see it as my community so if I can add/provide something to help others & to pass on to the youth.

We look to get the youth to come in to dialogue about how the police can improve relations with the community; looking for genuine/honest dialogue regardless of how it feels or hurts.

Youth only want to do what their parents encourage them to do – need to start w/parents – if kids see parents involved, kids will be more likely participate.

I noticed in the email that it stated there would be no arrests at the event, but what if there's a criminal? No action?

I assume it was a way to encourage all individuals to attend & give their perspective – the goal tonight is to have a dialogue & not to gather intel or arrest.

DIALOGUE COMMENTS

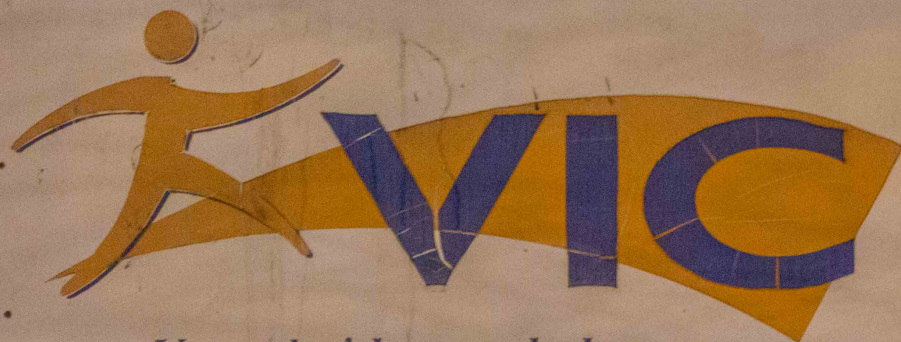
How do we decrease violence? How do we move forward as community members & as police?

More activities w/police interacting with community and youth – youth can feel comfortable expressing their thoughts & ideas.

Some youth have trust issues due to their background and experiences – they are rebellious.

Activities like drawing, poetry can help troubled youth express their thought and ideas.

Every PD division has a PAL program w/cadets & kids as early as 8 years old: activities, field trips, tutoring w/officers & participants. PAL offers reach out to schools to share program & activities.



11300 Glenoaks Blvd.

818-834-6100

Your bridge to help



Alicia Broadous-Duncan

Multipurpose Senior Center













































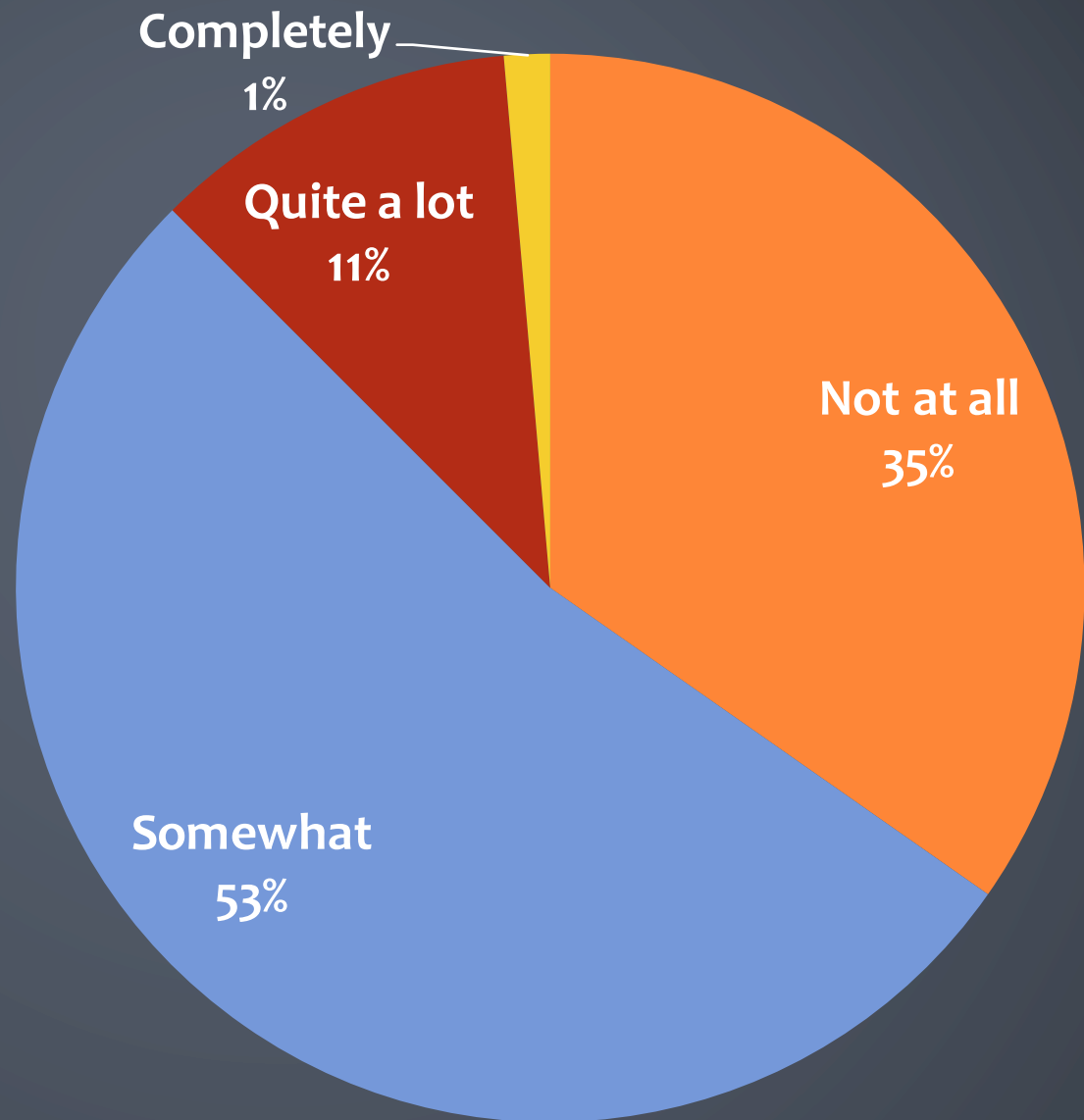
POST-DIALOGUE SURVEY RESULTS

75 *Survey Respondents*

12/3/15 Post-Dialogue Survey

**DAYS OF
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OF POLICING**

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



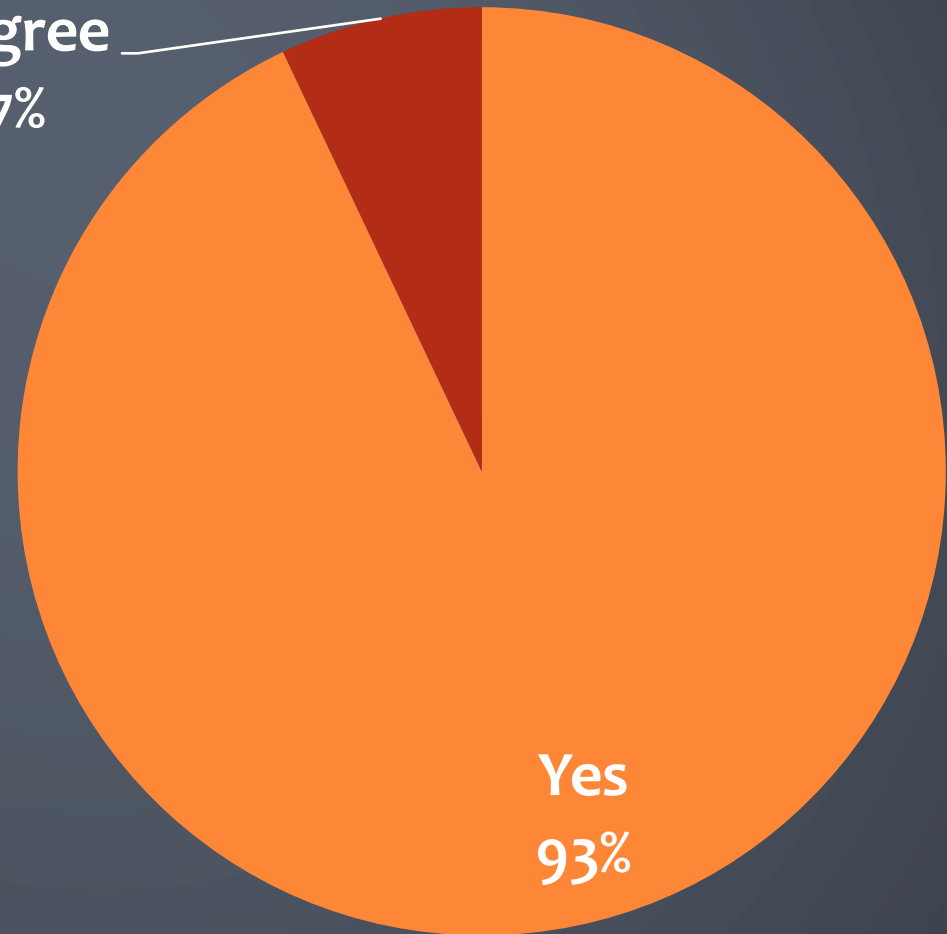
12/3/15 Post-Dialogue Survey

**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?**

To
some
degree
7%

No
0%



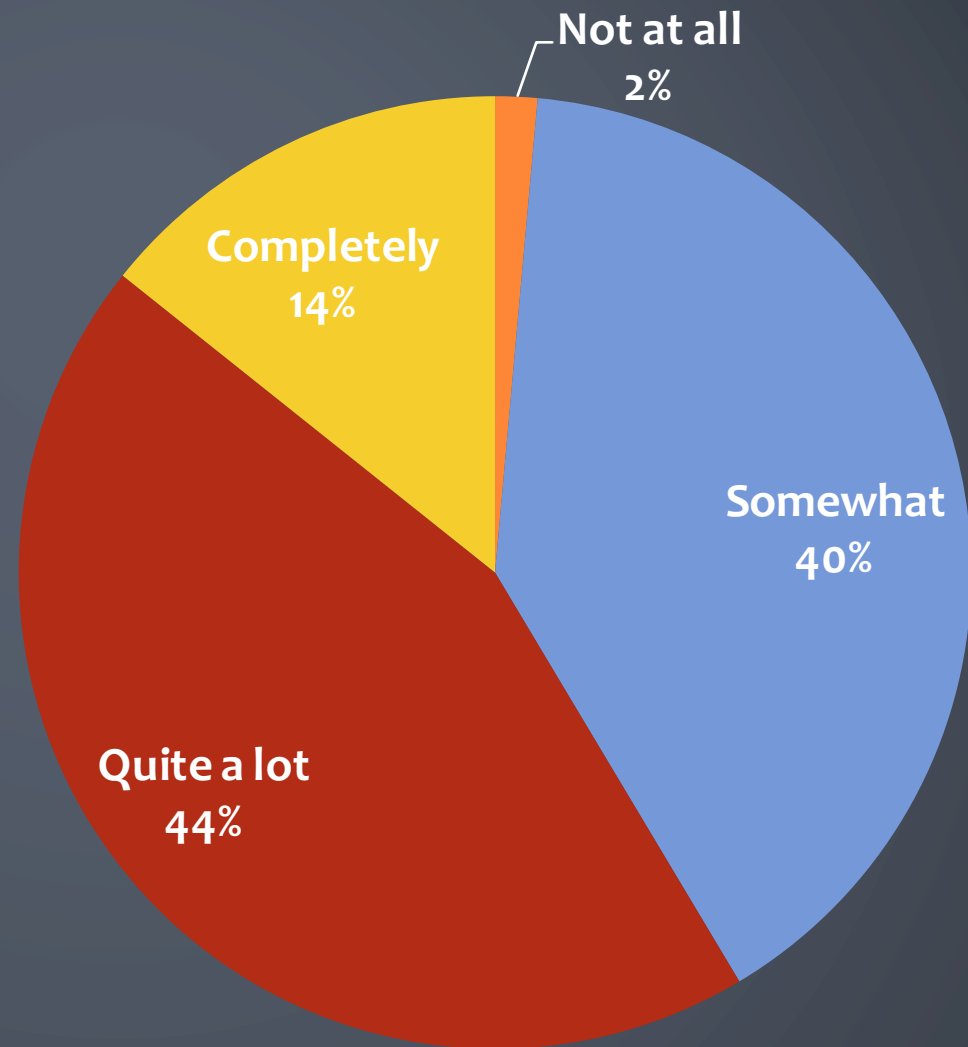
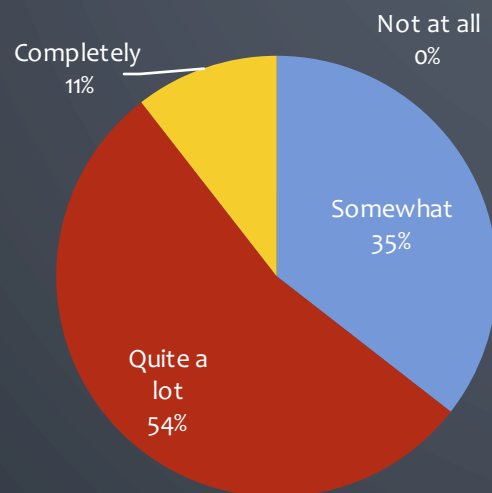
Yes
93%

12/3/15 Post-Dialogue Survey

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

Pre Dialogue Results

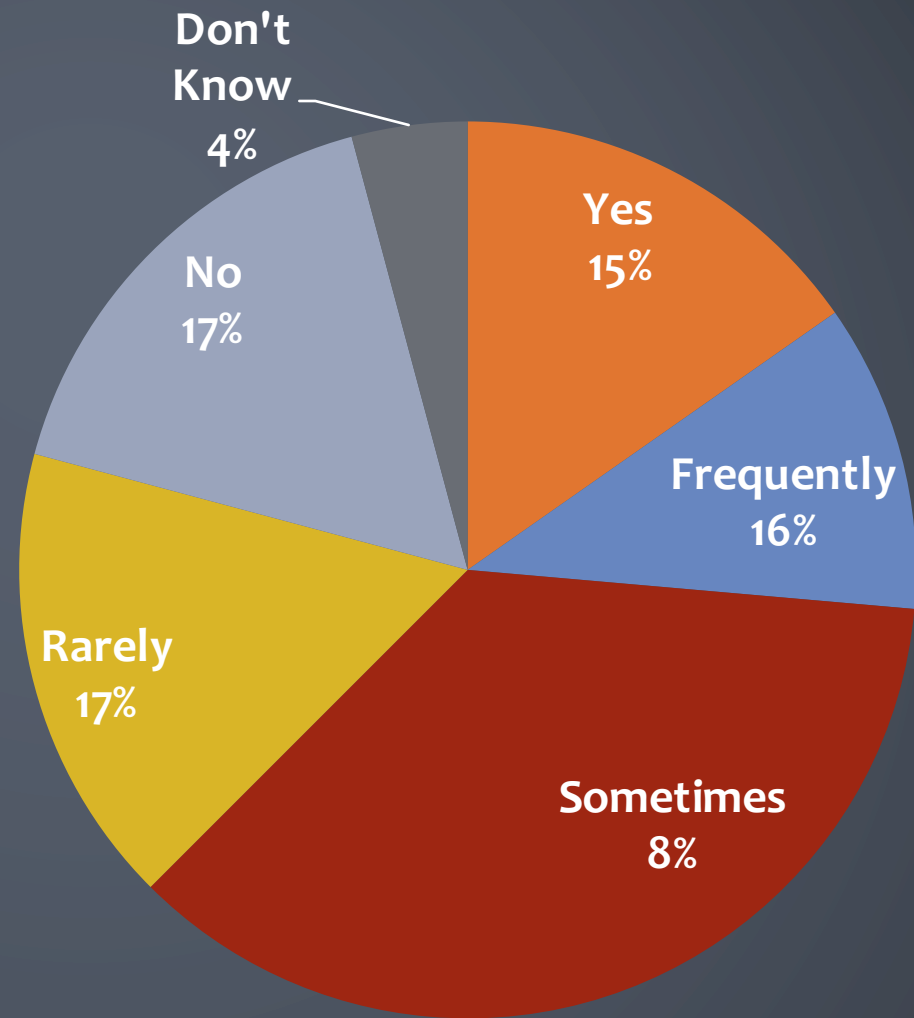
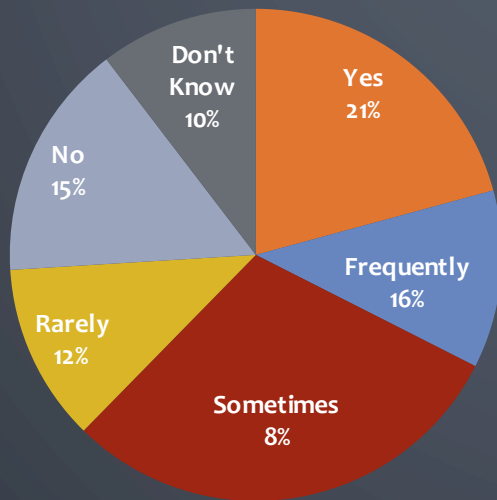


12/3/15 Post-Dialogue Survey

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

Pre Dialogue Results

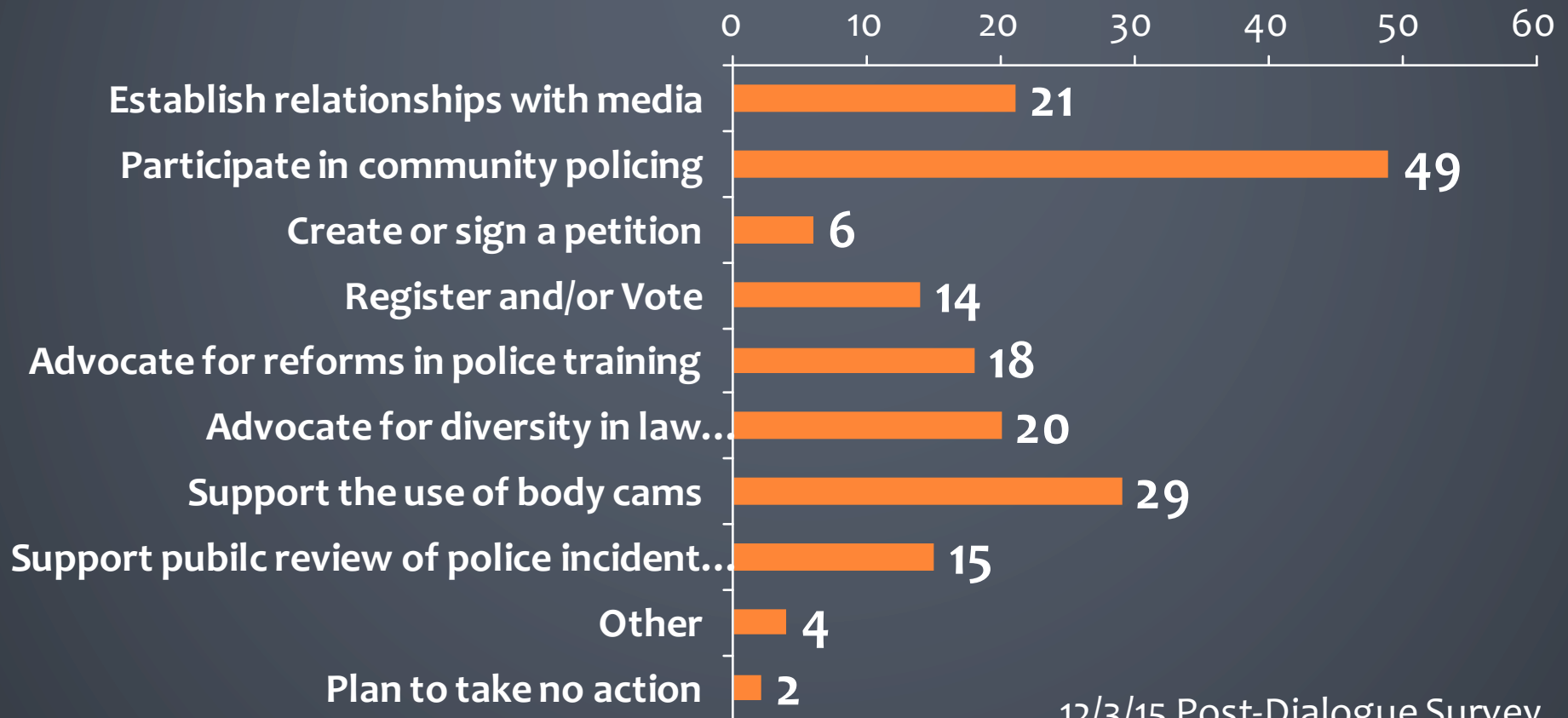


12/3/15 Post-Dialogue Survey

**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)



12/3/15 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
DIALOGUE**
ON **THE FUTURE
OF POLICING**

PRESENTED BY

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