



January 22, 2016 Dialogue Report

Hosts: Palmdale LASD + The Palmdale Islamic Institute

Location: Palmdale Islamic Institute

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

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

90 *Total Attendees*

71 *Community Participants*

10 *Law Enforcement*

9 *Facilitators*

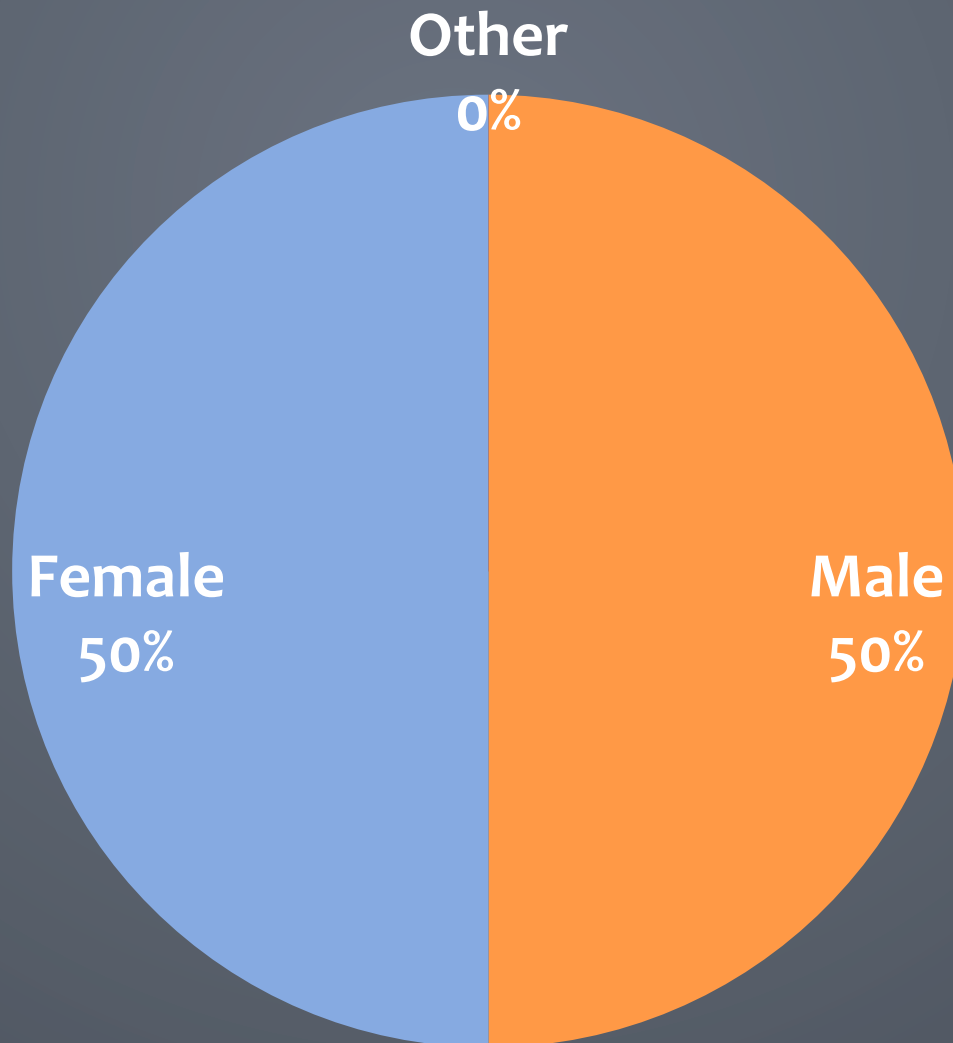
PRE-DIALOGUE SURVEY RESULTS

41 *Survey Respondents*

1/22/16 Pre-Dialogue Survey

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

GENDER

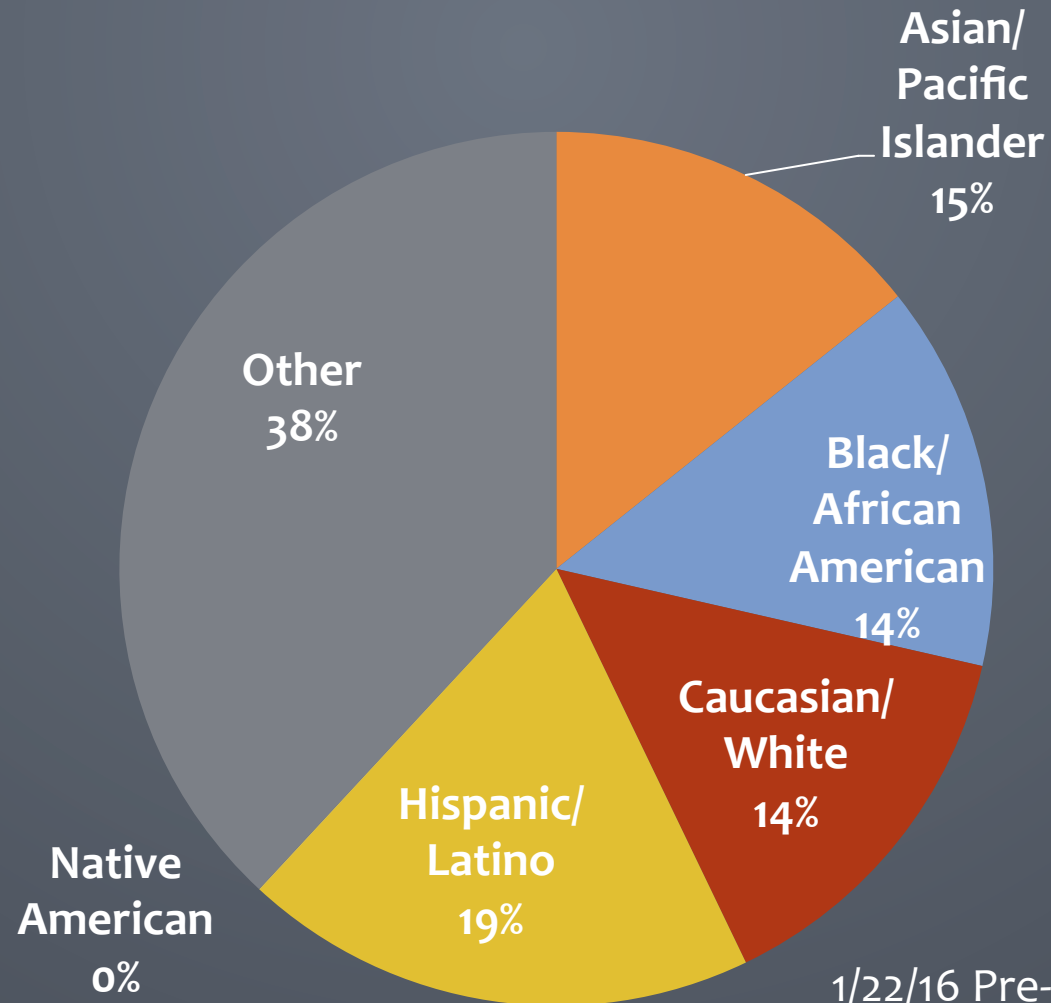


1/22/16 Pre-Dialogue Survey

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

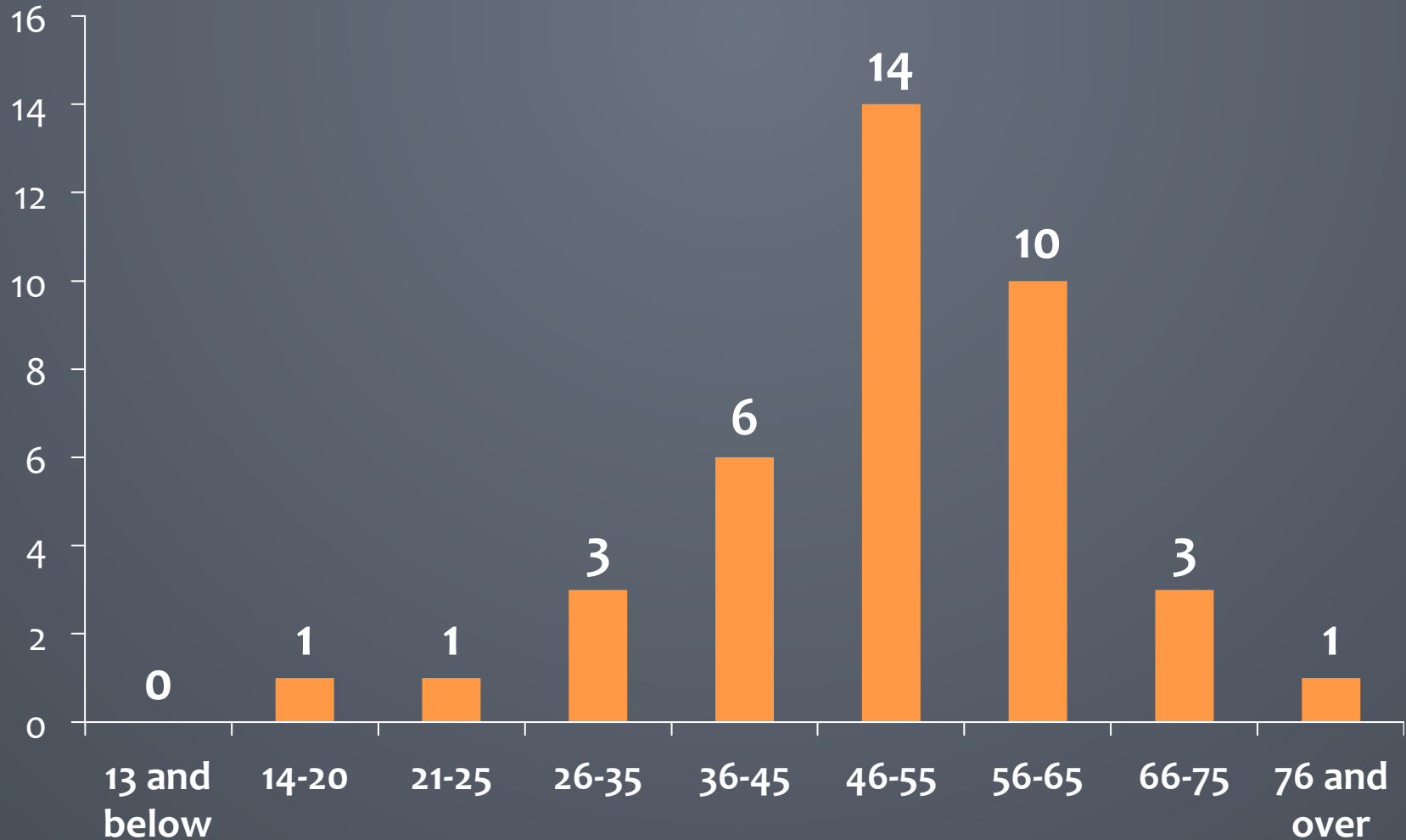
ETHNICITY

(Respondents allowed to pick more than one choice)



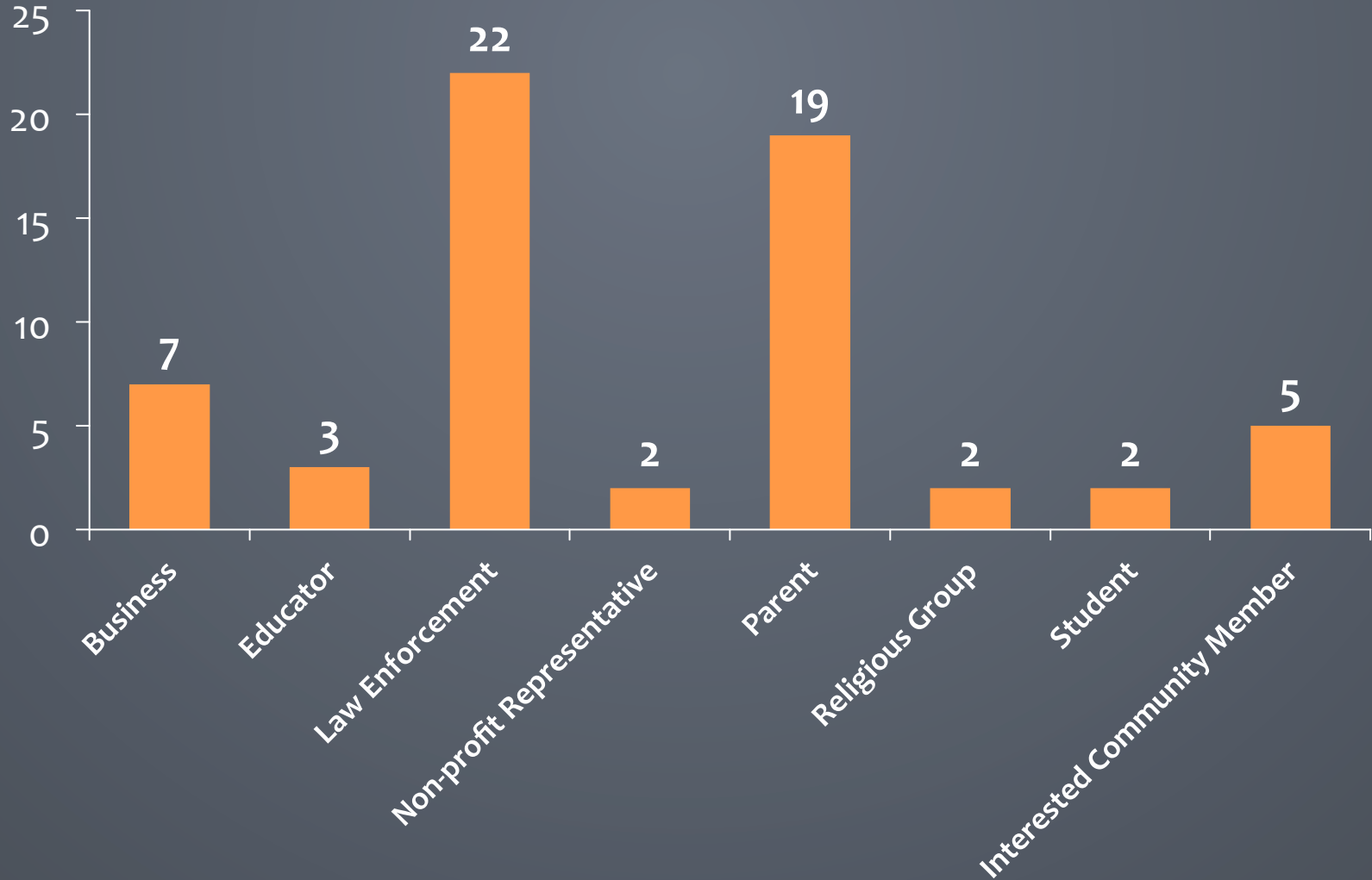
1/22/16 Pre-Dialogue Survey

AGE

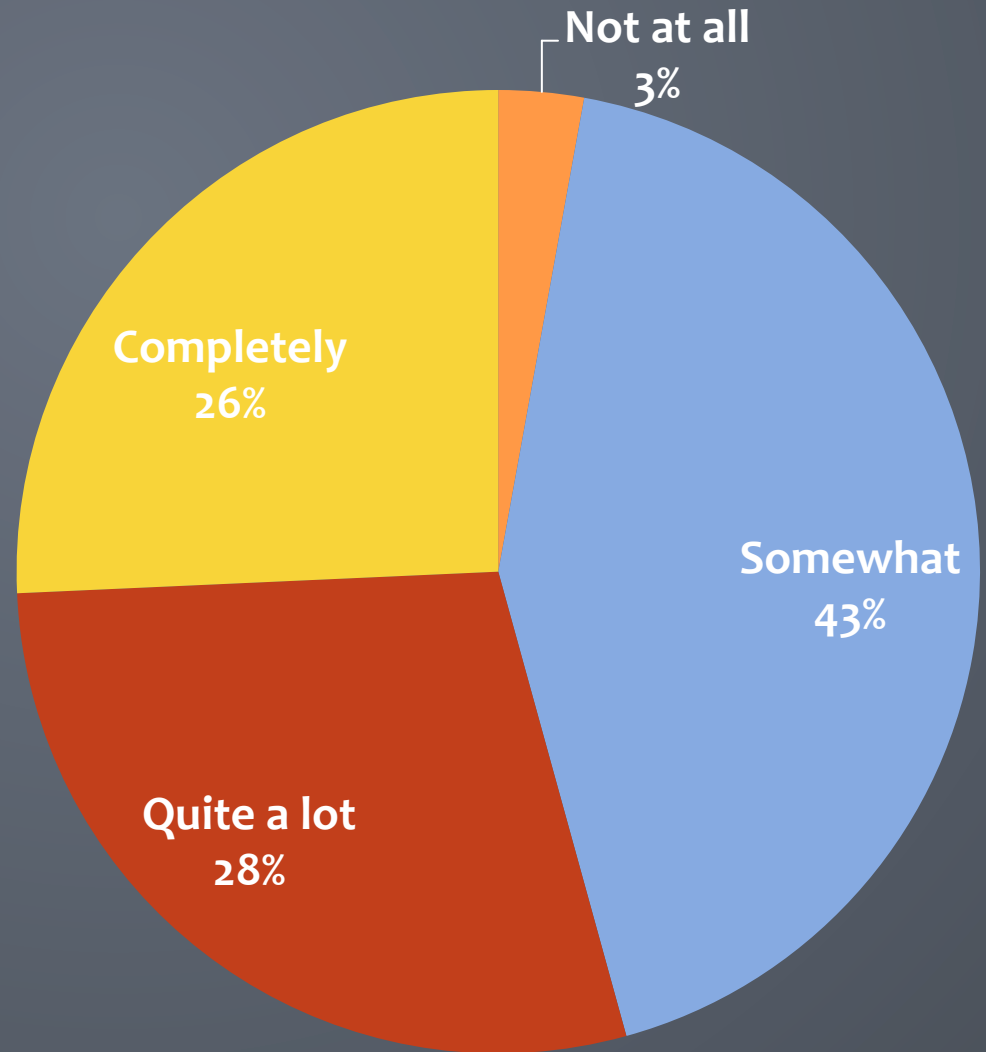


AFFILIATION

(Respondents allowed to pick more than one choice)



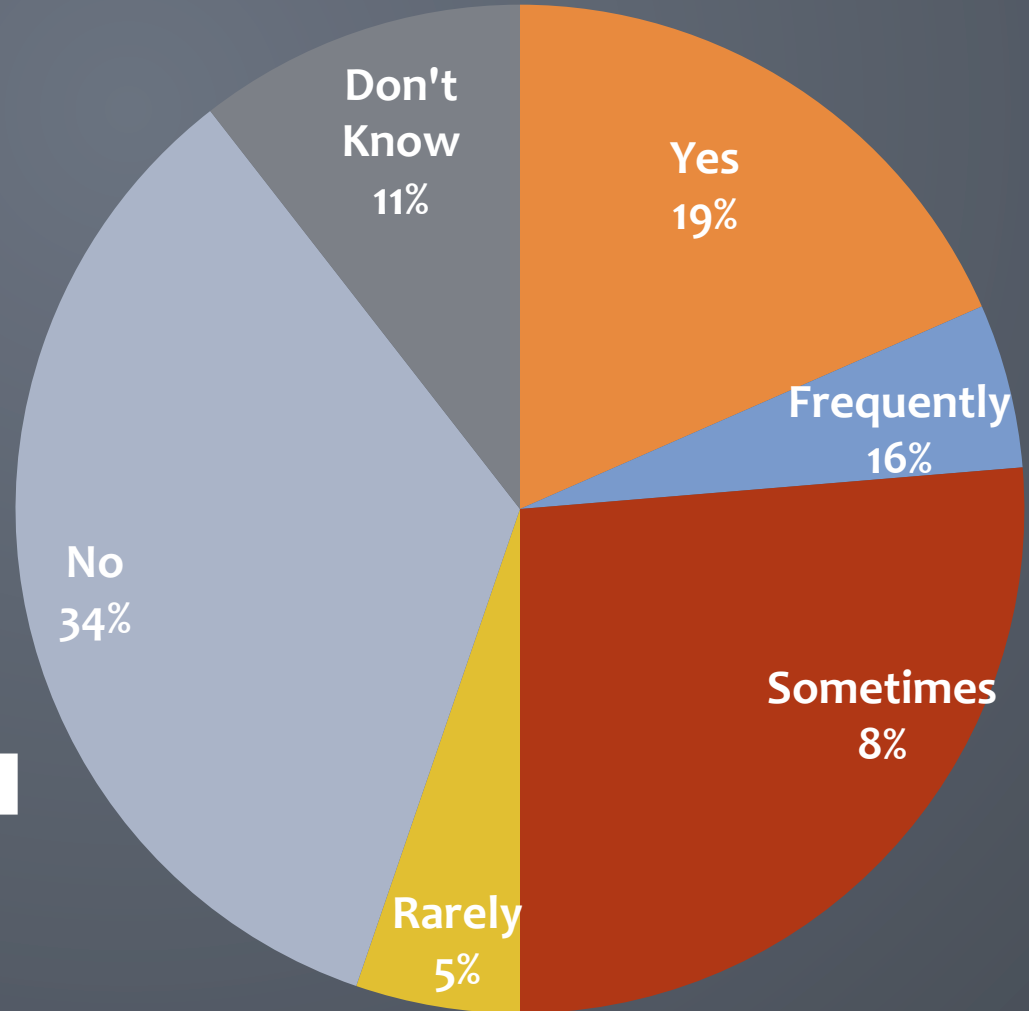
IS LAW ENFORCEMENT ADEQUATELY ADDRESSING THE CONCERNS OF THE COMMUNITY?



1/22/16 Pre-Dialogue Survey

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

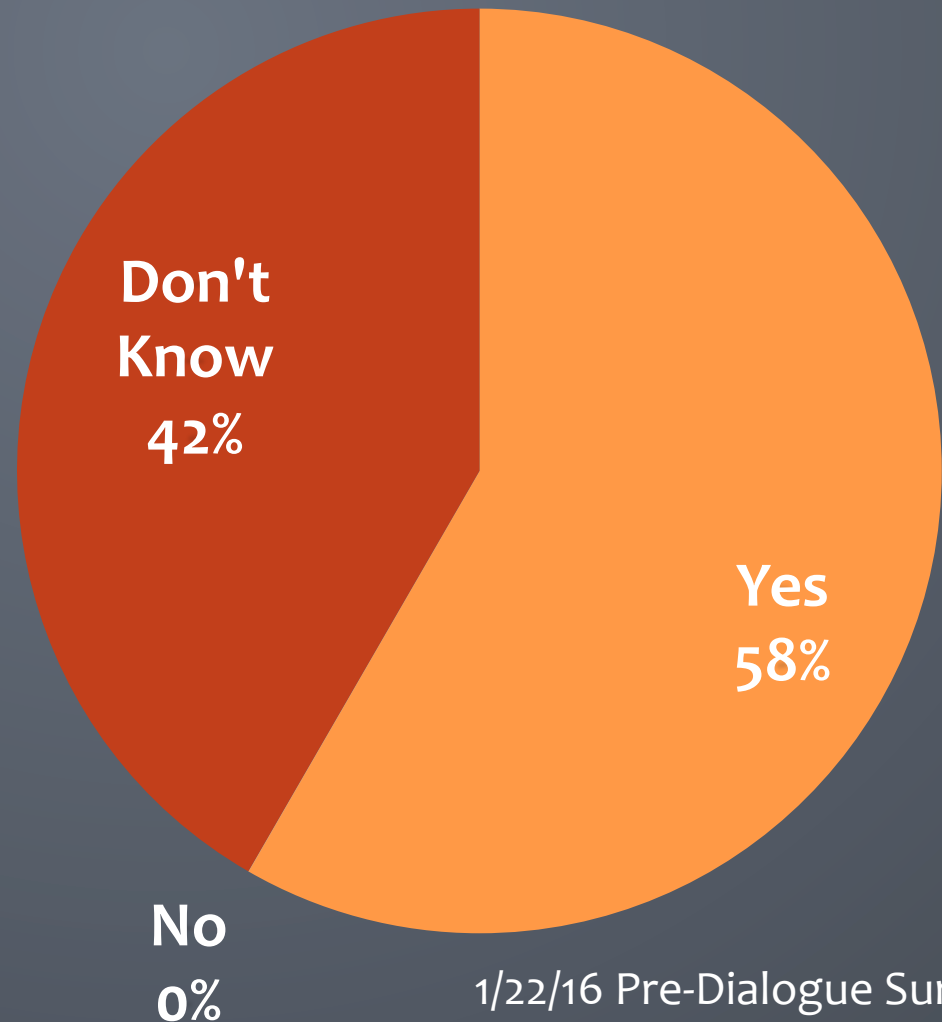
**DO YOU
BELIEVE THAT
PEOPLE OF
COLOR ARE
CONSISTENTLY
TREATED LESS
FAIRLY BY
POLICE
OFFICERS THAN
ARE WHITES?**



1/22/16 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?**



1/22/16 Pre-Dialogue Survey

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

DIALOGUE COMMENTS

It's important to have law enforcement who looks like the community

LASD: We walk into a situation and sometimes the people judge **us**, that we will be biased on the basis of the color of their skin.

Children are the foundation of our community. If we can change the children's perceptions, we change the community.

How involved is the sheriffs' dept. with the youth community? It would be good for sheriffs to spend more time with youth, in their schools. Playing basketball, having lunch.

LAPD: We are overwhelmed by the welcome that we received today.

The criminals hijack our religion.

We Muslims are Christians and Jews at the same time.

DIALOGUE COMMENTS

After what happened in San Bernardino, the sheriffs were here, with us. Every time that something has happened to Muslims, or there was a perceived threat to our community, LASD was here.

We need to invite the media into our community. Let them see, "from the bottom up." The media needs to be educated.

We need to be more involved in the community. Many of us already volunteer in the schools. We need to do more of this- going to senior centers, parks, and other places.

LASD: There is a relatively high rate of gun crimes in Palmdale. I do not want to take the gun away from a person who has a legal license to own a gun. Stricter gun laws are not necessarily going to protect people.

DIALOGUE COMMENTS

It would be helpful to have increased presence around apartments in Palmdale

Translation services available

Feel unsafe at night in Lancaster

Volunteers could act as liaison with the police

You will never win an argument with an ignorant person

About the San Bernardino shooters:

They were buried in the Muslim cemetery in consideration of their humanity. Politically, the burial was negative for the community.

We were deceived. It was supposed to be a secret.

We didn't do it to honor what they did. It's a crime to desecrate or prevent burial.

A human being is a human being. A soul is a soul.

There was a violation of our trust.

DIALOGUE COMMENTS

The majority of people are decent.

The media- they attack Muslims, they get more votes.

We are Americans before we are Muslims.

The vast majority of our population gets it... They are not part of the shrill.

How to handle conflict based on hate?

If you talk about the positives, it brings people together.

The people have to hold the leadership accountable.

There are more good people than bad people.

Open communication is the start of change. We need more dialogue opportunities.

I have no problem with the police. People should try to understand us. We are peaceful people not terrorists because ISLAM means peace. We also love all creation of god. May god helps bless us all. Thanks for coming to our Mosque.

AMERICAN ISLAMIC
INSTITUTE OF A.V.



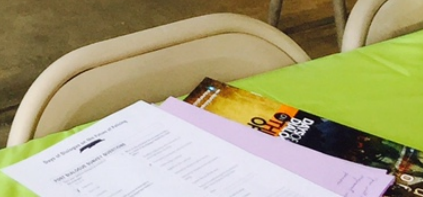
PALMDALE CA.

IAV Welcomes You





AMERICAN ISLAMIC
INSTITUTE OF A.V.
PALMDALE CA.
IAV Welcomes You







FUTURE LEADERS
The following guidelines are intended to help you understand the importance of being a leader and how to become one.

INTRODUCTION

1. A leader is someone who is able to inspire and motivate others to follow them.

2. A leader is someone who is able to set an example for others to follow.

3. A leader is someone who is able to take responsibility for the actions of others.

4. A leader is someone who is able to communicate effectively with others.

5. A leader is someone who is able to solve problems and make decisions.

6. A leader is someone who is able to build a team and work together.

7. A leader is someone who is able to be honest and trustworthy.

8. A leader is someone who is able to be fair and just.

9. A leader is someone who is able to be confident and assertive.

10. A leader is someone who is able to be resilient and overcome challenges.

11. A leader is someone who is able to be a role model for others.

12. A leader is someone who is able to be a source of inspiration and motivation for others.

13. A leader is someone who is able to be a source of support and encouragement for others.

14. A leader is someone who is able to be a source of guidance and direction for others.

15. A leader is someone who is able to be a source of strength and courage for others.

16. A leader is someone who is able to be a source of hope and optimism for others.

17. A leader is someone who is able to be a source of love and compassion for others.

18. A leader is someone who is able to be a source of peace and harmony for others.

19. A leader is someone who is able to be a source of joy and happiness for others.

20. A leader is someone who is able to be a source of life and vitality for others.













POST-DIALOGUE SURVEY RESULTS

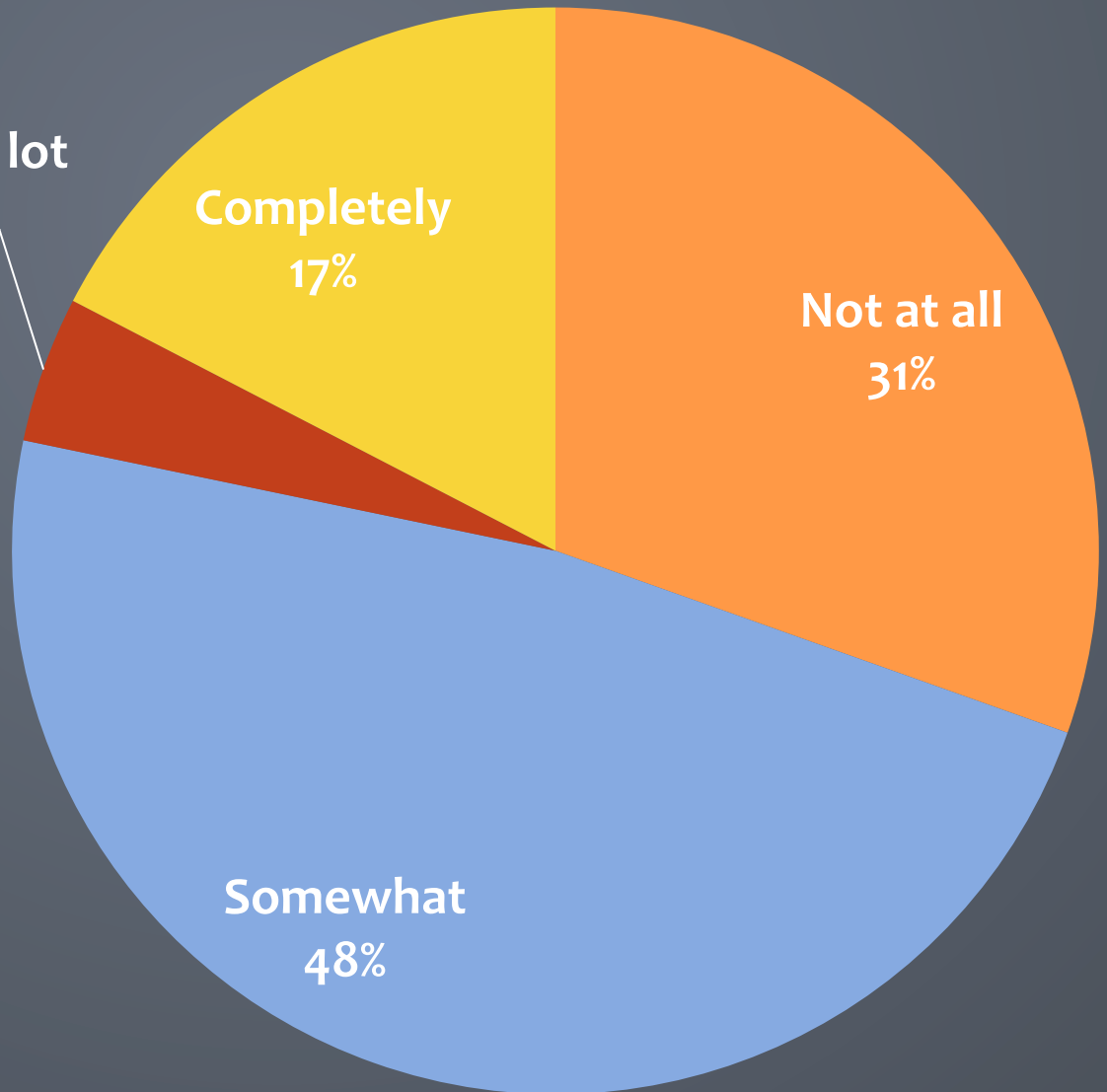
25 *Survey Respondents*

1/22/16 Post-Dialogue Survey

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

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

Quite a lot
4%



1/22/16 Post-Dialogue Survey

**DAYS OF
DIALOGUE**

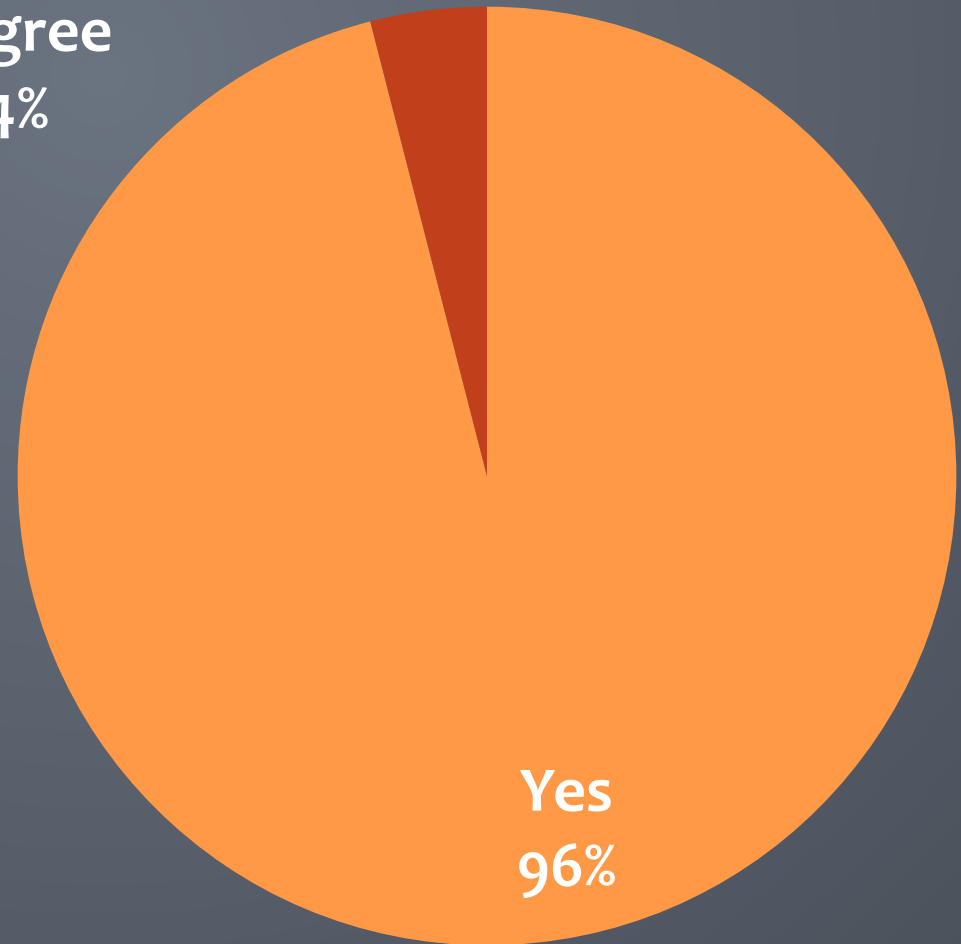
ON

**THE FUTURE
OF POLICING**

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

To
some
degree
4%

No
0%

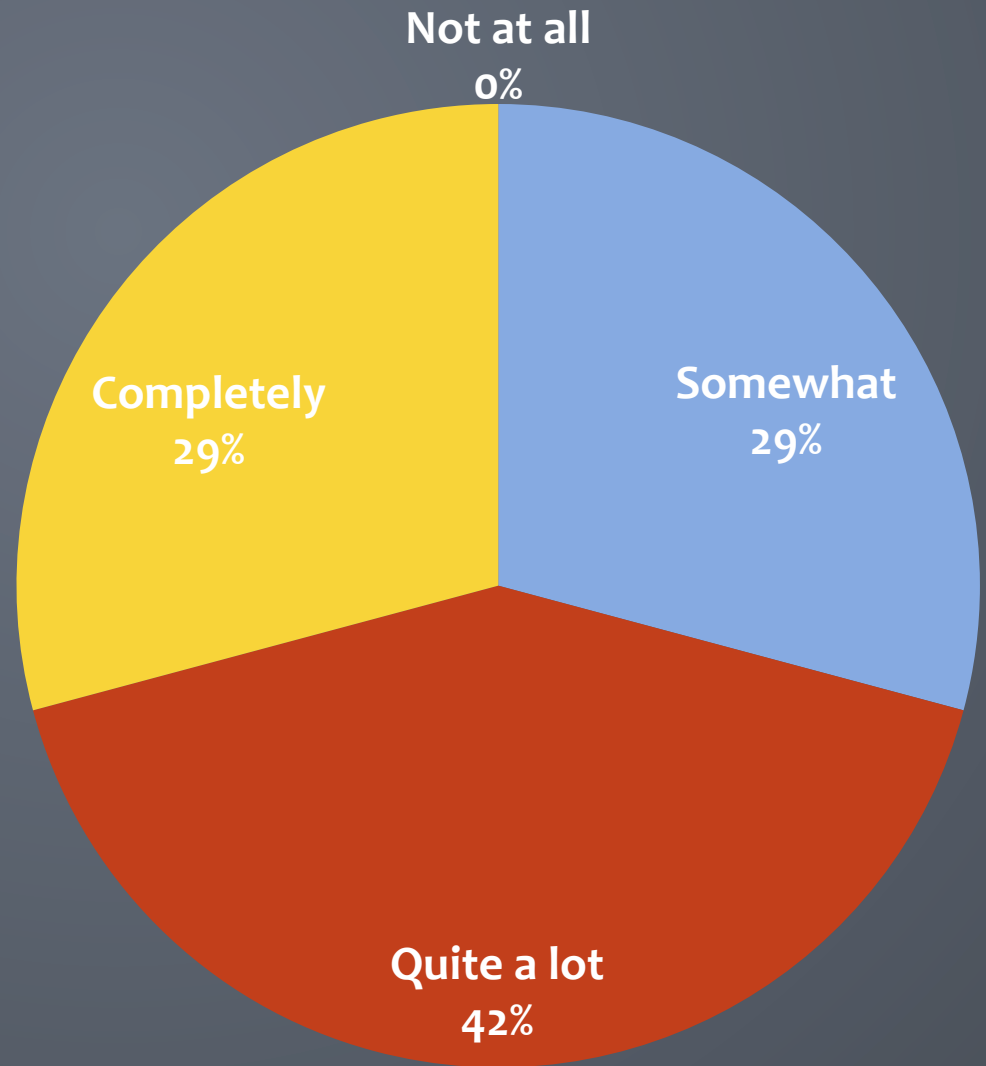
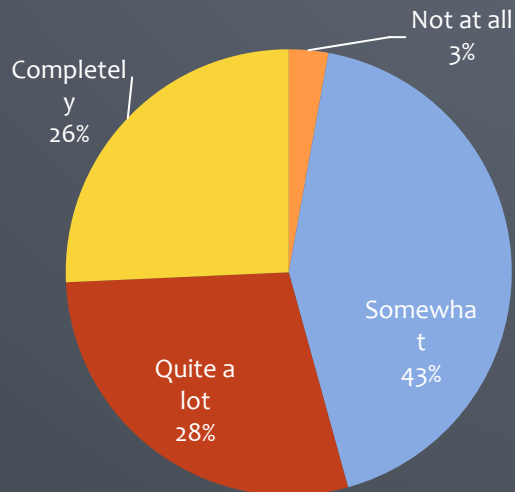


1/22/16 Post-Dialogue Survey

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

IS LAW ENFORCEMENT ADEQUATELY ADDRESSING THE CONCERNS OF THE COMMUNITY?

Pre Dialogue Results

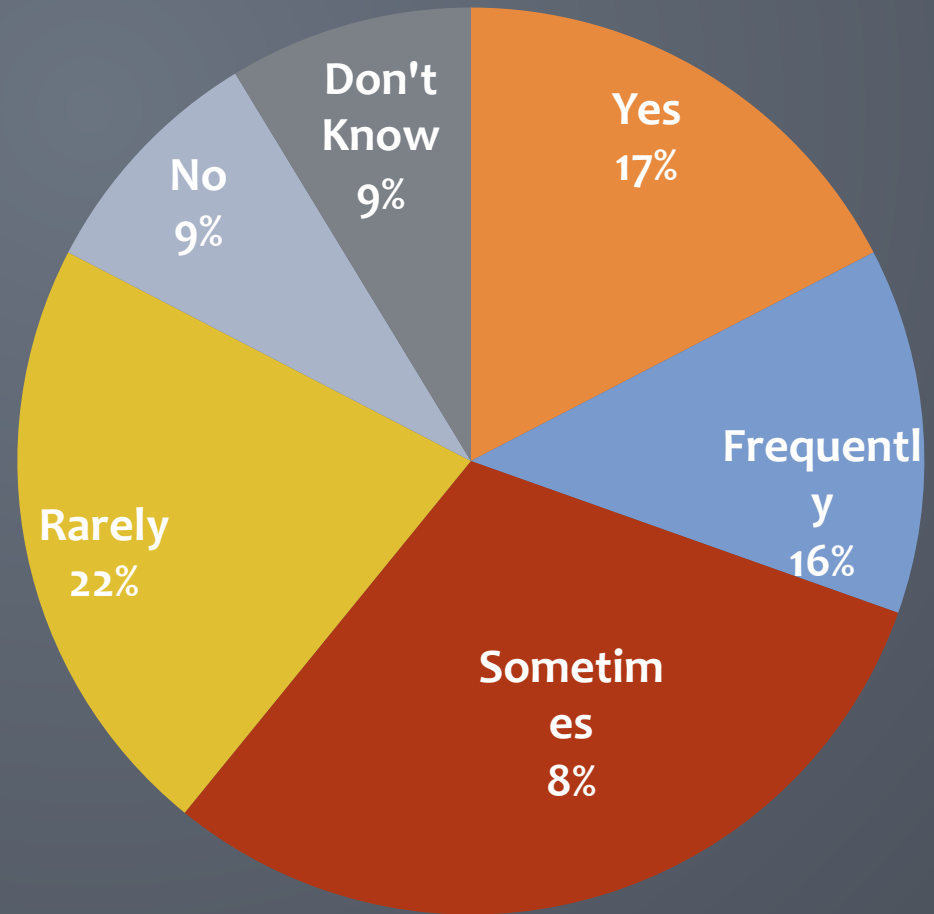
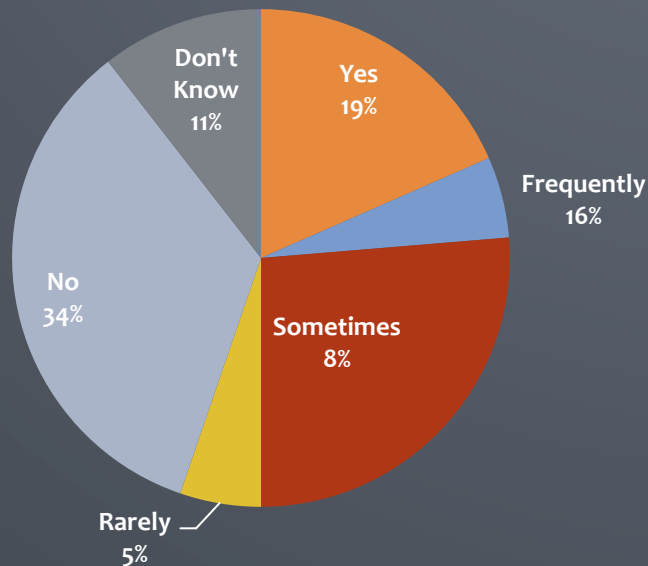


1/22/16 Post-Dialogue Survey

**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?**

Pre Dialogue Results



1/22/16 Post-Dialogue Survey

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

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

(Respondents may select more than one option)



1/22/16 Post-Dialogue Survey

* ... enforcement hiring

** ... data

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

THANK YOU

TO ALL WHO TOOK PART

Hosts and Co-Hosts

Law Enforcement and Fire Fighters

The Dialogue Facilitators

Community Members

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

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