



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

April 14, 2016 Dialogue Report

Host: Boys and Girls Club of the San Fernando Valley  
& LAPD Operations-Valley Bureau

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

*119 Total Attendees*

**86** *Community Participants*

**20** *Law Enforcement*

**13** *Facilitators*

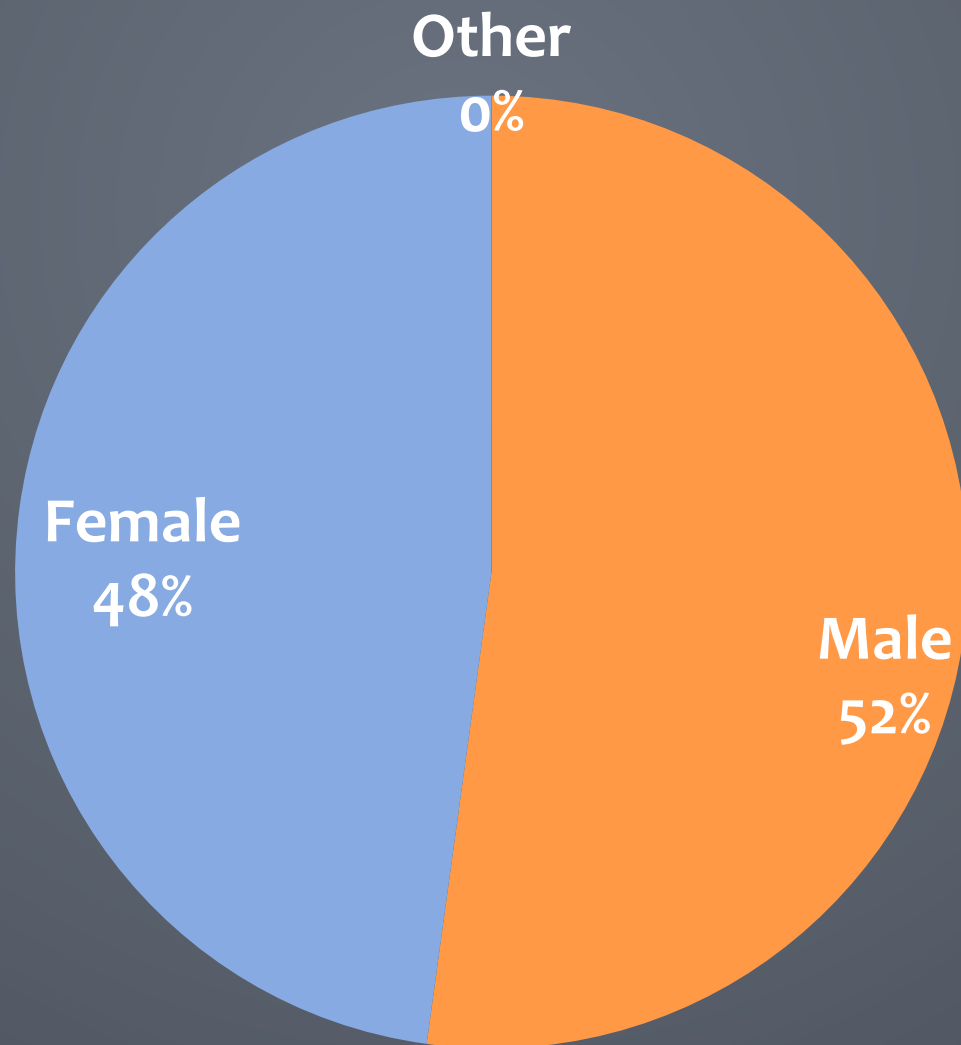
# PRE-DIALOGUE SURVEY RESULTS

**71** *Survey Respondents*

4/14/16 Pre-Dialogue Survey

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

# GENDER



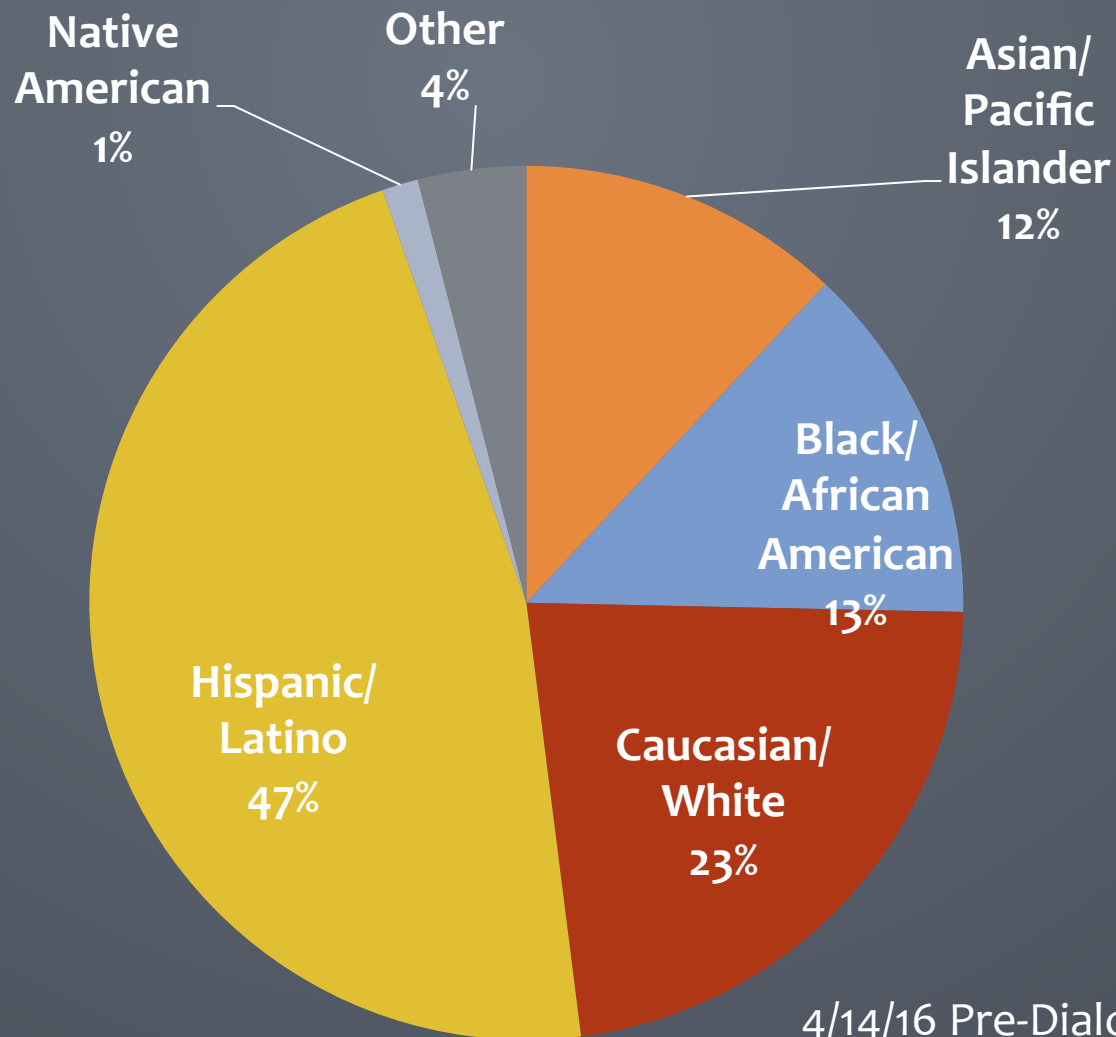
4/14/16 Pre-Dialogue Survey

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



# ETHNICITY

(Respondents allowed to pick more than one choice)

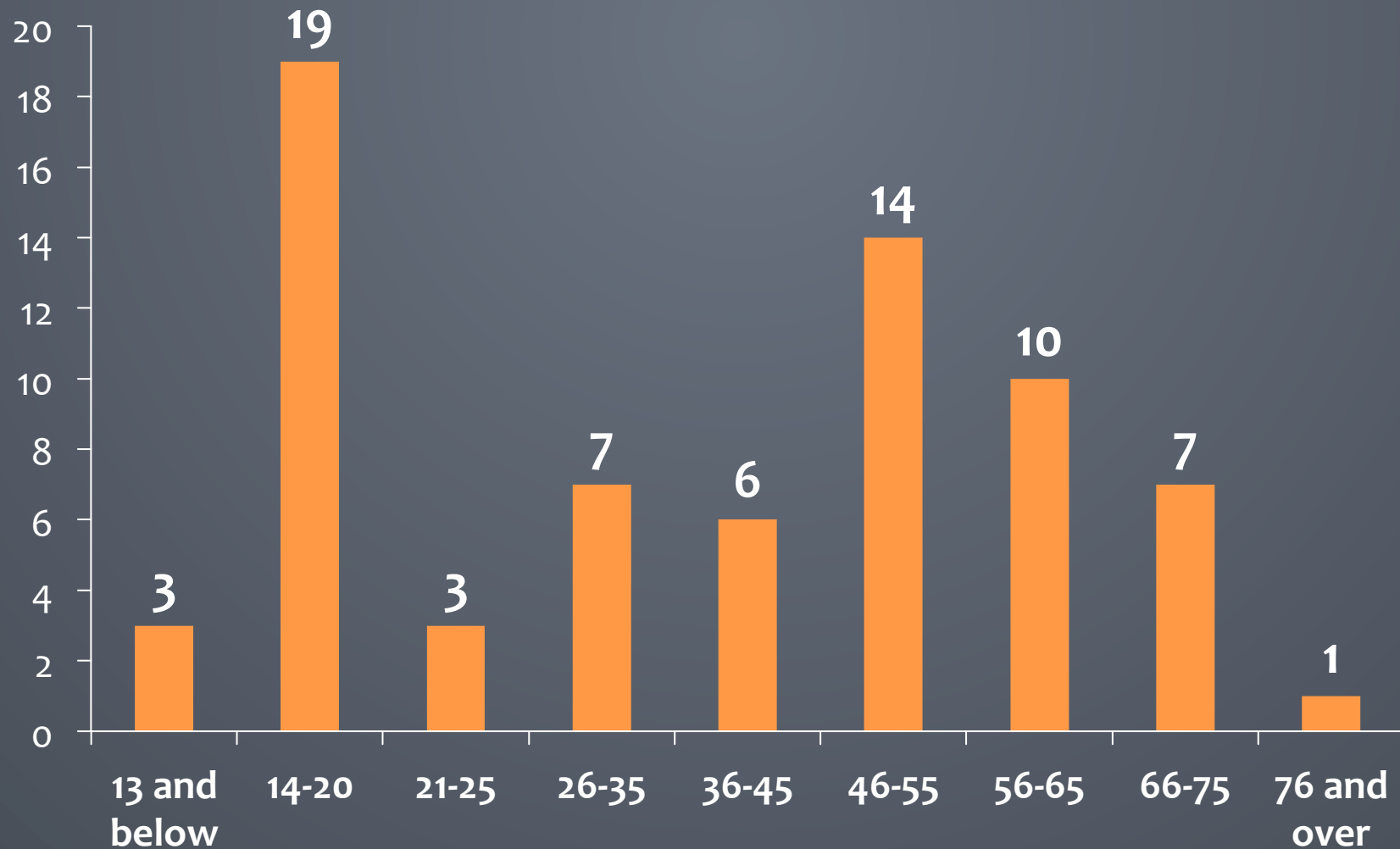


4/14/16 Pre-Dialogue Survey

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

4/14/16 Pre-Dialogue Survey

# AGE

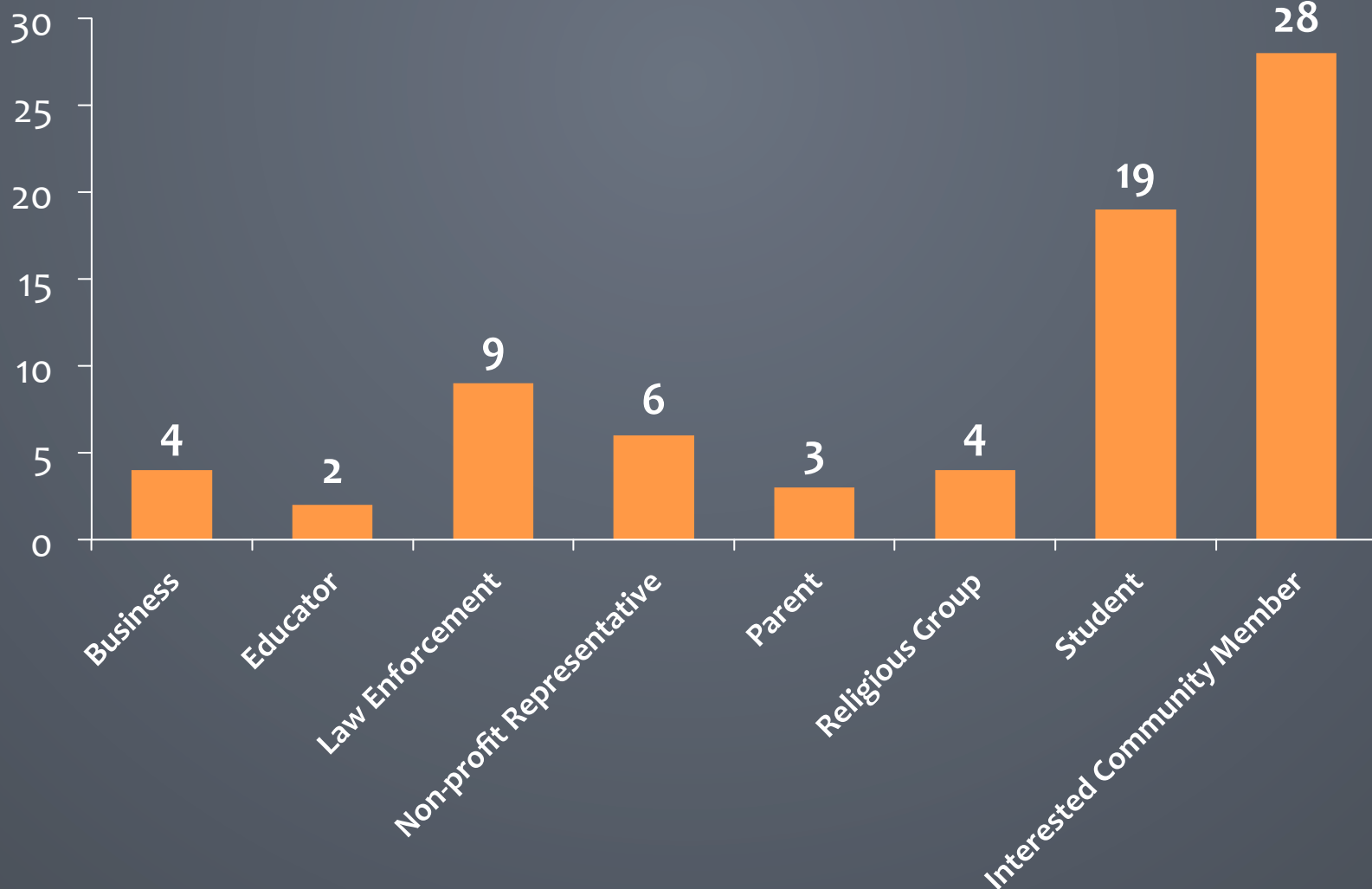


**DAYS OF  
DIALOGUE**  
ON **THE FUTURE  
OF POLICING**

4/14/16 Pre-Dialogue Survey

# AFFILIATION

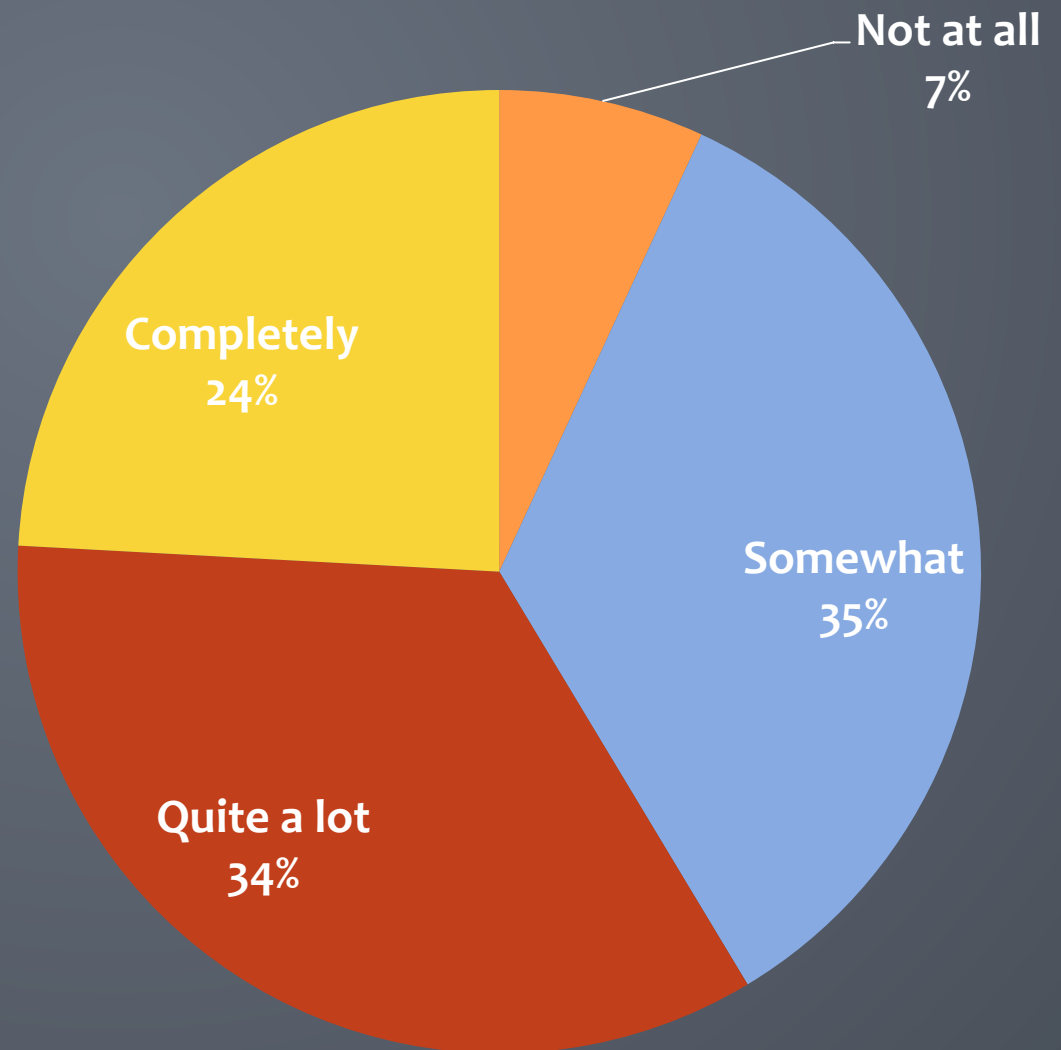
(Respondents allowed to pick more than one choice)



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



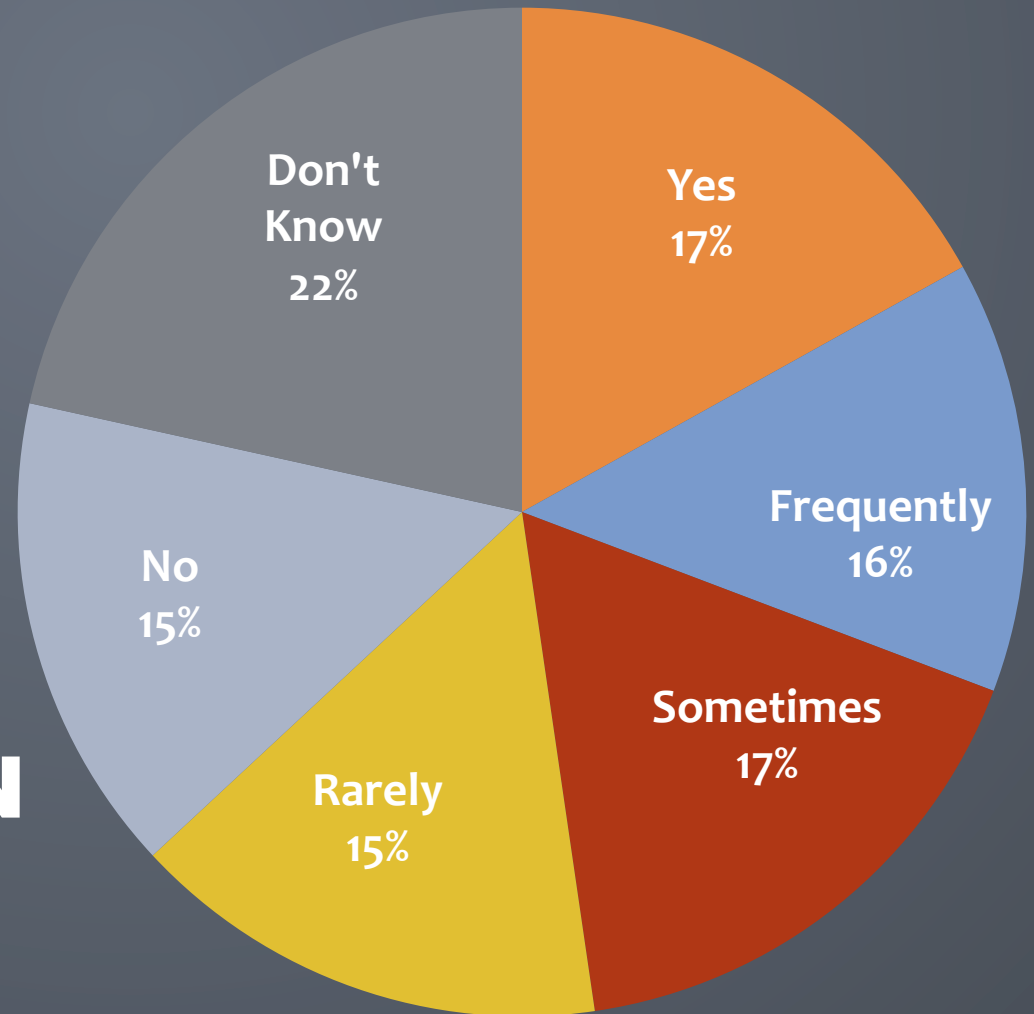
# IS LAW ENFORCEMENT ADEQUATELY ADDRESSING THE CONCERNS OF THE COMMUNITY?



4/14/16 Pre-Dialogue Survey

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

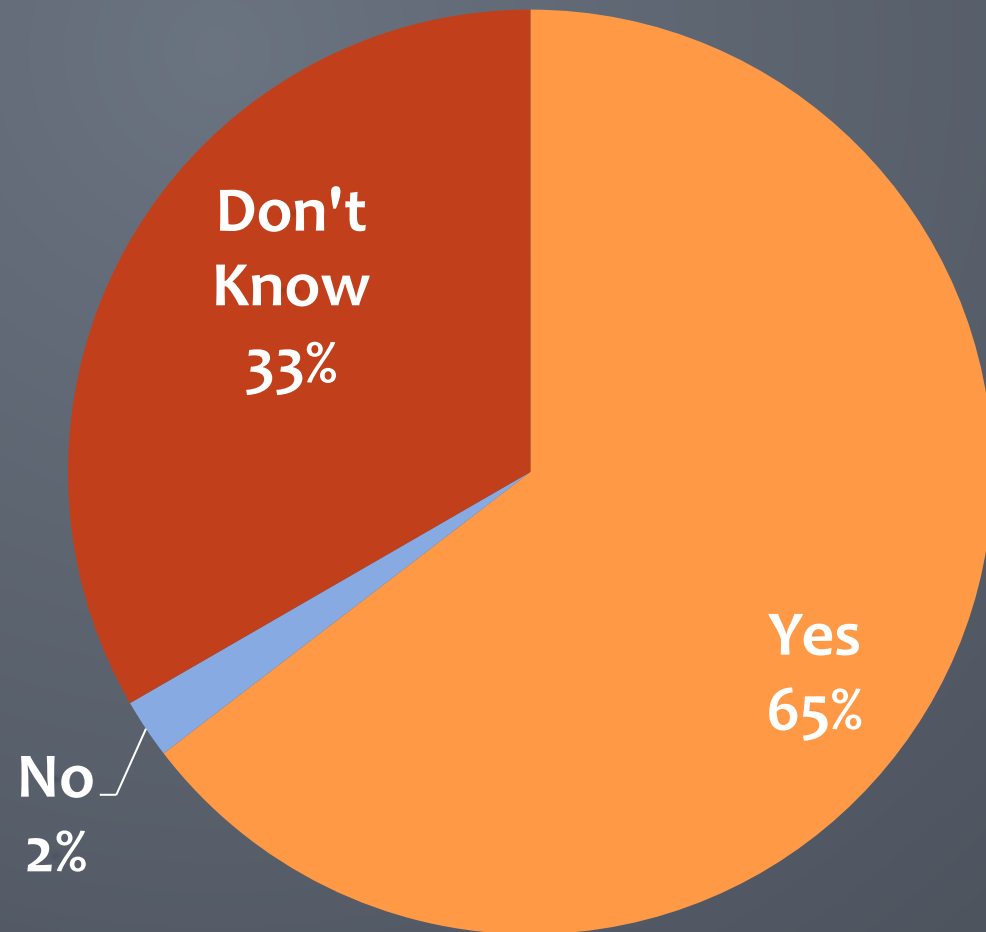
DO YOU  
BELIEVE THAT  
**PEOPLE OF  
COLOR** ARE  
CONSISTENTLY  
**TREATED LESS  
FAIRLY** BY  
POLICE  
OFFICERS THAN  
ARE **WHITES?**



4/14/16 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?**



4/14/16 Pre-Dialogue Survey

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



# DIALOGUE COMMENTS

I believe that if we would work together with all stakeholders in the community we would be the most effective in problem solving.

Need to reach out more to at-risk youth that have a negative view of law enforcement.

Really enjoyed this format. The captain at the table clearly knew a lot.

Great opportunity for the youth to engage with law enforcement and the adult community.

I brought some teens from the program that I work with... important that teens know they can speak up and have their voice- their opinions... heard.

It was good to be able to ask a police officer “why” questions 1 on 1- now I understand better why they make some the the choices they make.

# DIALOGUE COMMENTS

I can appreciate this but we need these MORE OFTEN.

I agree that training of new officers to start greetings with hello etc. in all situations while in uniform (would help to) humanize officers.

People are profiled for their race- I know individuals from my congregation who have shared similar stories, not all from LAPD. I know it happens, but I also know it has improved dramatically in the past few years, especially in LA. Current work and improvement in that area doesn't seem to be acknowledged.

Thank you for this evening of sharing thoughts. I love LAPD.

More opportunities for open dialogue especially with the youth

I know it's sometimes difficult to understand what (police officers) are doing but I think it's important that young people respect them. What we give out we usually get back.

# DIALOGUE COMMENTS

I understand it's not easy for the police. Even if they mean well- I think sometimes they just don't listen. It was good to have some of them here this evening and experience that they can listen to what I have to say- even if we don't agree.

Need for mental health registry that can be checked was suggested, for when Police go out on a call. However HIPA laws may hinder. (There seem to be) expectations that the family should have to report data on family members, and police should ask family about their condition before dealing with the person. ... expectation (I got) is that somehow the officer should push a pause button, stop all the action, go research, come back and hit play.

Our children are our community leaders of tomorrow. If we don't include our children we won't know what's possible- they won't know how to talk to other people. As adults we need to be role models so that (the children) see up close and personal the importance of community dialogue.

I'd welcome more community events that bring people of different ethnicities, different faiths, different economic status- together.

# DIALOGUE COMMENTS

I've never understood why the police have to shoot to kill. Why can't they just taser or shoot someone in a way that incapacitates them but doesn't fatally harm them? I have a better understanding now of the risk on the part of the officers... but I'm not convinced that they have to go to such extremes.

We should take these kinds of conversations to other circles of people who we are involved with. I think if people started talking – stopped being so afraid of each other – we might be able to have an effective dialogue and cause some change to happen.

I'm a bit timid but our facilitator and the officer at our table made me feel welcome. I didn't expect that.

The officers seemed like they really wanted to be there. That was a welcome surprise.

We have a Youth Program coming up . . . sponsored by the Police Department. Invite your children to participate in it and come talk to one of the police officers about it at the end of this event.





























# POST-DIALOGUE SURVEY RESULTS

**73** *Survey Respondents*

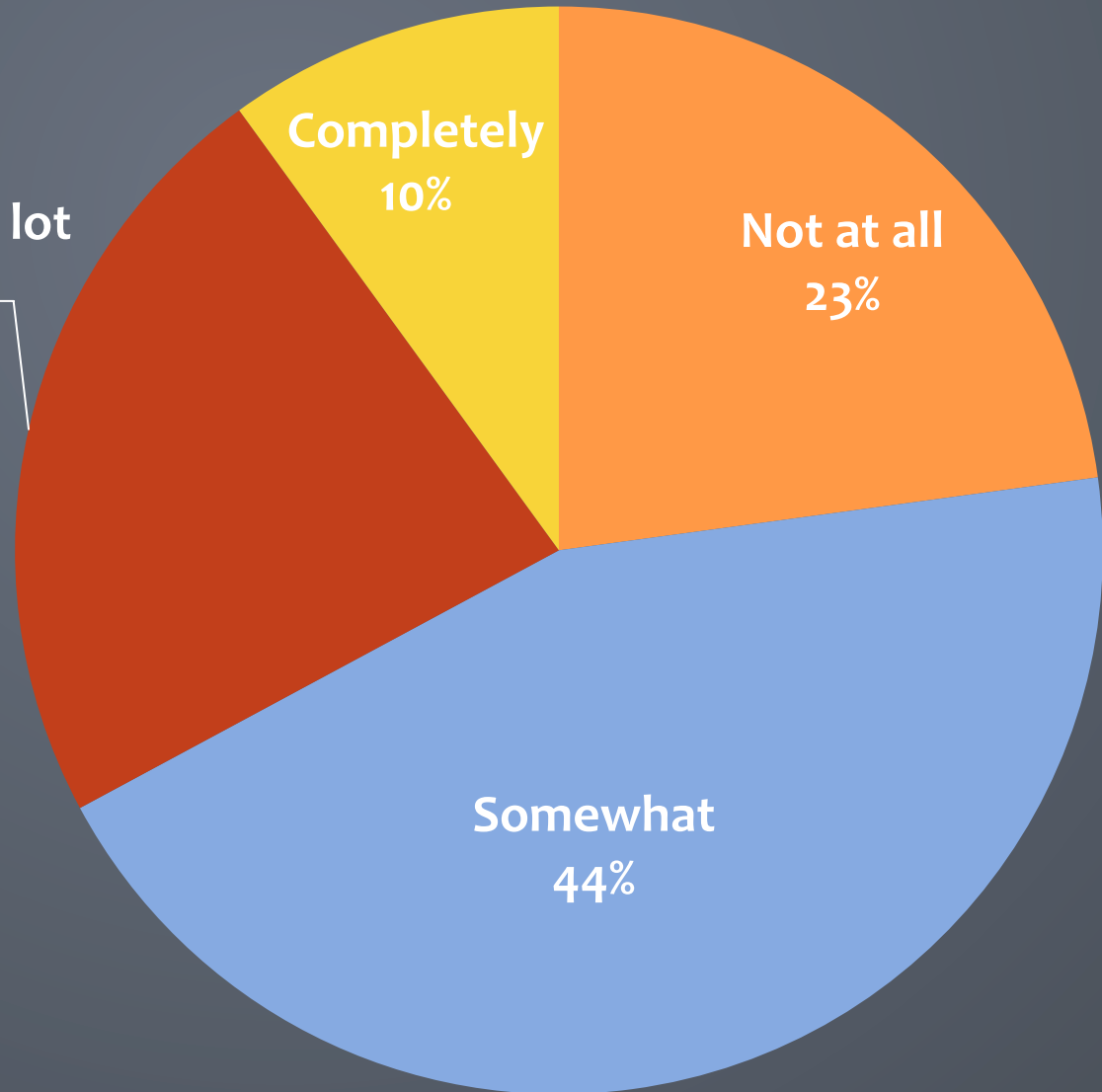
4/14/16 Post-Dialogue Survey

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



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

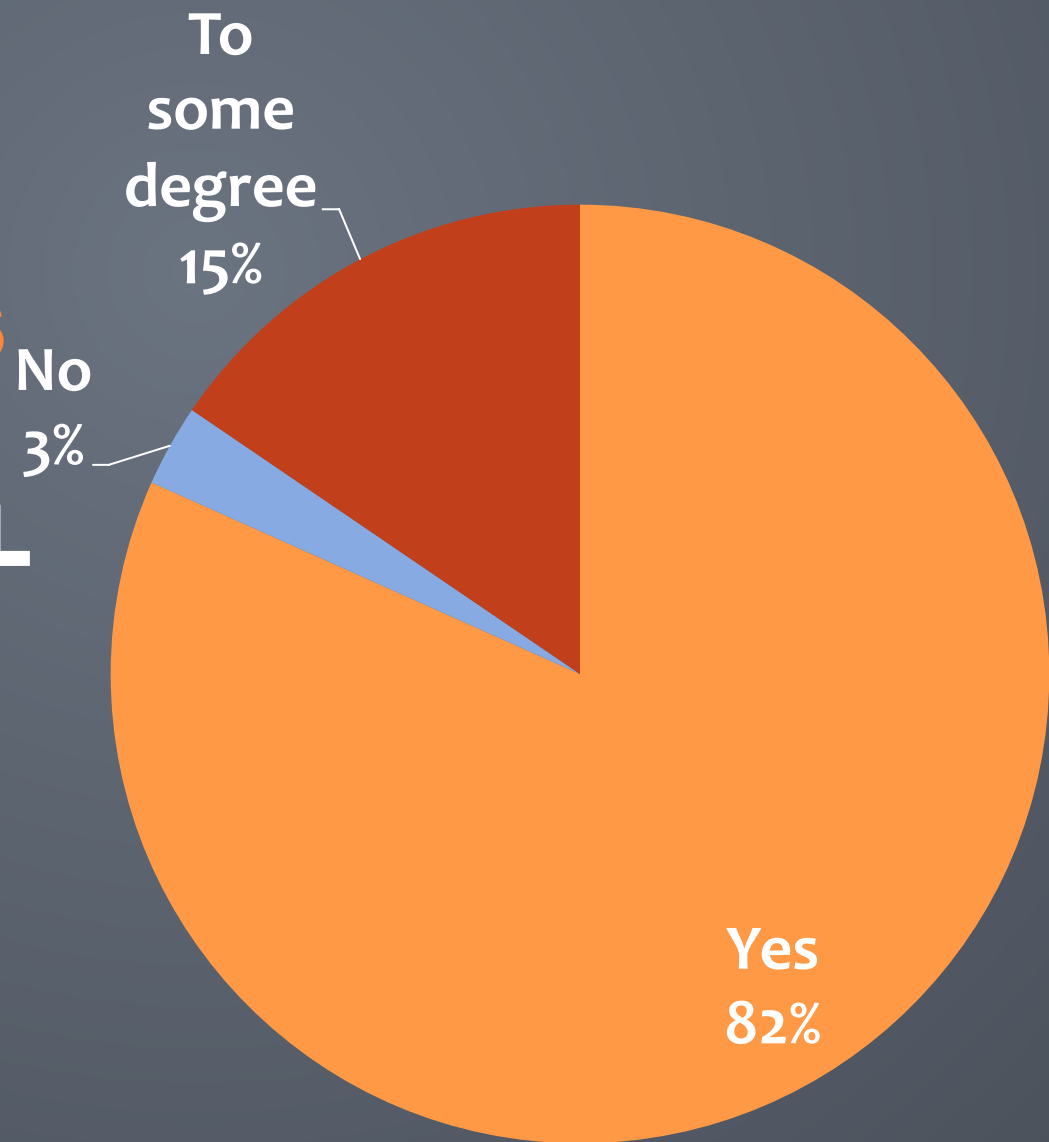
Quite a lot  
23%



4/14/16 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?**

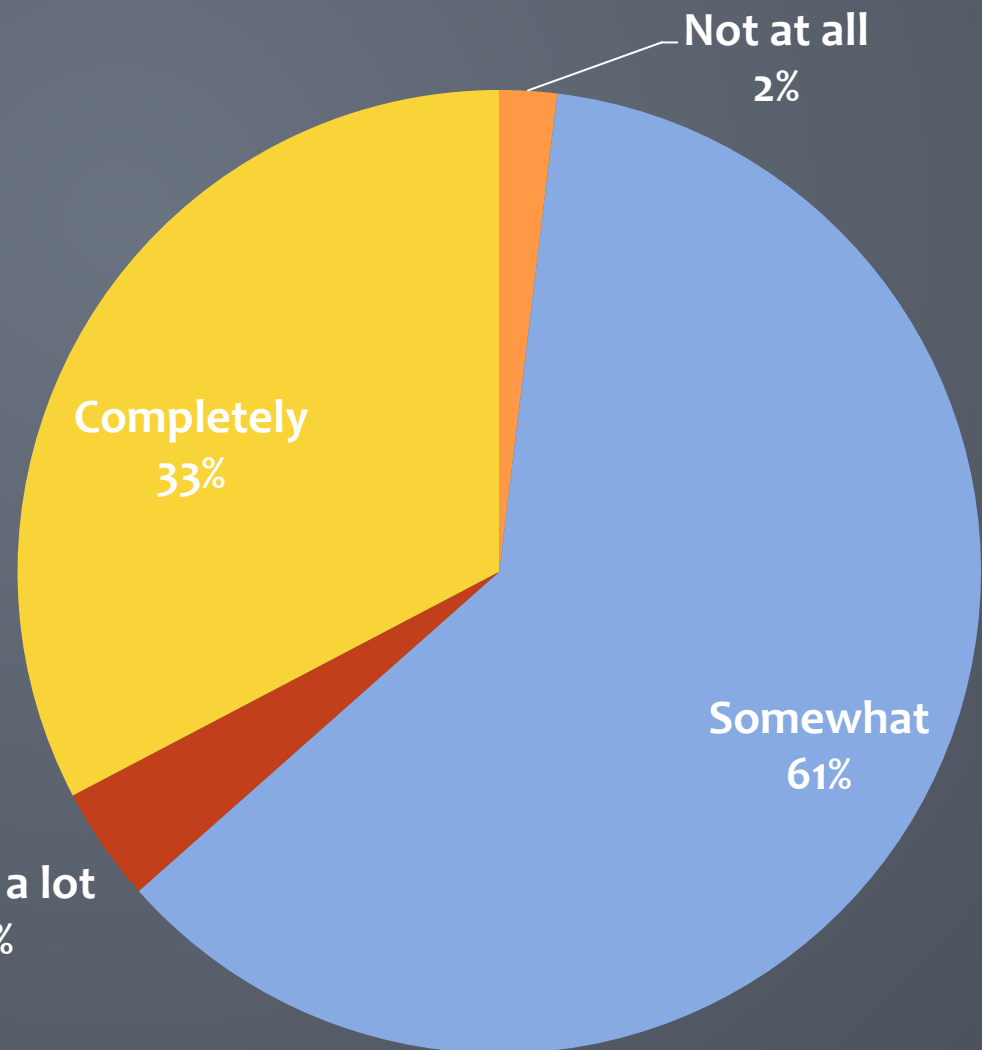
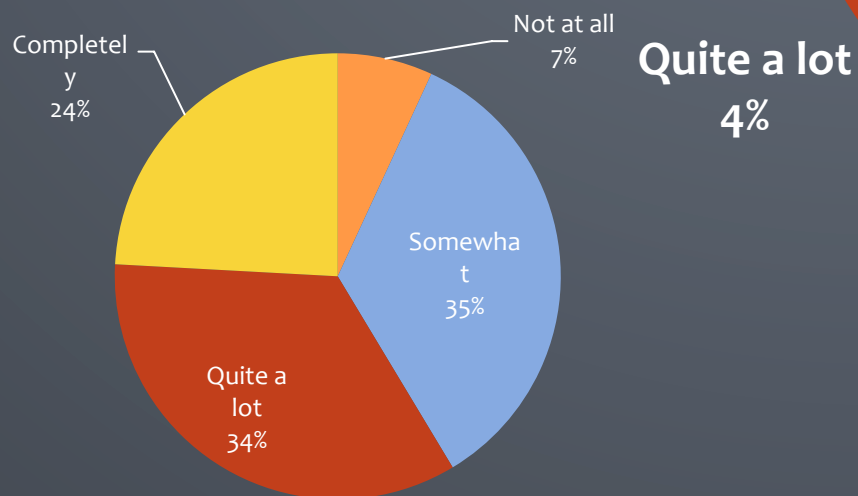


4/14/16 Post-Dialogue Survey

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

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

Pre Dialogue Results

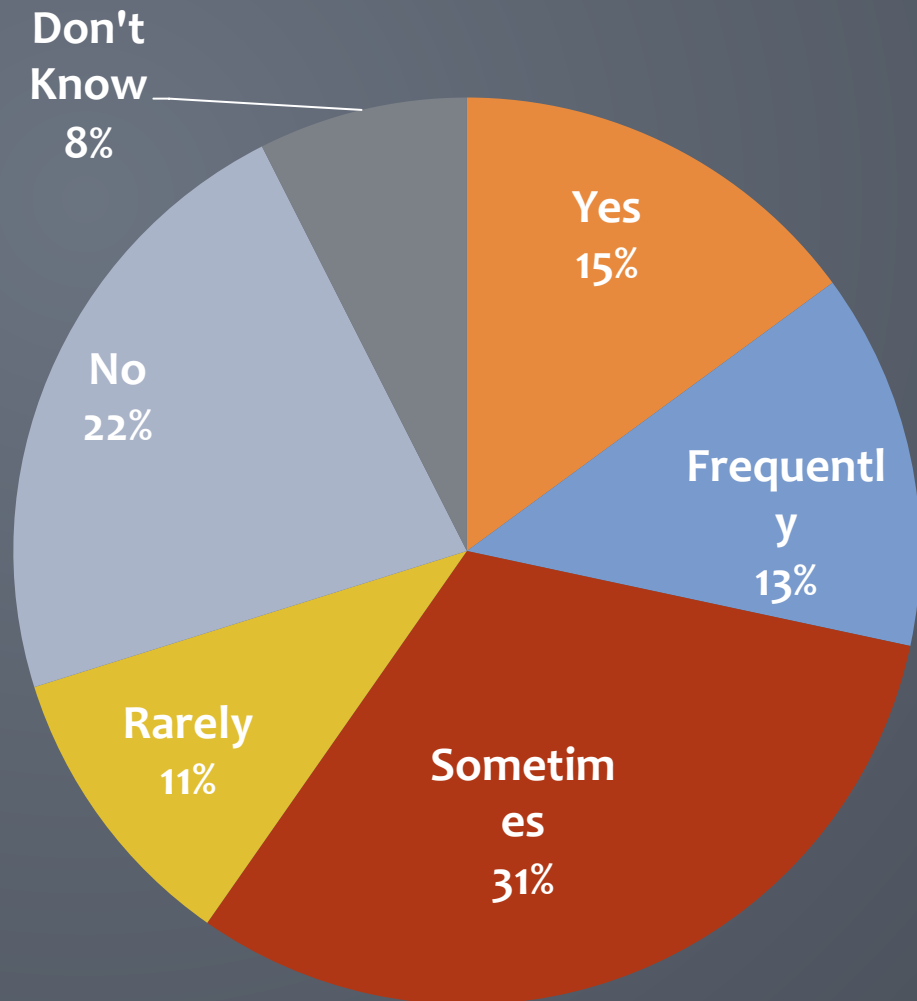
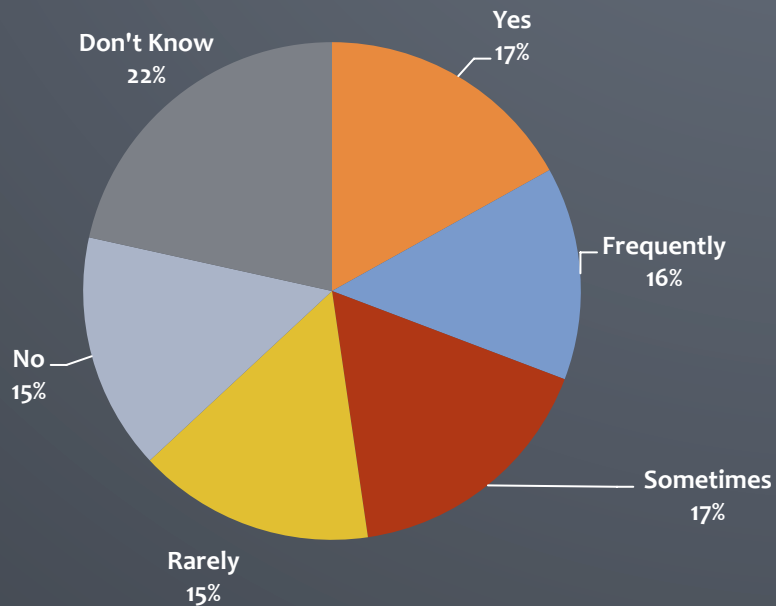


4/14/16 Post-Dialogue Survey

**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



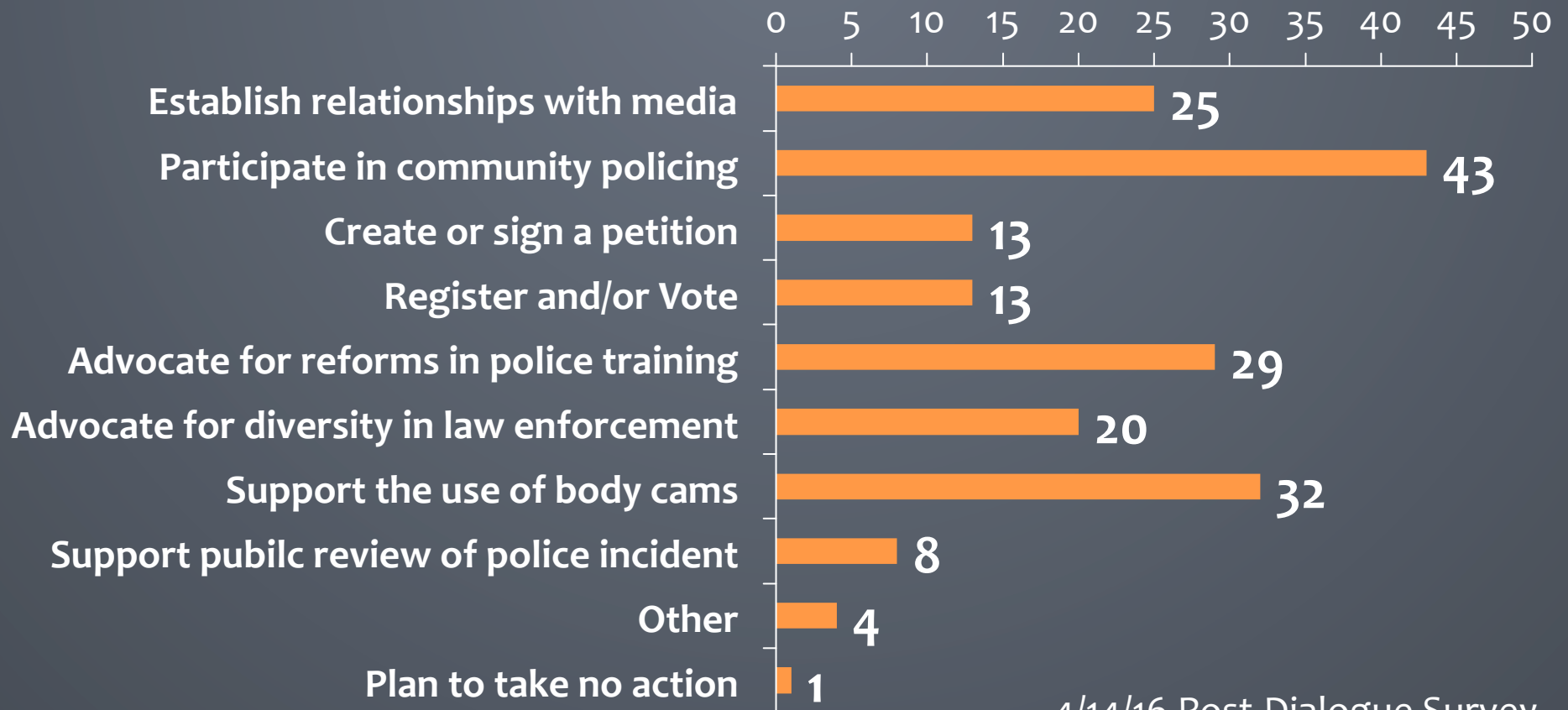
4/14/16 Post-Dialogue Survey

**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 allowed to pick more than one choice)



4/14/16 Post-Dialogue Survey

\* ... enforcement hiring

\*\* ... data

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

# THANK YOU TO OUR TRAINED VOLUNTEER FACILITATORS:

- Candace Carnicelli, Lead
- Monica Turner, Lead
- Peggy Barnes, Lead
- Constance Boukidis
- Anna Davis
- Randy Drew
- Peggie Elliott
- Debbie Fischl
- Barry Goldstein
- Catherine Mayfield
- Bonnie Schuman
- Jessie Strauss
- Chris Welch

# THANK YOU

## ALL WHO TOOK PART

Hosts and Co-Hosts

Law Enforcement

Community Members

Youth

Dialogue Facilitators

**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

## The Institute for Nonviolence in Los Angeles

info@futureofpolicing.org

www.futureofpolicing.org

@daysofdialogue

**Avis Ridley-Thomas** *Co-Executive Director*

**Jill Frank** *Program Director*

**Jimmy Duong** *Reports Coordinator*

PLEASE TWEET OR  
POST TO  
FACEBOOK:  
WHAT TOPICS  
WOULD YOU LIKE  
TO EXPLORE AT THE  
NEXT DAYS OF  
DIALOGUE SERIES?



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