



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

March 15, 2016 Dialogue Report
Host: LA County Sheriff's Dept. - Lancaster
Location: LA County Fire Dept., Station 129

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

Total Attendees: **71**

45 Community Participants

12 Law Enforcement

(Deputies from Lancaster and Palmdale Stations plus Lancaster Sheriff Management Team)

4 Lancaster Community Advisory Committee

10 Facilitators



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



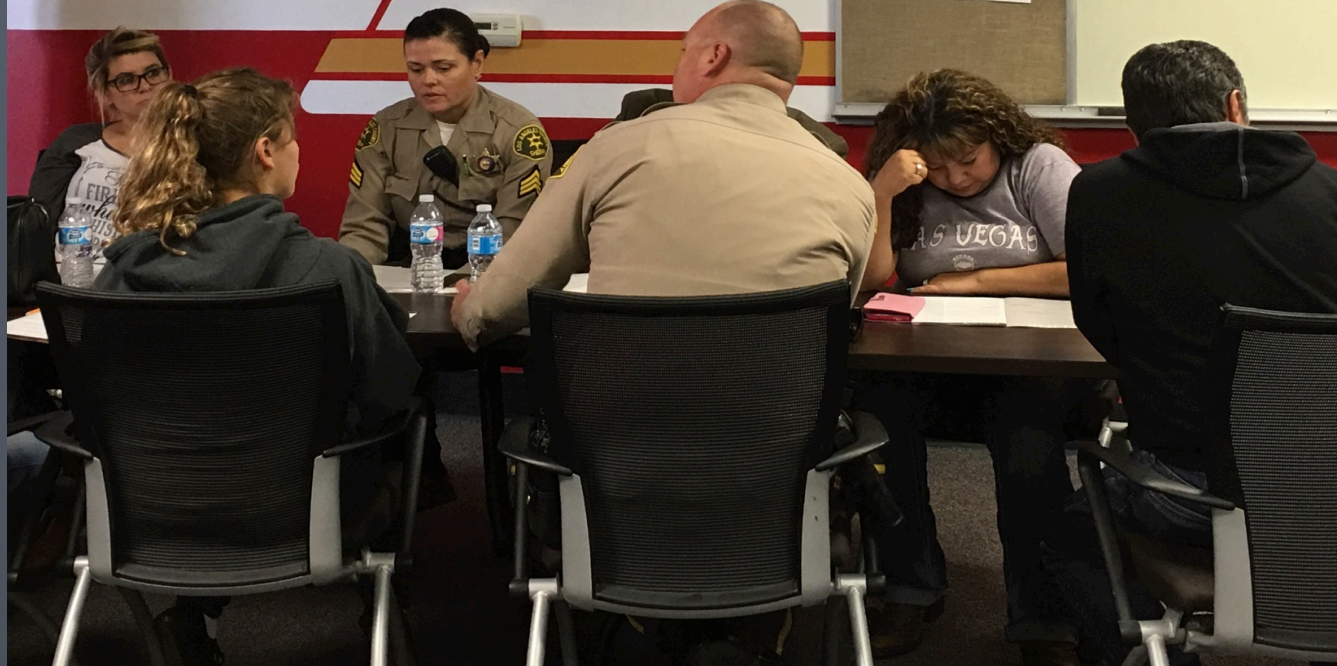
**DAYS OF
DIALOGUE
ON THE FUTURE
OF POLICING**

PROBATIONARY REFUGE AREA (TRA)

PROVIDES SHELTER

&

LIMITED RELIEF



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



**DAYS OF
DIALOGUE**
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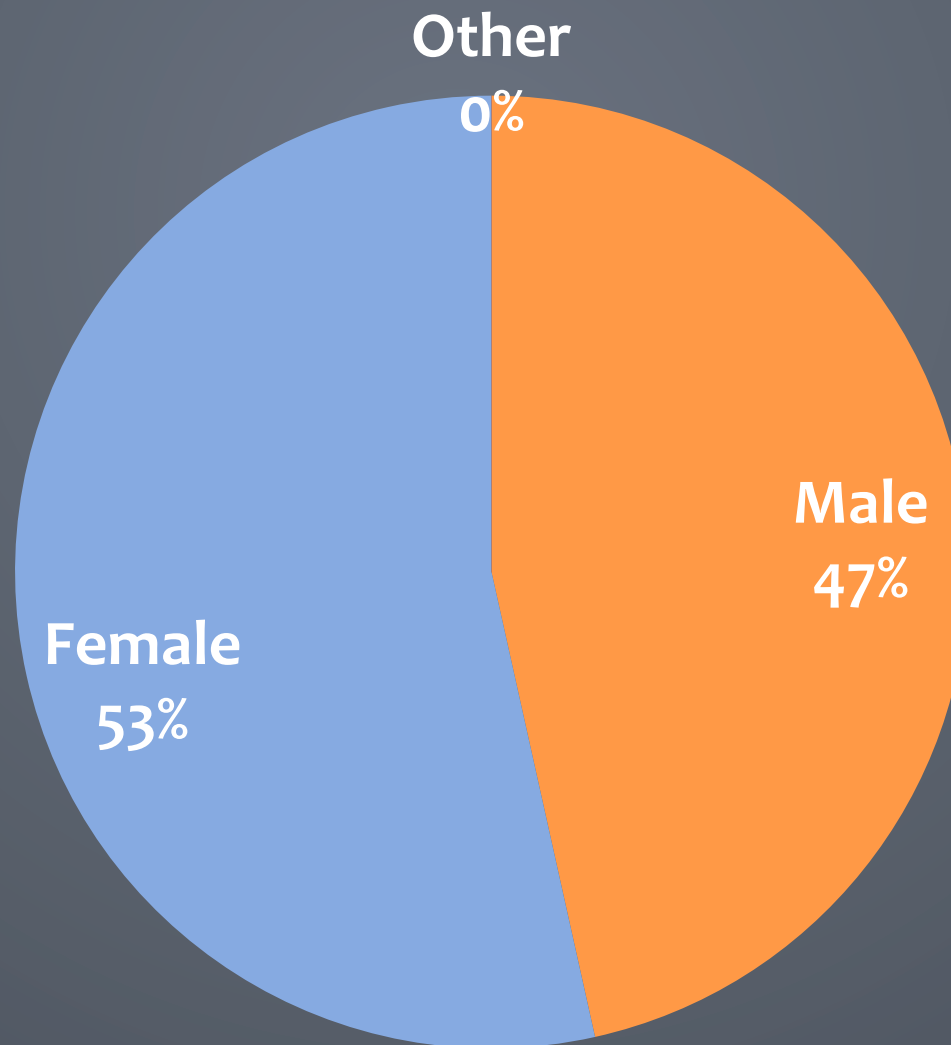
PRE-DIALOGUE SURVEY RESULTS

43 *Survey Respondents*

3/15/16 Pre-Dialogue Survey

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

GENDER

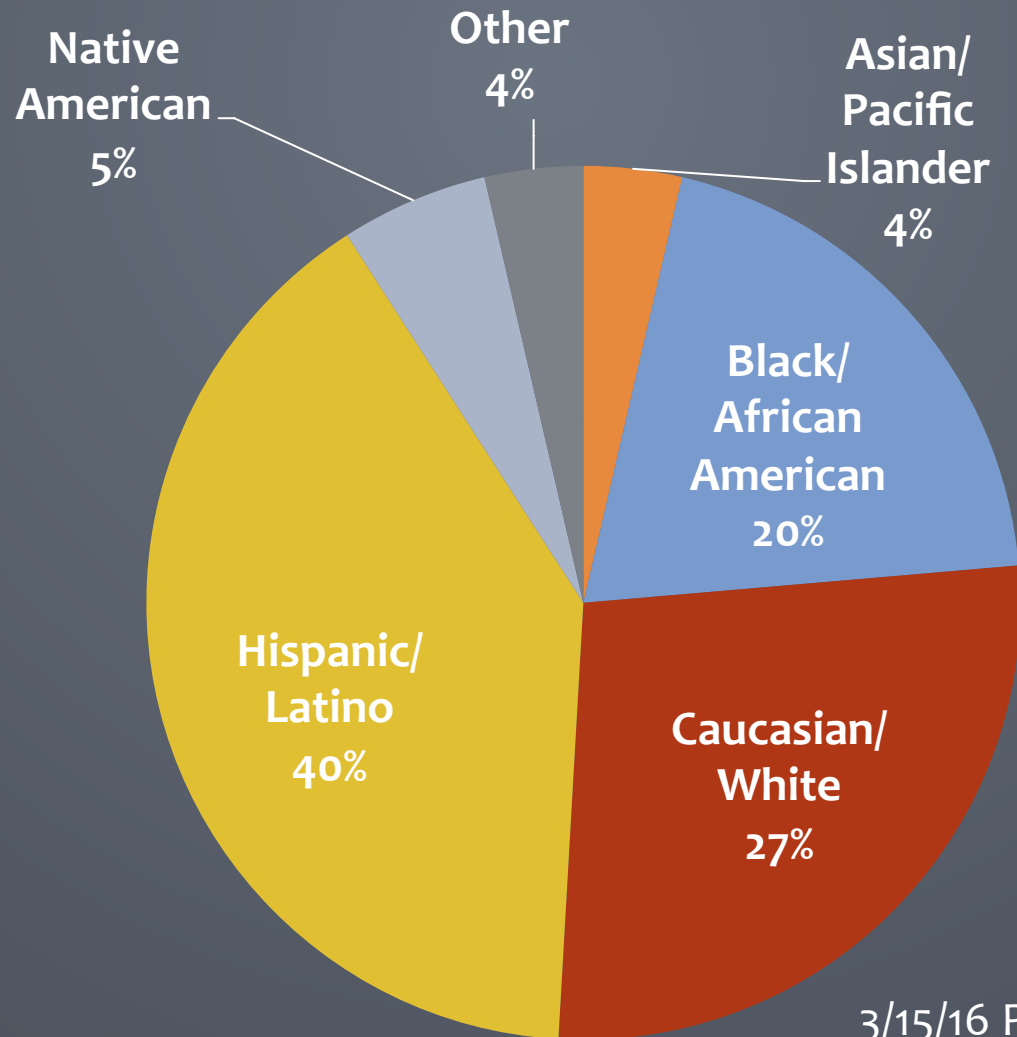


3/15/16 Pre-Dialogue Survey

**DAYS OF
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ON **THE FUTURE
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ETHNICITY

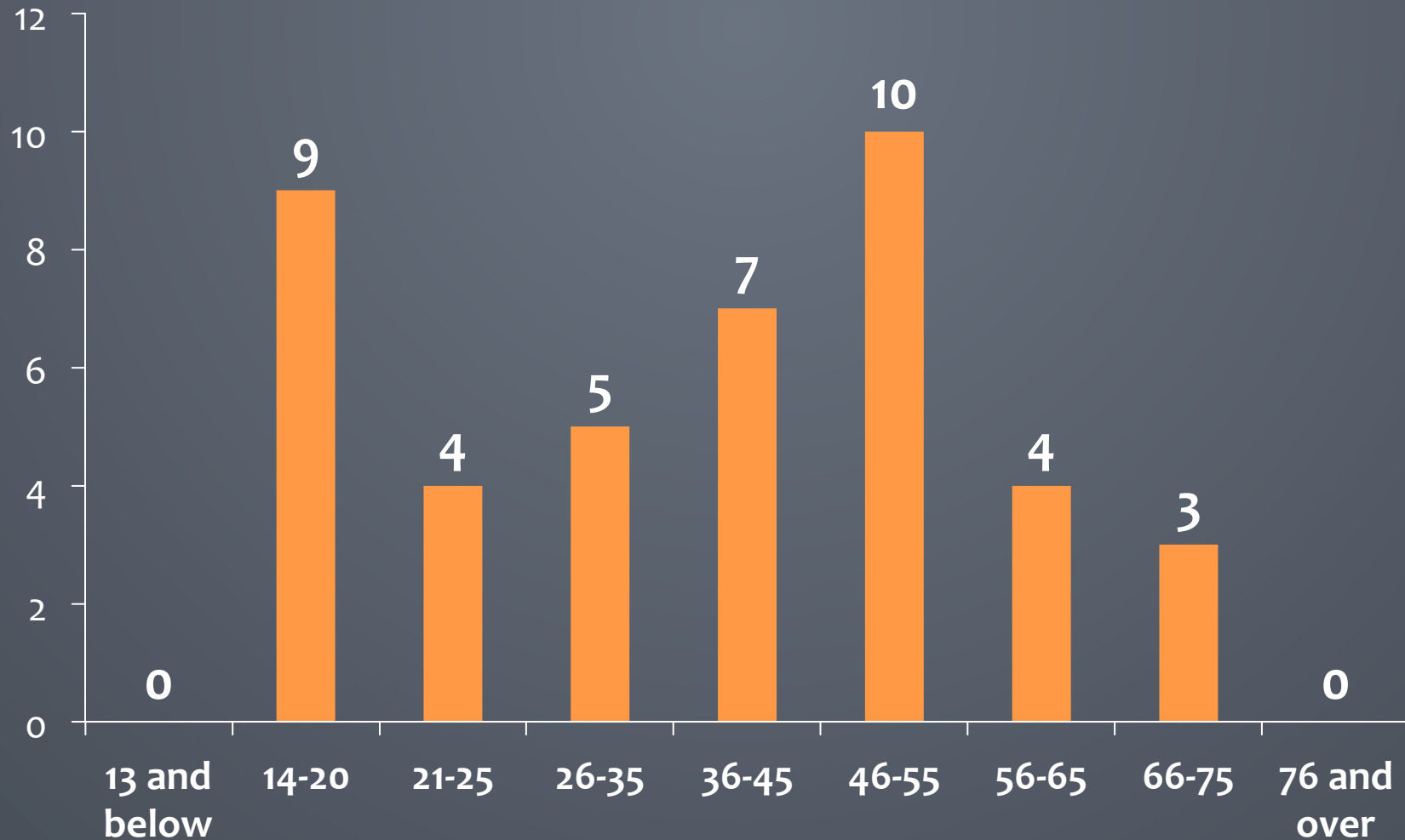
(Respondents allowed to pick more than one choice)



3/15/16 Pre-Dialogue Survey

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

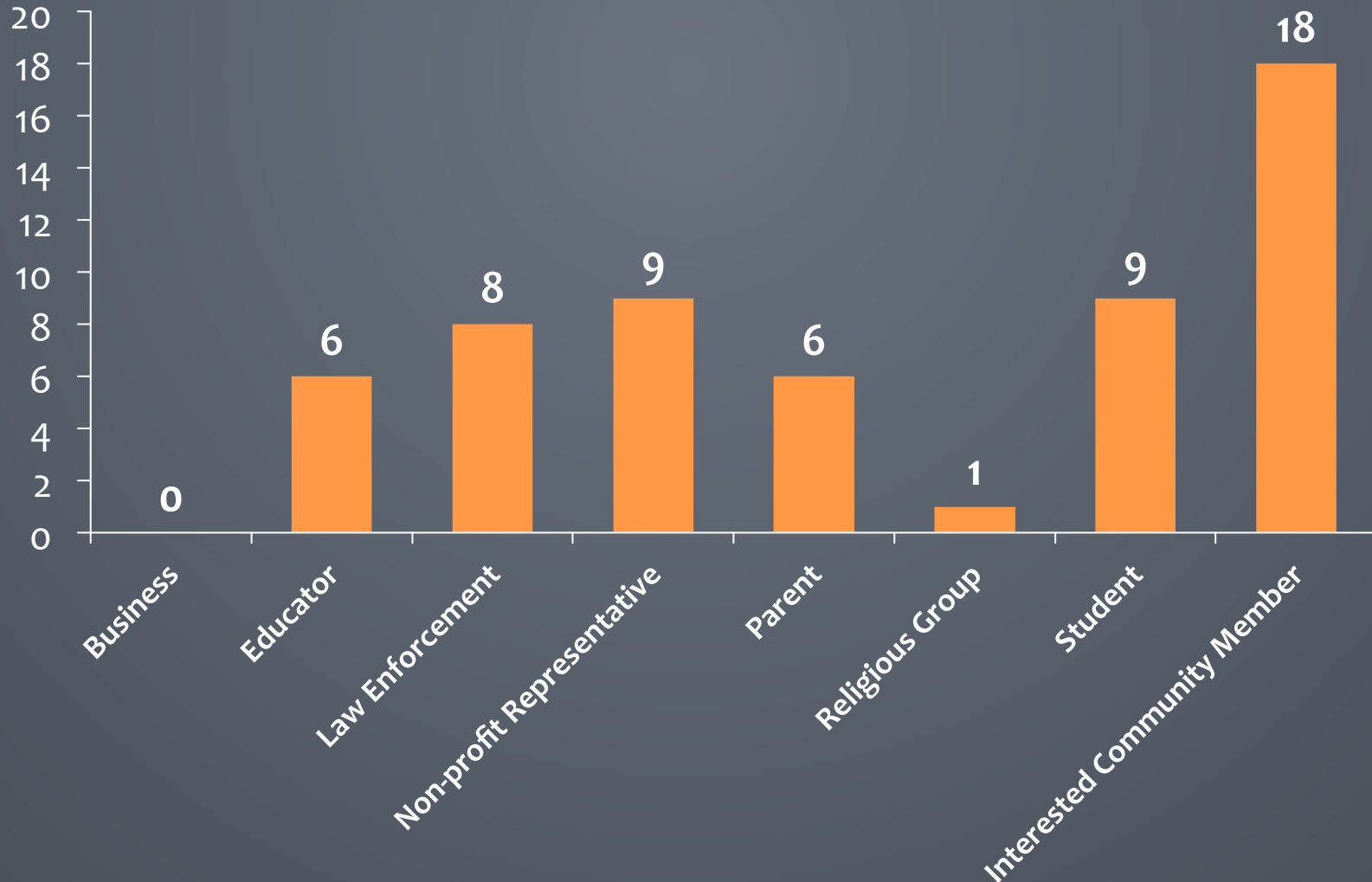
AGE



3/15/16 Pre-Dialogue Survey

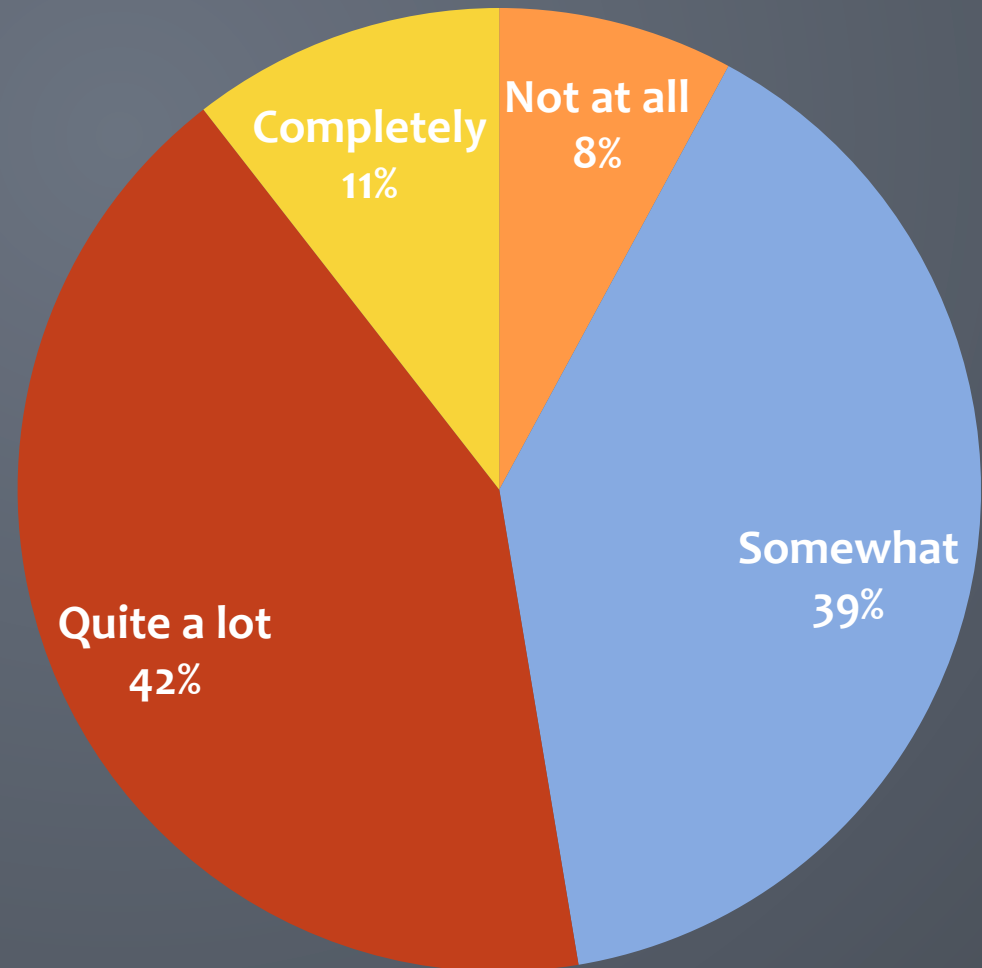
AFFILIATION

(Respondents allowed to pick more than one choice)



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

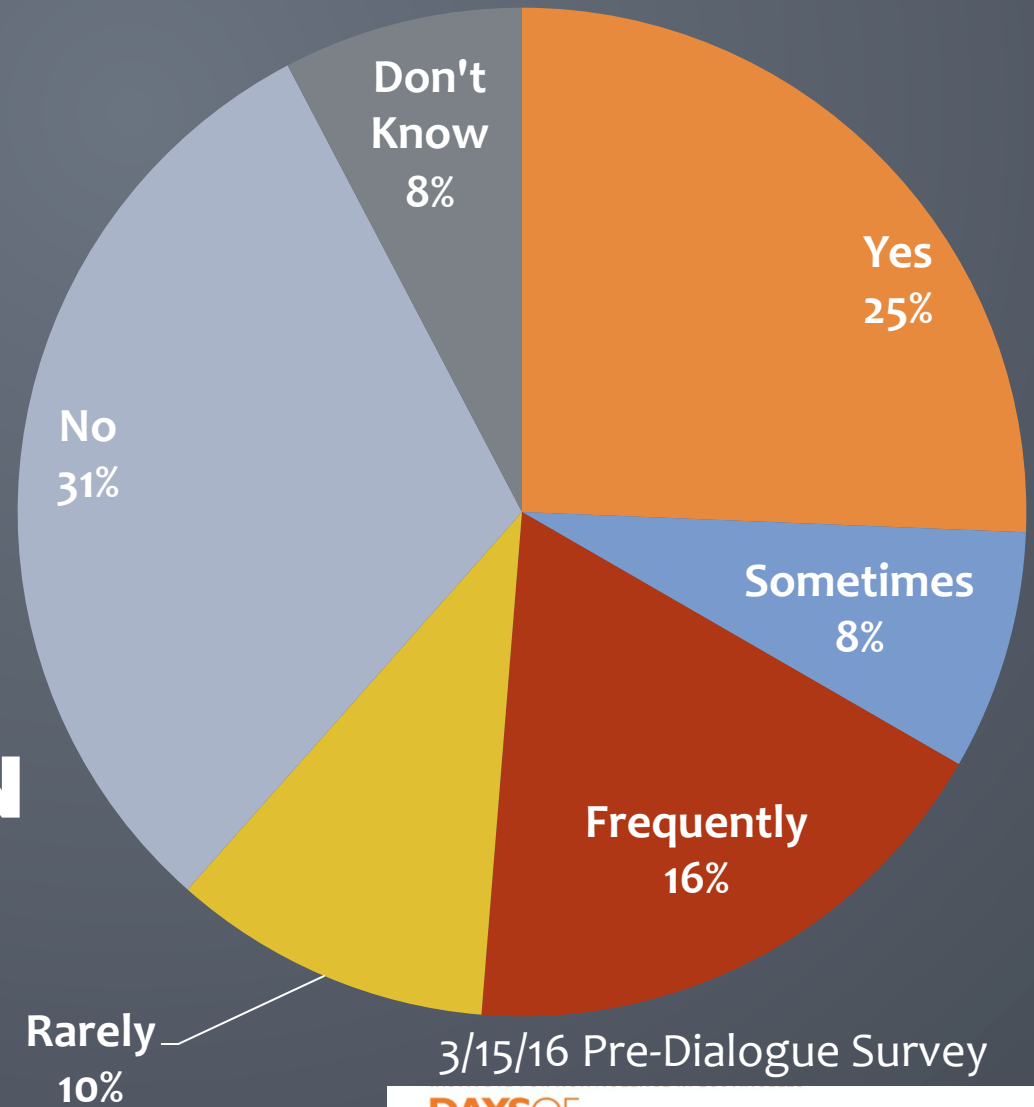
IS LAW ENFORCEMENT ADEQUATELY ADDRESSING THE CONCERNS OF THE COMMUNITY?



3/15/16 Pre-Dialogue Survey

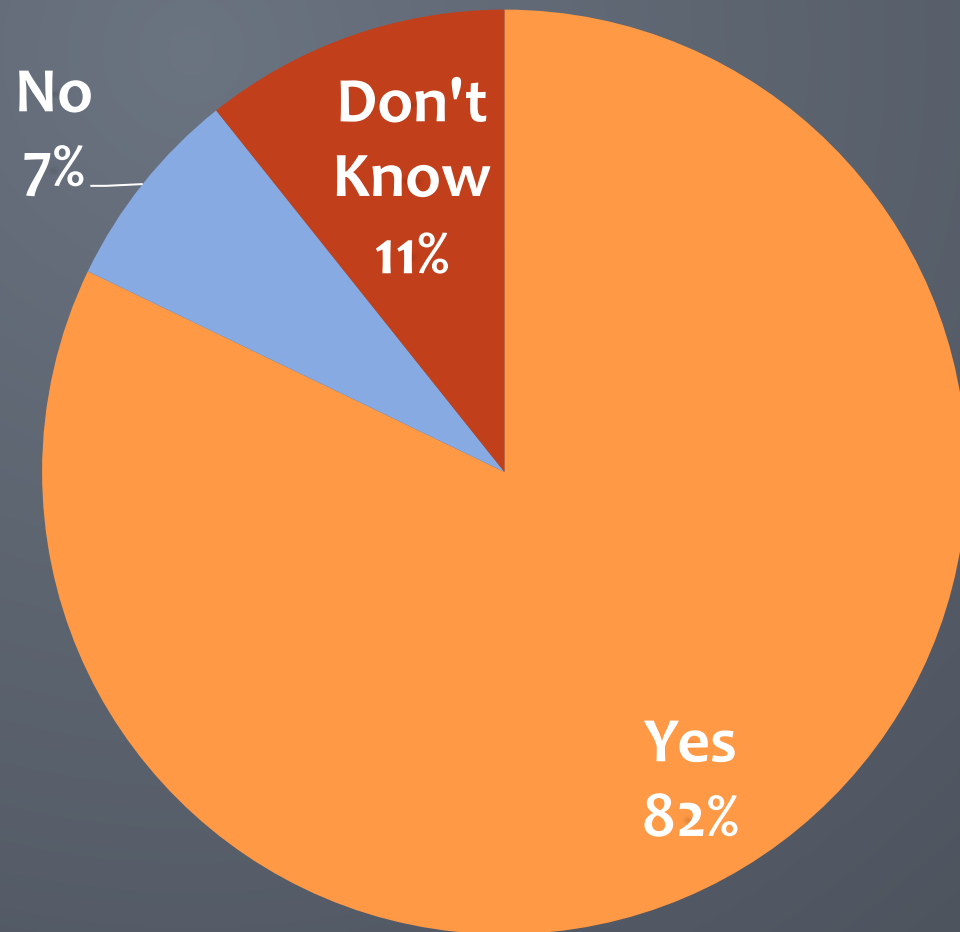
**DAYS OF
DIALOGUE**
ON **THE FUTURE
OF POLICING**

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



**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?**



3/15/16 Pre-Dialogue Survey

**DAYS OF
DIALOGUE
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DIALOGUE COMMENTS

“We need more officers. The community needs to get more input and need to be more educated. Mostly we need to work together.”

“We need more community investment and more ways to get involvement from the community.”

“What can we do as far as officer safety goes?”

“Excellent idea for small groups. But we had a very noisy room. We could use more rooms to lower noise.”

“Dialogues should be an ongoing civic engagement project.”

“It was great to hear that training is now being implemented on occasions if mental health is to occur. As well as a vehicle w/ a officer not in uniform so social workers, especially with the increase in mental health here in the valley. I believe this will be good.”

DIALOGUE COMMENTS

"I enjoyed this conversation because we need to make law enforcement more humane and understand and respect each other"

"I appreciate the open dialogue with members of the community. I believe more of these gatherings would be beneficial and help bridge the gap between law enforcement and the community."

"In my opinion, the chat we had changed the result of the dialogue. It made me realize that the law enforcement somehow is trying to make everything better."

"Would like to finish the trust bridge between the community and deputies."

"Change the outdated ways that cops are hired. Give us information on laws so we don't break them."

"Would like to see youth focused dialogue."

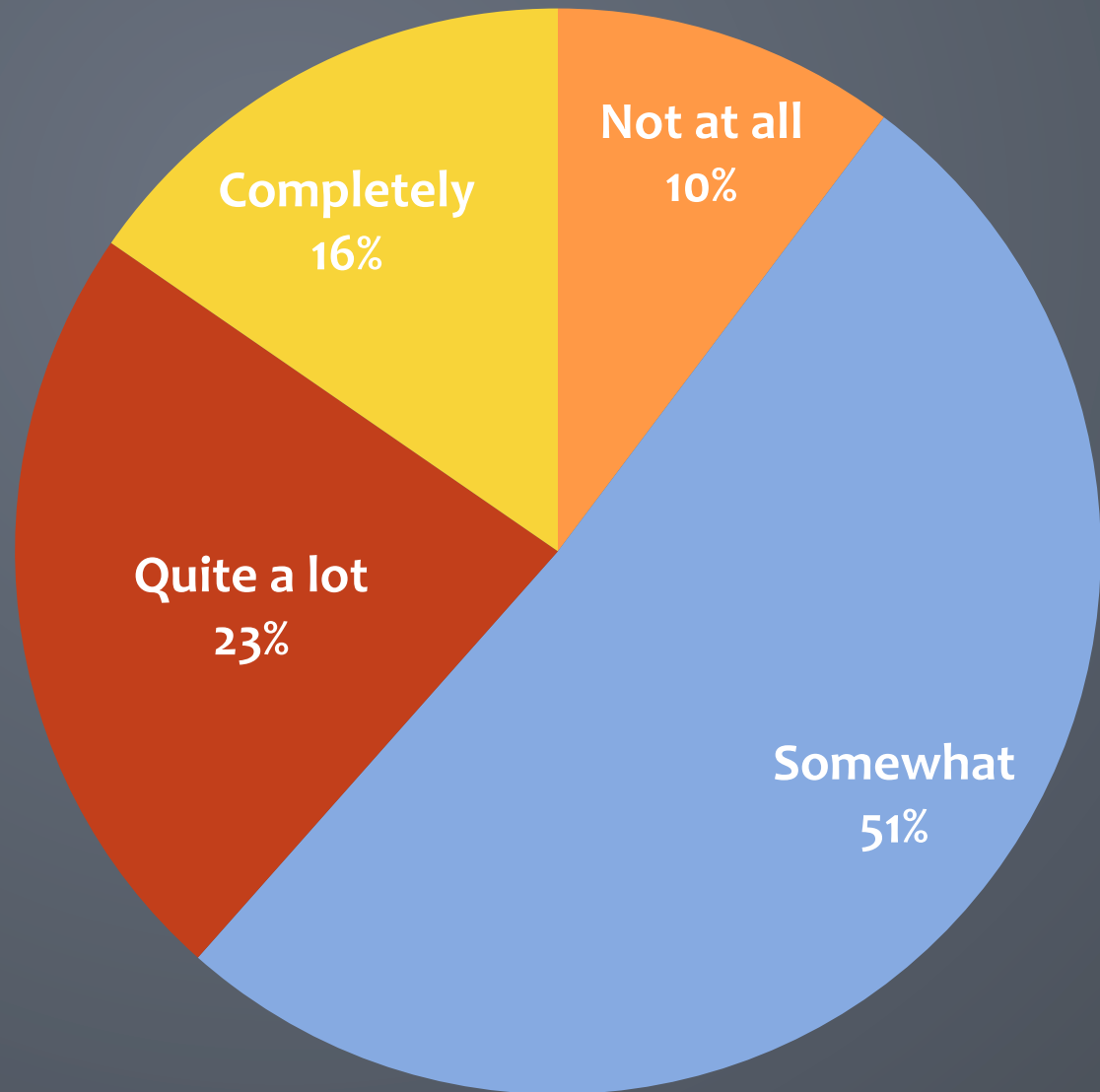
POST-DIALOGUE SURVEY RESULTS

42 *Survey Respondents*

3/29/16 Post-Dialogue Survey

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

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



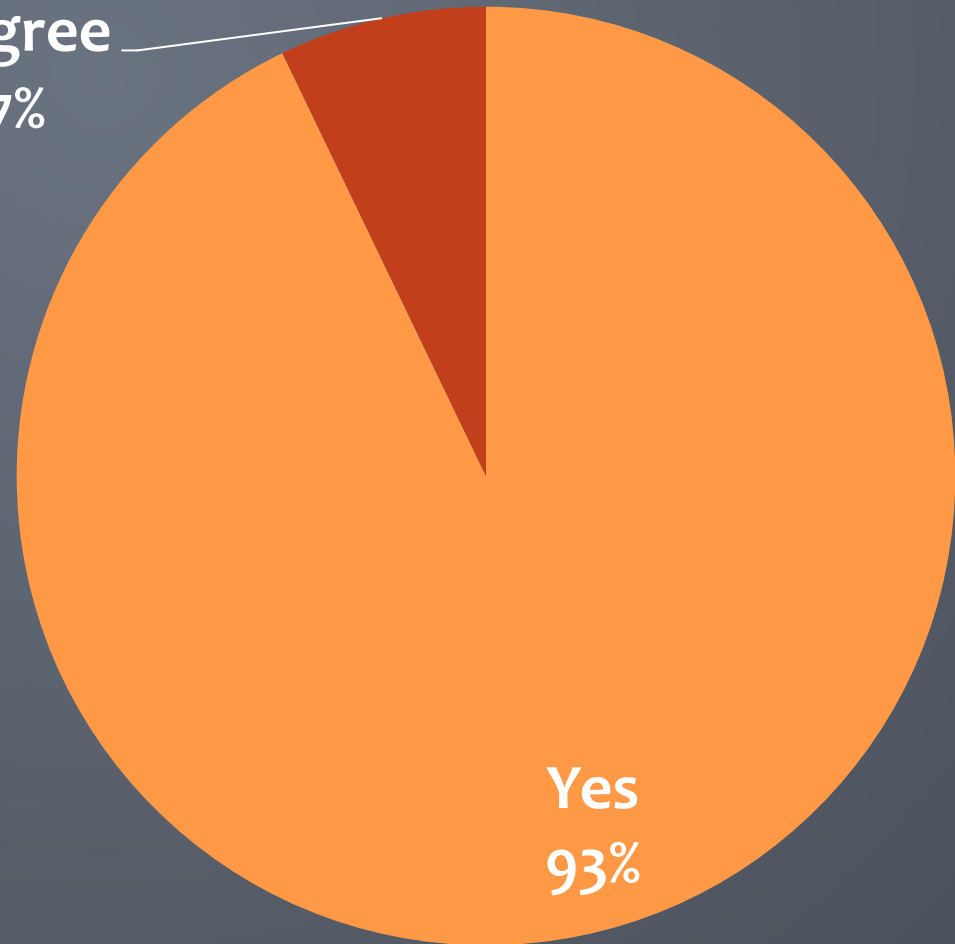
3/15/16 Post-Dialogue Survey

**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
7%

No
0%

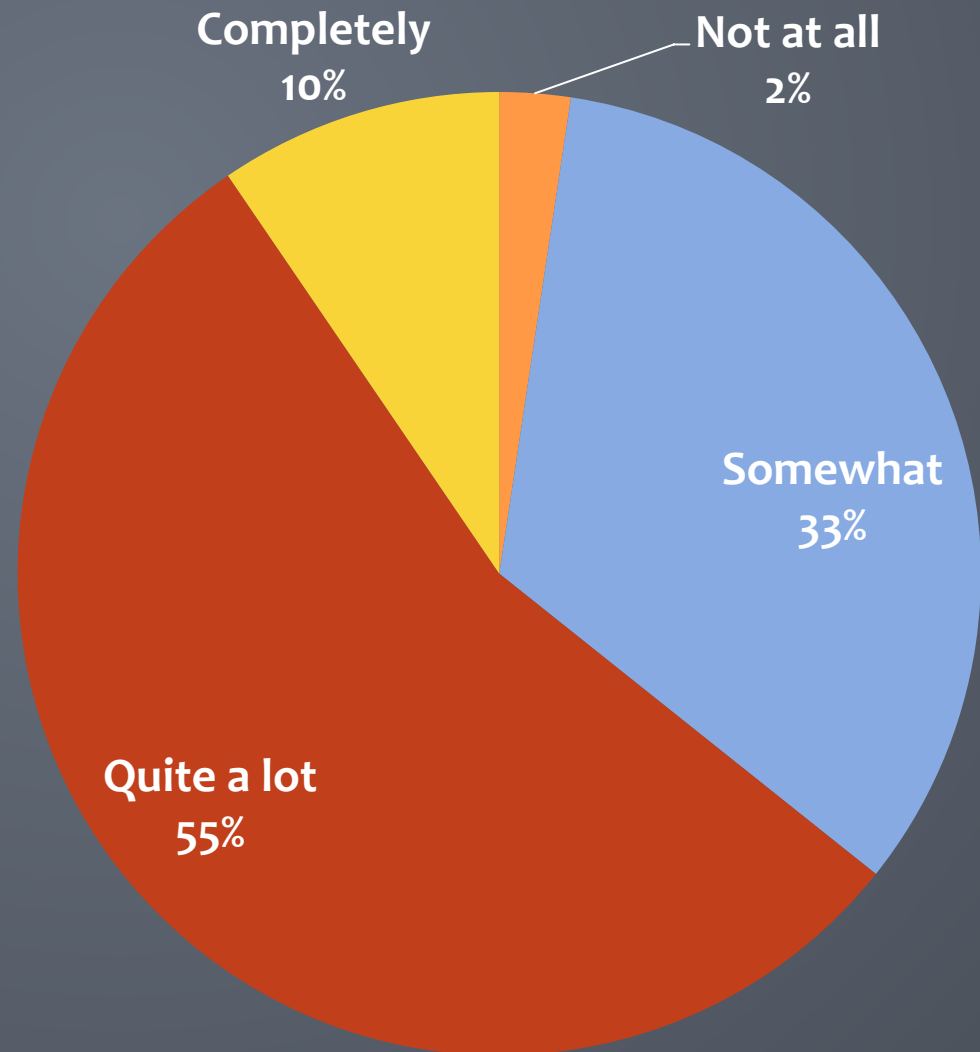
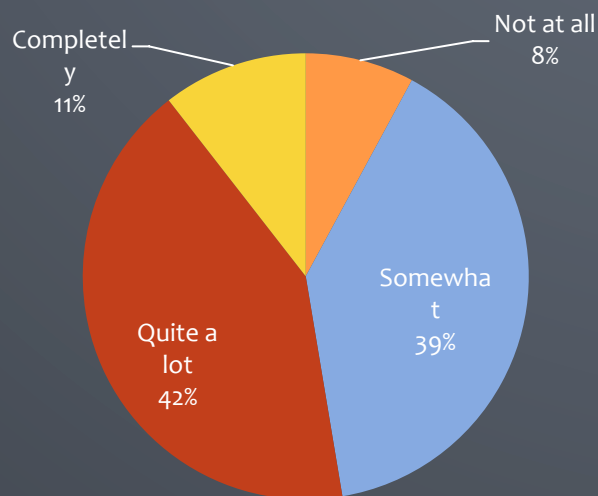


3/15/16 Post-Dialogue Survey

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

IS LAW ENFORCEMENT ADEQUATELY ADDRESSING THE CONCERNS OF THE COMMUNITY?

Pre Dialogue Results

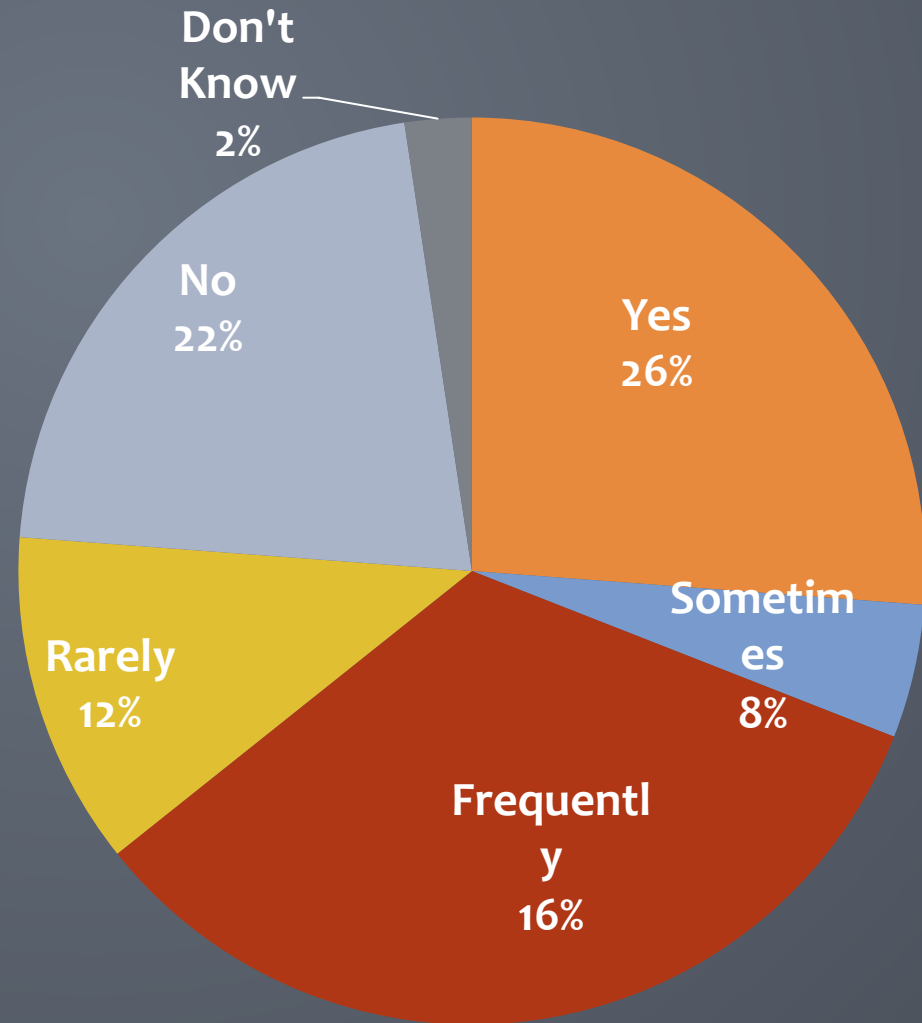
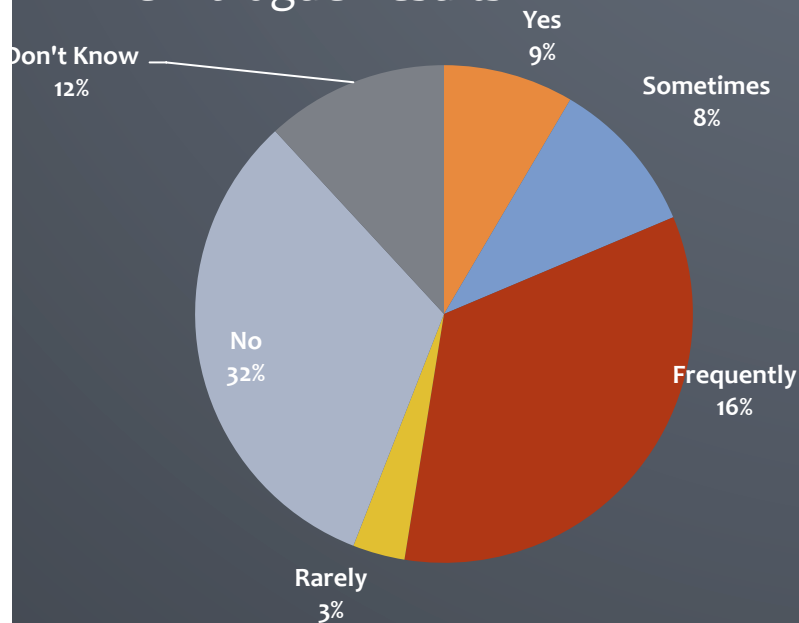


3/15/16 Post-Dialogue Survey

**DAYS OF
DIALOGUE**
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**DO YOU BELIEVE
THAT PEOPLE OF
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OFFICERS THAN ARE
WHITES?**

Pre Dialogue Results



3/15/16 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)



3/15/16 Post-Dialogue Survey

* ...enforcement hiring

** ...data

**DAYS OF
DIALOGUE**
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SMALL GROUP SUMMARIES

- Community pleased to know that law enforcement will be receiving training on how to respond to calls involving those diagnosed with and suffering from mental health and illness.
- Importance of advocating for increased funding for mental health training for officers including protocols for responding to veterans' with PTSD calls.
- Importance of law enforcement and community working together to change communities perception of law enforcement.
- Importance of using social media to highlight POSITIVE images/stories about law enforcement.
- Dialogue provided an opportunity to identify shared awareness about how the media continues to create a wedge between the community and law enforcement.
- Local government needs to funnel more resources to the community.
- Educating the community and law enforcement on importance of understanding and accepting cultural differences.
- Law enforcement needs to update the hiring practices including diversifying the workforce.
- Provided an opportunity to build trust between community and police.
- Provided an opportunity to see law enforcement from a very humanistic point of view.
- Provided a venue for open and safe communication.
- Provided an opportunity for the community to voice their feelings, and at the same time, to learn about various law enforcement and safety protocols.

THANK YOU TO OUR TRAINED VOLUNTEER FACILITATORS FOR TODAY'S DIALOGUE SESSION:

Renata Valree, Lead
Miriam Adamo
Chantelle Doerksen
Randy Drew
Debbie Fischl
Sue Lasicka
Scott Martin
Aerli Miranda
Pamela Perry
Shunnon Thomas



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

COUNTY FIRE
FIGHTING • TEAMWORK • COMMUNITY • COMMITMENT

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



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



THANK YOU

ALL WHO TOOK PART

Hosts and Co-Hosts

Law Enforcement and Fire Fighters

Community Residents

Community Advisory Committee

Elected Officials

Youth

Volunteer 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
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ON **THE FUTURE
OF POLICING**

PRESENTED BY

The Institute for Nonviolence in Los Angeles

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Jill Frank *Program Director*

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