



February 18, 2016 Dialogue Report
Host: LAPD Hollenbeck Division
Location: Puente Learning 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.



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

73 *Total Attendees*

45 *Community Participants*

14 *Law Enforcement*

14 *Facilitators*

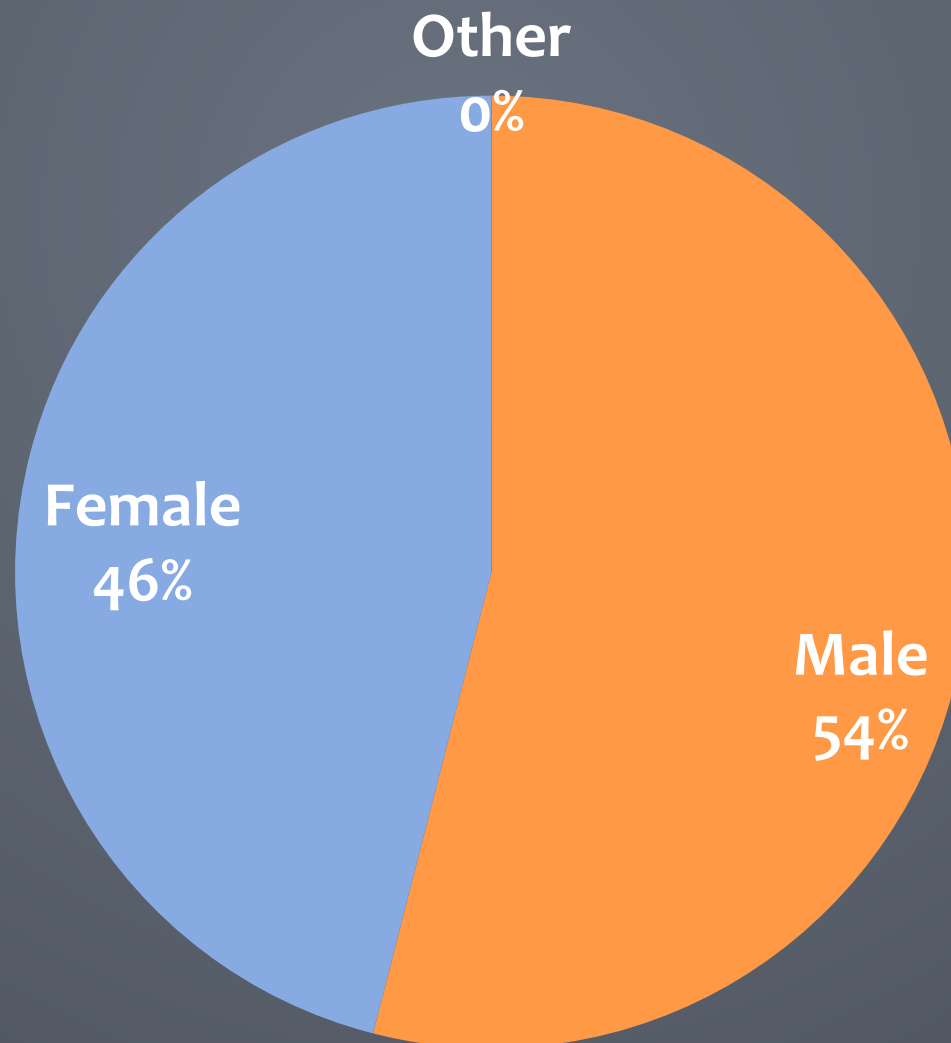
PRE-DIALOGUE SURVEY RESULTS

51 *Survey Respondents*

2/18/16 Pre-Dialogue Survey

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

GENDER

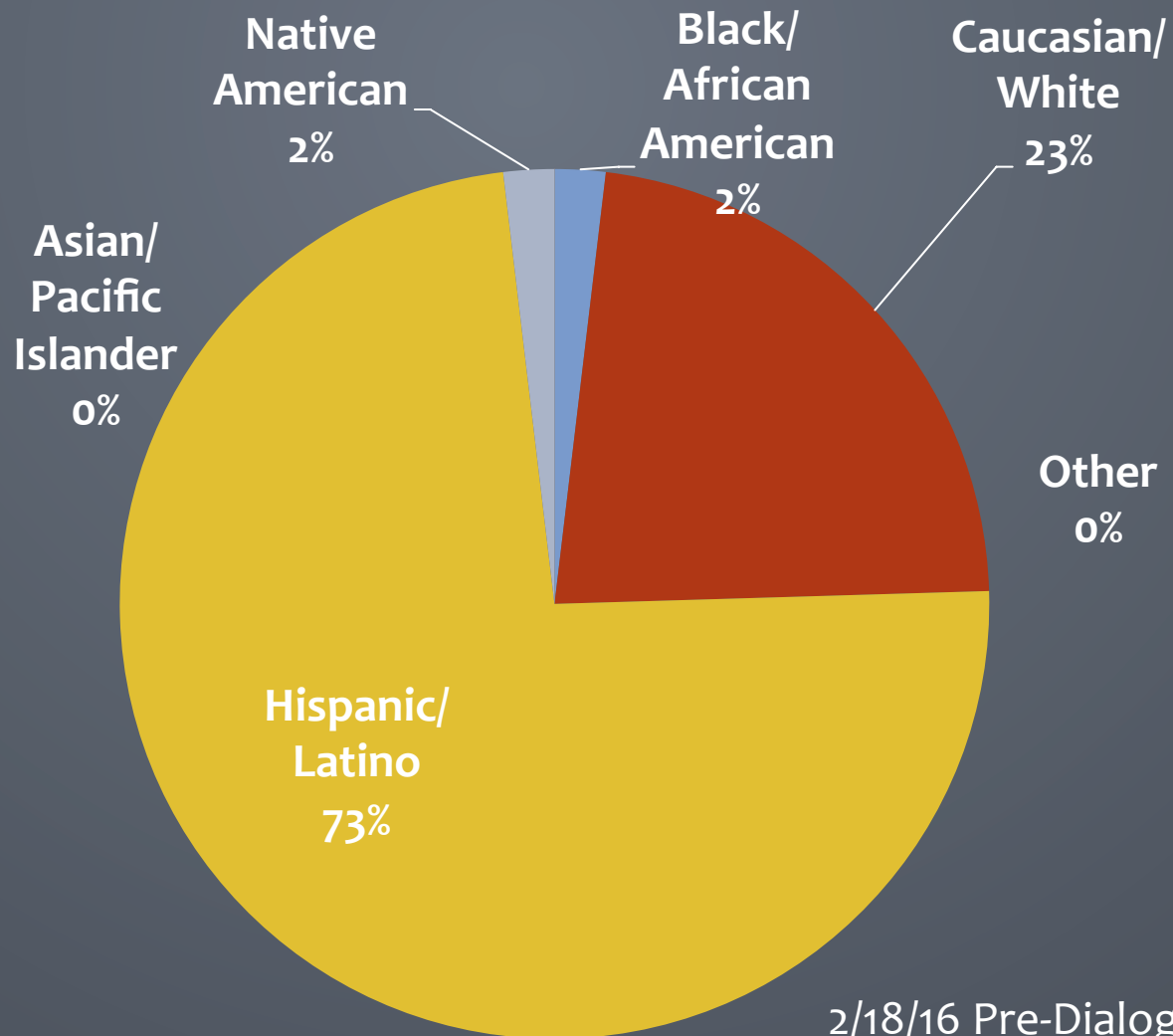


2/18/16 Pre-Dialogue Survey

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

ETHNICITY

(Respondents allowed to pick more than one choice)

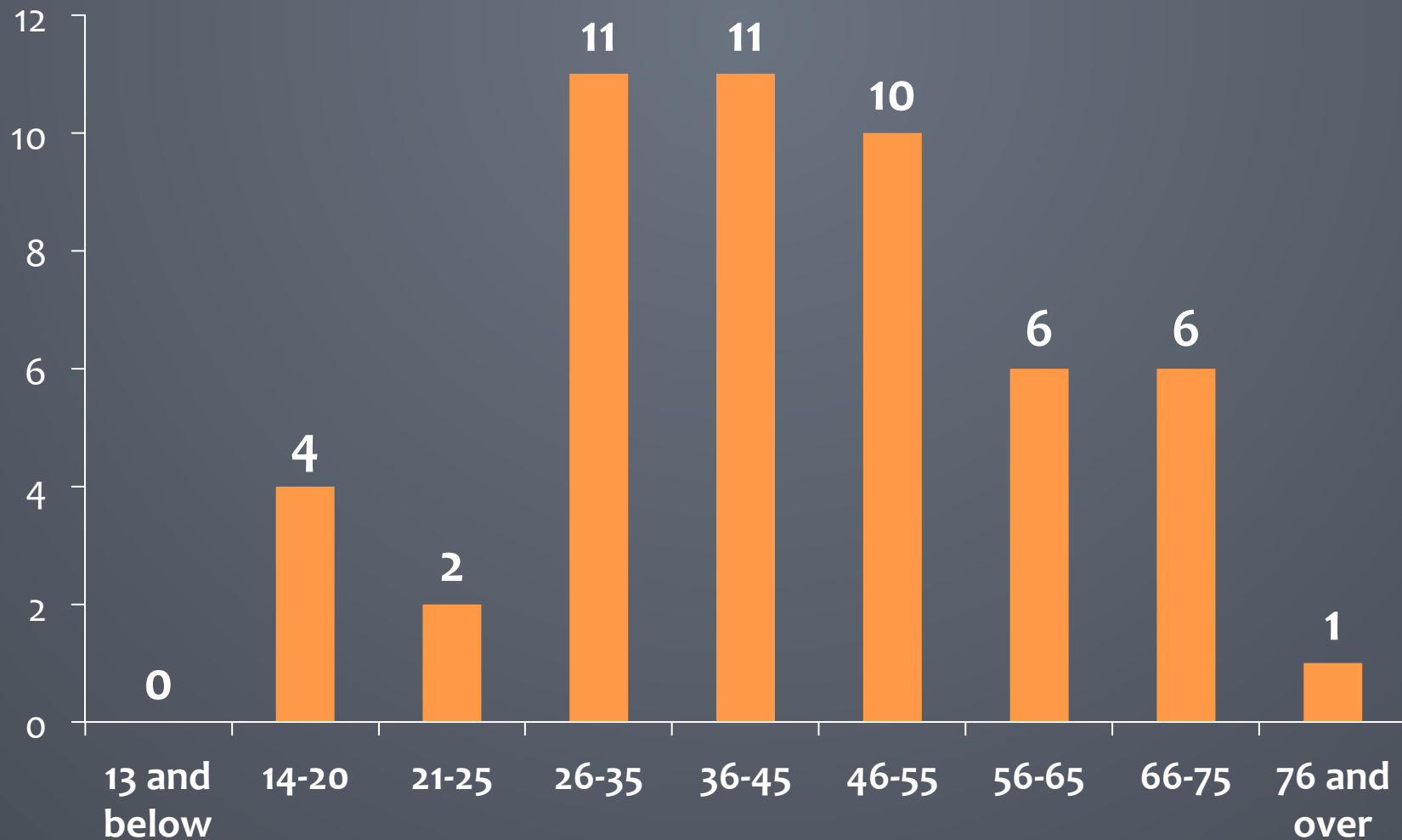


2/18/16 Pre-Dialogue Survey

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

2/18/16 Pre-Dialogue Survey

AGE

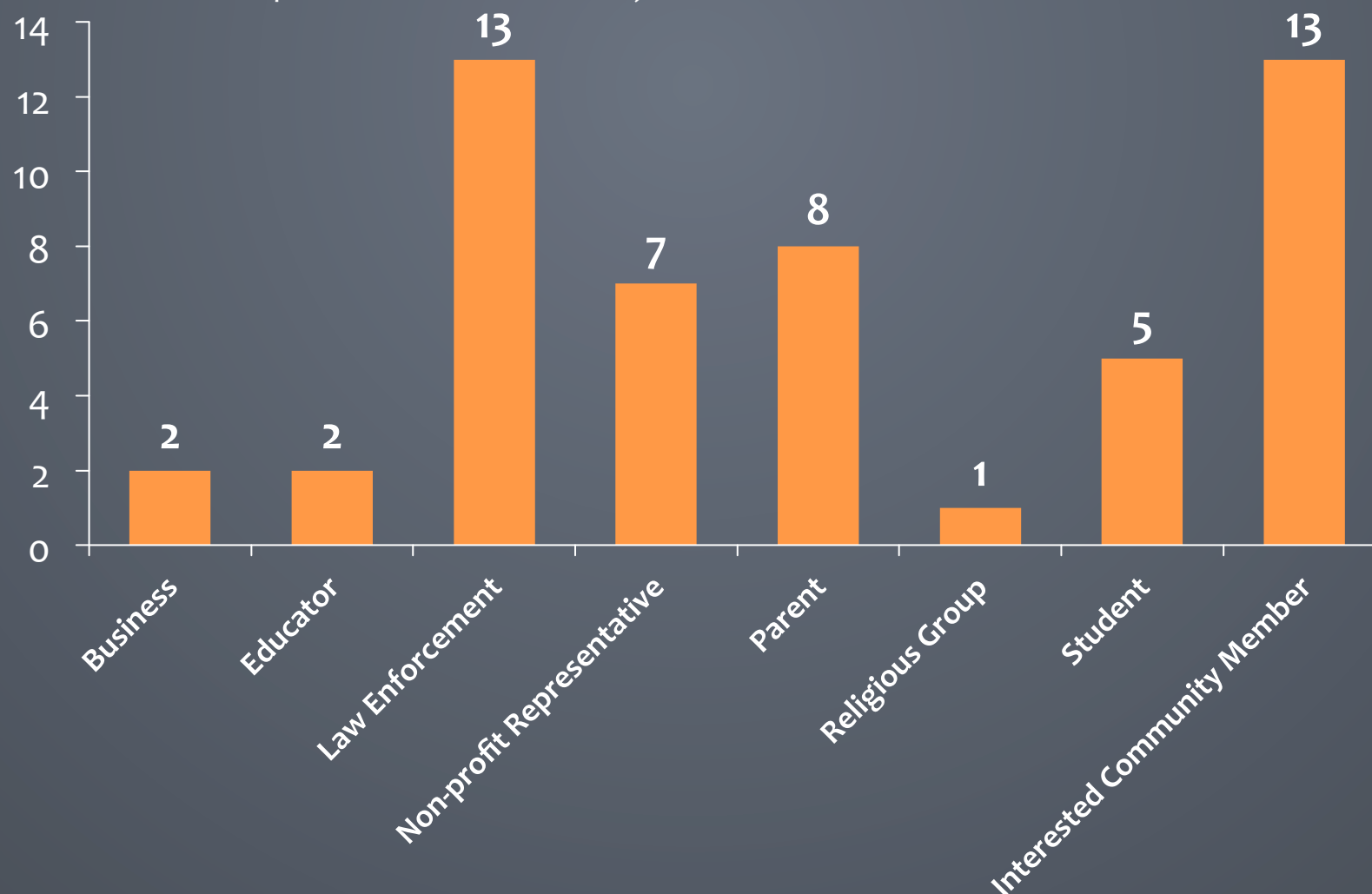


**DAYS OF
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2/18/16 Pre-Dialogue Survey

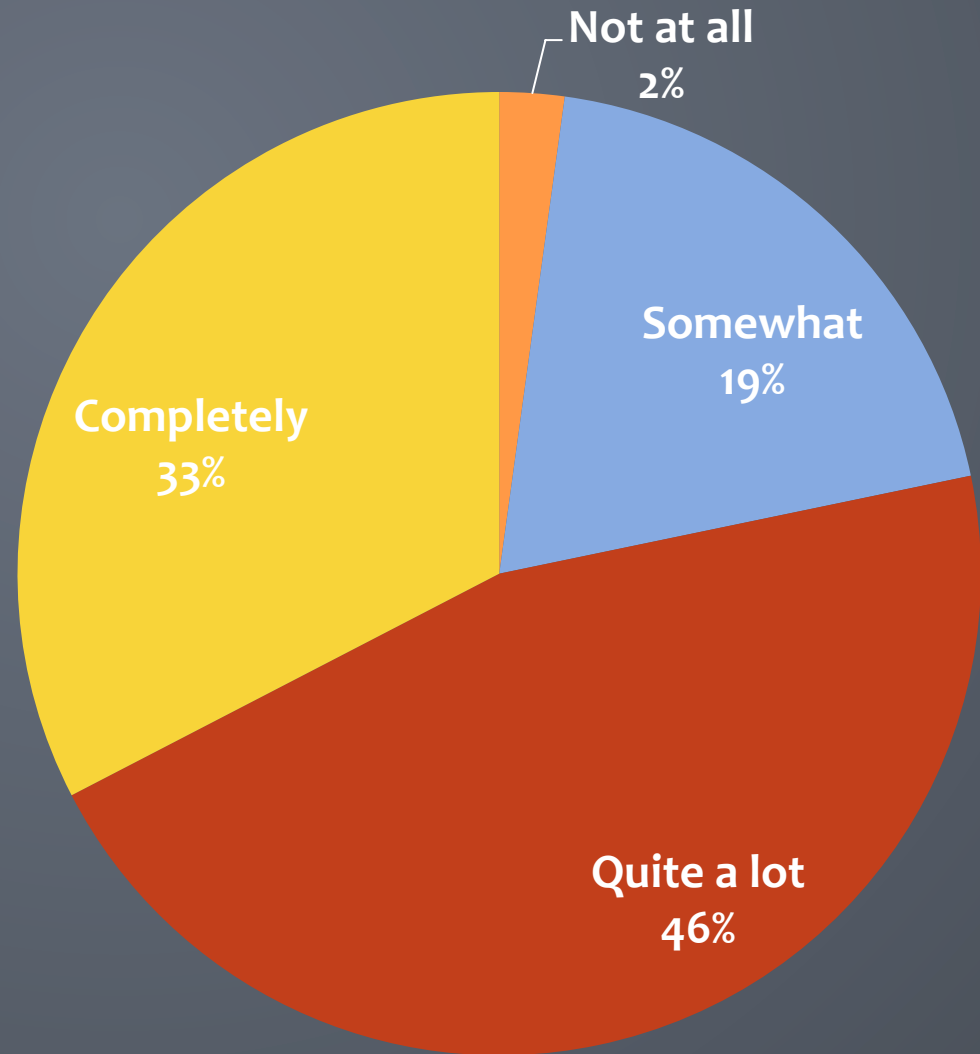
AFFILIATION

(Respondents allowed to pick more than one choice)



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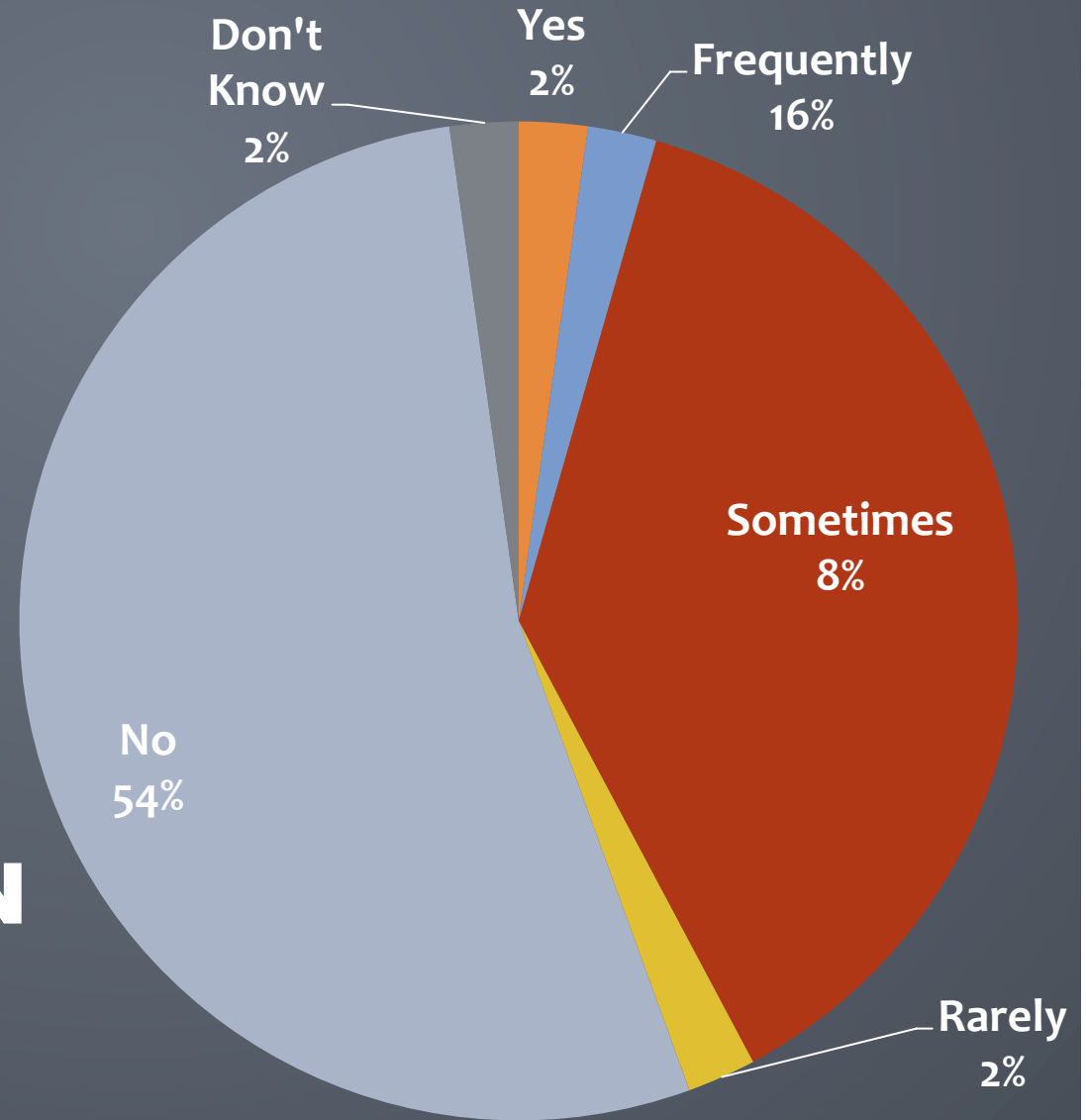
IS LAW ENFORCEMENT ADEQUATELY ADDRESSING THE CONCERNS OF THE COMMUNITY?



2/18/16 Pre-Dialogue Survey

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

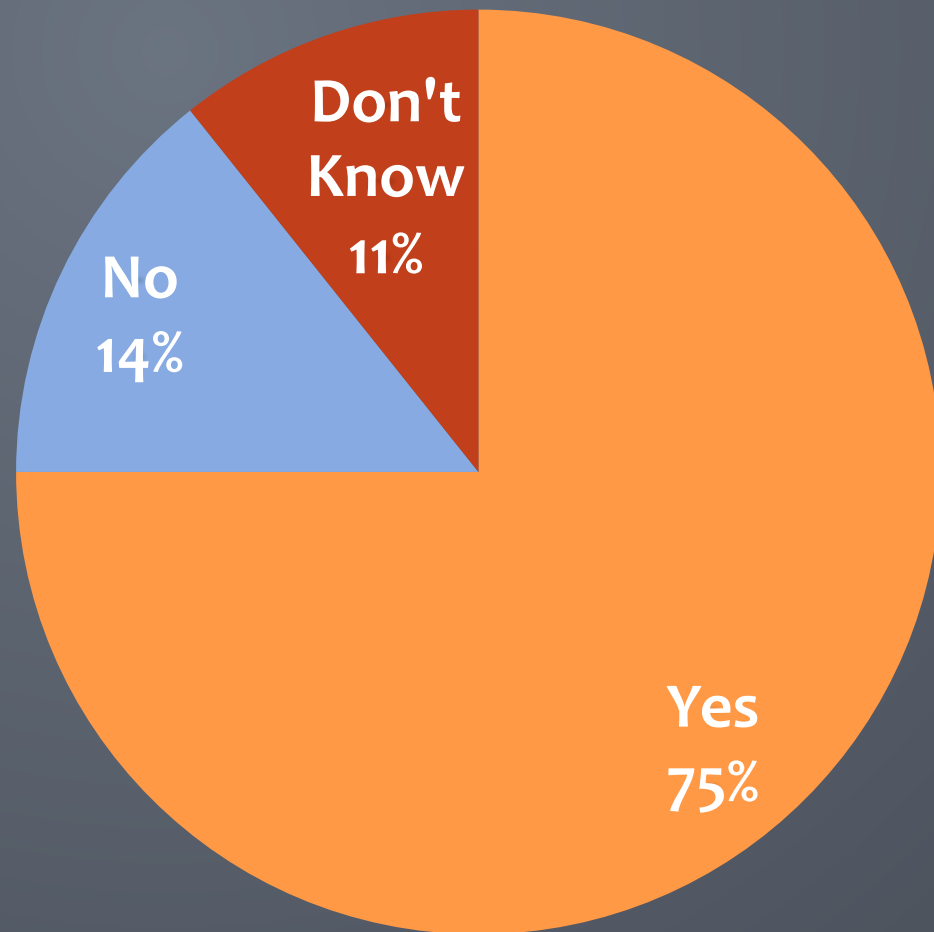
**DO YOU
BELIEVE THAT
PEOPLE OF
COLOR ARE
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TREATED LESS
FAIRLY BY
POLICE
OFFICERS THAN
ARE WHITES?**



2/18/16 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?**



2/18/16 Pre-Dialogue Survey

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

DIALOGUE COMMENTS

"Trust is paramount not only in day to day police work but community cooperation as well- otherwise arrest and prosecution would be an overly cumbersome process, adding huge amount of man hours."

"Specific procedure of the rotation of officers has heavily impacted the Hollenbeck beats. Younger officers have concerns about not having the street credibility that seasoned gang officers have."

"Not knowing the shot callers, birth name plus street name with visual facial recognition, results in limited community trust."

"Would like to reach the younger children, the siblings of the hard core gang members. That's where (we) can make a longterm difference."

"(We) (Officers) need the help and cooperation of the community. Police cannot arrest their way out of these problems."

DIALOGUE COMMENTS

Mental illness: "Parent should tell officer that the child is mentally ill."

"Family knows about mental illness but the police officers often don't."

"Police sometimes overreact to people with mental illness."

"PO need to come prepared. Alternatively, people need to be able to call a non-emergency line."

"The police role is to inform the community/protect the community/reduce crime. Serve the community/active in community/protect citizens. Enforce/ patrol/ service/ communicate. "

"Fight crime- ethically, and according to the constitution = true service"

DIALOGUE COMMENTS

"Want schools to talk about gangs with students. Schools talk about drugs, sex, but never about gangs."

" LAPD has been more geared to community in the last ten years."

"CLEAR Program - government funding- needs to be broadened."

"Police agency got larger, but more officers are needed, not admin. Need more officers on the streets and less admin."

"Deploy resources more effectively."

"Bring City Government to the Community- the Mayor needs to come to our Boyle Heights Roll Call!"

DIALOGUE COMMENTS

“Policing is adapting, changing. Academy attendance is a good experience for citizens to understand policing.”

"As an officer it's a very skeptical culture to be in, and Hollenbeck is a very traditional Division with the LAPD. We were all wondering, 'Did we do outreach effectively?' 'Will people even show up?' ... the community doesn't always show up to cop hosted events. It was very refreshing to see the community members pour in, and to see the reactions of the officers shift from worried and cynical to excited and relieved. "

"At the end of the evening, a lot of officers commented on how they were worried about how the conversations and the format would go, and it was a lot more comfortable and welcoming than they had anticipated. It was encouraging to see a Division so heavily founded on tradition to embrace the community and the willingness for the community to partner with the officers."





















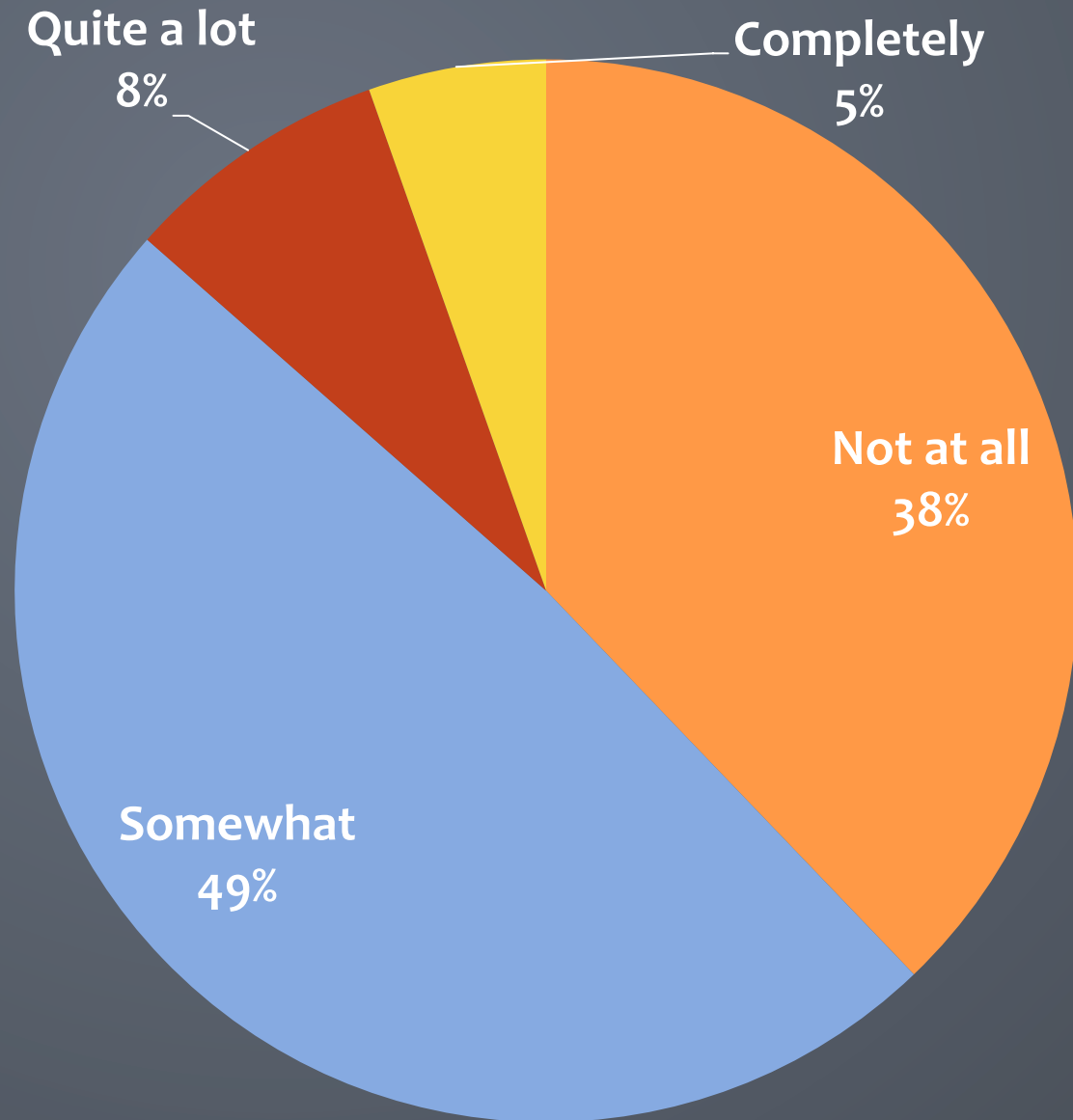
POST-DIALOGUE SURVEY RESULTS

38 *Survey Respondents*

2/18/16 Post-Dialogue Survey

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

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



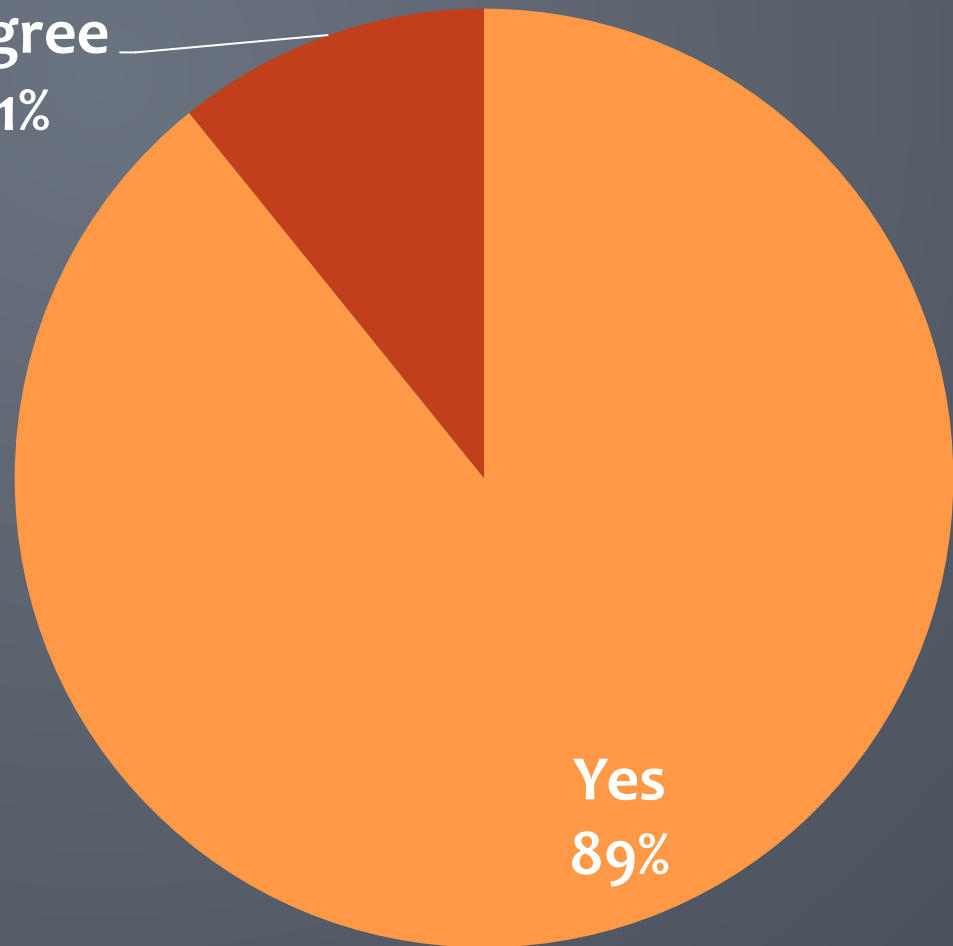
2/18/16 Post-Dialogue Survey

**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
11%

No
0%



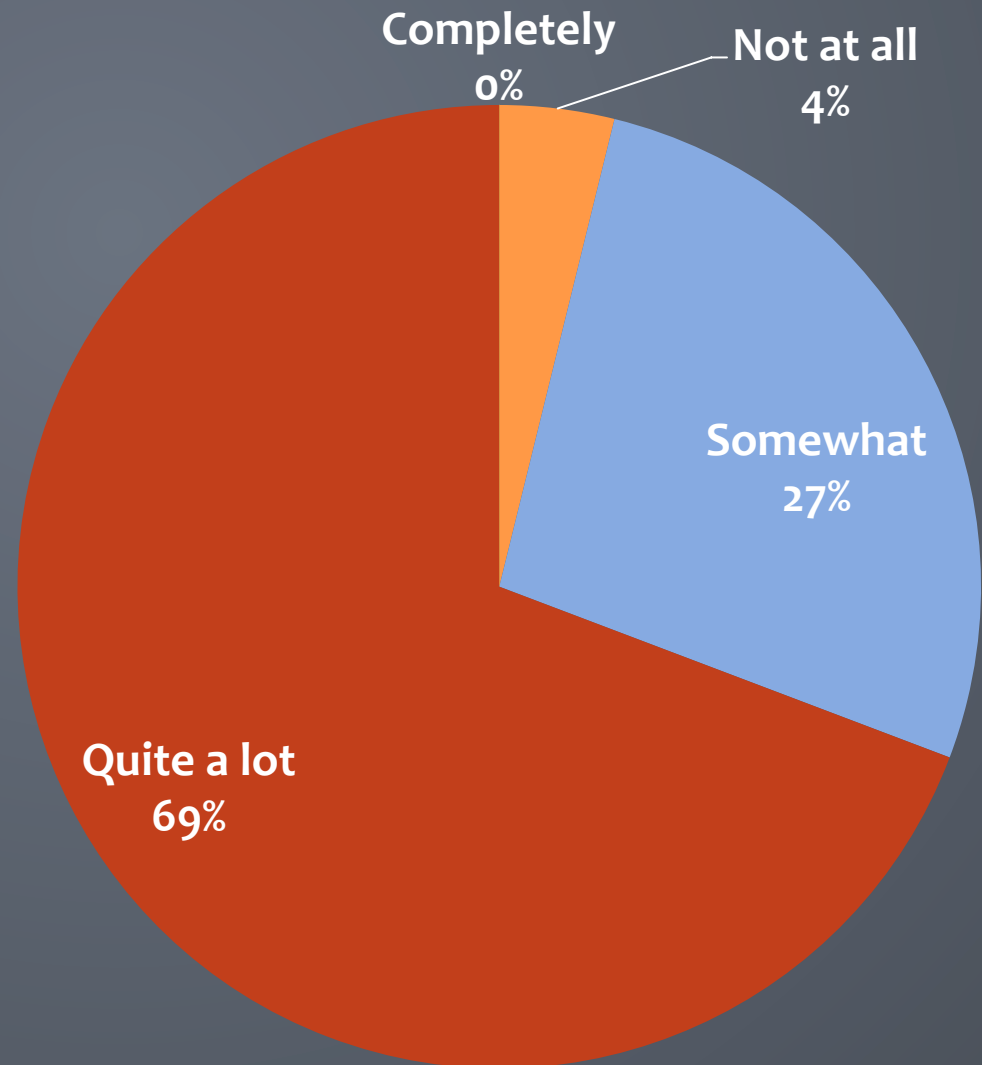
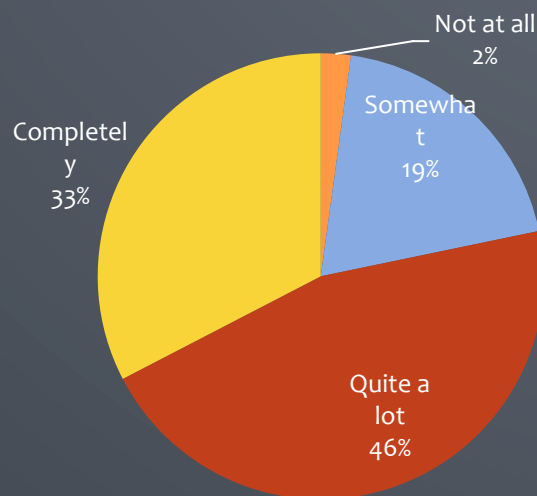
Yes
89%

2/18/16 Post-Dialogue Survey

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

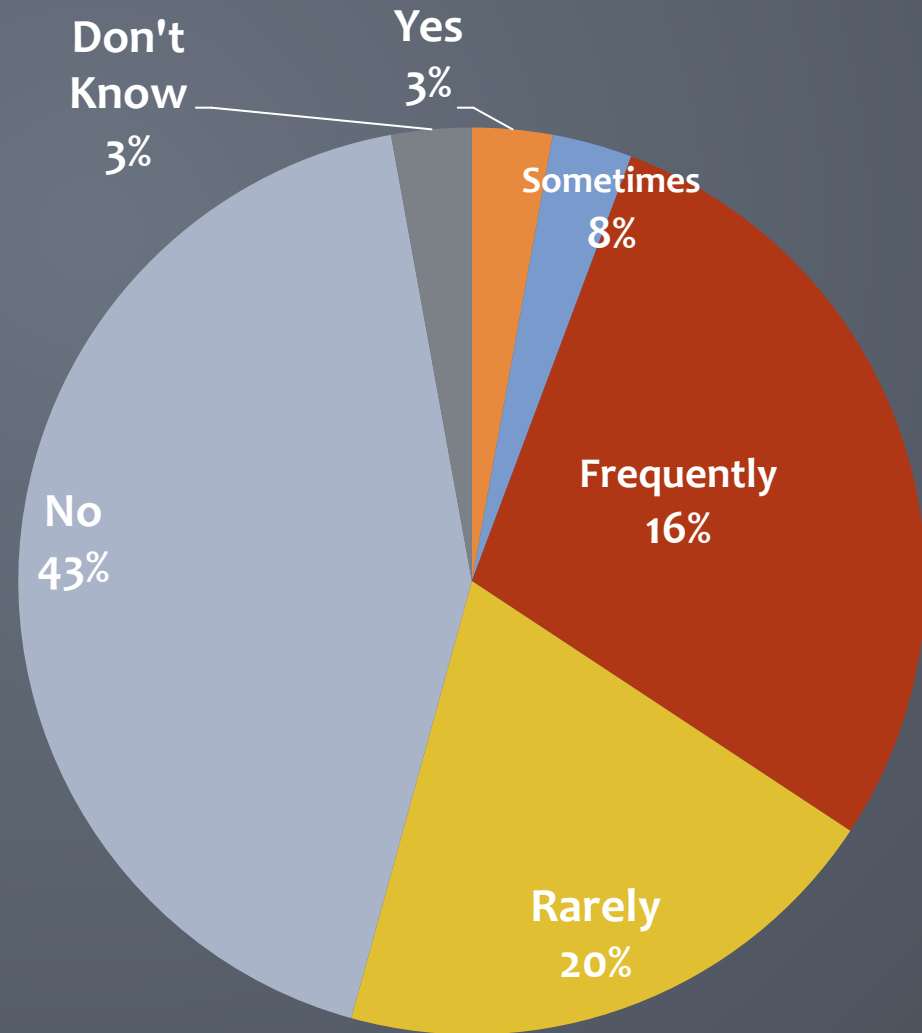
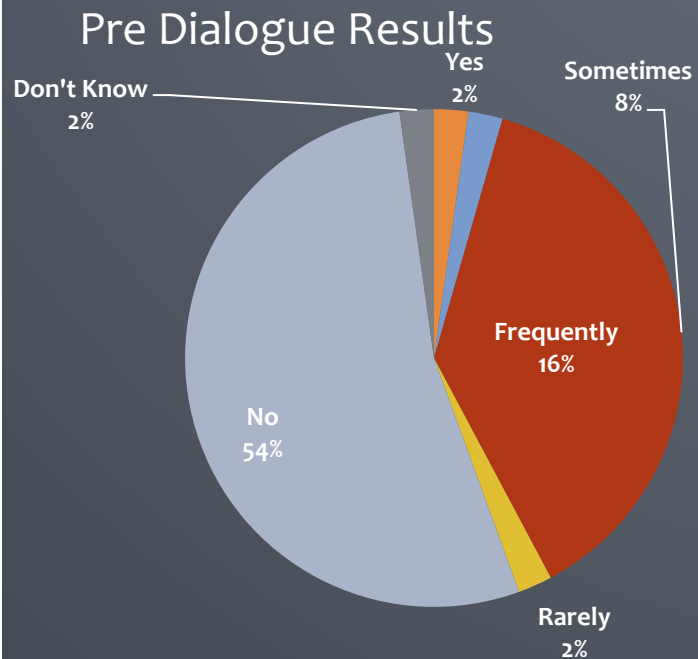
Pre Dialogue Results



2/18/16 Post-Dialogue Survey

**DAYS OF
DIALOGUE
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OF POLICING**

**DO YOU BELIEVE THAT
PEOPLE OF COLOR ARE
CONSISTENTLY
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BY POLICE OFFICERS
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2/18/16 Post-Dialogue Survey

**DAYS OF
DIALOGUE
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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)



2/18/16 Post-Dialogue Survey

Additional Actions: Support public review of police incident data; advocate for diversity in law enforcement hiring

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

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

- Dorit Cypis- Lead
- Jeanetta McAlpin - Lead
- Scott Woodhill - Lead
- Andrea Martinez-Gonzalez
- Candace Carnicelli
- Joseph Maizlish
- Kathryn Marshall
- Kay Brown
- Leigh Ann Pandora
- Loretta Banks
- Marie Stein
- Peggy Barnes
- Peggy Elliott
- Tanzila Huda

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

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*