The First Step...

“to protect and to serve”

Days of Dialogue

On The Future of Policing

August 2015 through September 2016

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“These are not revelations, that a police department should reflect its community. We’ve been struggling to do that for decades. It’s not a revelation that you need strong community ties that you build in times of peace so you don’t have to build them in times of catastrophe.”

— Chief Charlie Beck, LAPD  http://lat.ms/1BbH8zL

“Racism is built into the criminal justice system. It was baked in from the beginning of the experience of 90% of the African-American population at the end of slavery. If we don’t come to terms with that, then we’re going to have a hard time getting past the past.”

— Khalil G. Muhammad, “The Condemnation of Blackness” https://www.youtube.com/watch?v=1z_A1ediUWY

“Much research points to the widespread existence of unconscious bias. Many people in our white-majority culture have unconscious racial biases and react differently to a white face than a black face. In fact, we all, white and black, carry various biases around with us.”


“They are guilty of living while mentally ill. And they deserve better. Far too many recent instances across the country demonstrate that some police react to mental illness on the streets with brute-and sometimes fatal force.”


“We cannot reverse the tragedy that ended Michael Brown’s life far too soon. However, I do believe the system can be transformed so that, as we move forward, we can honor the inherent worth of all human beings and build lives of dignity and respect for all.”

— John Mutz, Former LAPD Captain

“…people are far more compliant if they feel they are being treated with respect…The science and research tell us that if you disrespect a person there is a chemical reaction that happens in the brain that will cause people to become resistive and uncooperative…

…Officers need to be able to switch into that warrior mode in a split second, but they also need to be able to switch into the guardian mode, once the situation is under control.”

— Sue Rahr, Former Executive Director, Washington State Police Academy

“It’s not just about changing policies. It’s not just about changing lives. It’s about changing our culture and changing how we fight. We can change policies all day but if the fight to get there was full of trauma, was replicating oppressive dynamics, abusive dynamics, then what is the point?”


“…Personal choices are made within a social construct, and that construct is heavily influenced by oppressive forces — interpersonal biases, structural inequities, aversion to otherness.

More people are now opening their eyes to the totality of this image, realizing with supreme frustration that one can’t simply earn one’s way up out of oppression, that oppression must be dismantled from the top down.

More people are realizing that in a moment of greatest distress and danger, nothing else you have ever done will matter if all the person who poses the threat sees is a body not to be valued. When he pulls a gun, you can’t pull a résumé.”

— Charles M. Blow, Black Lives and Books of the Dead, NYT 7/9/15

“I just want to live until I’m 18 years old”

— Anonymous, told to Myran Cotton, founder of the Watts Gang Task Force

“All you need to understand is that the officer carries with him the power of the American state and the weight of an American legacy, and they necessitate that of the bodies destroyed every year, some wild and disproportionate number of them will be black.”

— Ta-Nehisi Coates, “Letter To My Son,” The Atlantic

“There’s a difference between telling someone, ‘Hey, can I talk to you?’ and ‘Hey, get over here’”

— Commander Phil Tingirides, LAPD, http://cbsn.ws/1wolnb5

Groups most likely to be killed by law enforcement

“...”
Quotes, continued

“It’s ridiculous that I can’t tell you how many people were shot by police in this country last week, last year, the last decade — It’s ridiculous.”

— James Comey, Director of the FBI, on the Epidemic of Racial Bias-video http://bit.ly/1CT9ALX

“One of the biggest problems with policing is a lack of transparency. Police too often refuse to release information the public needs — the full investigations or body camera footage of shootings, records of police officer misconduct and discipline. It’s hard to build trust when police act like they have something to hide.”

“We have access to information about every single shark attack, but California still does not collect basic information about how the police interact with the communities they serve. We need that information for transparency and accountability.”

— Peter Bibring, Director of Police Practices & Senior Staff Attorney, ACLU of Southern California

Resources

AB 953: Imagining an Existence Without Racial Profiling
http://bit.ly/1OB4Agg

Build Trust Act of 2015
Summary of H.R. 59, introduced by Rep. Sheila Jackson Lee (D-TX)
https://www.govtrack.us/congress/bills/114/hr59/summary

Center for Policing Equity – University of California Los Angeles is a research consortium that promotes police transparency and accountability by facilitating innovative research collaborations between law enforcement agencies and empirical social scientists.
http://cpe.psych.ucla.edu

Fairness and Effectiveness in Policing: The Evidence
http://www.nap.edu/catalog/10419.html

Fatal Police Shootings: Accounts Since Ferguson
A selection of police shootings that have been reported by news organizations since Michael Brown’s death in Ferguson, Mo., in August.
http://nytms/data/cwqioe

Final Report of the President’s Task Force on 21st Century Policing

Racial Bias Among Millennials How the biases in the back of your mind affect how you feel about race.
http://www.pbs.org/newshour/bb/likes-back-mind-affect-feel-race/

https://www.youtube.com/watch?v=9izsd7JODMY0
Some Research:

Historical Context
“Community policing arises from the crisis of legitimacy after the urban race riots of the 1960s, the proximate causes of which several blue-ribbon reports blamed on police (President’s Commission on Law Enforcement and Administration of Justice, 1967; National Advisory Commission on Civil Disorders, 1968). The reports claimed police had lost contact with minority group residents, both by changing from foot patrols to radio cars and by taking a more legalistic approach to law enforcement. In various ways, most notably “team policing” (Task Force Report; Sherman et al., 1973), the police were urged to increase their contact with citizens in more positive settings than just responding to emergencies. Thus for almost three decades the Community Policing hypothesis has been that increasing the quantity and quality of police-citizen contact (Kelling, 1988) reduces crime.”


(Department of Justice report) … found that 85% of all drivers stopped by police were black, and that African American drivers were twice as likely as white drivers to be searched during these stops but yet more than 25% less likely to be found in possession of illegal substances or goods.”

— Matt Apuzzo, NYT, “Ferguson Police Routinely Violate Rights of Blacks, Justice Dept. Finds” http://nyti.ms/1M3IoZm and http://1.usa.gov/1B26Xnu

“…Police officers were found to have overwhelmingly charged African Americans with… disturbing the peace.”


There is evidence that working with the public, and going beyond law enforcement, can have modest crime and disorder reduction effects, and the more personal the police-citizen contacts the more likely it is that they will have an effect on crime.

— Knowing What is Effective (and not) in Policing http://www.popcenter.org/learning/60steps/index.cfm?stepNum=3

The Use and Effectiveness of Community Policing in a Democracy
Klockars (1988) argued that the police forces do not really want to make any changes to their behavior and are using community policing to gain legitimacy. Eck (1993:73) felt that community policing will not reduce the tension between the police and the public, but “At best they will make police actions more acceptable to the public, even if due process is violated.” To overcome some of this, Mastrofski and Greene (1993:99) suggested that “the impetus for community participation must be sustained more by the community’s continuing commitment to achieve it than by police willingness to try it.” They also stated that if community policing was something more than just rhetoric, then the police would not implement it. Weatherit (1988:174) wrote that community policing fails to address the problems of practical and constitutional limits to police actions and that the concept is seductive to the public only because it is vague.


Days of Dialogue on the Future of Policing:

GLOSSARY

• Procedural Justice: (Sometimes called procedural fairness) The idea that how individuals regard the justice system is tied more to the perceived fairness of the process and how they were treated, rather than to the perceived fairness of the outcome. (U.S. DOJ)

• Implicit Bias: Also known as “unconscious bias,” implicit bias refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an an unconscious manner. — Ohio State University. (Dr. Lori Fridell)

• Explicit Bias: Explicit bias refers to the attitudes and beliefs we have about a person or group on a conscious level. (Dr. Lori Fridell)

• Community Policing: Policing based upon a partnership between the police and the community whereby the police and the community share responsibility for identifying, reducing, eliminating and preventing problems that impact community safety and order. (U.S. DOJ)

• Community Oriented Policing: A philosophy that combines traditional aspects of law enforcement with prevention measures, problem solving, community engagement, and community partnerships. (Legal Dictionary)

• Neighborhood Policing: Policing neighborhoods in a manner in which the residents have an opportunity to build relationships with the cops that police their areas, through increased positive interaction by the use of foot patrols and senior lead officers. (LAPD)

• Relationship Based Policing: Policing based upon the recognition of the need for mutual understanding and constant interchange of communications between the officers and the public. (LAPD)

• Predictive Policing: Any policing strategy or tactic that develops and uses information and advanced analysis to inform forward-thinking crime prevention. (NJJ)

• Intelligence-led Policing: Policing which provides strategic integration of intelligence into the overall mission of policing (i.e., reducing / preventing crime). (U.S. DOJ)
INSTITUTE FOR NONVIOLENCE IN LOS ANGELES

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August 2015 - September 2016

to protect


http://nonprofitquarterly.org/2015/03/05/doj-finds-ferguson-pd-racially-biased-lessons-aplenty-for-nonprofits-nationw ide/
Part 1. INTRODUCTIONS

1. What is your name? Organizational affiliation?

2. What are the primary reasons you decided to participate in this particular dialogue session? What do you hope to gain from this dialogue?

3. What personal experiences have you had that influence the way that you perceive policing?

4. Is there more police abuse today than there has been in the past? What most informs your opinion?

5. While police have the primary responsibility to enforce the law, what are the unique responsibilities that you and community members have in keeping our community safe?

10. People from other racial, ethnic or cultural backgrounds have concerns about interactions with police officers. What concerns are you aware have been raised? What might be ‘best practices’ by police officers and other law enforcement to handle those issues and concerns?

11. To what extent does the demographic make-up of a community impact the quality of policing in that community? Does the demographic profile of a police department have any relationship to the quality of policing of that community?

12. Is it possible to be biased against another and not realize it? Might you have biases against others of which you are unaware?

MENTAL ILLNESS AND SOCIAL ILLS

13. What do you think of recent incidents involving police officers and unarmed citizens?

14. How can interactions between police and people who are mentally ill, or in emotional crisis, be improved?

15. What issues or problems are assigned to police to handle that would be more effectively handled by other entities, and how should those issues be addressed? What are the barriers to implementation of changes you identify?

16. What requirements or guidelines should be in place for handling potentially violent situations involving police and community members?

17. What actions can law enforcement take to de-escalate potentially violent situations?

18. What are the things that hinder positive changes in policing and how can those hindrances be better addressed in a positive way?

RACIAL PROFILING

19. What is necessary for law enforcement to do to ensure that criminal profiling is conducted in a manner that is respectful and lawful?
COMMUNITY POLICING/RELATIONSHIP BASED POLICING/PROCEDURAL JUSTICE

20. There are unique circumstances involving police interactions with community members that may require specialized attention based on unique personal characteristics, such as:
- Lesbian, gay, bi-sexual, transgender, queer, questioning (LGBTQQ)
- Women and women of color, in particular
- Victims of domestic violence (male and female)
- People with physical and/or mental disabilities
- People of Asian and Pacific Islander Heritage
- Migrants or cultural or ethnic backgrounds unfamiliar to police officials
- People with low incomes or who live in low income communities
- People who may have mistakenly been assessed as a threat by police officers

Which of these unique characteristics is important to you? How might these interactions be best handled?

21. What critical factors need consideration to help ensure more positive interaction between all community members and police?

22. What has been your primary concern about recent high profile fatal or non-fatal encounters involving police and unarmed members of the community? What policy changes or other changes do you recommend to improve outcomes?

ACCOUNTABILITY

23. What can take place, if anything, to ensure that all law-abiding people feel treated with respect by police officers?

MILITARIZATION OF POLICE

24. What do you think about local police forces receiving and using surplus military equipment from the US Government?

25. Does the use of surplus military equipment, designed for international war zones, by municipal law enforcement agencies help local police forces in any way?

Part 3. CONCLUSIONS, ACTIONS

26. What can law enforcement officers do to assist community members in managing disputes and eliminating criminal behavior?

27. Did you hear anything in this dialogue session that was unexpected? Did you hear anything that would benefit from more dialogue, or other actions?

28. As the result of this dialogue session, what actions are you interested in seeing others take, or are you personally prepared to take, to improve the future of policing?

History of Days of Dialogue

In 1995, as a result of the verdict in the O.J. Simpson trial that polarized many Los Angeles communities, then Los Angeles City Councilperson Mark Ridley-Thomas inaugurated Los Angeles’ first city-wide discussion, the Days of Dialogue. Since then, tens of thousands of people, both locally and nationally, have participated in Days of Dialogue programs.

The Institute for Nonviolence in Los Angeles is a project of Community Partners, a 501(c)(3) organization. / 1000 N.Alameda St., Suite 240, Los Angeles, CA 90012

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