



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

May 11, 2016 Dialogue Report
Host: LAPD Wilshire Division
Location: Wilshire Community Police Station

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

63 *Total Attendees*

35 *Community Participants*

11 *Law Enforcement*

14 *Facilitators*

2 *AV Team*

1 *INVLA Staff*

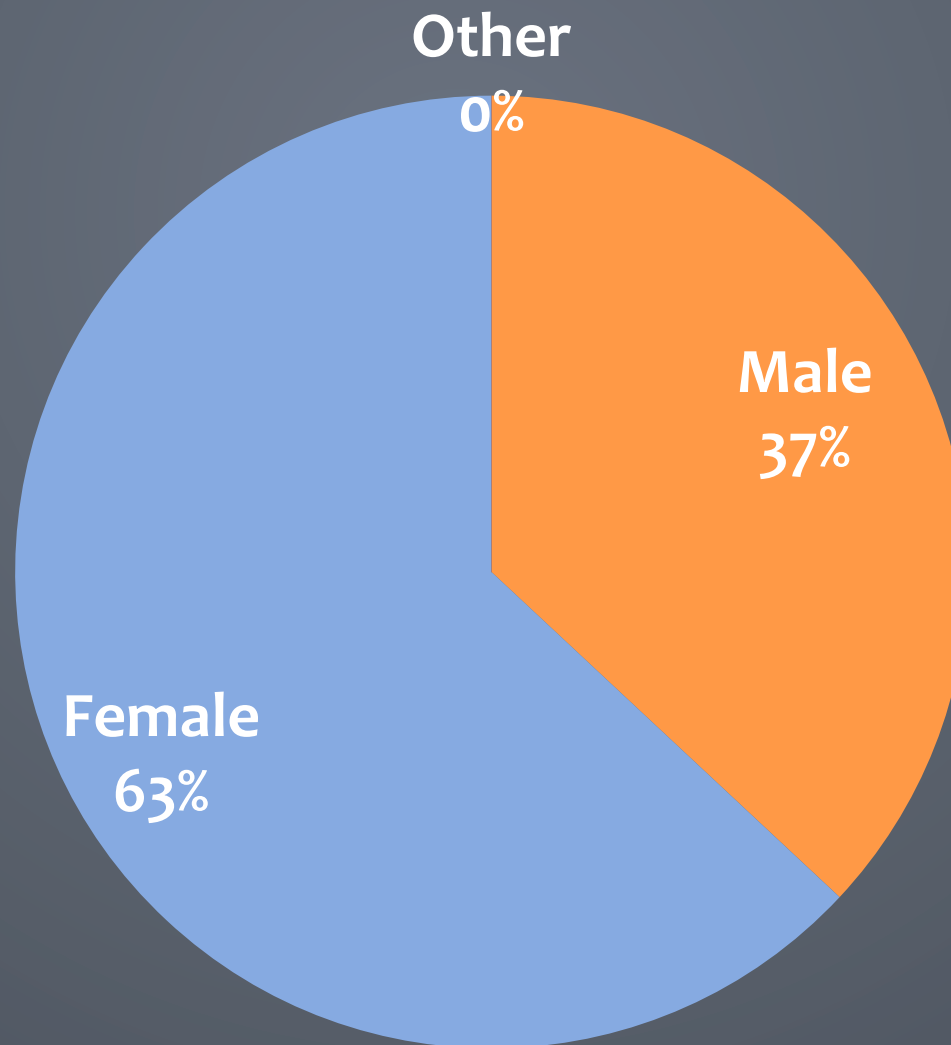
PRE-DIALOGUE SURVEY RESULTS

47 *Survey Respondents*

5/11/16 Pre-Dialogue Survey

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

GENDER

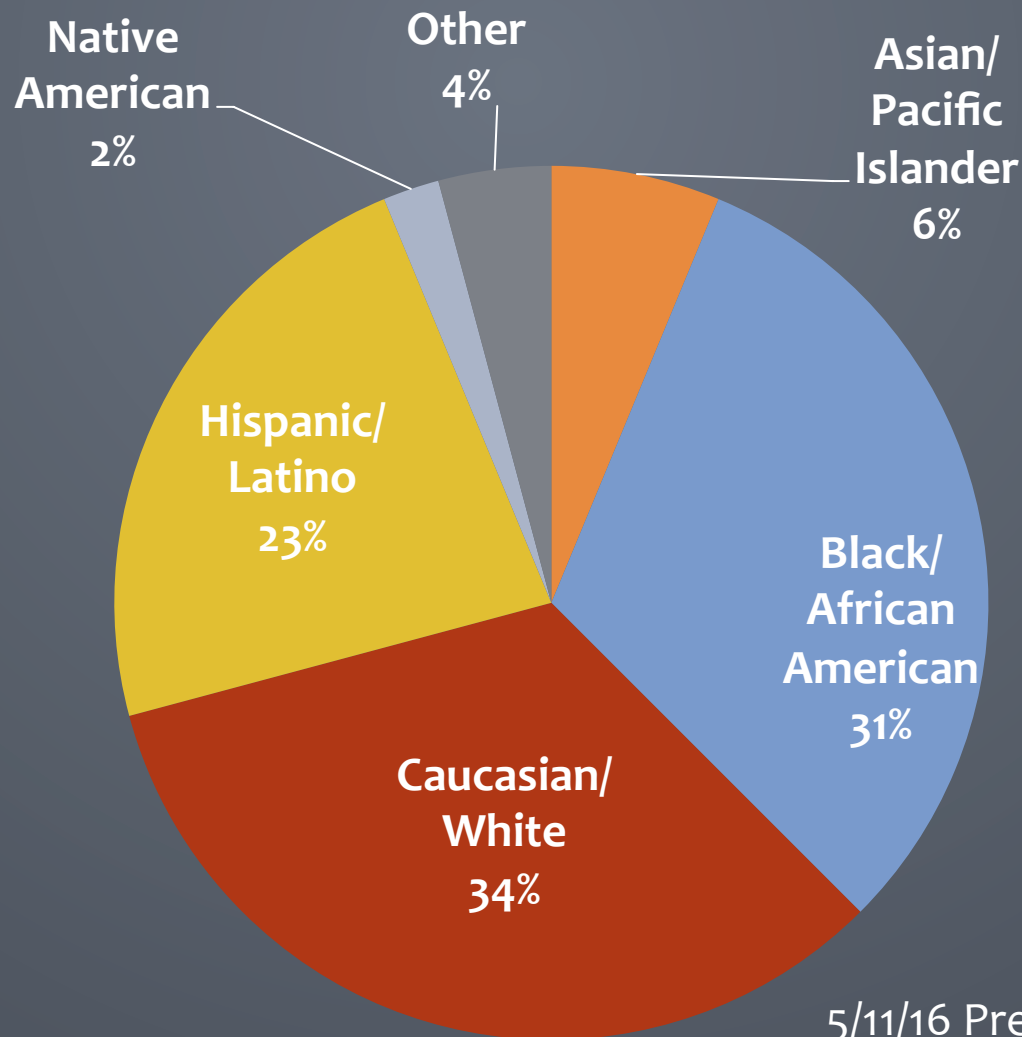


5/11/16 Pre-Dialogue Survey

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

ETHNICITY

(Respondents allowed to pick more than one choice)

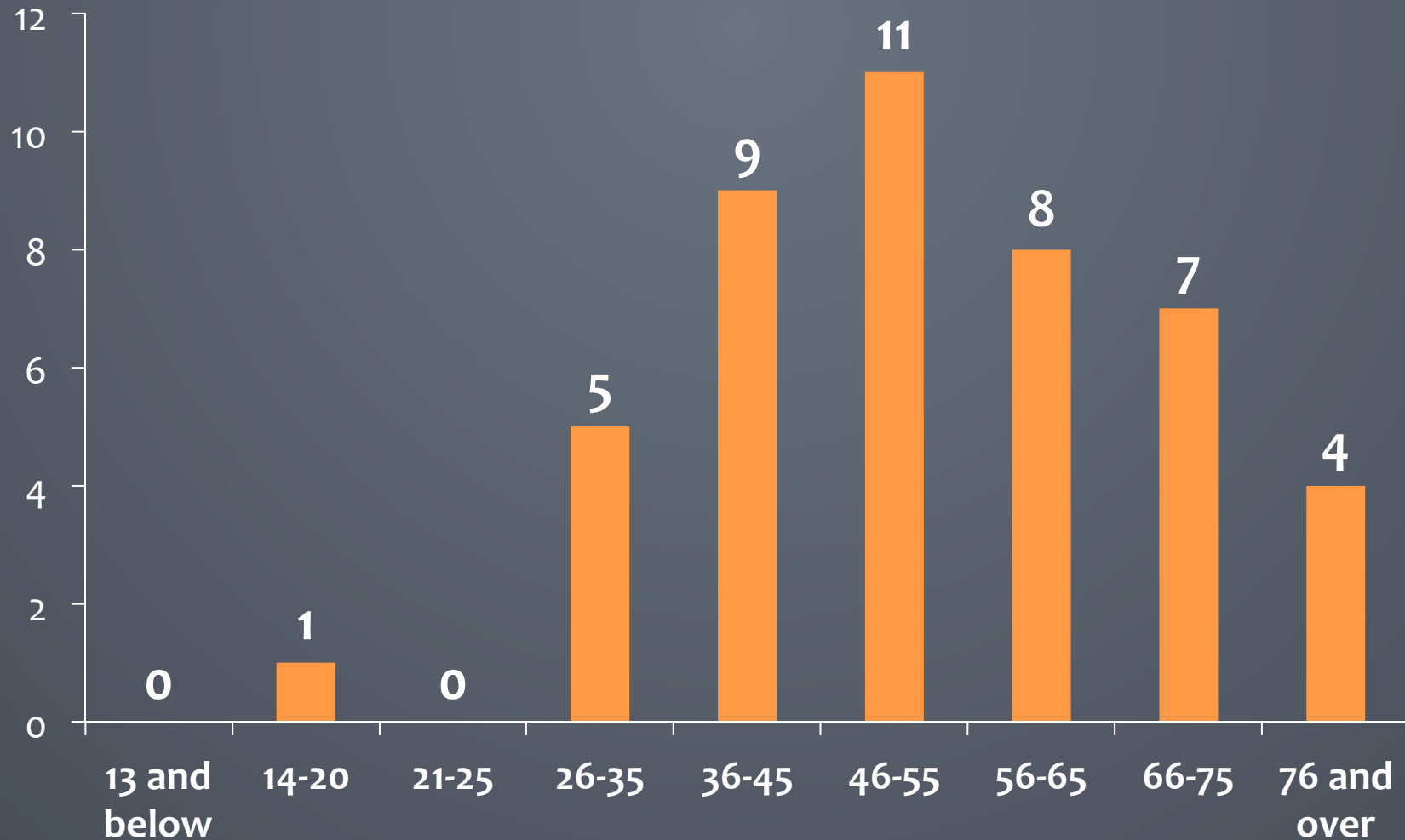


5/11/16 Pre-Dialogue Survey

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DIALOGUE**
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5/11/16 Pre-Dialogue Survey

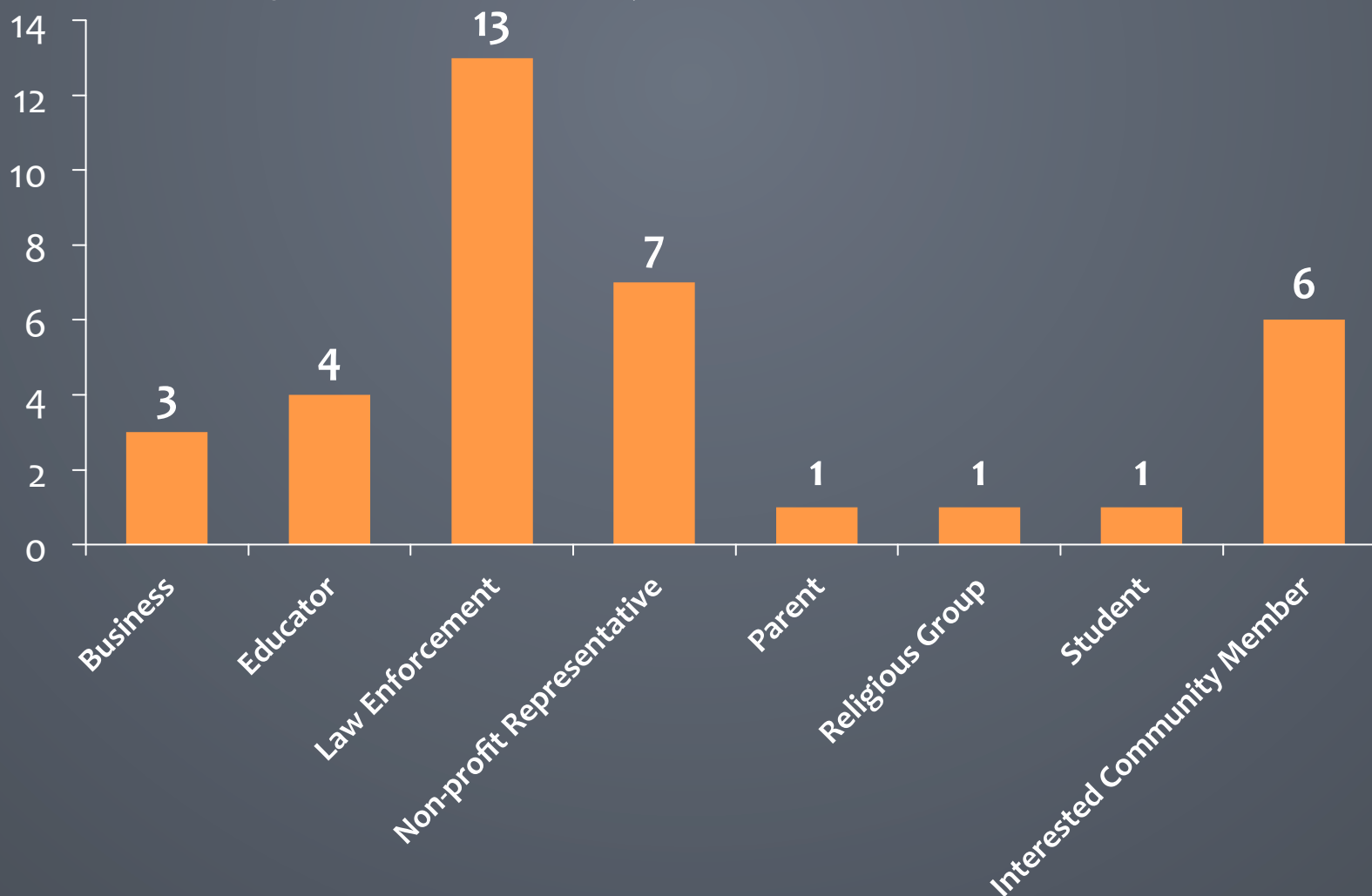
AGE



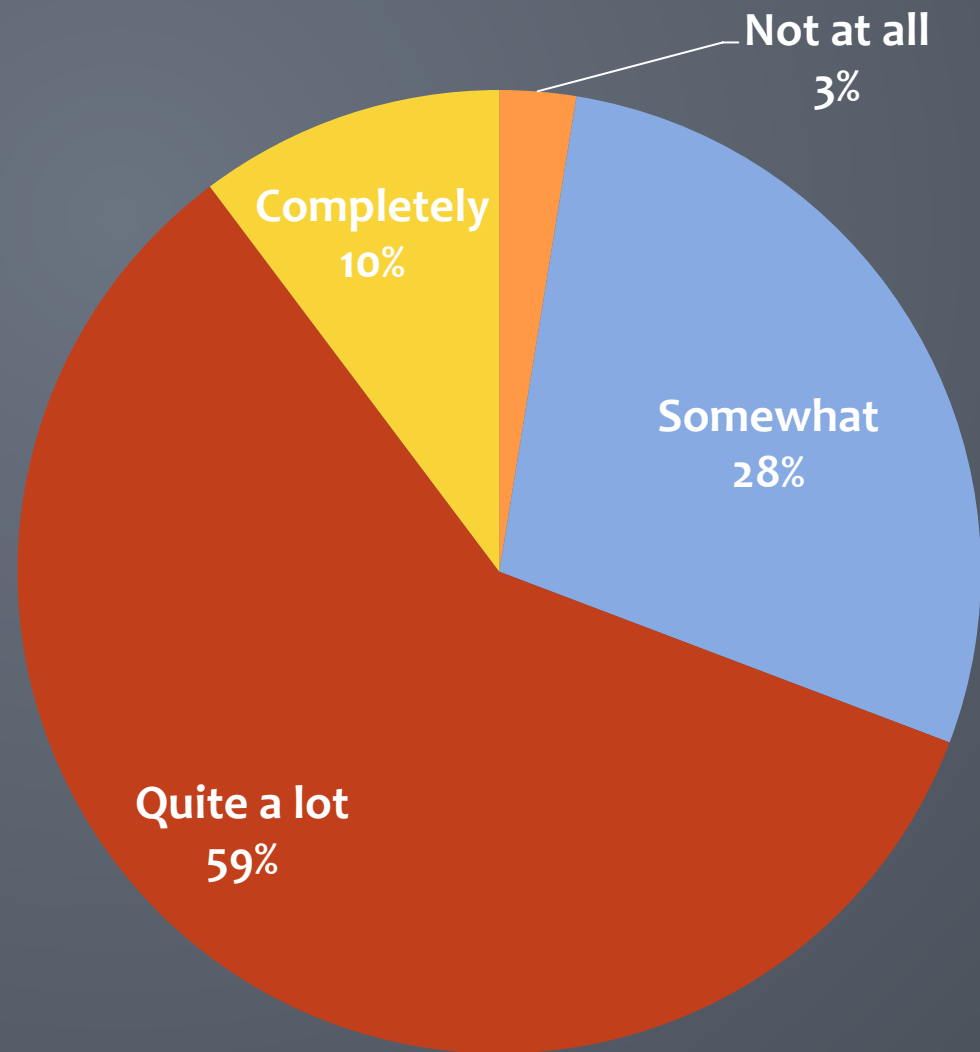
**DAYS OF
DIALOGUE**
ON **THE FUTURE
OF POLICING**

AFFILIATION

(Respondents allowed to pick more than one choice)



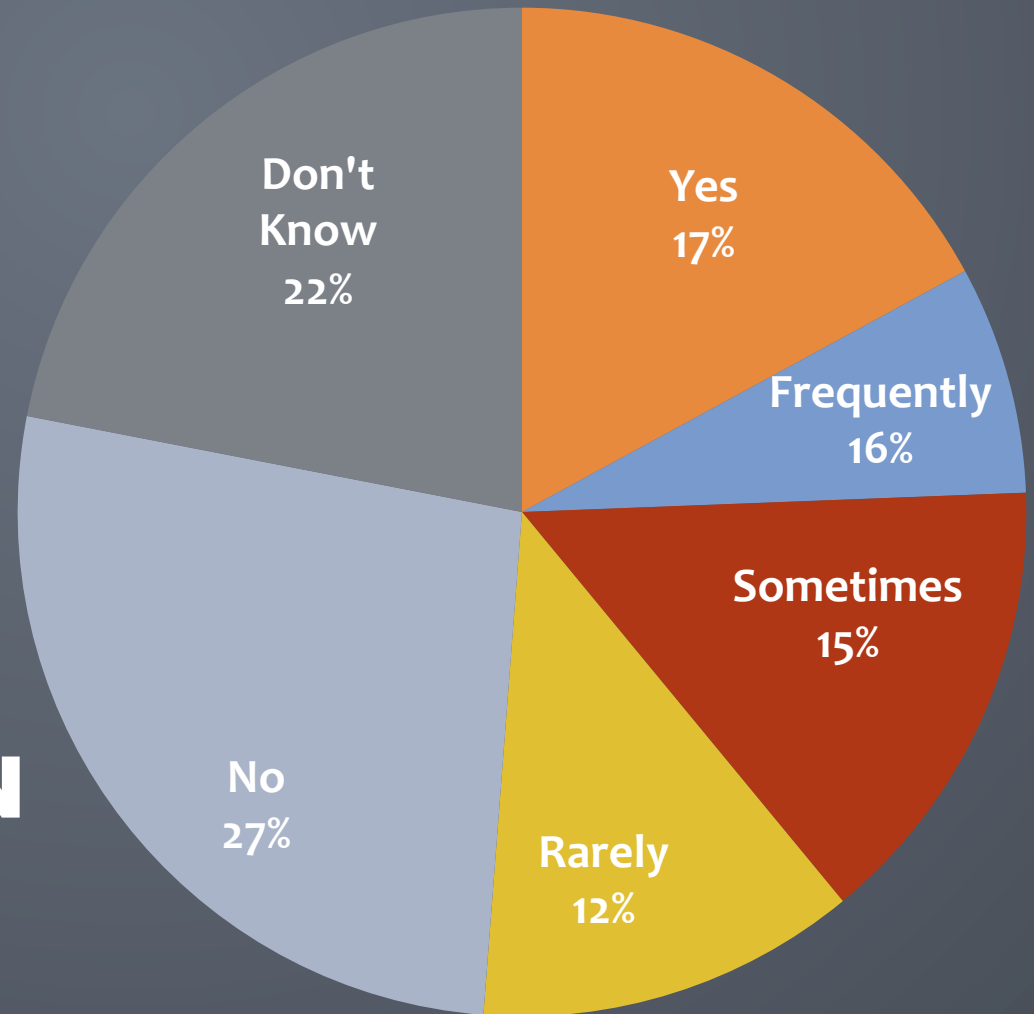
IS LAW ENFORCEMENT ADEQUATELY ADDRESSING THE CONCERNS OF THE COMMUNITY?



5/11/16 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**?

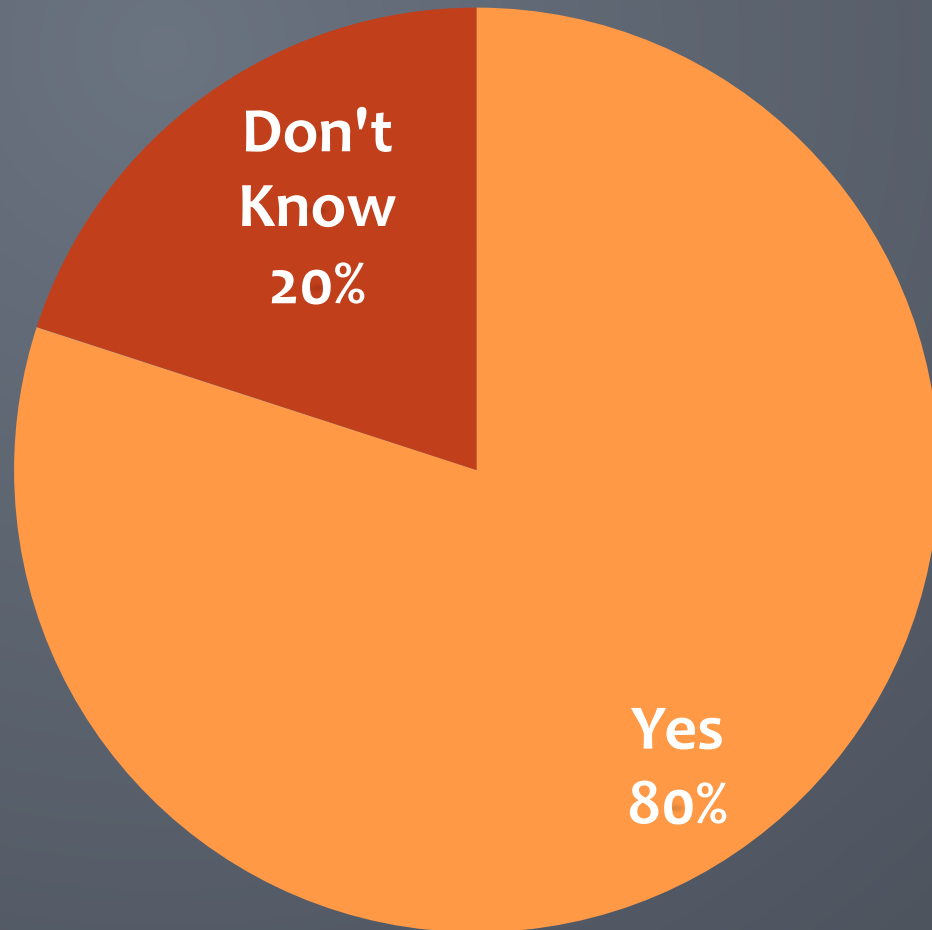


5/11/16 Pre-Dialogue Survey

**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?****

No
0%



5/11/16 Pre-Dialogue Survey

**DAYS OF
DIALOGUE
ON THE FUTURE
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DIALOGUE COMMENTS

“Respect should be between the community and all officers.”

“Everyone is different.”

“Need to shift the way things are being done.”

“It’s helpful that now the police go to the media and put the information out there.”

“Try to make sure different people in the community are connected.”

“Are police aware or prepared to deal with mental illness. Should more training be provided?”

DIALOGUE COMMENTS

“You can say what you want about the police, but I would not want to live without them.”

“Attitude of entitlement.”

“Police are punished for doing their job.”

“Language can be a barrier.”

“Should police partners be diverse in order to have a better understanding of the cultures within the community?”

“Parents should instill fear of the police in their children.”

“Police must police themselves to preserve their integrity.”

DIALOGUE COMMENTS

“Weapons in the hands of the mentally ill are policed according to type of weapon.”

“One learns to be a racist...”

Community Concern: How can we screen better in the police academy to prevent officers who abuse their responsibility and act out in the community?

“90% of the community members support the police; it’s the 10% of the community that we have to win over.”

“Better outreach on police community events.”

“In affluent areas, people of color are not asked by the media for their opinions. Because it doesn’t make the news so the media runs to Watts to get the opinions of people of color.”





















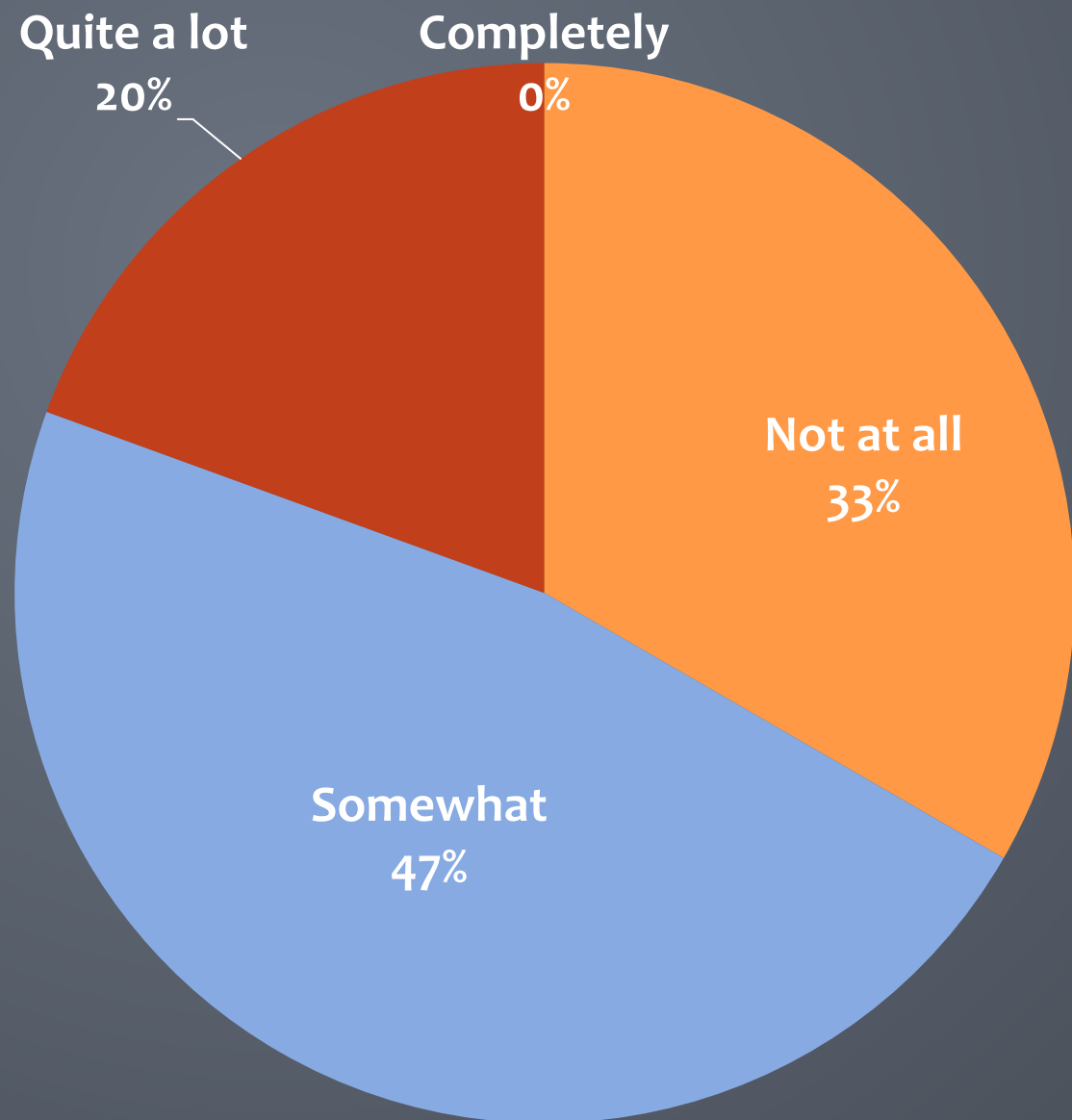
POST-DIALOGUE SURVEY RESULTS

40 *Survey Respondents*

5/11/16 Post-Dialogue Survey

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



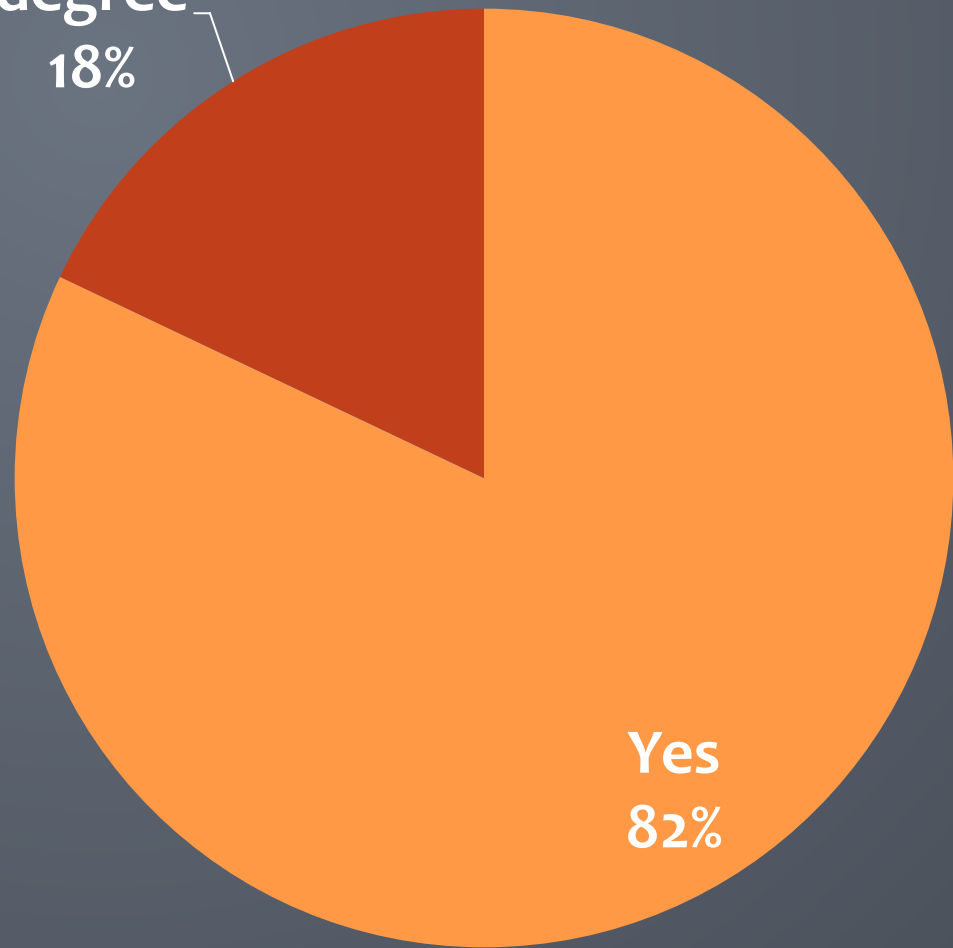
5/11/16 Post-Dialogue Survey

**DAYS OF
DIALOGUE
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OF POLICING**

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

To
some
degree
18%

No
0%

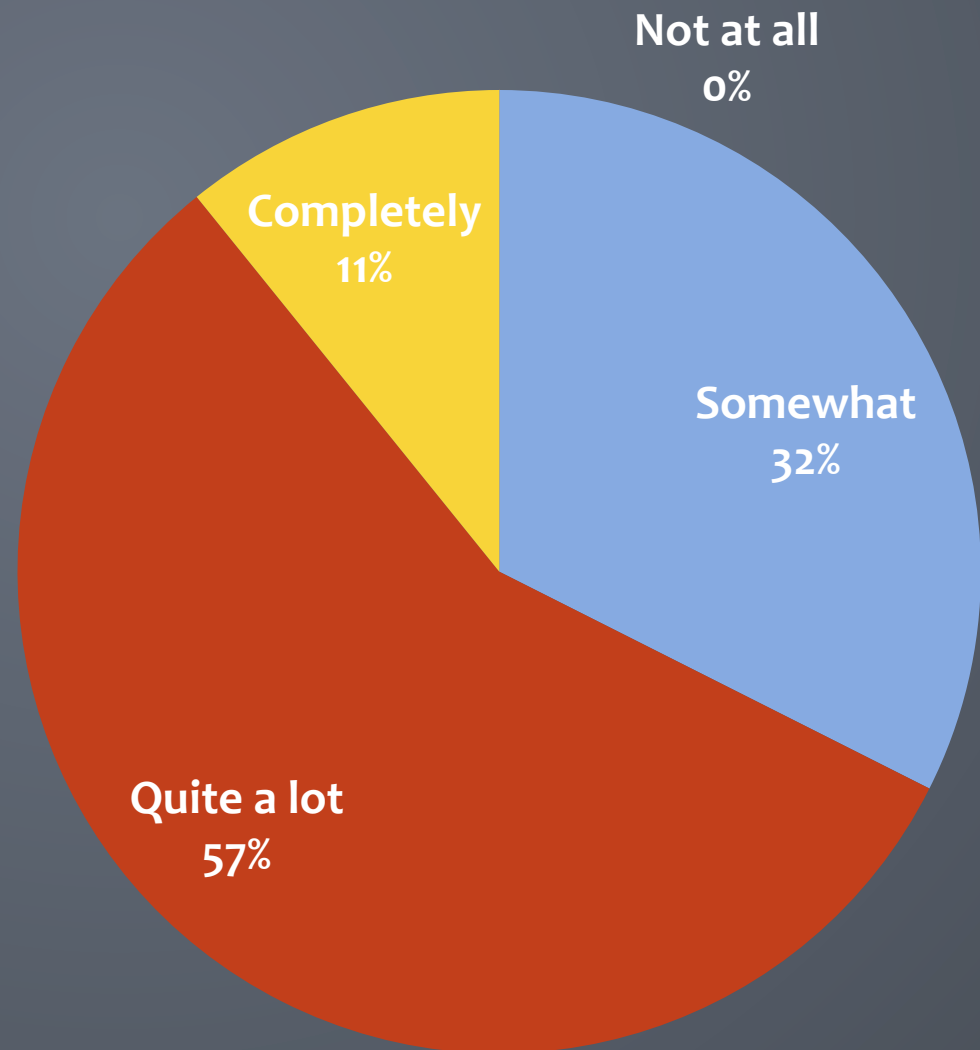
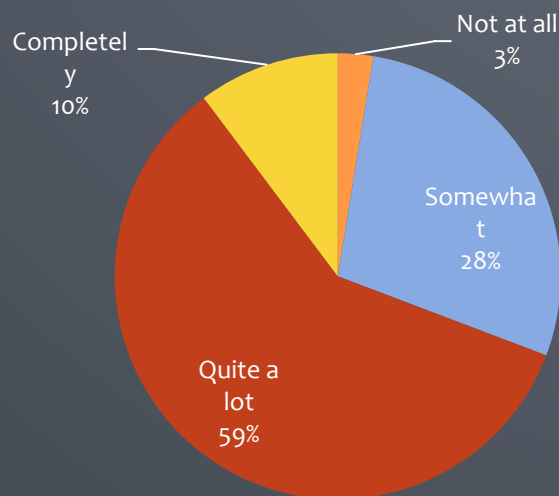


5/11/16 Post-Dialogue Survey

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

IS LAW ENFORCEMENT ADEQUATELY ADDRESSING THE CONCERNS OF THE COMMUNITY?

Pre Dialogue Results

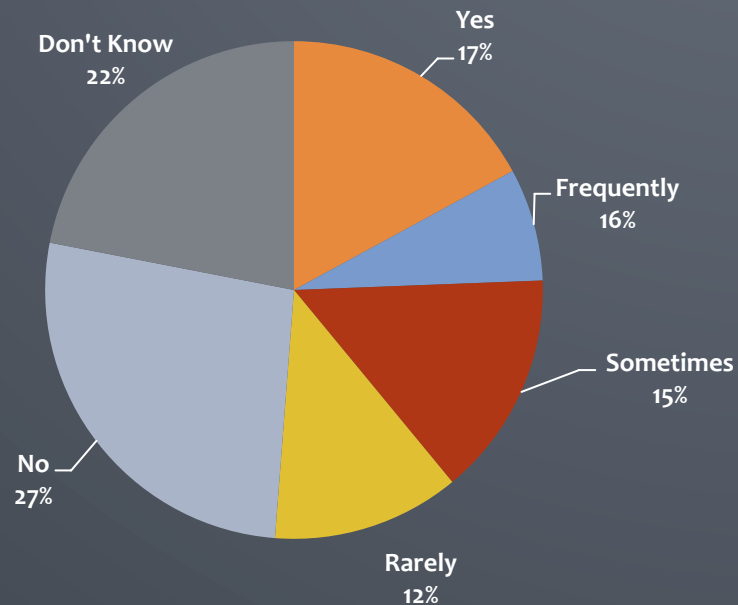


5/11/16 Post-Dialogue Survey

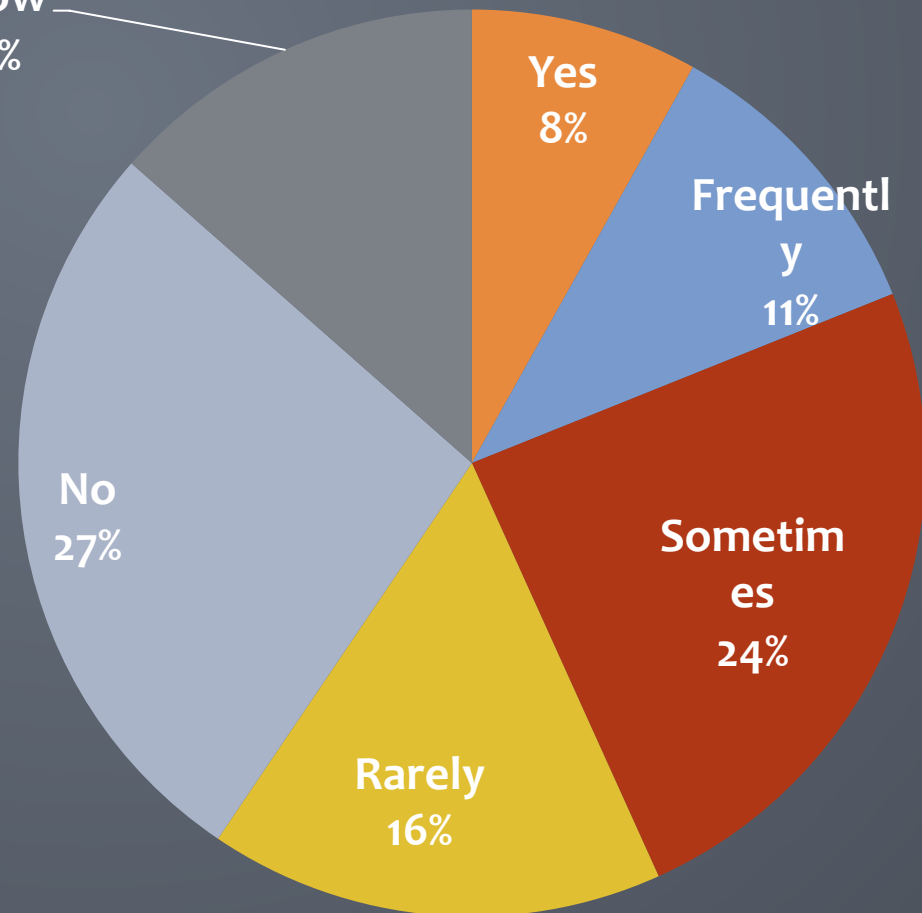
**DAYS OF
DIALOGUE**
ON **THE FUTURE
OF POLICING**

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

Pre Dialogue Results



Don't Know
14%



5/11/16 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)



5/11/16 Post-Dialogue Survey

* ...enforcement hiring

** ...data

**DAYS OF
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OF POLICING



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

Our facilitators and hosts



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

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

Dorit Cypis- Lead
Patricia Powell - Lead
Ester Borsca
Kay Brown
Larry Dozier
Laura Gonzalez
Tanzila Huda
Andrea Martinez-Gonzalez
Jeanetta McAlpin
Patricia Powell
Marcia A. Ridley-Shumate

Sandy Villeda
Lloyd D. Wilkey
Scott Woodhill
Audrey Jadlli - AV Team
Aditya Verma – AV Team
Christopher Mundy – Intern

THANK YOU

ALL WHO TOOK PART

Hosts and Co-Hosts

Law Enforcement

Community Members

Dialogue Facilitators

**DAYS OF
DIALOGUE**
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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
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PRESENTED BY

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Jill Frank *Program Director*

Jimmy Duong *Reports Coordinator*