



DSOF
ALOGUE

THE FUTURE OF POLICING

Dialogue

JULY 13, 2016
Hosted by VPCGLA
at Exposition Park
Constituent Service
Center, LA 90037

#futureofpolicing
facebook.com/daysofdialogue
www.futureofpolicing.org

August 2015 – August 2016

INSTITUTE FOR NONVIOLENCE IN LOS ANGELES AND DAYS OF DIALOGUE

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

GROUND RULES

- Speak openly and *honestly*
- *Listen* carefully and respectfully to each person
- Keep comments *brief* and stay focused on task
- Explore differences *respectfully* and look for common ground
- *Trust* that the facilitator has the best interest of the group at heart
- *Silence* cell phones
- Be *respectful* of the opinions of others

SOCIAL MEDIA



@DaysofDialogue



**Facebook.com/
DaysofDialogueLA**

#FutureofPolicing

Comments? **DODcomments@gmail.com**

**DAYSOF
DIALOGUE
ON THE FUTURE
OF POLICING**

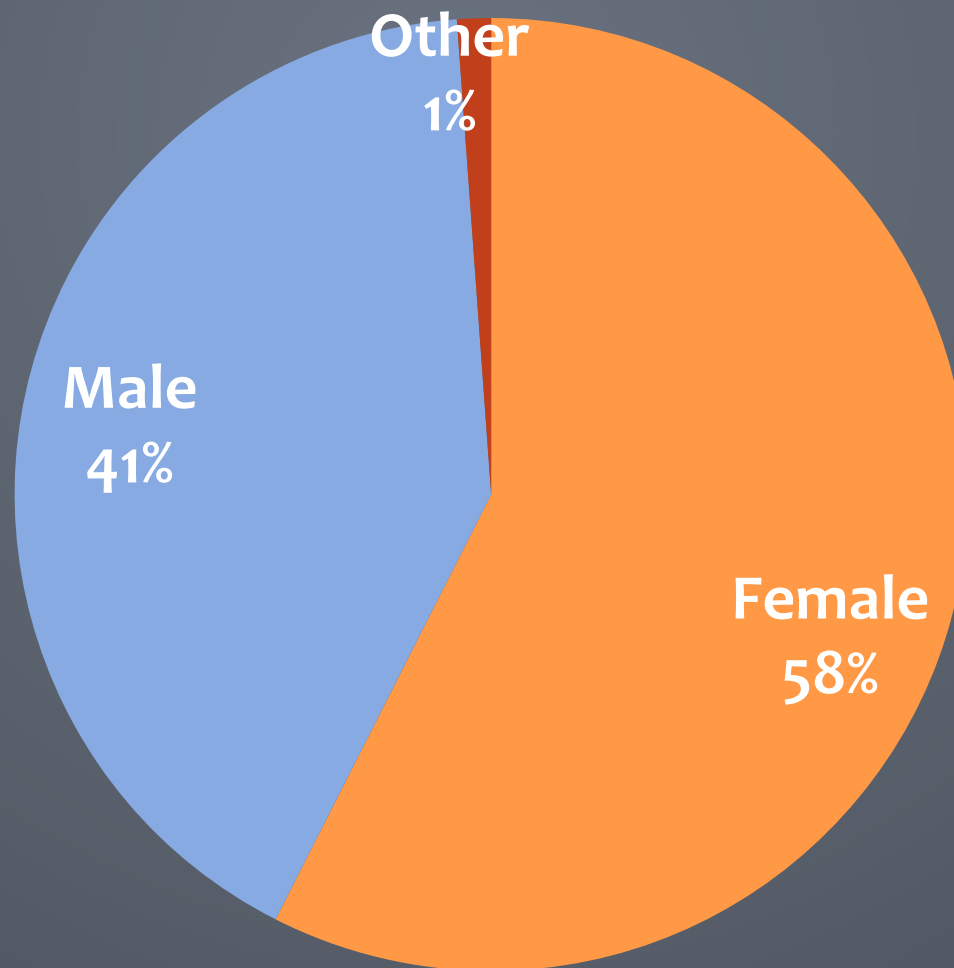
PRE-DIALOGUE SURVEY RESULTS

158 *Total Participants*

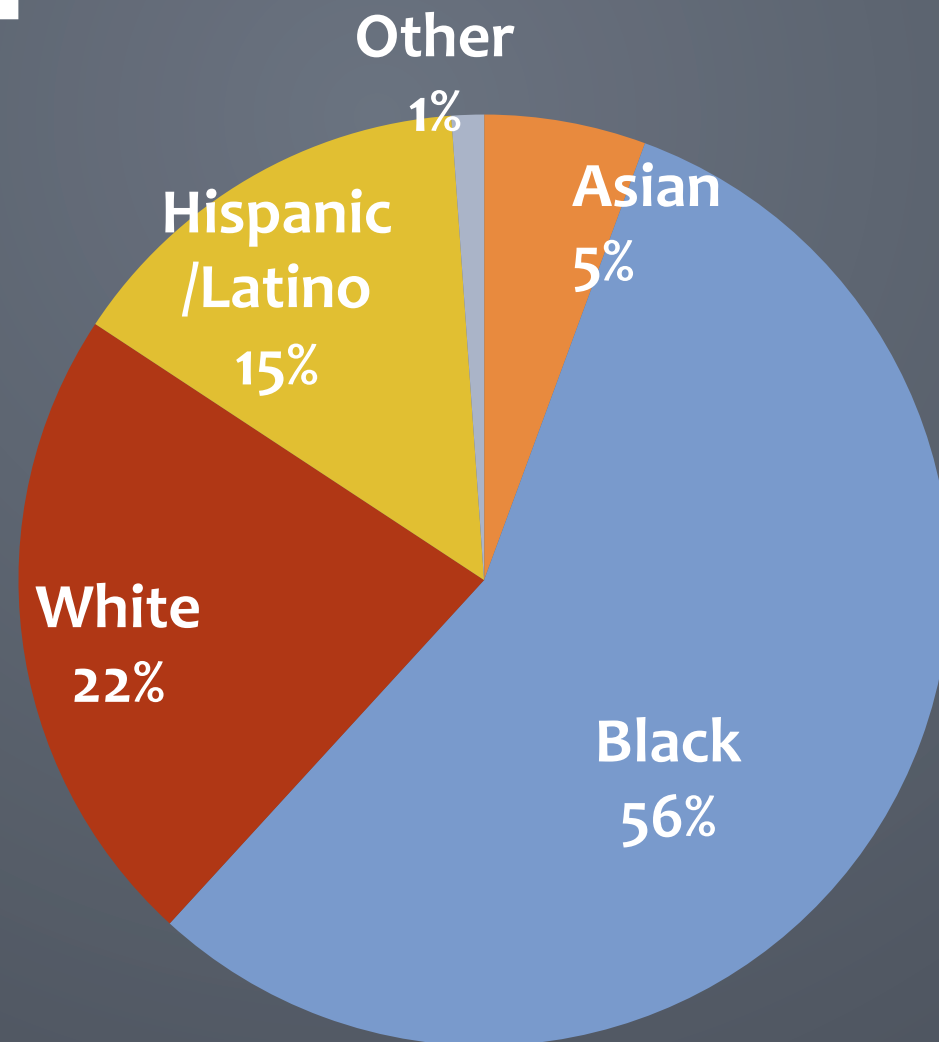
- 84 *Community Members*
- 28 *Facilitators*
- 33 *Law Enforcement*
- 8 *LACFD*
- 4 *Production Assistants*
- 1 *AV Tech*

87 *Survey Respondents*

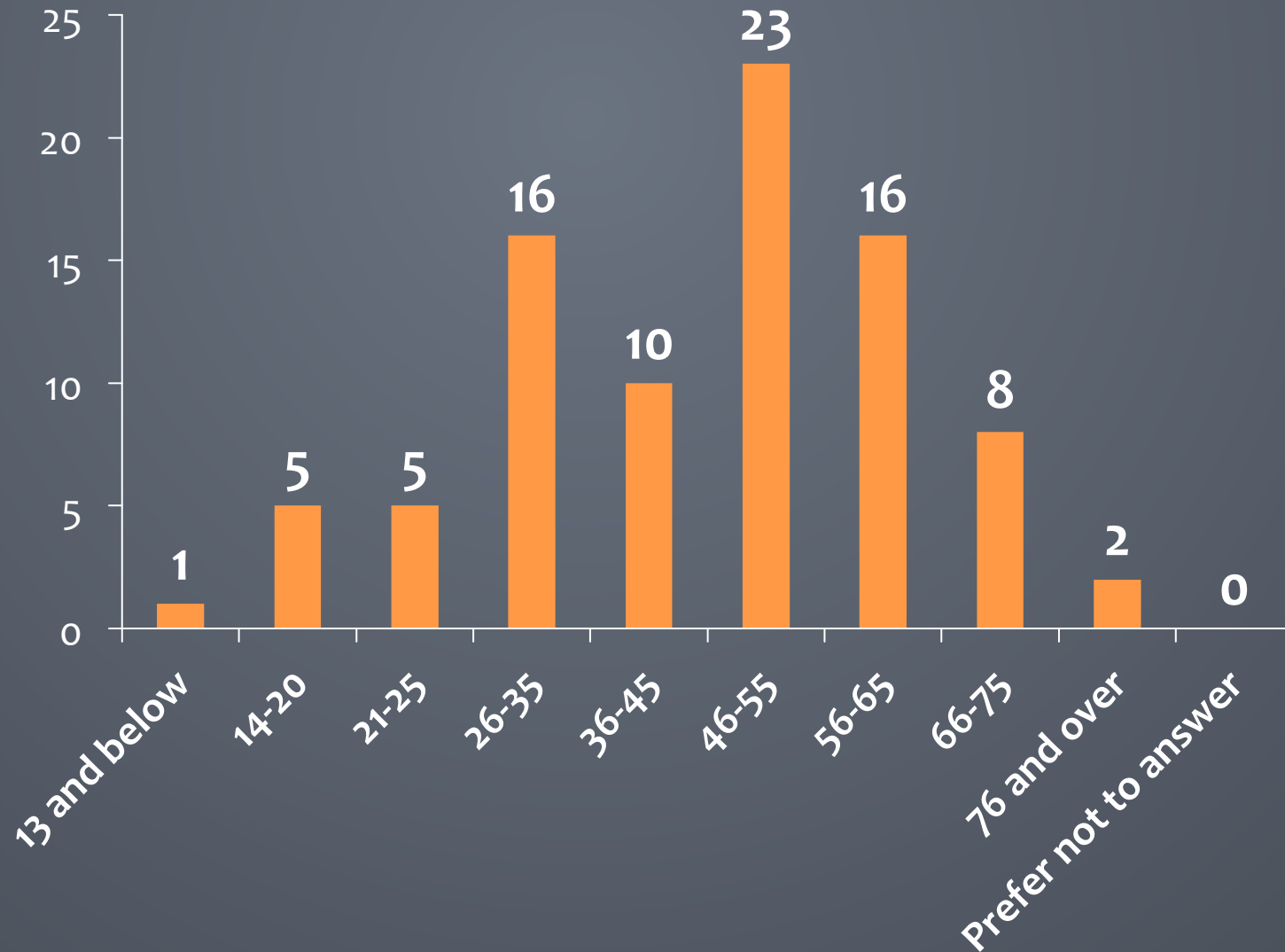
GENDER



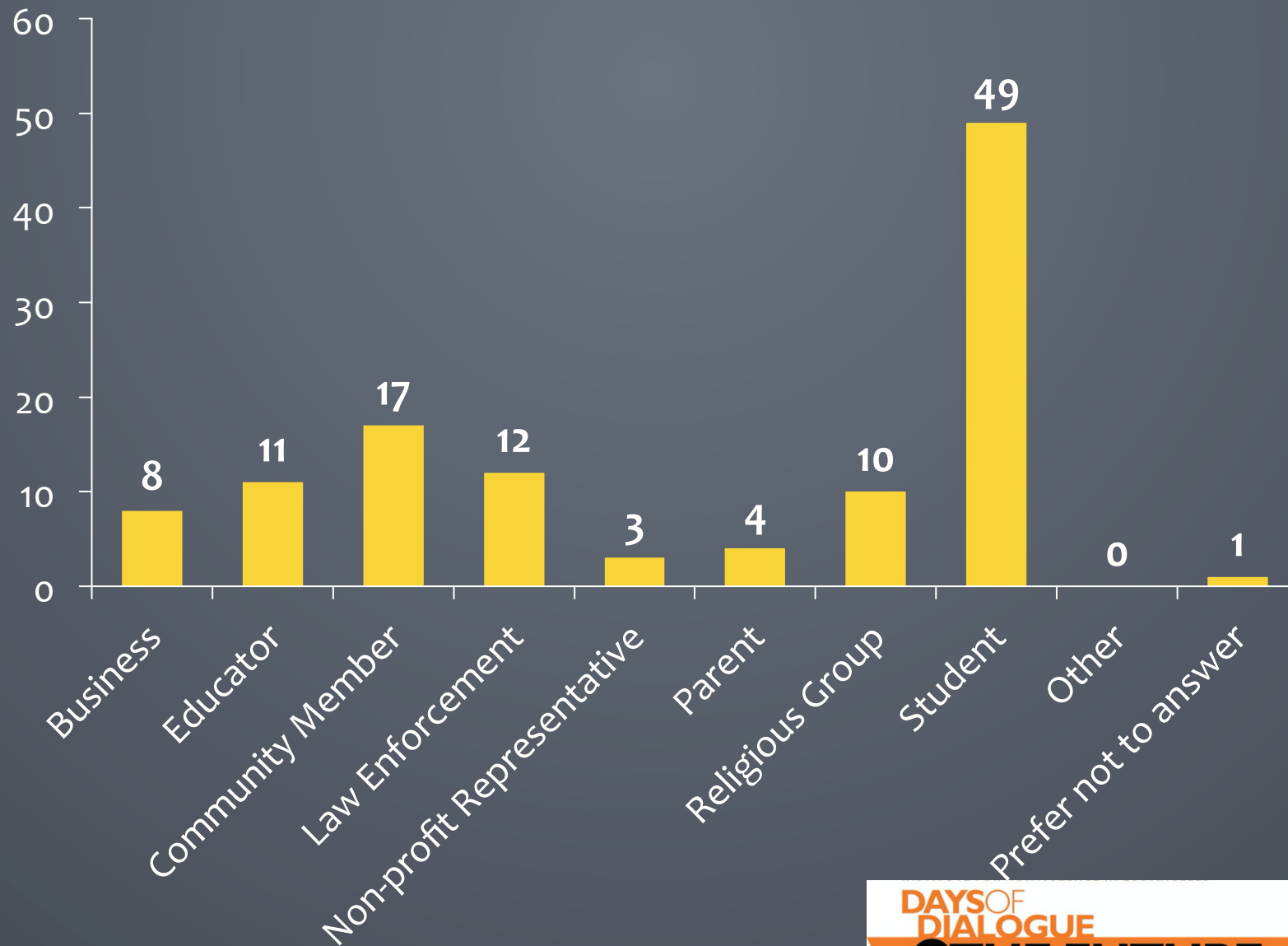
ETHNICITY



AGE



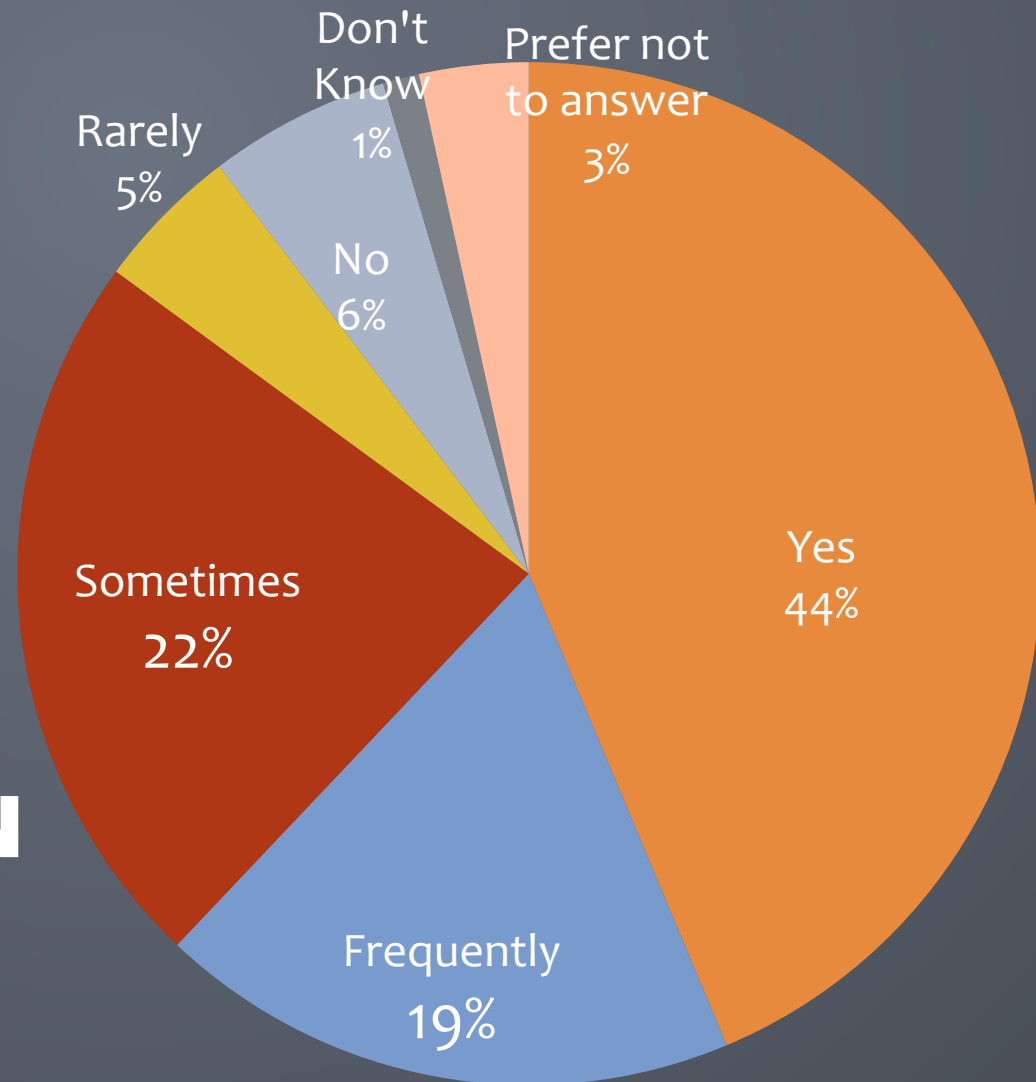
AFFILIATION



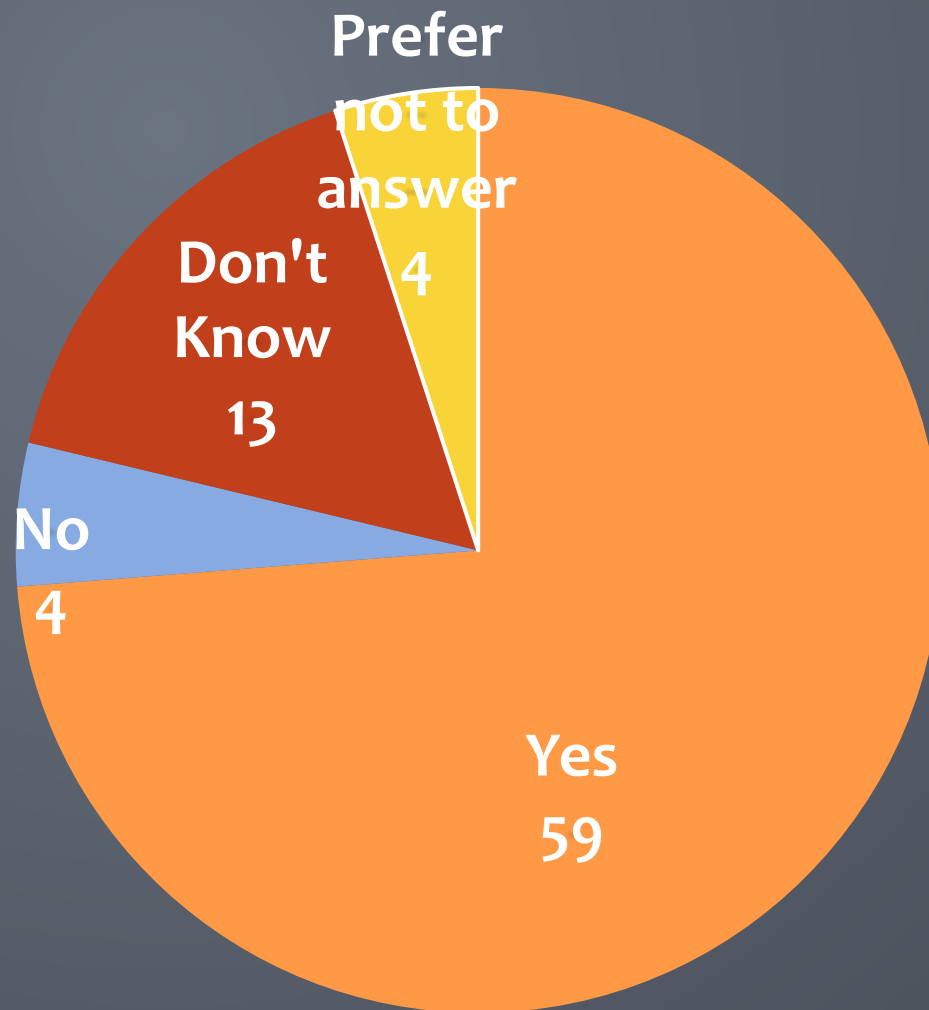
IS LAW ENFORCEMENT **ADEQUATELY** **ADDRESSING** THE **CONCERNS** OF THE COMMUNITY?



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



**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?**



Dialogue Comments



Mutual
understanding,
respect
and
empathy

conquers anger, sadness & loss, bringing clarity



Relocation influences perspectives.
Greater need for respect & justice
Need sustainable ideas for
societal issues that haven't been addressed

There is a culture of unacceptable behavior by law enforcement



What % of law enforcement agencies are engaging in community competence for their officers?



- Stop talking and take action.

- It is going to take some work to get better.

- Improving communication, is how we talk to others.

- Cultural competence is the best way to policing communities.

There are better tools for officers to use than just
a bully [sic] club, taser gun and a gun...



History is very important;
how do we learn from it
to get to where we are
now.

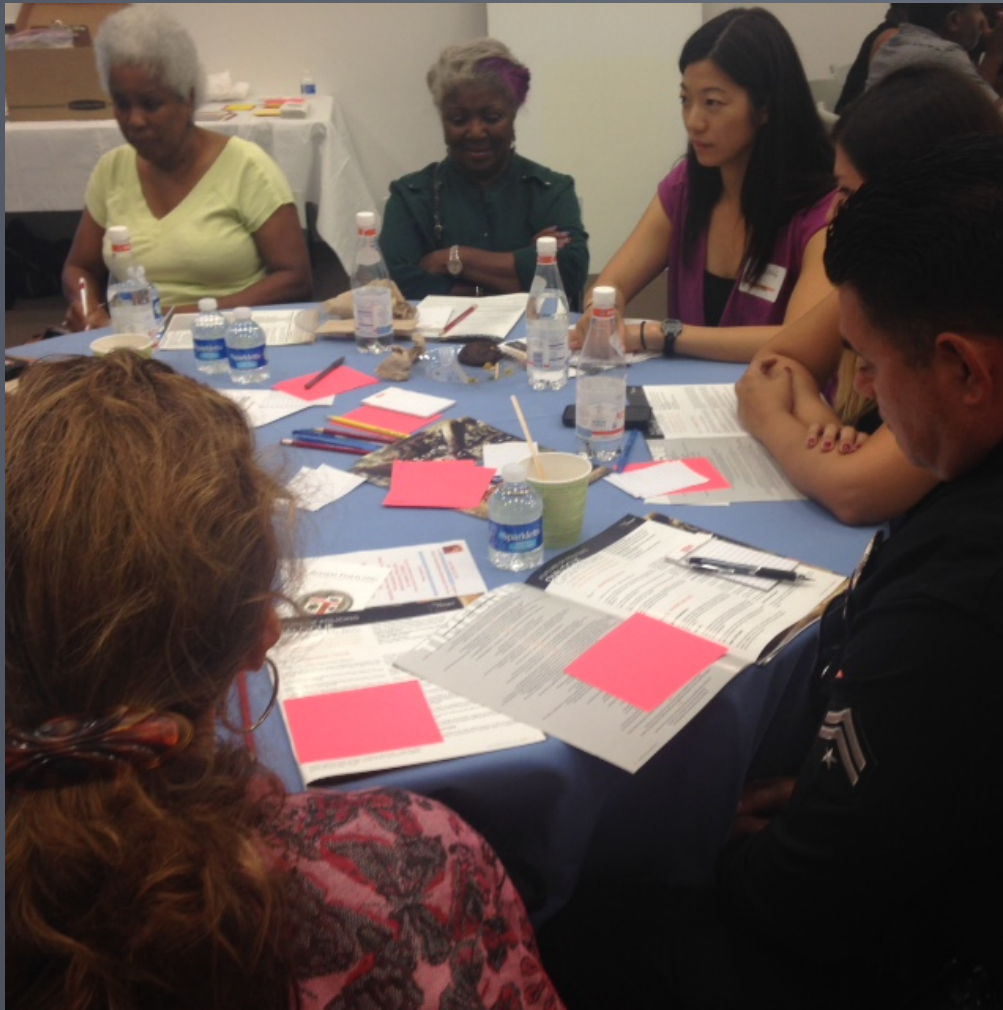
Feeling conflict...
Feeling frustrated...
Feeling a need for
change...

And willing to make a
difference



Children were
taught not to
speak to
strangers but
they were
taught it was
okay to speak to
police officers
and
firefighters....

NOW IT'S
DIFFERENT!



The public does not
know,
so we make
assumptions...

And we've learned
today that many
officers are just as
concerned...

Law enforcement needs the community as much as
the community needs the officers

IT STARTS WITHIN

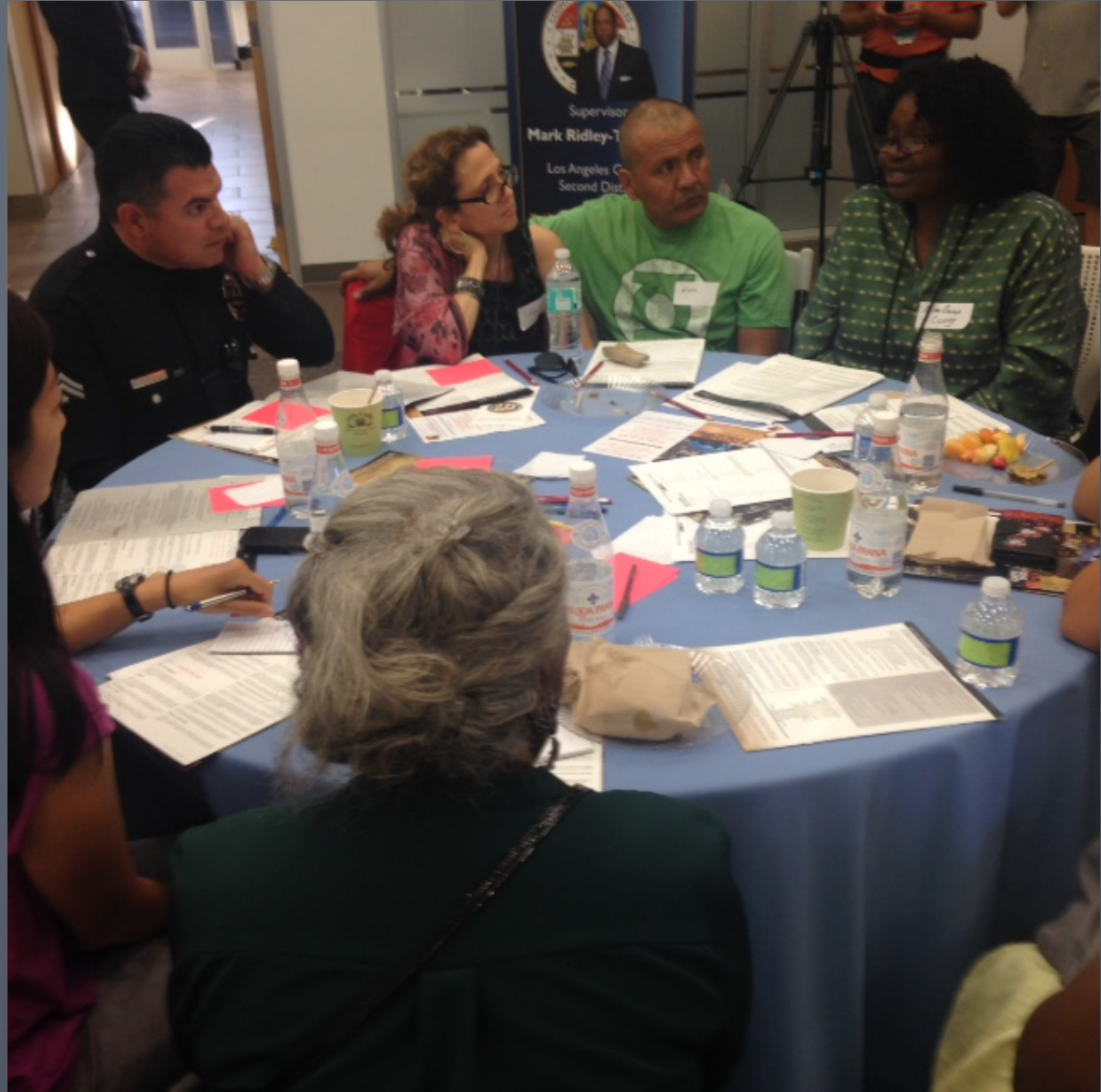


We have dialogue now when we didn't before,
i.e. the Watts Riots

CONSEQUENCES...

RESPECT

ACCOUNTABILITY





HOW DO YOU CHANGE
BEHAVIORS,
PERSPECTIVES
& BIAS

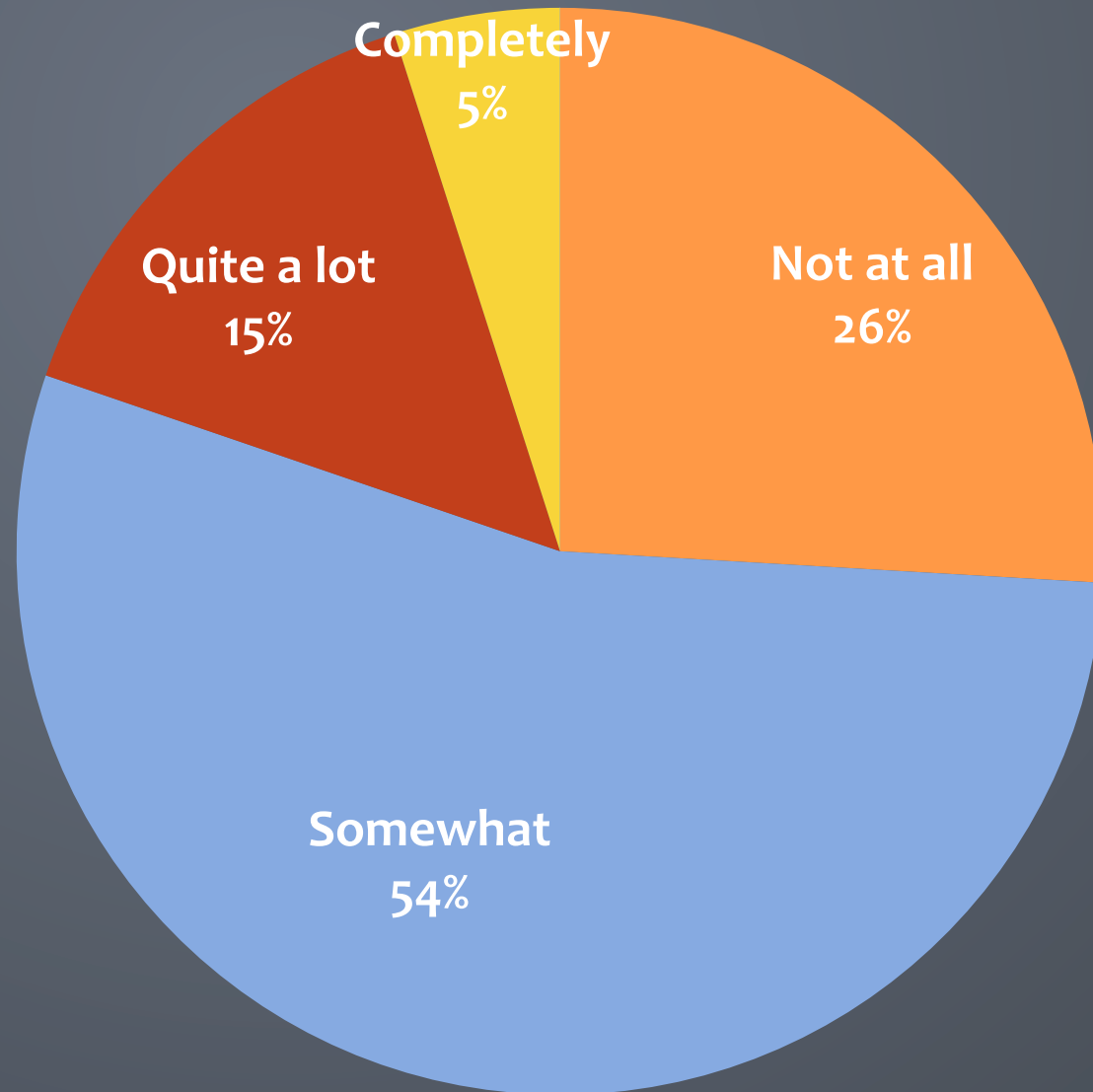
ARE THE RIGHT PEOPLE
PARTICIPATING IN
DIALOGUE....



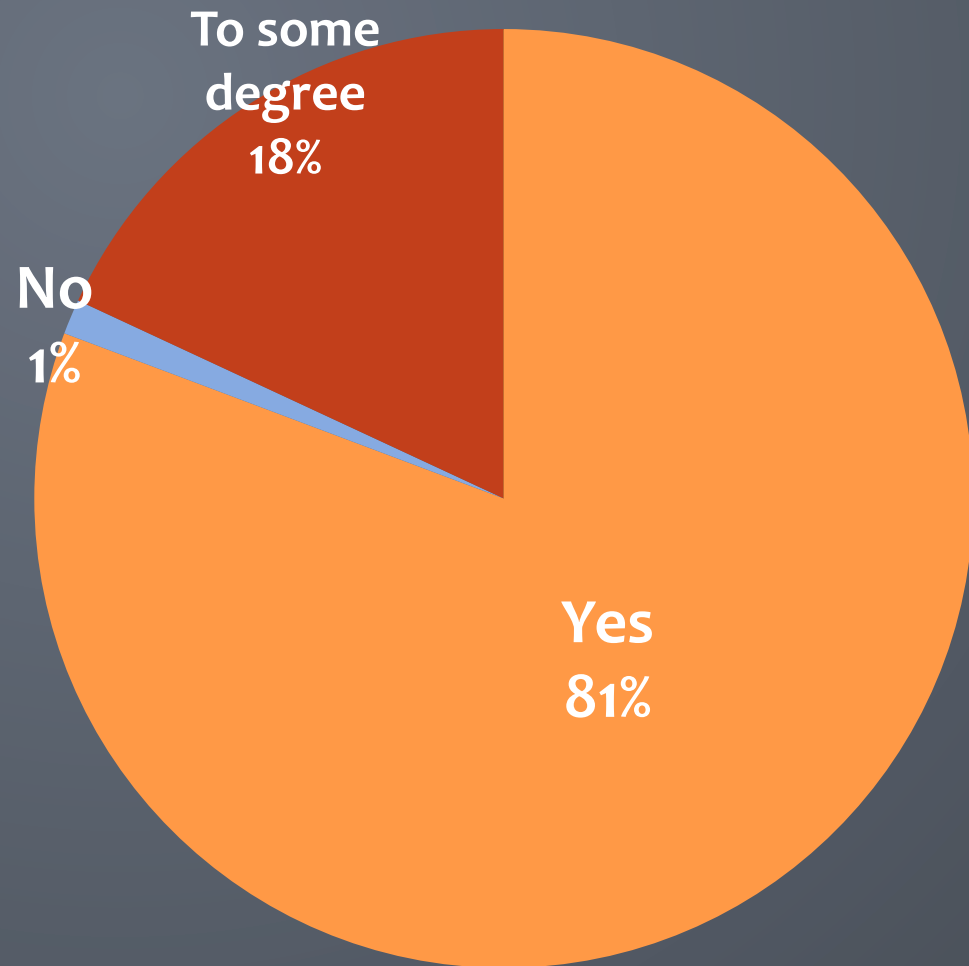
POST-DIALOGUE SURVEY RESULTS

84 *Respondents*

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

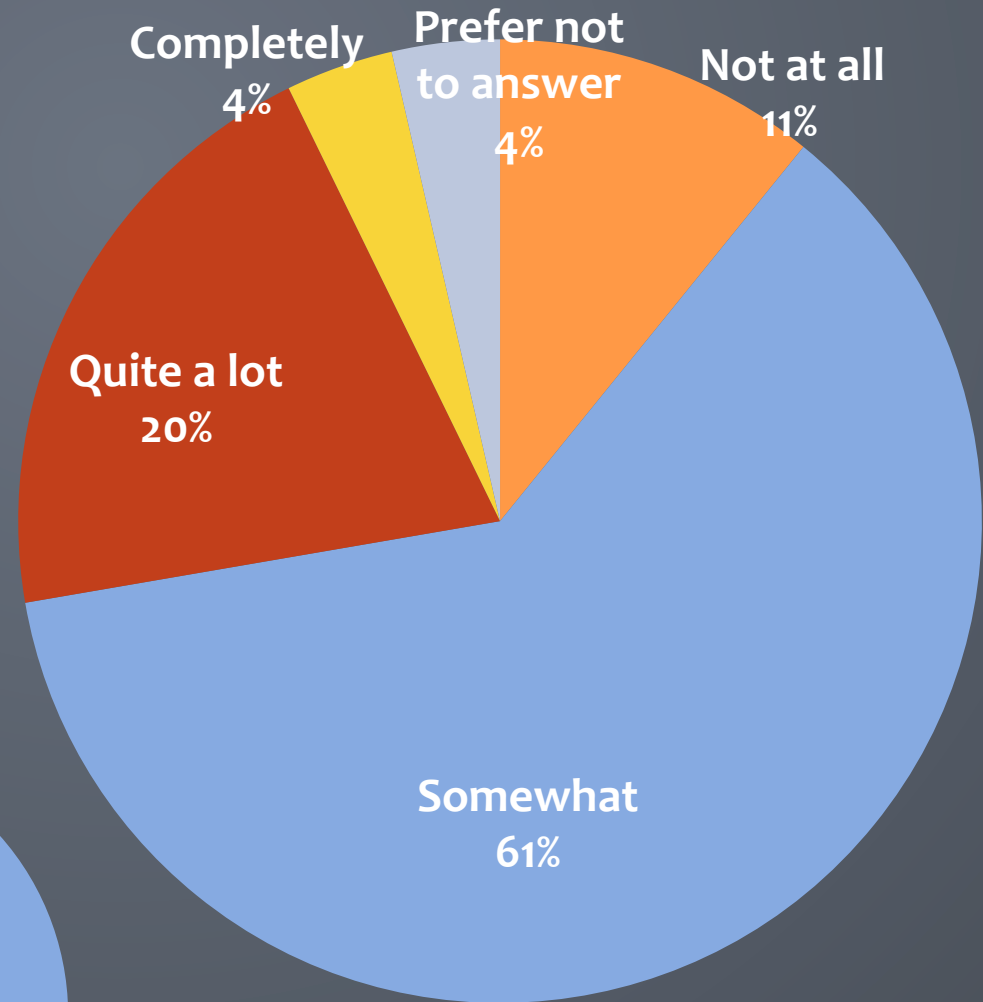
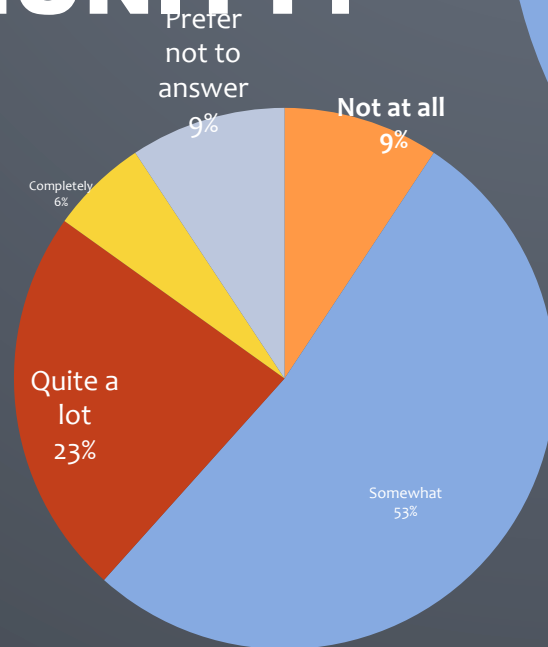


**DO YOU
THINK THAT
THE PROCESS
OF DIALOGUE
IS BENEFICIAL
IN
ADDRESSING
IMPORTANT
ISSUES IN
OUR
COMMUNITY?**



IS LAW ENFORCEMENT ADEQUATELY ADDRESSING THE CONCERNS OF THE COMMUNITY?

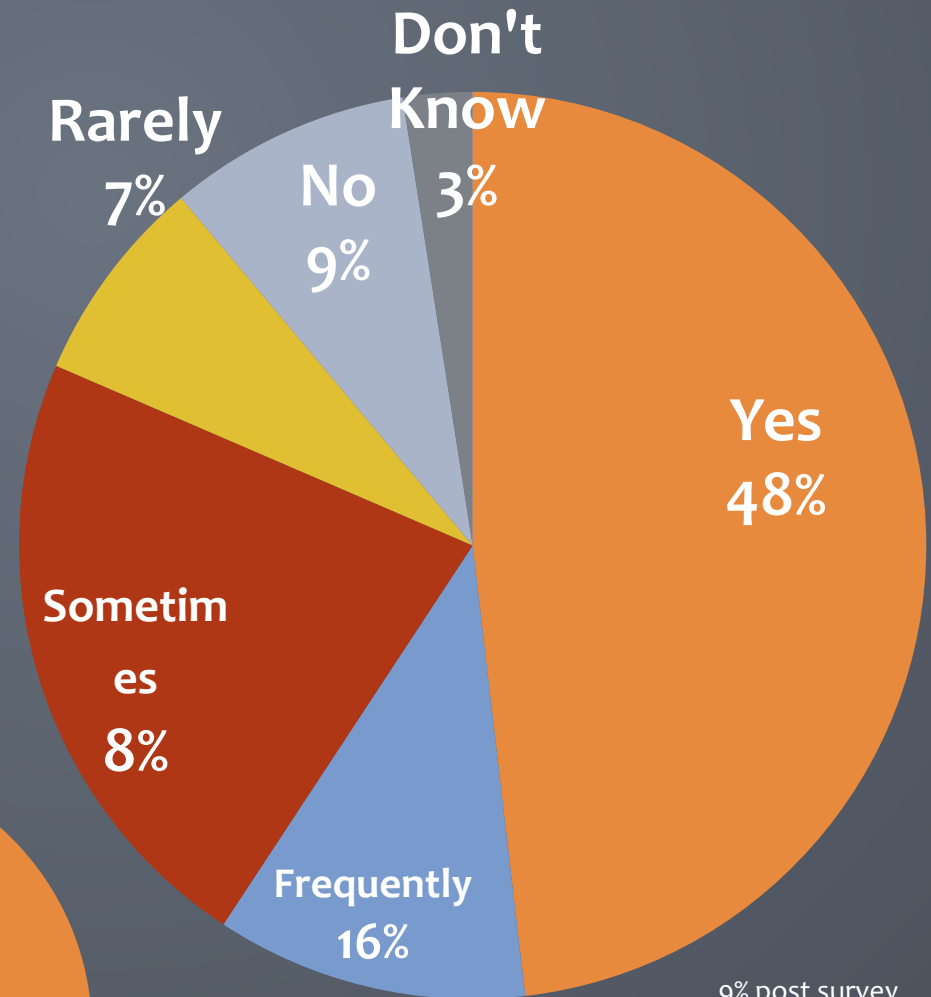
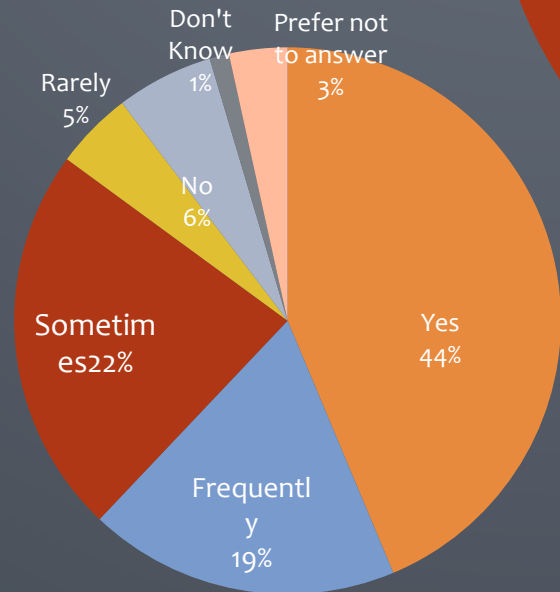
Pre survey:



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

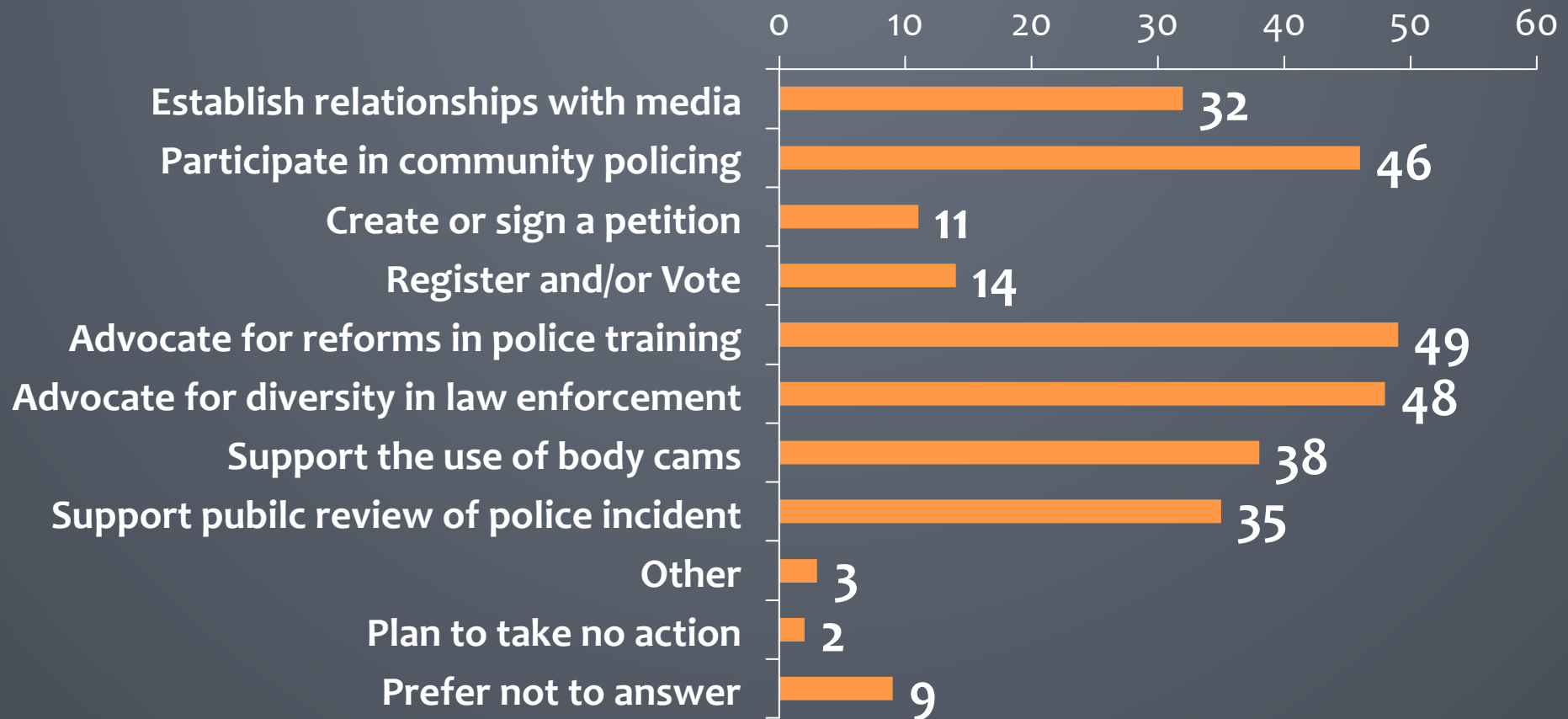
DO YOU BELIEVE THAT PEOPLE OF COLOR ARE CONSISTENTLY TREATED LESS FAIRLY BY POLICE OFFICERS THAN ARE WHITES?

Pre survey:



9% post survey respondents left this question blank.

WHAT, IF ANY, **ACTION(S)** DO YOU EXPECT TO TAKE AS A RESULT OF THIS DIALOGUE?



Post Dialogue Comments

- ◆ Dialogue... is so important... because it breaks barriers for communities of color and everyone. It sparks an interest for people everywhere. I feel like our voices are really heard.
- ◆ We should not be hiding or muting anything that is happening in our world. If we work at this differently, we can come together.
- ◆ Media can be more responsible- especially music media. Negative rap music has preached to people, especially black men, to disrespect each other and – women. Police officers are responders, disrespect them and they disrespect you. Be respectful and they will respect you.
- ◆ We need officers who come from the communities that they are policing. It is important that they know what is going on there.

Post Dialogue Comments

- ◆ Officers Faden and Baker, they are more than just officers. It's important to reach out to the officers who are not here today. They have the responsibility to be present and get to know their community.
- ◆ The police are just a piece of a bigger pie... What is manifesting is a larger systemic issue and the pieces are not being addressed. Getting more involved with those who are making the laws is one solution.
- ◆ There needs to be more accountability not only in the community, but also, with police.
- ◆ Racial profiling vs. criminal profiling. ... bias is implicit in everything we do.
- ◆ To create change we need to start momentum of better communication for the next generation.
- ◆ Origin of police in this country, instilling fear into who we are today, who we are as black men. We are all humans...

Post Dialogue Comments

- ◆ ... and have stress levels. If we all take ownership of who we are and what we do, we'll be in a better place.
- ◆ When I first arrived here and saw so many officers in the room and at the tables, it made me uneasy. ... the officers are here because they want to be part of the solution. When they see negative portrayals or killings that are unjust, they are embarrassed. Today was healing. Put people in contact with each other so they can be conduits for change
- ◆ ... the shootings in Dallas, the two brothers who were shot (Baton Rouge, Minnesota)... Enough is enough. It is just a few bad apples. If you officers know it's just a few, highlighting those few officers would benefit all officers. Do in-house cleaning. Can't sugarcoat this, it's very serious business. You all have the power to kill and you're killing people in the community.
- ◆ There comes a point in everyone's life where enough is enough and that's the breaking point.

Post Dialogue Comments

- ◆ We thank the officers who were at our table because they took some verbal bullets about a lot of things they had nothing to do with.
- ◆ Community needs to take ownership of its own misbehavior. Police need to be more familiar with the communities they serve. Acknowledgement from both sides would go a long way...
- ◆ Emphasis on training and education and how the community can help in the process.
- ◆ If you protect the community, the community will protect you.

THANK YOU

- ◆ Host: The Violence Prevention Coalition of Greater Los Angeles www.vpcgla.org
- ◆ Venue: The Exposition Park Constituent Service Center

ALL WHO TOOK PART- Community Members, LAPD CRD, LAPD divisions, LAFD, LACFD, Mark Ridley-Thomas, Joan Crear and Staff
FACILITATORS– Dorit Cypis, Jeanetta McAlpin, Rev. Carolyn Wilkins, Estera Borsca, Carla Hawkins, Joe Markowitz, LeighAnn Pandora, Sandy Villeda, Sharon Shelton, Sonjia Williams, Vaka Faletau, Vivan Howell, Marc Rosner, Marvin Whistler, Marcia Ridley-Shumate, Joanne Berlin, Monica Turner, Ray Cervantez, Wendy Goldman, Tom Stringer, Margaret Simpson

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(Los Angeles, D-9)
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- LA Police Protective League
- Manatt, Phelps, & Phillips, LLP
- McKissack & McKissack
- NBC Universal
- SEIU ULTCW
- SEIU Local 99
- Sony Pictures
- Southern California Gas Company
- Time Warner Cable

(As of August 10, 2015)

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

PRESENTED BY

The Institute for Nonviolence in Los Angeles

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