



July 23, 2016

Host: The Empowerment Congress

Location: Expo Park Constituent Service Center

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**

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

TOTAL PARTICIPANTS

Total

118 *Community Participants*

19 *Law Enforcement*

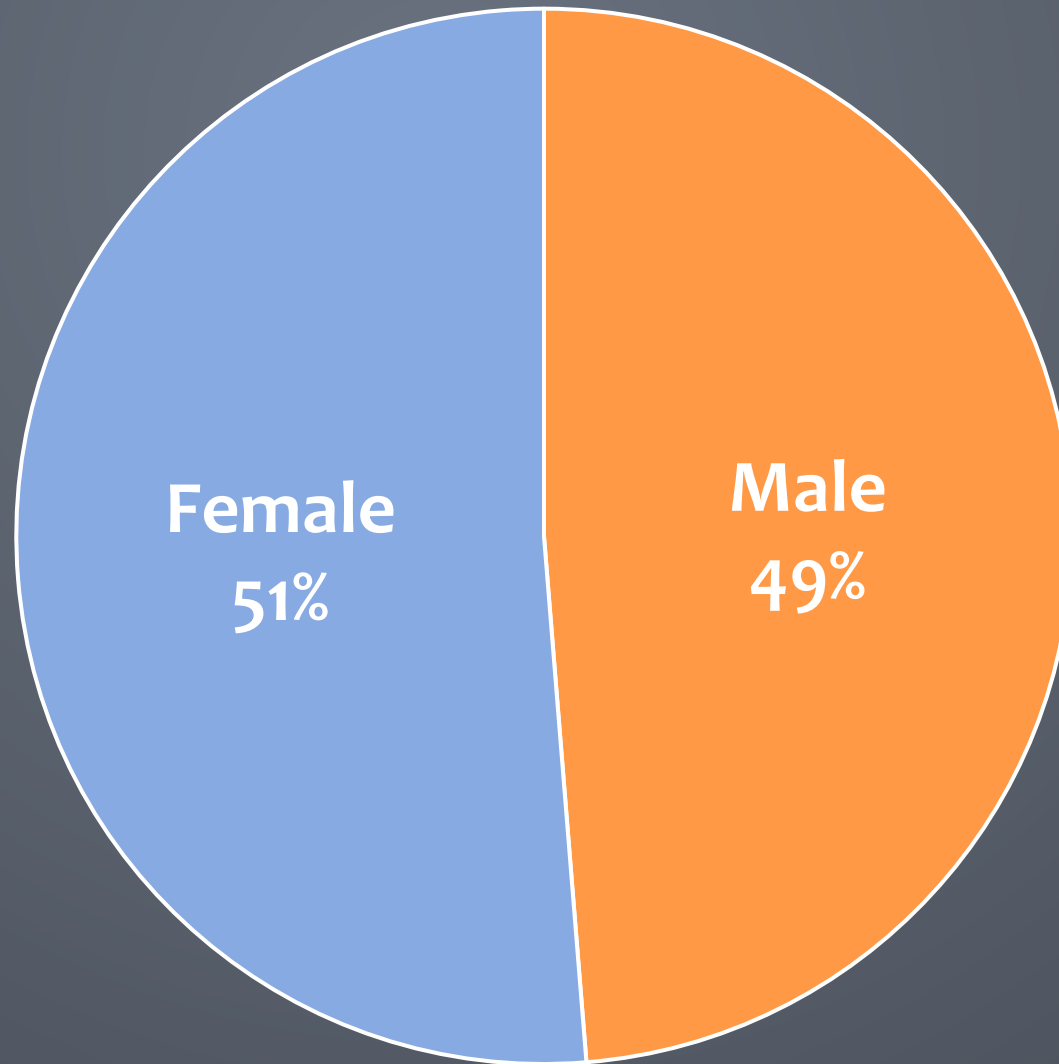
24 *Facilitators*

4 *AV team + Production Staff*

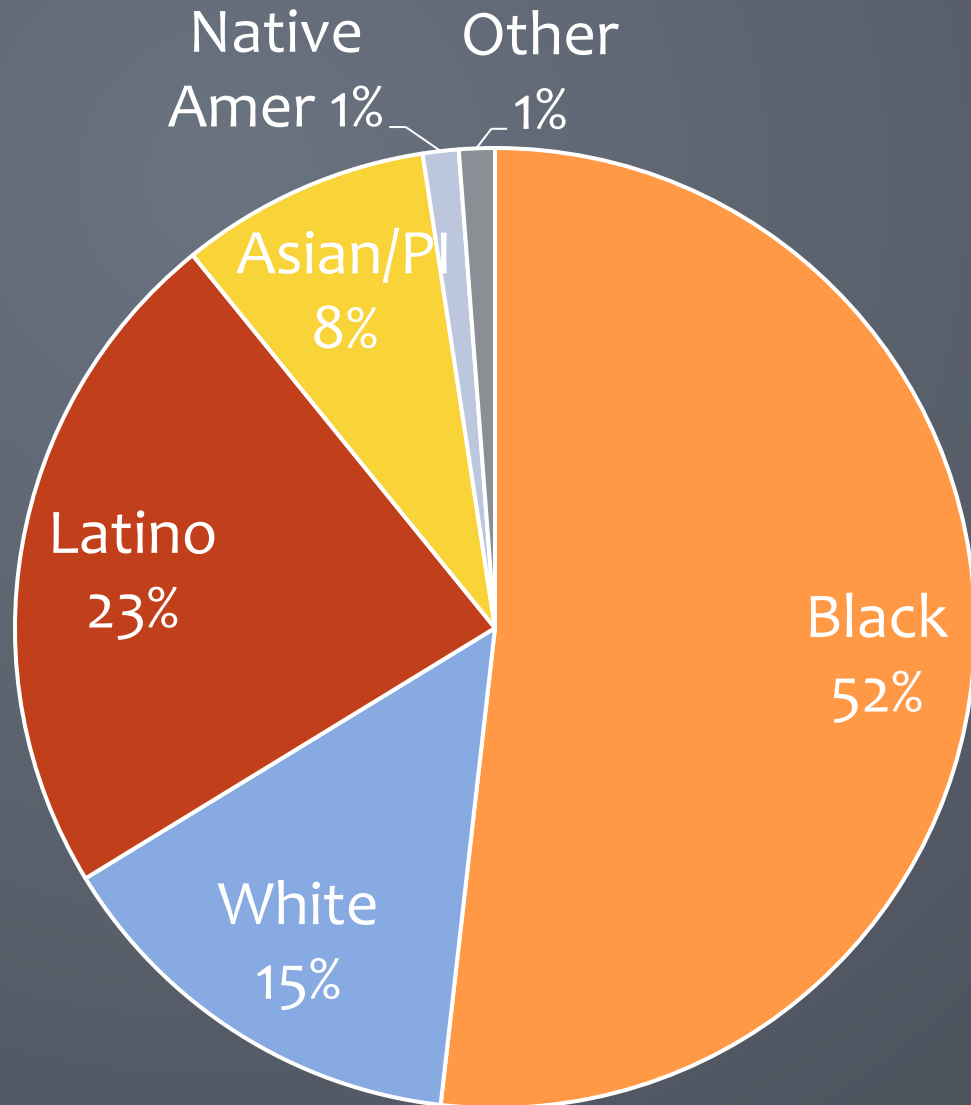
PRE-DIALOGUE SURVEY RESULTS

78 *Survey Respondents*

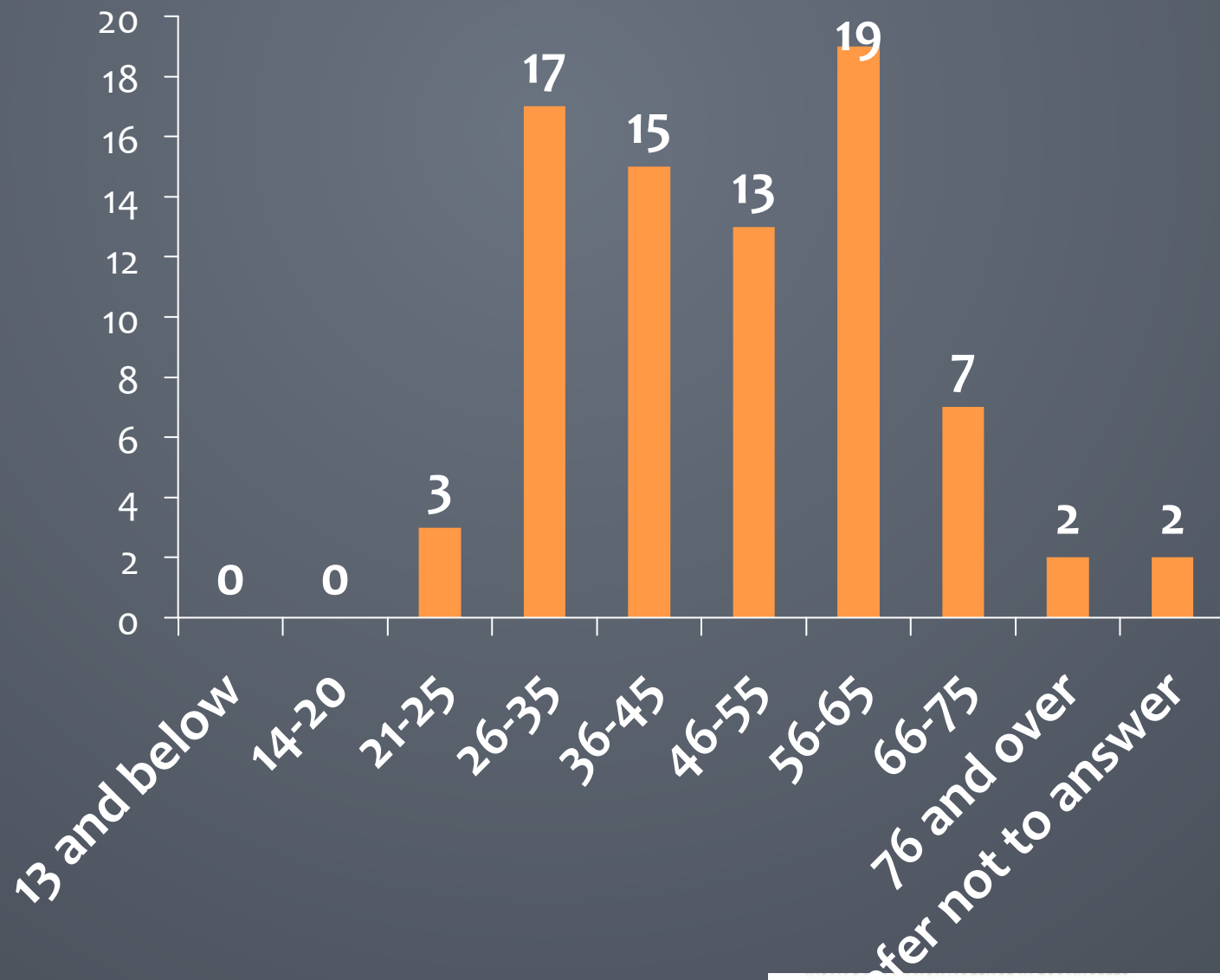
GENDER



ETHNICITY



AGE

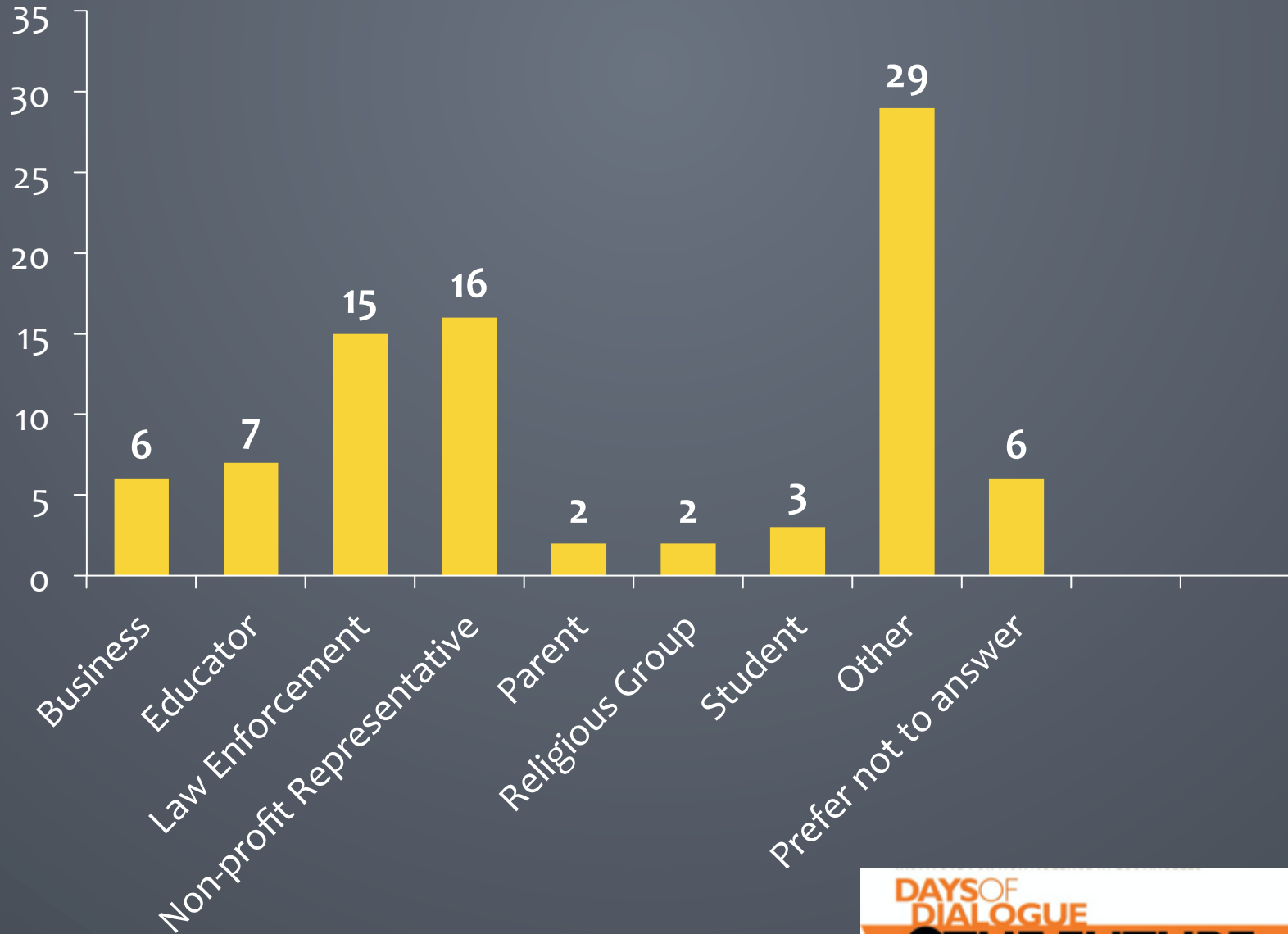


DAYS OF
DIALOGUE

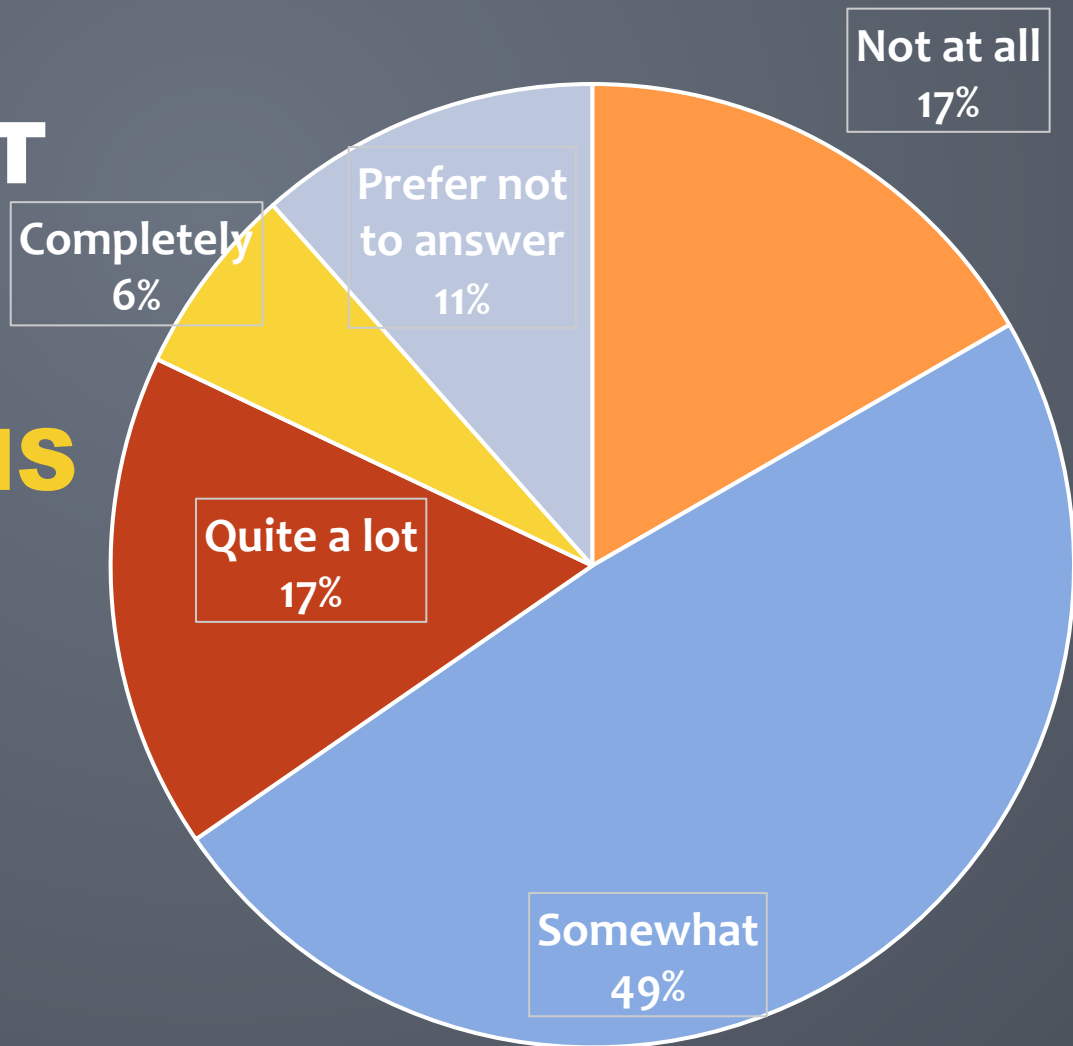
ON

THE FUTURE
OF POLICING

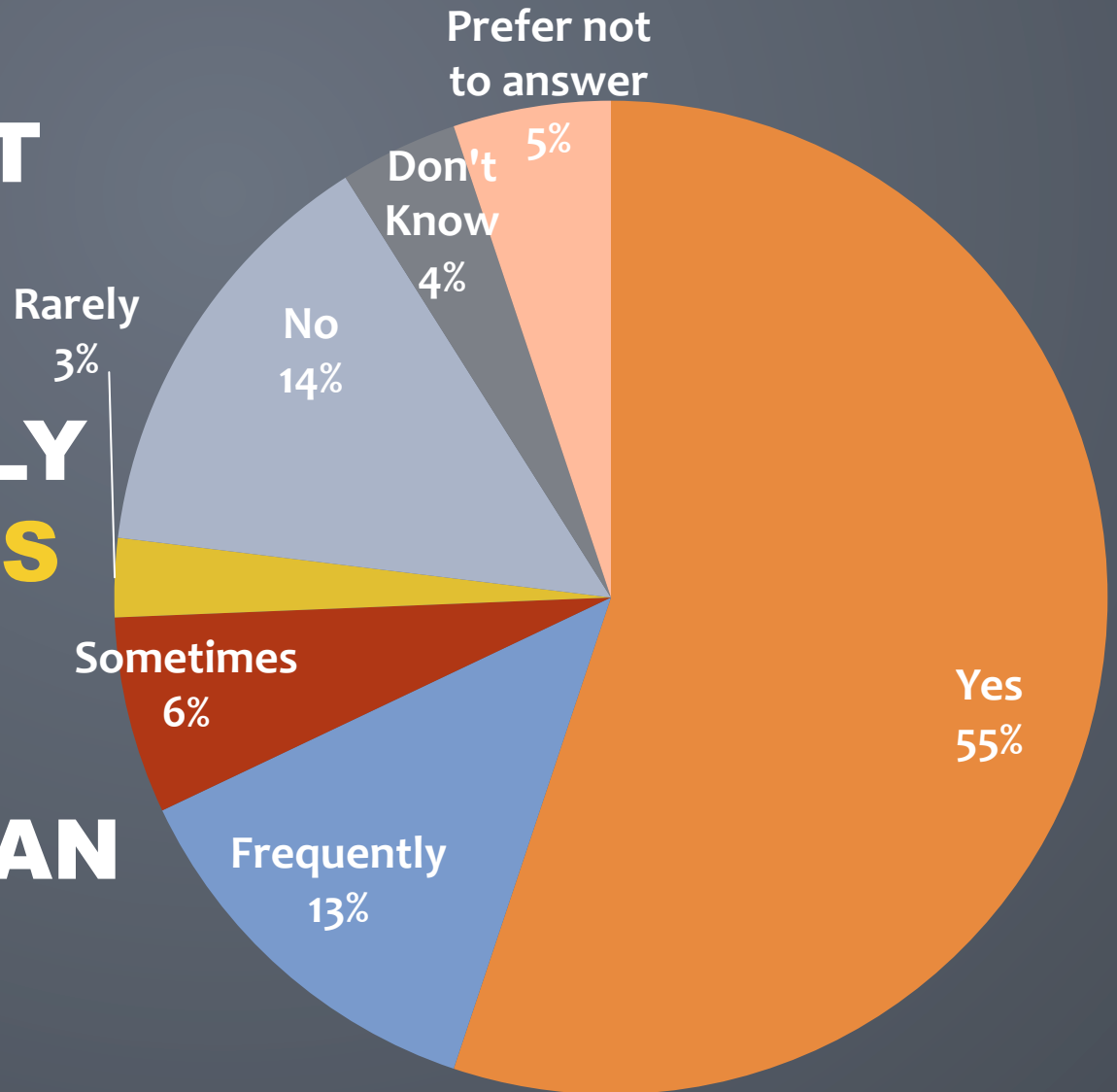
AFFILIATION



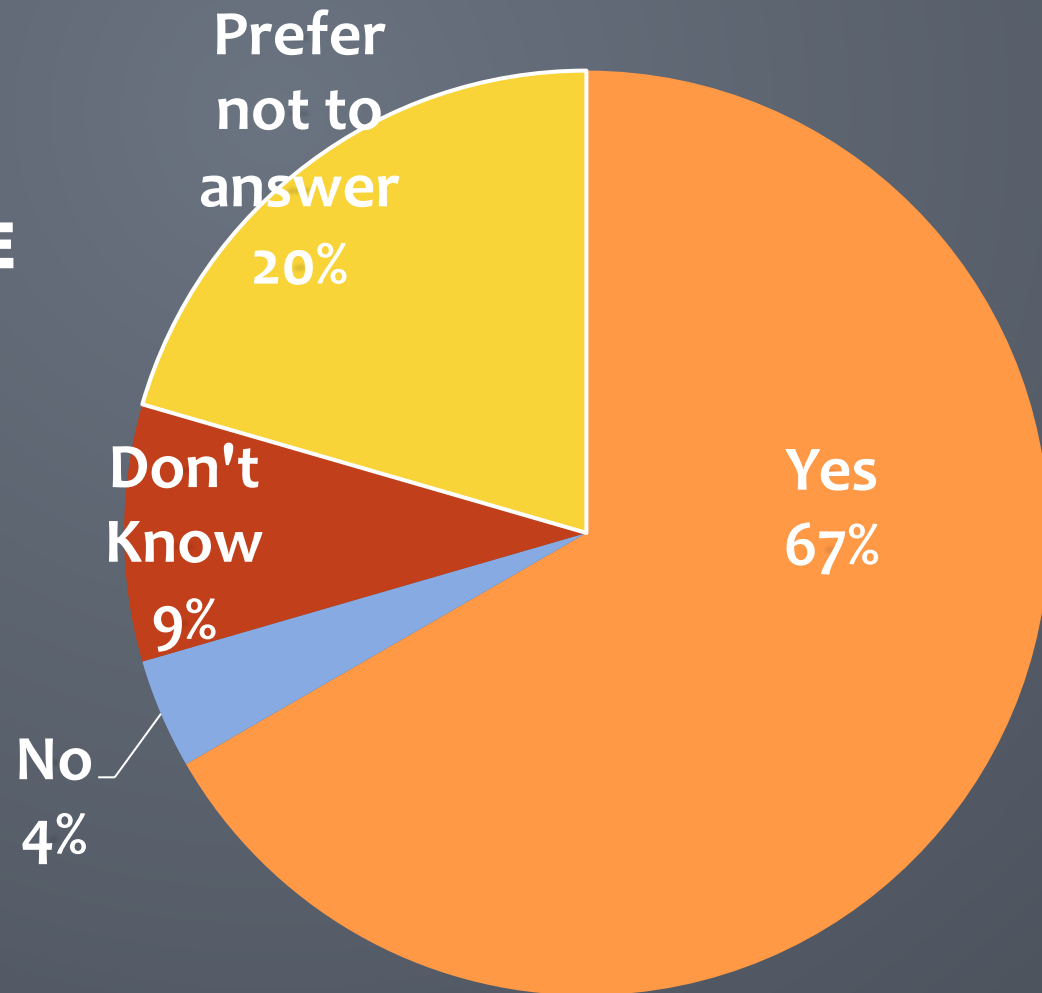
IS LAW ENFORCEMENT ADEQUATELY ADDRESSING THE CONCERNS OF THE COMMUNITY?



**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

- Police need to be more visible in a non-negative environment
- It's a public health issue: how can we help the community heal from trauma? The media doesn't help with its coverage of violence.
- Community and Police need coping skills to deal with trauma.
- Address mental health issues of officers- their mental health
- Good cops sometimes turn into bad cops.
- Should be black officers in black communities
- We need people to stand up and speak out, and acknowledge that there are problems.
- There aren't enough police who will acknowledge that there are problems.

DIALOGUE COMMENTS

- What are the stories told to police about their history? About police in uniform?
- Humanize law enforcement
- There is implicit bias amongst officers, often. This is part of the organizational culture. Need to recruit and orient better.
- Community Relationship Division in LAPD- can help.
- Chief Scott has young officers participate in dialogue.
- How about partnership between LAPD and Sheriff?
- There is the 'blue shield of silence' about who are bad apples
- Trauma: from exposure to violence, and media triggers.
- Police exposure to traumatic events- that gets manifested in how they work. Are there trainings? Do they get treatment?

DIALOGUE COMMENTS

- Community meetings outreach: a lot of people don't get the word. Need to do better outreach.
- "We are paid to serve you."
- "If I know my partner is ok, then I can focus on what ever else is going on."
- It's them front and center. Priority for the officers is that they go home safe.
- The young officers are the future of policing: "We need more accountability."
- In a neighborhood where there has been an increase in robberies, it means that people are investigated as potential criminals- rather than as resources used to investigate and solve crimes.
- Conflict of interest, to have law enforcement investigate themselves.

DIALOGUE COMMENTS

- Need more objective investigation when police shootings take place.
- Strong police union inhibits objectivity. The union protects bad officers.
- Body cams- can be turned off.
- There is an internal affairs hotline. Or you can go to the Inspector General. In the Mayor's office.
- Civilian oversight force is available
- Why officers don't live in the communities they work in:
- A- Safety for them and B- Cost of real estate.
- In some communities, discussion of procedures is off limits.
- Bias is explicit (not implicit.)

DIALOGUE COMMENTS

- Victims are slandered to seemingly validate the use of force.
- Town hall meetings and dialogues can be very beneficial to a community. Cultural experiences and issues can be shared during briefings.
- The high number of guns out there has led cops to be more fearful on a daily basis.
- Regarding guns: consensus is one has right to have guns to protect ones home, but illegal guns are a problem.
- Suggestions for better community relations: law enforcement should put on a game day for the kids, sponsor a concert, etc
- If you KNEW an officer would be shot every time the community did not feel justice was served in a police brutality case, WHAT WOULD YOU DO DIFFERENTLY AS LAW ENFORCEMENT?
- Respect is tied to Fear in communities of color
- Police should run an ad: Assist us in catching you. Wear your pants low.

DIALOGUE COMMENTS

- Some reasons young people are angry with police: 1-Because I'm black 2- What they see on TV 3- "It's none of your business where I'm going." 4- Officer feels it goes back to the parents- that's where young people learn their attitudes about police.
- What is the difference between being Polite v Respect?
- Help Law Enforcement to understand that person of color is afraid of officers- may be defensive. Don't dismiss someone's feelings.
- As a child, police raided (the speaker's) home and attacked family. This clouded the vision of law enforcement.
- What is the percentage of STRAW possession cases?
- Differences of opinion between young cadets and older officers.
- People don't have as much of a problem with CHANGE as they do with TRANSITION.
- "I would like to see officers speak to citizens that they come in contact with. Just say Hi or Hello- not just stare and not speak."

DIALOGUE COMMENTS

- Police need a “Get your head out of your ass” training.
- What is the percentage of police officers “recruited” from the military? What is the debriefing process for former military people?
- “I was harassed as a young person. I joined the police and I don’t want to harass another person.”
- Environmental design in community helps.
- 7 out of 10 calls to police are on black males. Reflects the bias of society, how blacks are seen.
- Media enhances the pre-existing bias which is a hyper sensitivity to black violence.
- Media- often an intrusive influence. We are looking for balanced stories.
- Since Trayvon Martin, things have gotten worse. As a black father, I tell my sons not to go to certain places.

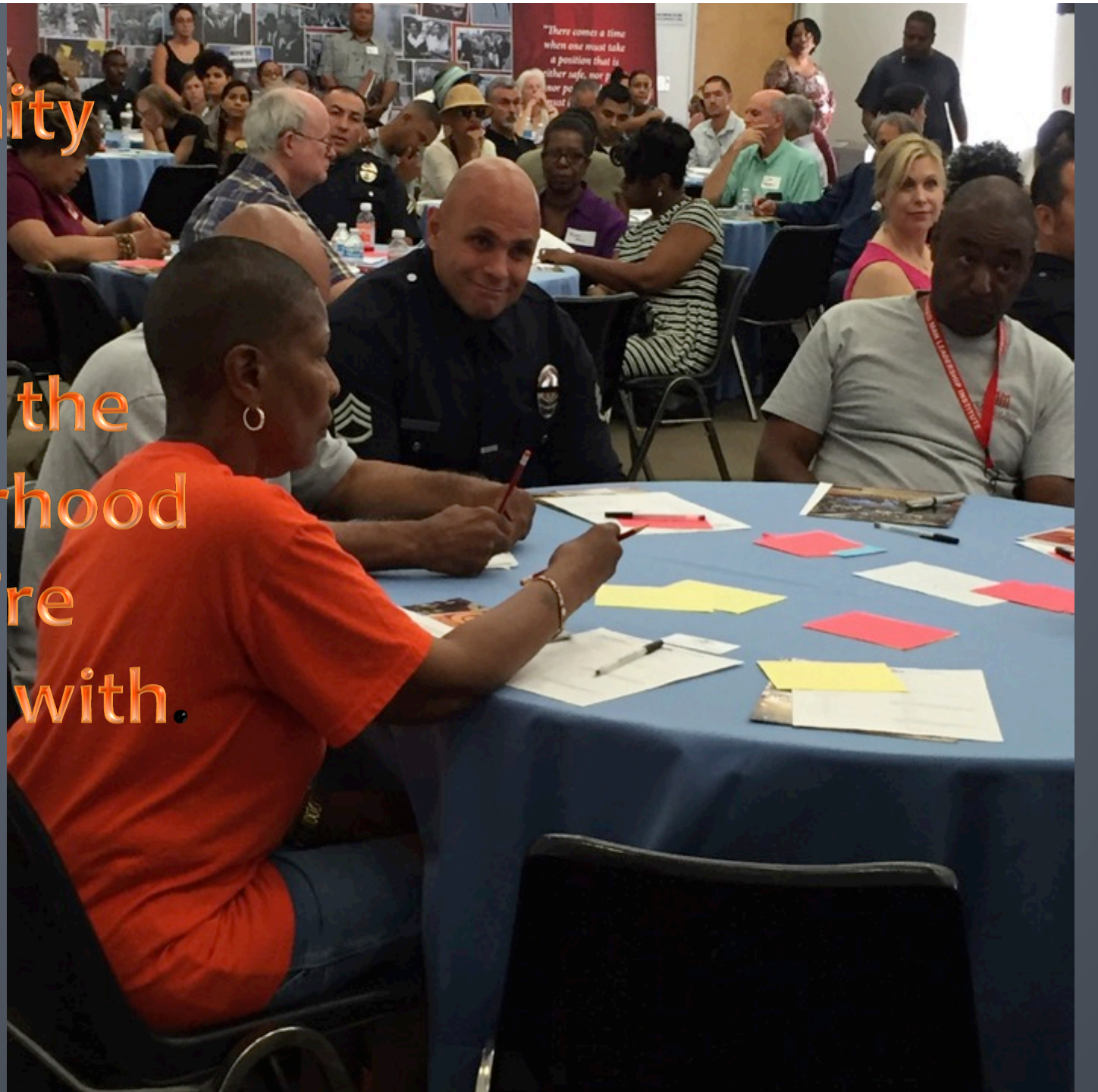
DIALOGUE COMMENTS

- Law enforcement needs to understand the culture in which they work.
- What is the extent of sensitivity/diversity training? Officer pointed out that the real education comes once they are on the street.
- Assumptions are made about methods and abilities of the police to handle highly dangerous situations- involving domestic violence, mental illness. What is their training? Who backs them up?
- Where is mental health? Mental health professionals should be at this event today. Invite Dr. Robin Kay.
- Why is it that LACDMH never comes to the area when someone gets shot? Need psych on scene to assist police.
- Ask police to let community know some training methods to help reduce fears and concerns.

DIALOGUE COMMENTS

- If you observe misconduct (as an officer) you need to report it. Otherwise you are also participating in misconduct.
- It doesn't matter that you have biases. It matters what you DO.
- At this dialogue- LAPD offered great perspectives. Need for community to be more involved. Know who your SLO is.
- Educate your neighbors.
- Better to have more than one officer at the table. Also, have others present from LASD, Jailers, Mental health workers.
- BLM – getting better at explaining their mission.
- Dialogue is key to diffusing bias! Great that officers were included and inclusive.
- This was an excellent forum. I will be attending more.
- We should continue the conversations, must not give up in our quest for safer communities, education and mutual respect.

Community
policing
means
knowing the
neighborhood
that you're
engaged with.





It doesn't matter
that you have biases.
It matters what you
do.

Do you want to be
right or do you
want to go home?





Respect is often tied to fear in communities of color.







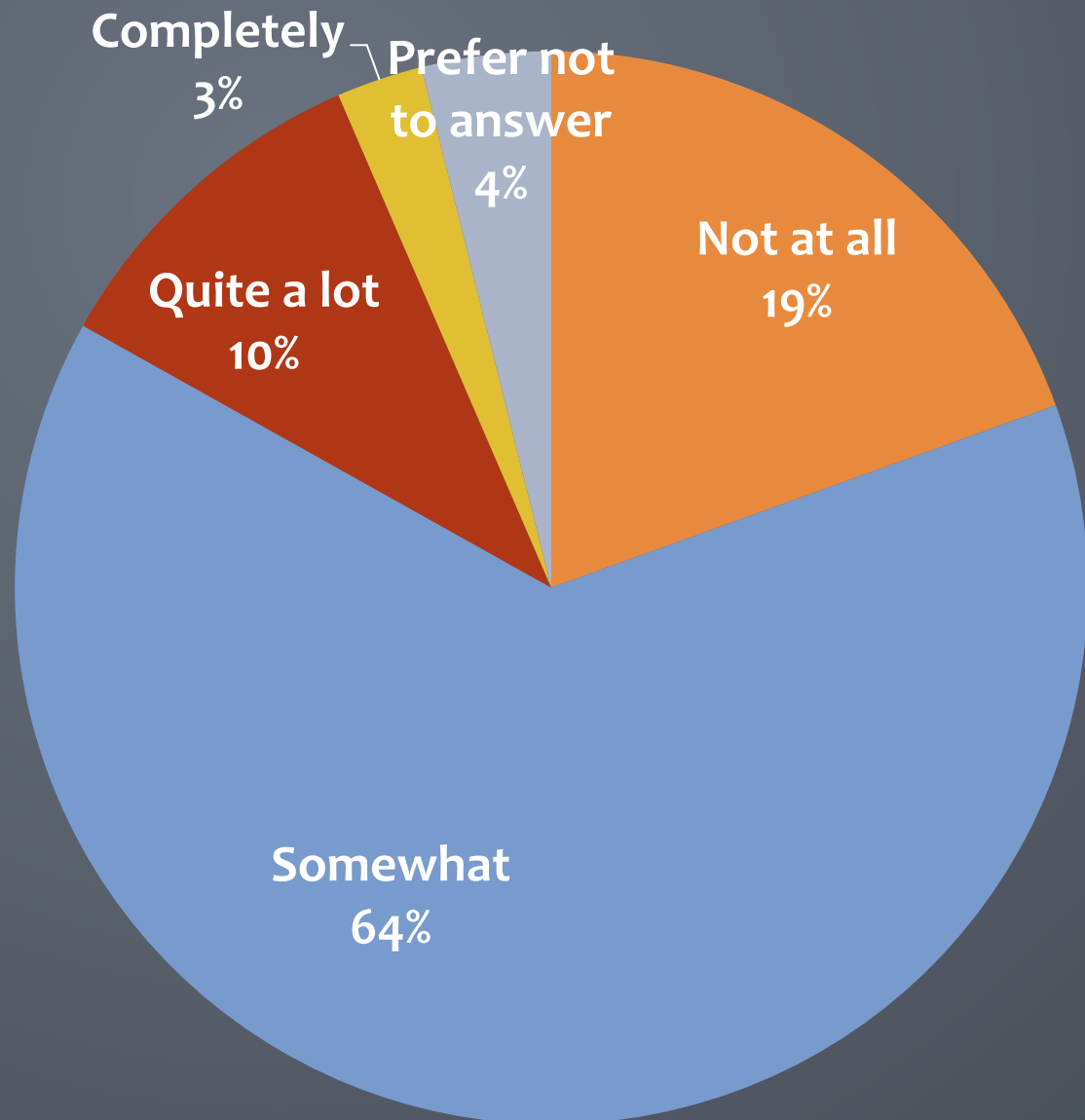




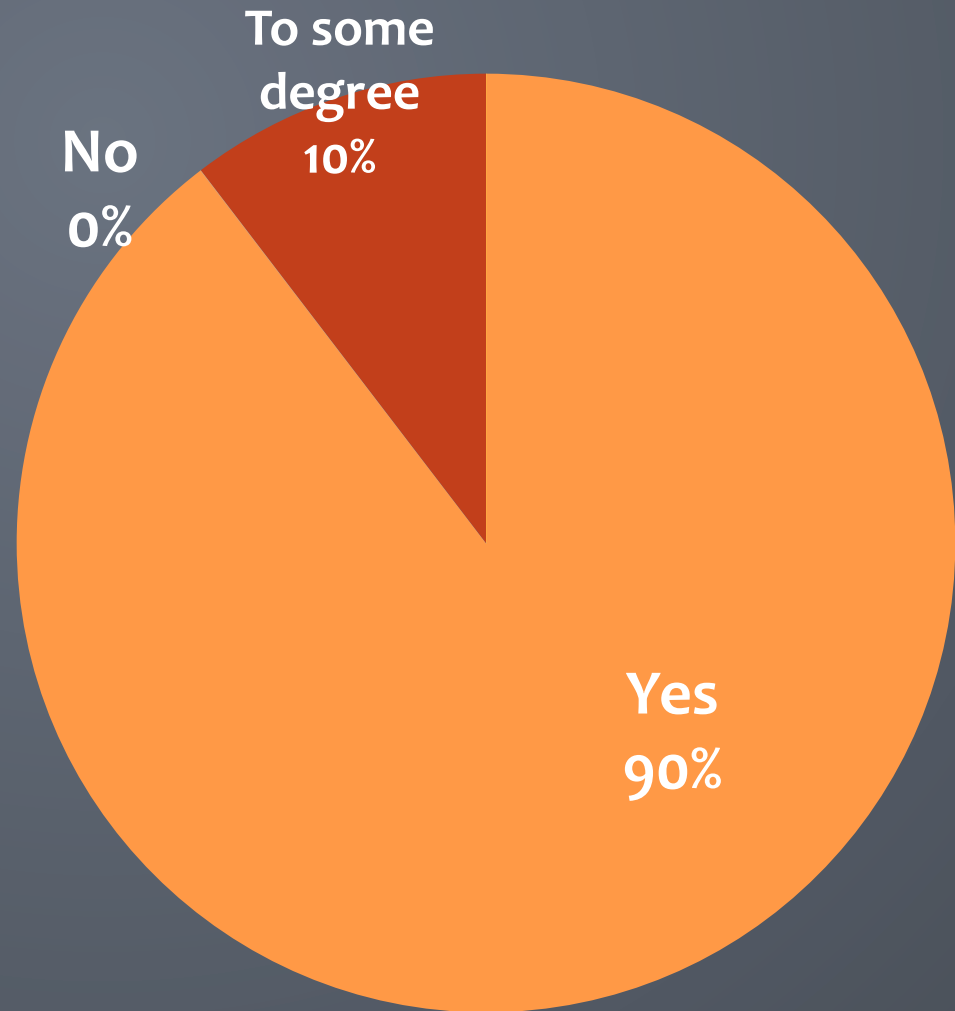
POST-DIALOGUE SURVEY RESULTS

78 *Respondents*

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

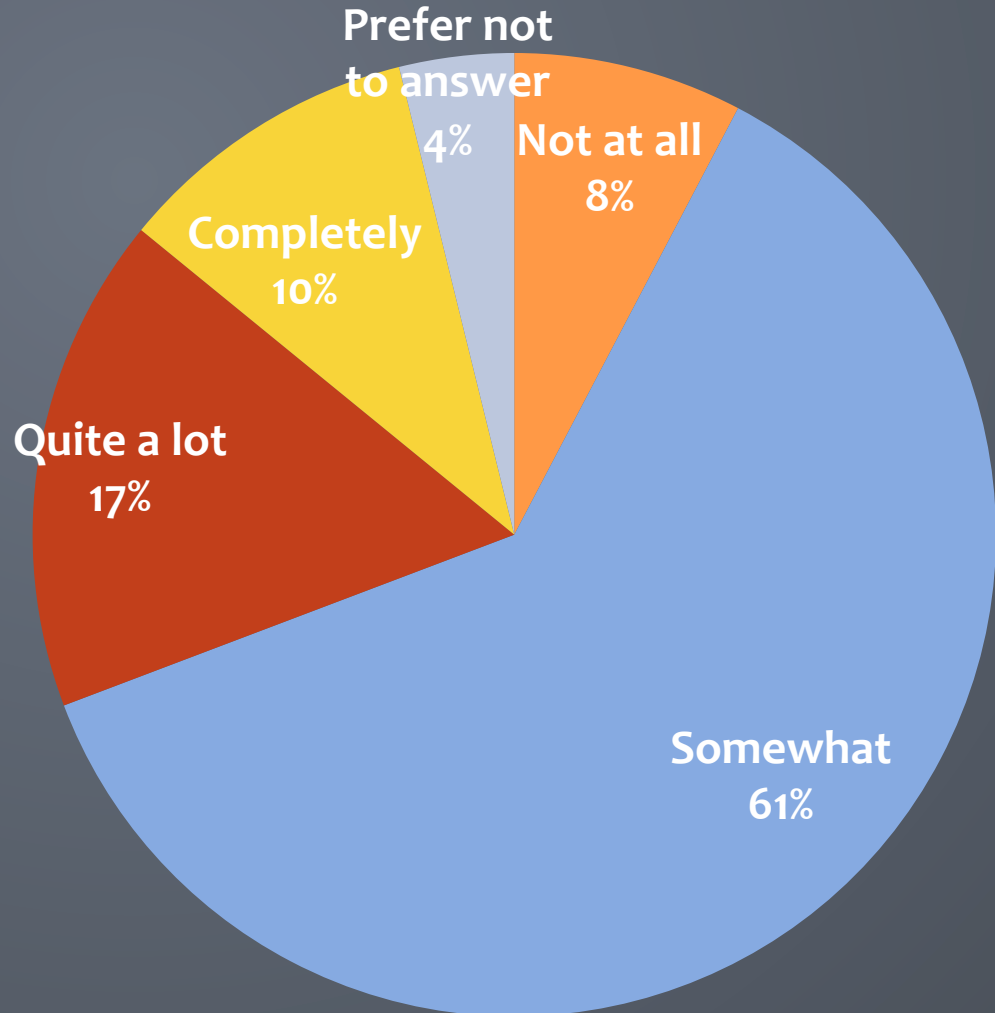
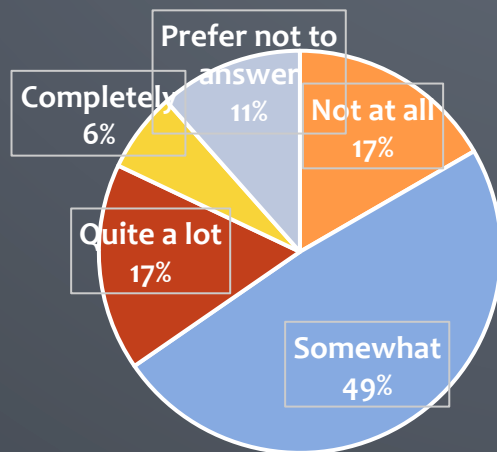


**DO YOU
THINK THAT
THE PROCESS
OF DIALOGUE
IS BENEFICIAL
IN
ADDRESSING
IMPORTANT
ISSUES IN
OUR
COMMUNITY?**



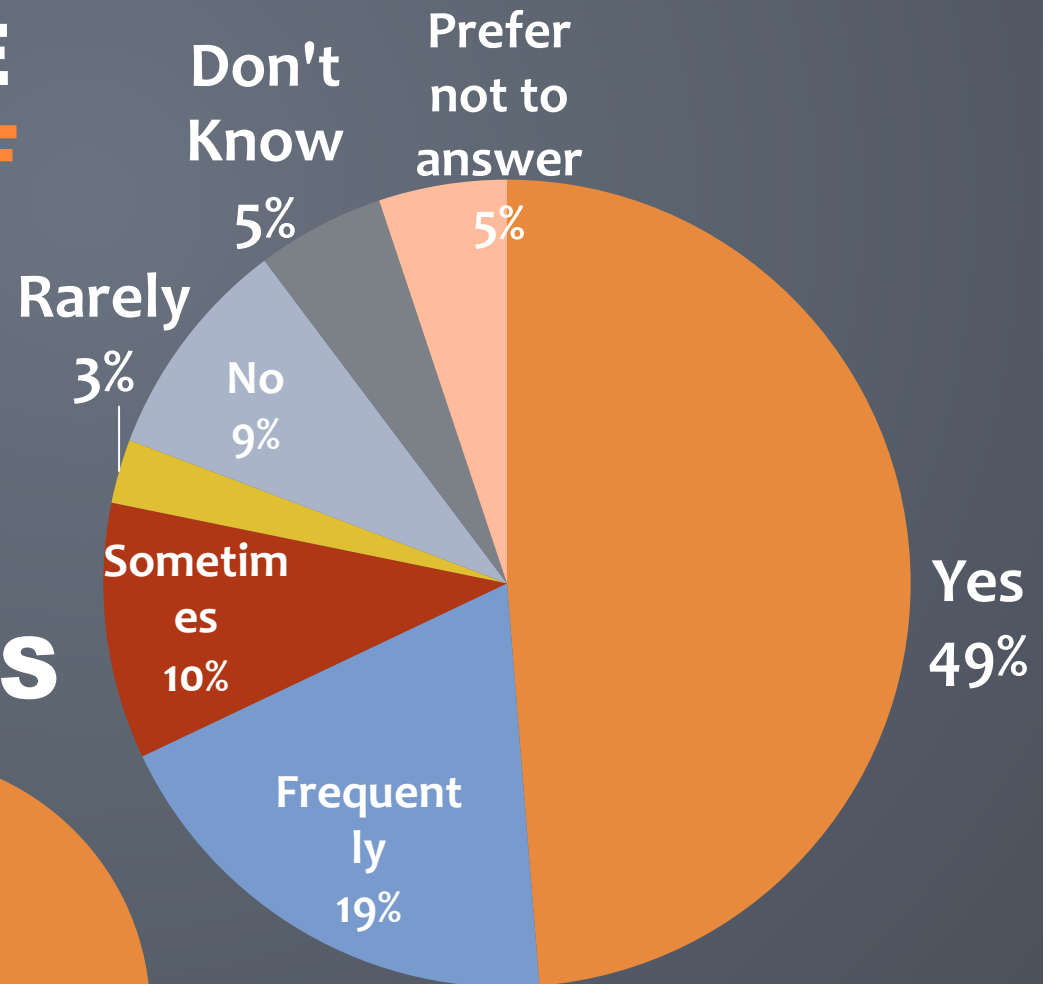
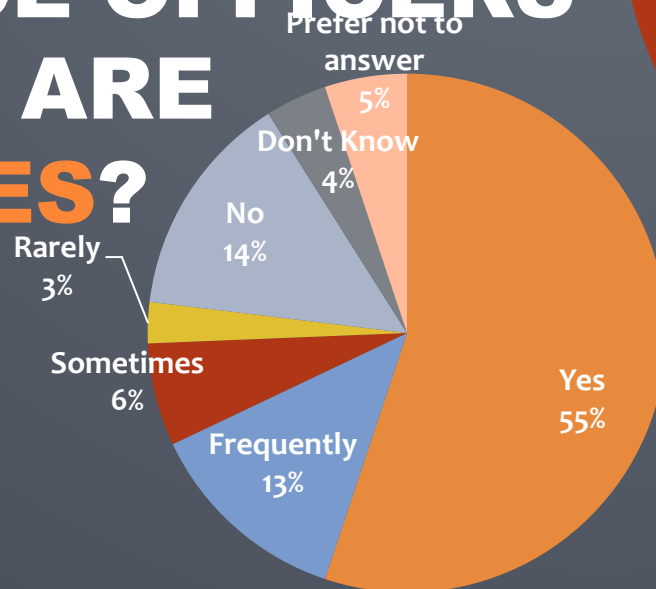
IS LAW ENFORCEMENT ADEQUATELY ADDRESSING THE CONCERNS OF THE COMMUNITY?

Pre survey:

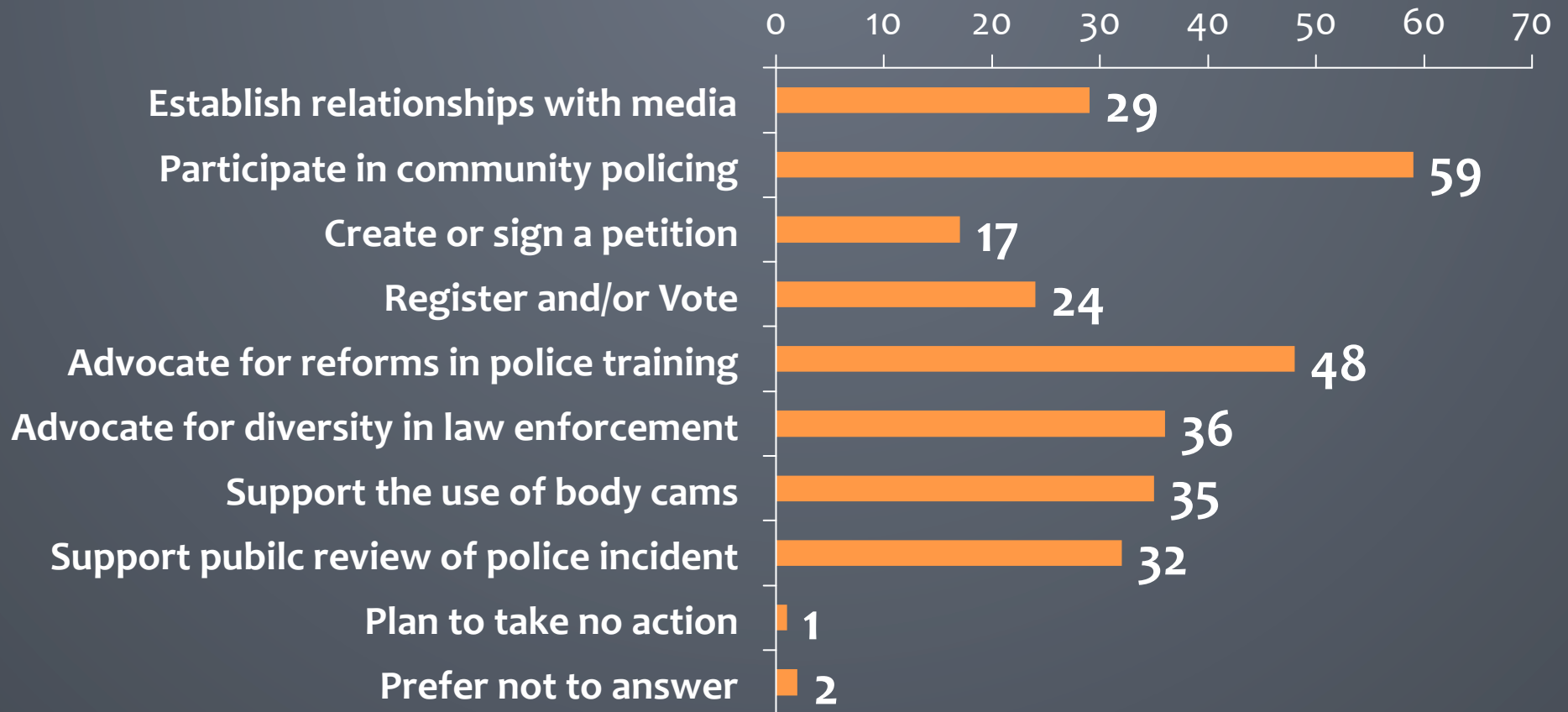


**DAYS OF
DIALOGUE**
ON **THE FUTURE
OF POLICING**

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



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



**THANK YOU
TO TODAY'S
VOLUNTEER
FACILITATORS
+
PRODUCTION
TEAM**

*Dorit Cypis, Lead
Rev. Carolyn Wilkins,
Lead*

*Vivian Howell, Lead
Jeanetta McAlpin
Vaka Faleteau*

*Sonjia Williams
Aliah Mahon*

*Sandy Villeda
Marvin Whistler*

Monica Turner

Marc Rosner

Marcia Ridley-Shumate

Audrey Jadlli

- *Estera Borsca*
- *Joanne Berlin*
- *Ray Cervantez*
- *Carla Hawkins*
- *Leigh Ann Pandora*
- *Joe Markowitz*
- *Estera Borsca*
- *Joanne Berlin*
- *Margaret Simpson*
- *Ray Cervantez*
- *Wendy Goldman*
- *Tom Stringer*
- *Sara Greilsamer*
- *Marissa Naraghi*

THANK YOU

HOST

The Empowerment Congress

Mark Ridley-Thomas

Joan Crear and Staff

ALL WHO TOOK PART

Community Residents

Dialogue Facilitators

LAPD Community Relationship Division and

other Law Enforcement

Elected Officials



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
- Sony Pictures
- Southern California Gas Company
- Time Warner Cable

(As of August 10, 2015)



**NEXT DAY OF DIALOGUE ON THE
FUTURE OF POLICING:**

JULY 26

Hosted by LAPD SE Division

at

LAFD Station 64

10811 S. Main Street, LA



PRESENTED BY

The Institute for Nonviolence in Los Angeles

info@futureofpolicing.org

www.futureofpolicing.org

@daysofdialogue

Avis Ridley-Thomas

Jill Frank

Brenton Healy

Executive Director

Program Director

Reports Assistant

