



August 24, 2016

Host: Cal Endow, LGBTQ community, LAPD CRD

Location: California Endowment 1000 N.

Alameda St. LA 90012

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

88 Community Participants

18 Law Enforcement

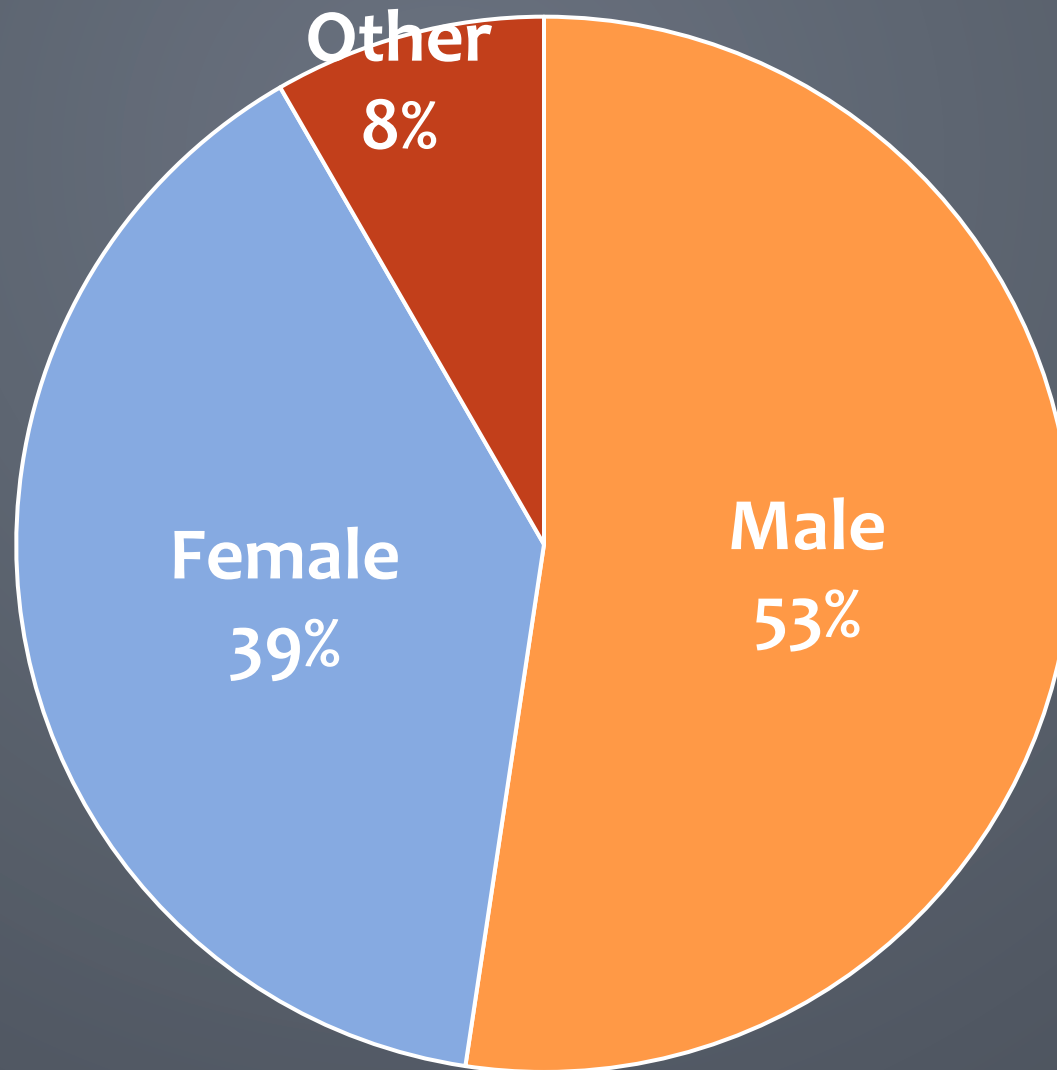
17 Facilitators

3 Production Team

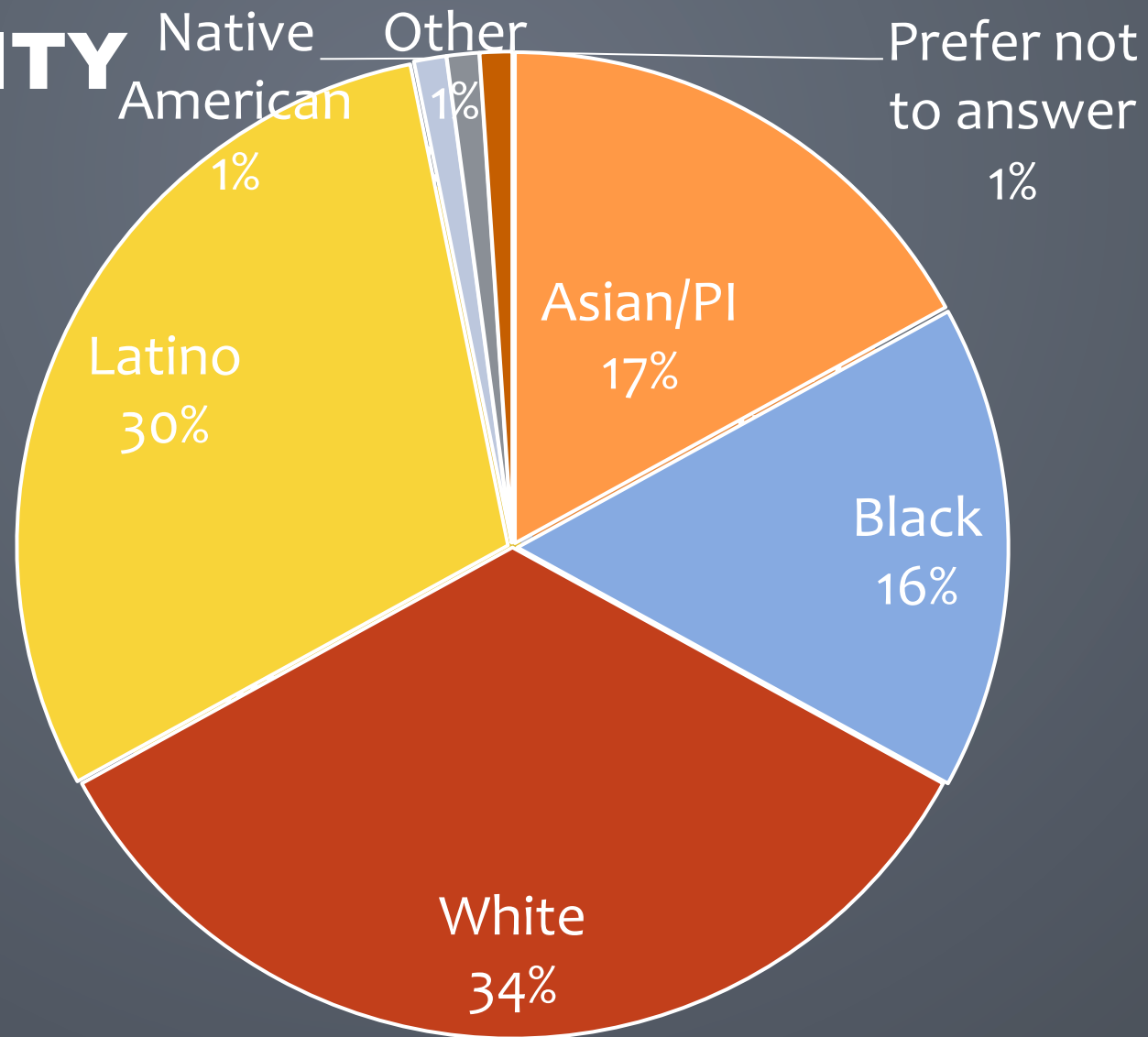
PRE-DIALOGUE SURVEY RESULTS

85 *Survey Respondents*

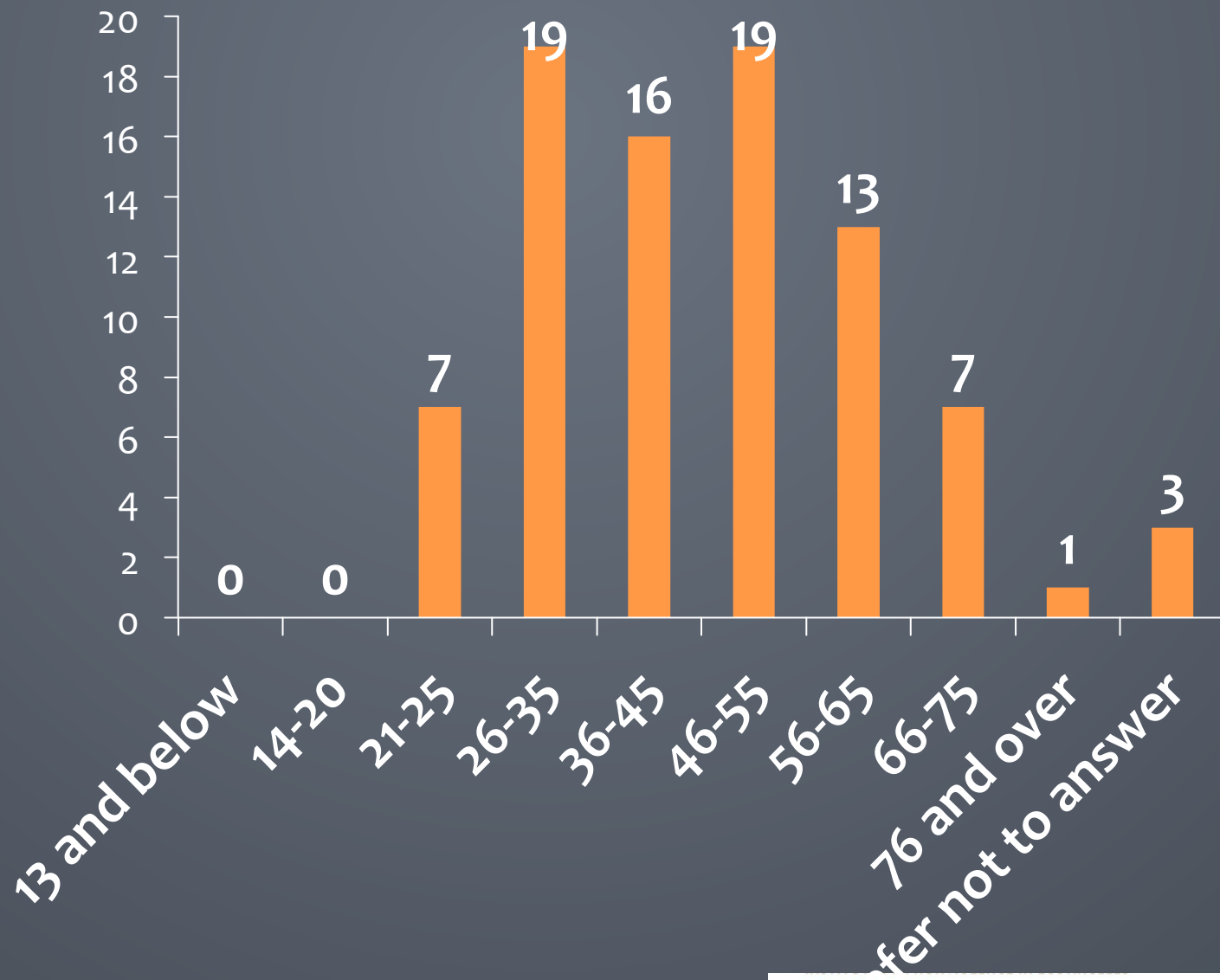
GENDER



ETHNICITY



AGE

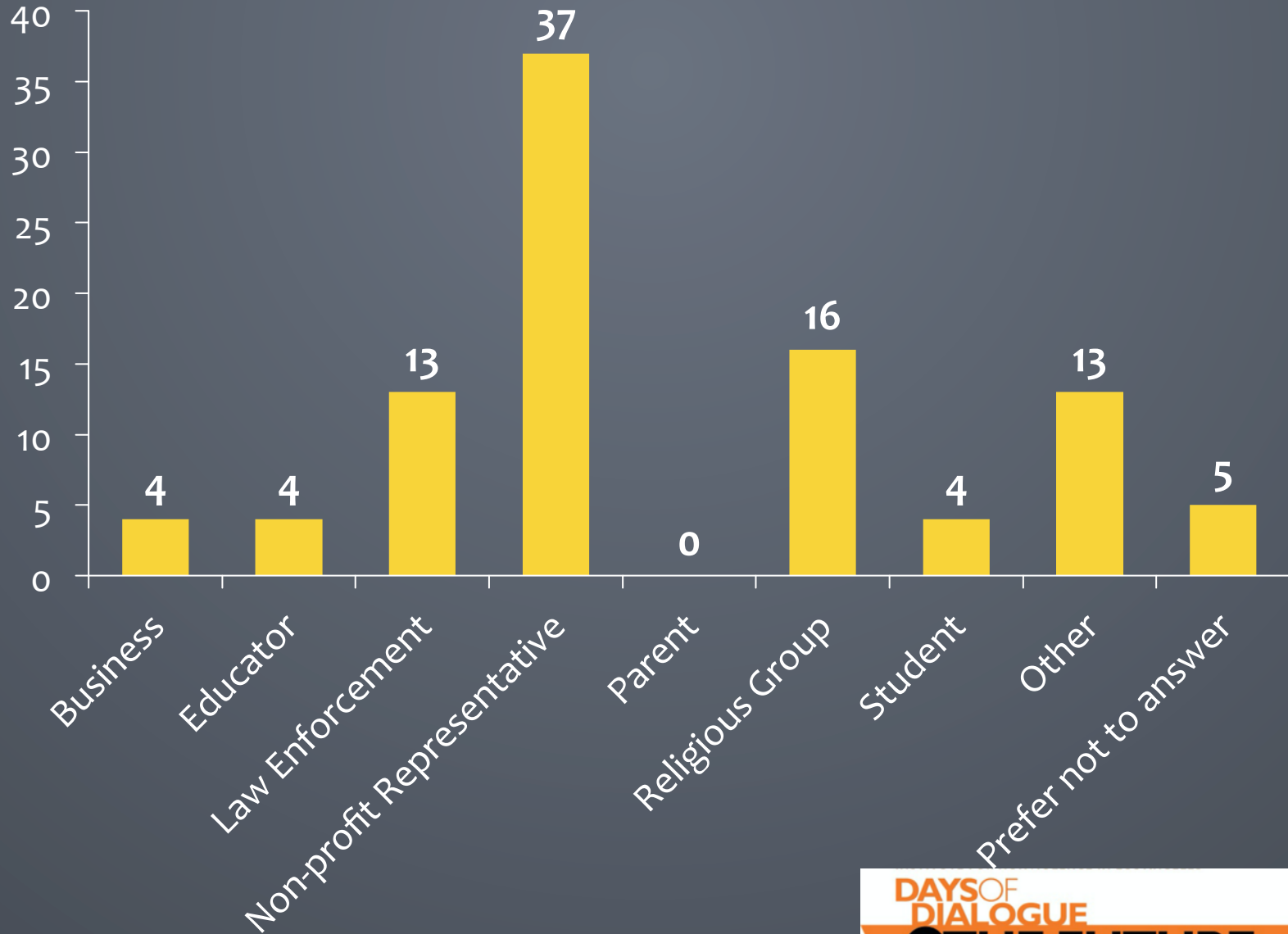


DAYS OF
DIALOGUE

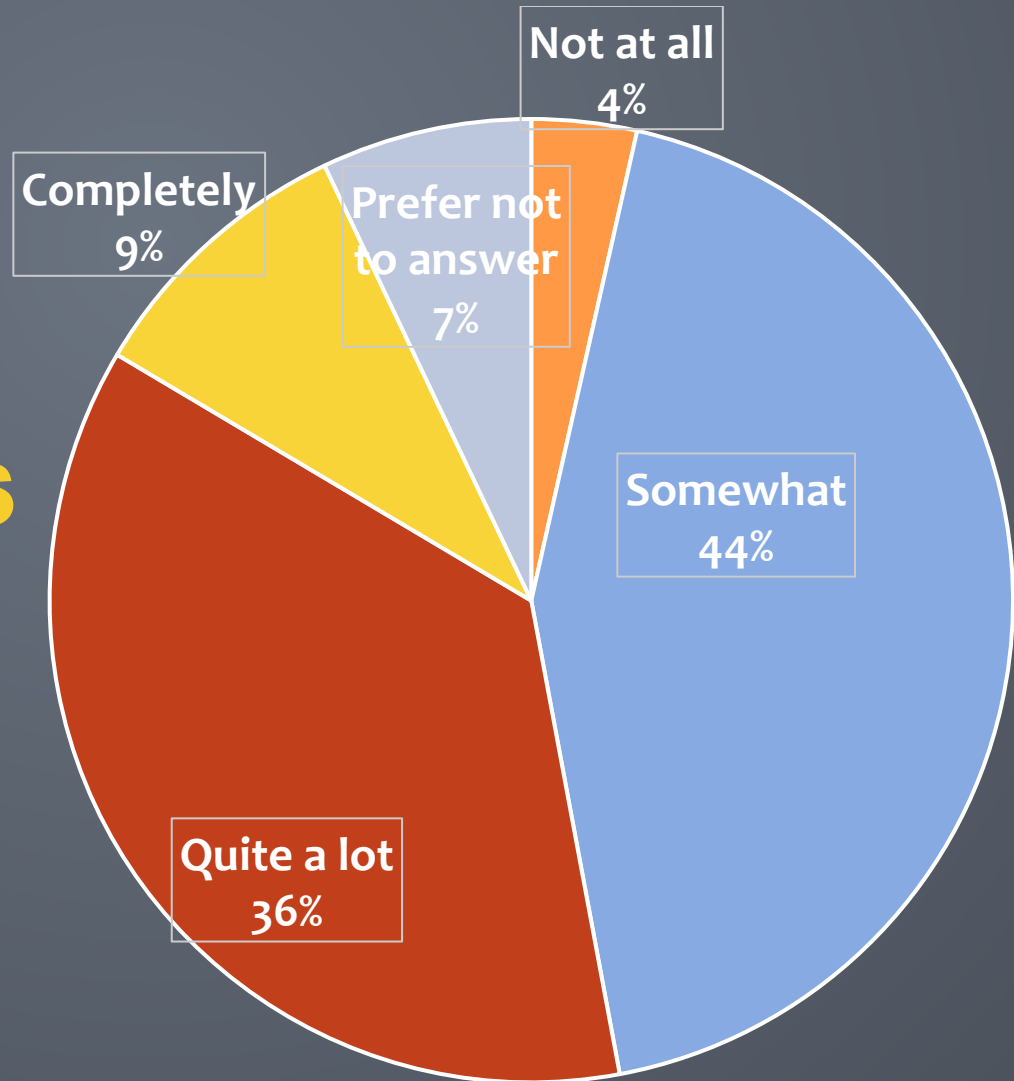
ON

THE FUTURE
OF POLICING

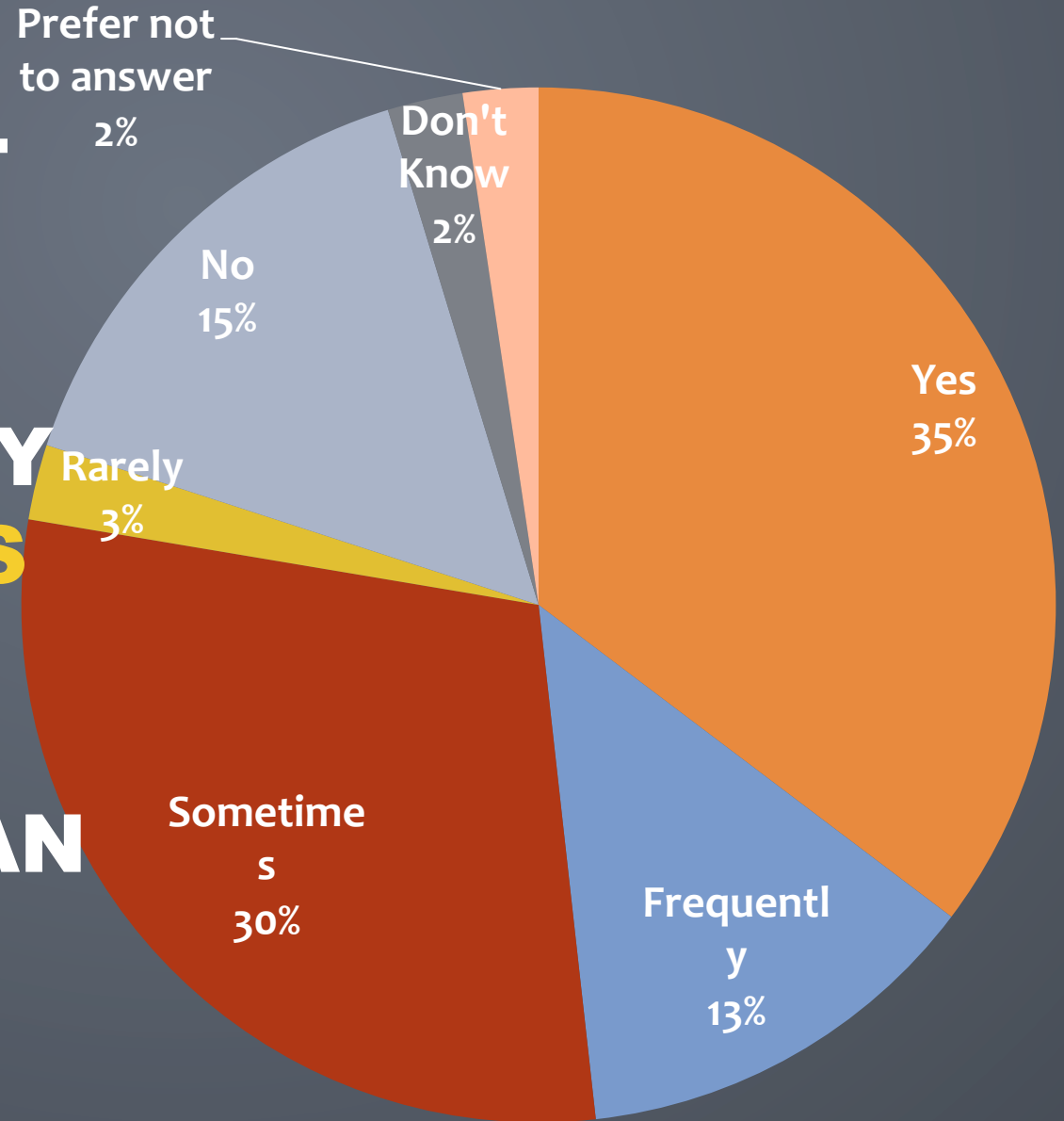
AFFILIATION



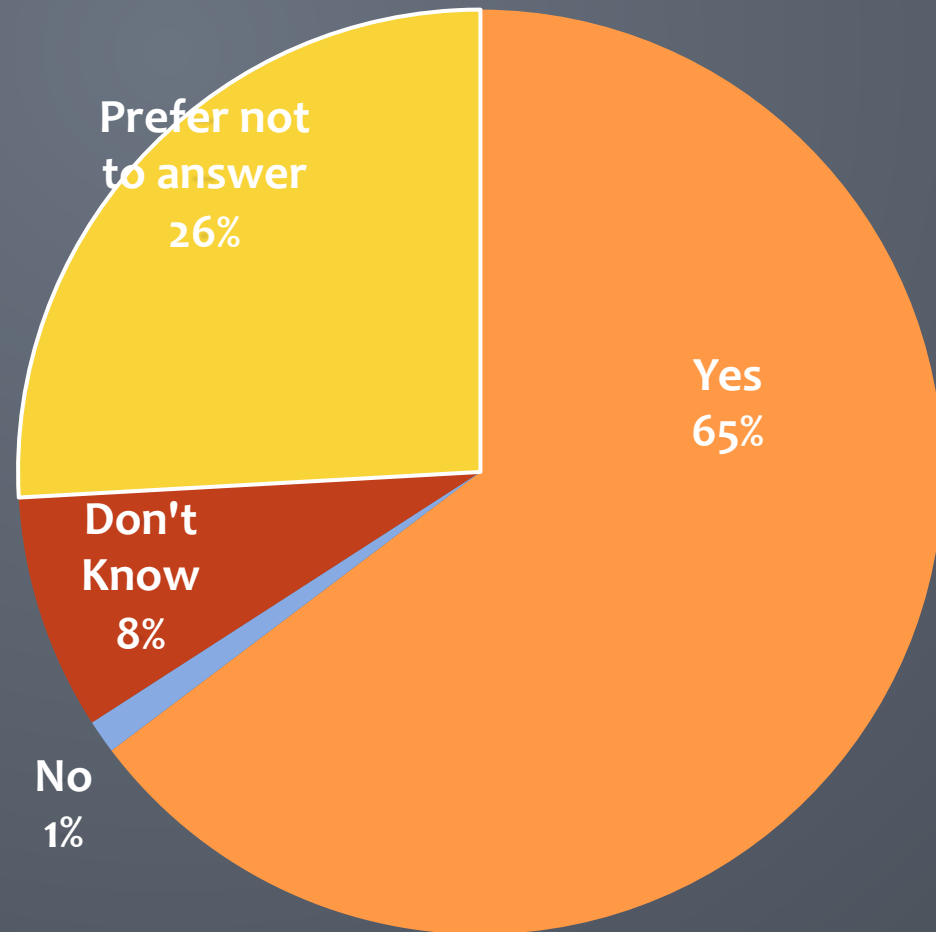
IS LAW ENFORCEMENT ADEQUATELY ADDRESSING THE CONCERNS OF THE COMMUNITY?



**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

- Why are we criminalizing the expression of sexual desire for only LGBTQ, but NOT heterosexual adults? No “straight” vice operation.
- The Days of Dialogue brochure is not inviting- it looks like “us against them”...
- Youth: Some of the “problem” is that we are teaching that authority/power is how Life, School are done... Police symbolize power.
- 47,055 people died of drug overdoses. No one is talking about it.
- We continue to try to provide an ambulance at the bottom of the cliff instead of a fence back up on top- before falling off.
- The solution appears to be within the walls of our own homes, to live by correct principles from the start rather than always trying to play catch-up and throw money at people after they are steeped in bad choices.

DIALOGUE COMMENTS

- (People)... seek to justify behavior by dismissing their personal responsibility before natural consequences occur (i.e. HIV, unwanted pregnancy or incarceration).
- Ongoing training needs to be mandated regarding LGBTQ communities/people.
- Officer admitted that he and others in the vice squad have to fight their urge to “knock out” a transgender when she touches him in the course of his work undercover (posing as a john).
- I/We recommend oversight bodies to facilitate the needs of LGBTQ.
- Suggestion: Celebrate LGBTQ accomplishments in LAPD.
- Socio-economic (survival) barriers create the situations that lead to sex work.
- “Trans” people are perceived as a man in a dress. Need to start educating the community early- even in pre-school!
- I’m not worried about the rookies, I’m worried about the long-standing officers and the LAPD managers.

DIALOGUE COMMENTS

- Transgender prostitutes prefer to be called sex workers.
- On the pre-dialogue survey, no designation for transgender
- (Create) HOPE, PROMISE, EMPOWERING materials, not negative images
- “I caught you doing something nice.”
- Restorative Justice has helped me to share “good things” about officers.
- Society (changing views)... Stigma (perception)... Community education, awareness, compassion.
- What policies have to be changed? We have to know.
- Revision of existing guidelines for interacting with transgender individuals is needed.
- Officer- there is no specific training for handling LGBTQ persons. Just treat everyone with respect.
- Law enforcement needs more training in Domestic Violence; partnership with Faith Based Community; more training- intensive- in mental health

DIALOGUE COMMENTS

- Some police feel they are treated unfairly by the media and the public. There are (consistently) reports of police bias or unreasonable use of force.
- When officer takes the time to explain why he/she stopped me, it would help me trust.
- Check the plates before you stop me.
- When officers/partners are of different backgrounds, they are more open.
- If there is a bad officer @ dept. how do other officers respond?
- Participant attorney: there are cases of “walking while transgender” and being stopped/detained.
- Officer invited atty participant to come on a ride-a-long.
- (Speaker) was arrested because he “looked the part.”

DIALOGUE COMMENTS

- Police officers can be resistant to believing that they have any bias, or that they act on that bias in profiling LGBTQ people.
- Officer said, he'd like it if an agency would handle mentally ill where police are not needed.
- We're not hearing in the community what training (sensitivity, etc) LAPD officers are receiving.
- Police incidents with unarmed citizens advice from police: cooperate and be respectful.
- LGBTQ community is the most challenged group when it comes to LAPD.
- Gun possession: Texas students with permits can bring guns onto campus. What if this happens in California?
- Keep communication open between LGBTQ community and Law Enforcement. Inroads to more nuances of understanding around LGBTQ issues.

DIALOGUE COMMENTS

- Transgender issues are increasing. We tell stories, become vulnerable. How to humanize the LAPD and LGBTQ?
- Is there training for LGBTQ domestic violence?
- Suggest: learn about primary abuser and secondary abuser; not take both to jail. Identify primary abuser, not wait until there is blood or someone is severely hurt to take action.
- Media impacts us in every way.
- Implicit bias is in all of us. It can be dangerous if we are not aware of our own biases.
- “Introduction process” for transgender folk... My pronouns are He/Him She/Her
- Suggest training requirement for all officers: “Transgender 101”
- Re: LAPD screening process- On a scale of 1-10, law enforcement gives it a 7. Are people asked about their relationship with LGBTQ? What’s the screening process for “PTSD” police applicants?

DIALOGUE COMMENTS

- Officer: sometimes when I help people I see parents tell their children- “Behave or I’ll let the police take you away.” This is terrible- wish parents would stop.
- Look through a lens of compassion for both sides- police are people too and have children.
- Support in the community after Florida, New Orleans. Hearing + Listening.
- Civilian oversight- worthwhile, though there are challenges.
- Faith based communities vs. not. One thing unites all people of Faith- things can get better. Would like to have a better partnership between clergy and police
- Central LA is a different planet than West LA.
- Dealing with autistic people- officers need to do a quick assessment of mental condition. Some officers are unwilling to do training (mental health)
- There is a complaint system; officers will be investigated if complaint is filed.
- Media does not help. When there’s a shooting, Media determines whether the person who shot was a good person or a bad person. Media changes people’s perceptions.
- Gun violence- Police- everyone can have a weapon...
- Police shootings- going down, but perception is – going up.

DIALOGUE COMMENTS

- So much law breaking and anger towards law enforcement would be overcome through religious reminders to be law-abiding. Our own conscience becomes pricked – for good– when reminded of what is morally and ethically best for ourselves and our community.
- A good friend will not let their friend drive drunk. So why is ... obedience to the law, the “bad friend” by reminding us to ... make good choices without compulsion?
- Mental Evaluation Unit- important resource.
- Have to keep list of up to date resources. Getting released from custody at
- 1 or 2 AM- resources needed. Extreme risk for going right back in.
- Importance of referring to trans as gender they present- ice-breaker; officer should respect
- Look through a lens of compassion for both sides- police are people too and have children.
- Support in the community after Florida, New Orleans. Hearing + Listening.
- Civilian oversight- worthwhile, though there are challenges.
- Faith based communities vs. not. One thing unites all people of Faith- things can get better.
- Central LA is a different planet than West LA.

DIALOGUE COMMENTS

- Police say- media is about ratings. How media reports affects our personal feelings about the police and stereotypes of those accused.
- Social media can help or hurt.
- In LAPD you meet so many different kinds of people, it changes how you perceive them.
- Media portrays cops as picking on certain groups- like trans prostitutes.
- Show instead officers having coffee, meals with trans.
- (Hope for) “right people in right positions” – there is no training for all situations. You have to use your judgement.
- It’s scary and hard to trust (law enforcement). I had to learn how to be careful in dealing with LAPD.
- “war time traumas” need to be paid attention to (PTSD).
- “Meet people where they are.” Officers out of cars, knowing community. Humanizes both parties.
- We see the uniform and not the person. Police commission Rules of Engagement don’t foster communication. Days of Dialogue is the forum for creating an avenue of decorum. More community members are needed.
- Progress is happening. In the days of Rodney King, this didn’t exist.

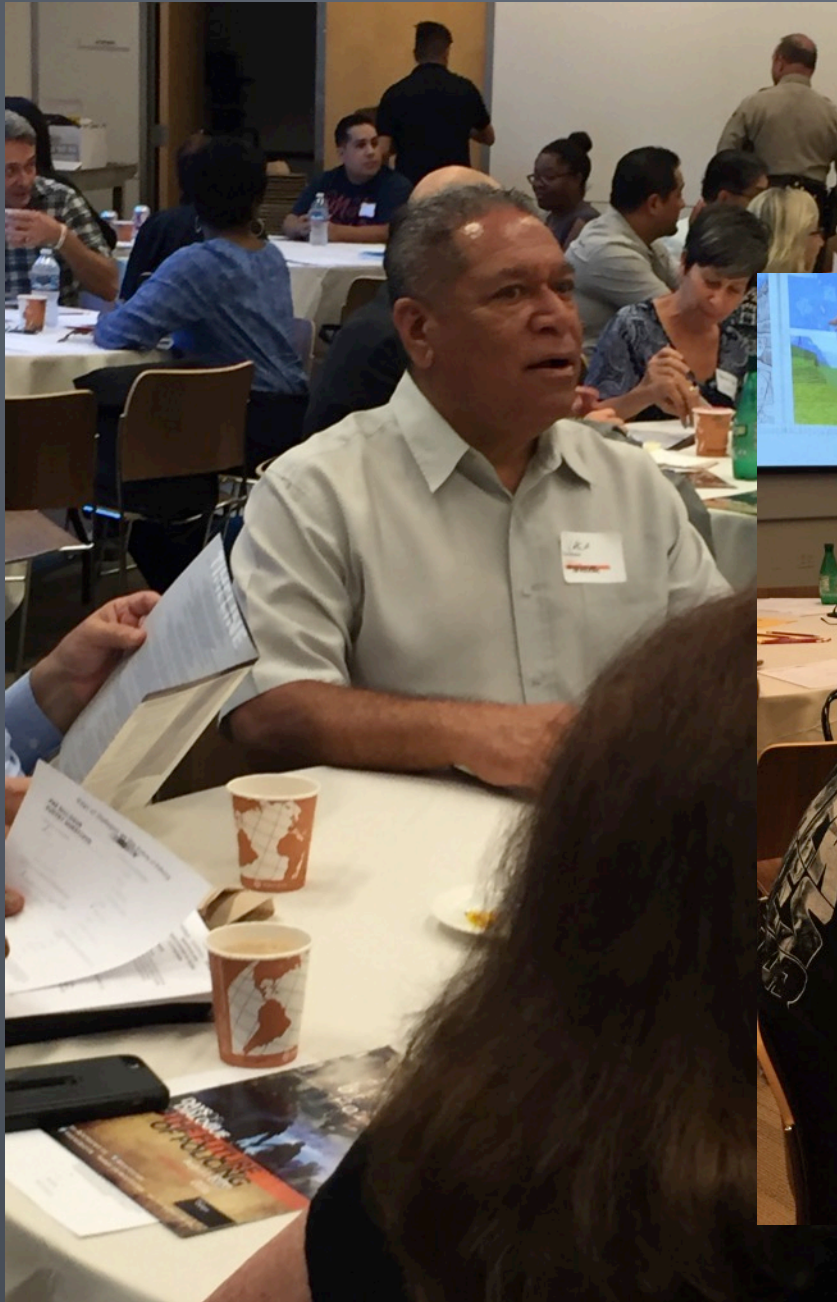


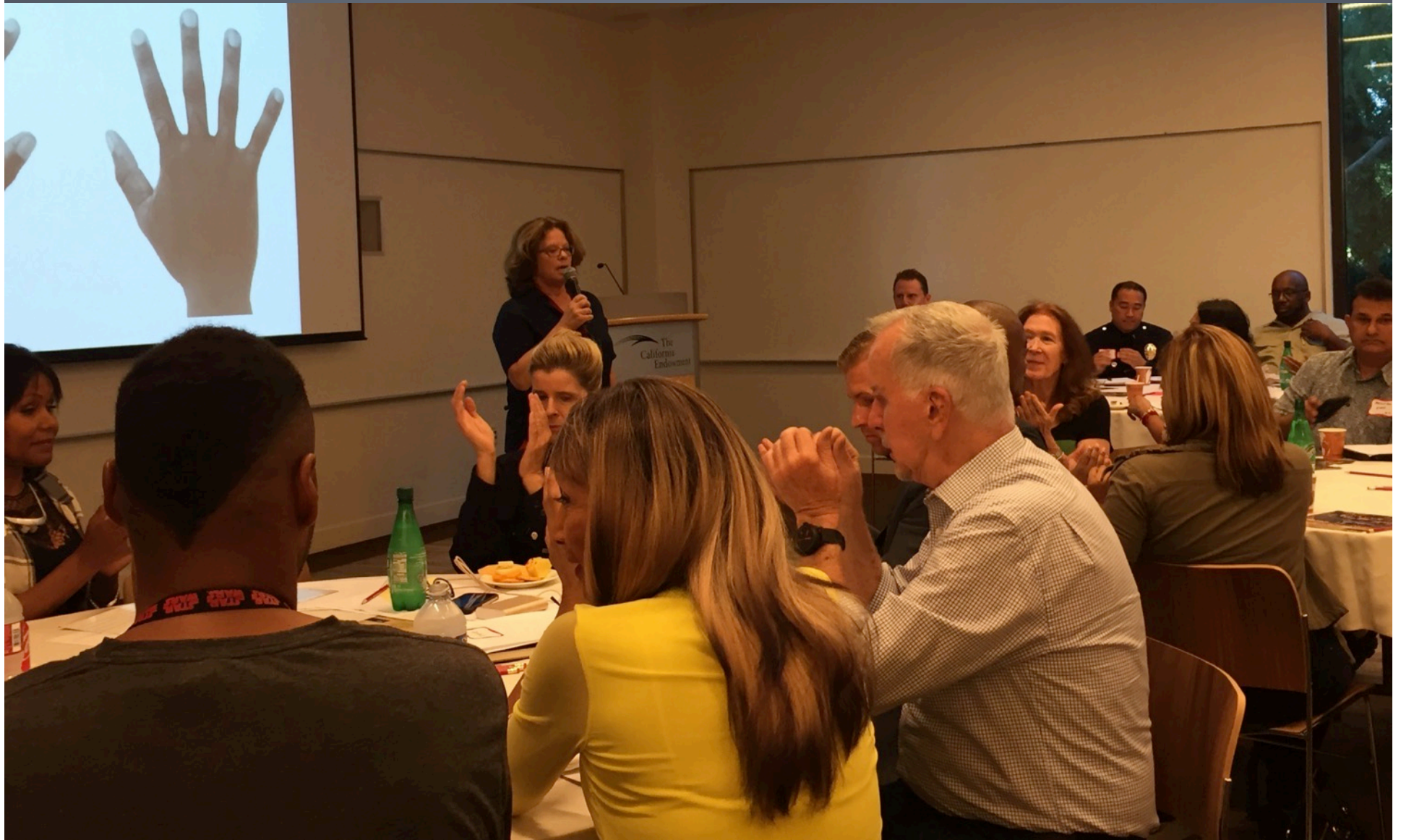
LAPD CRD, The California Endowment, LGBTQ Groups come together to listen, learn, and be heard.





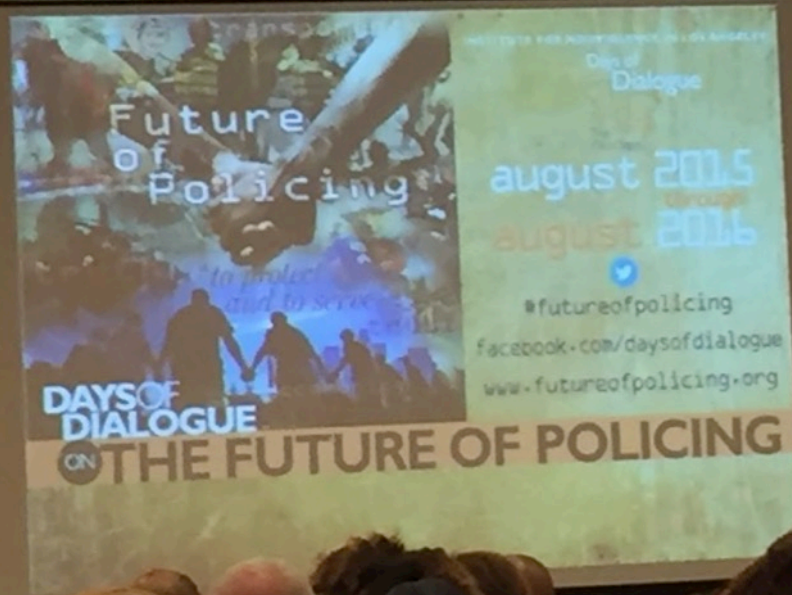










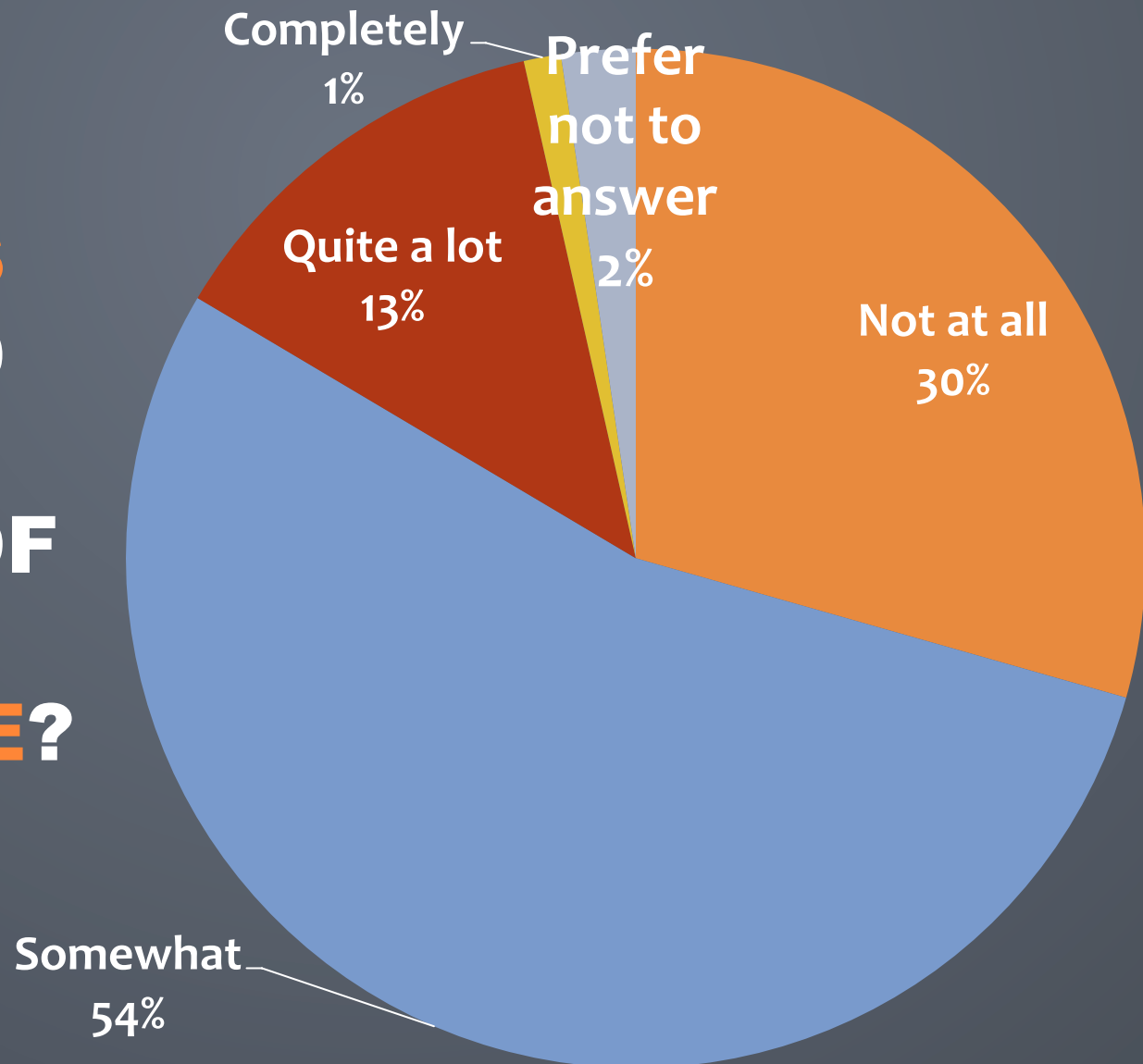




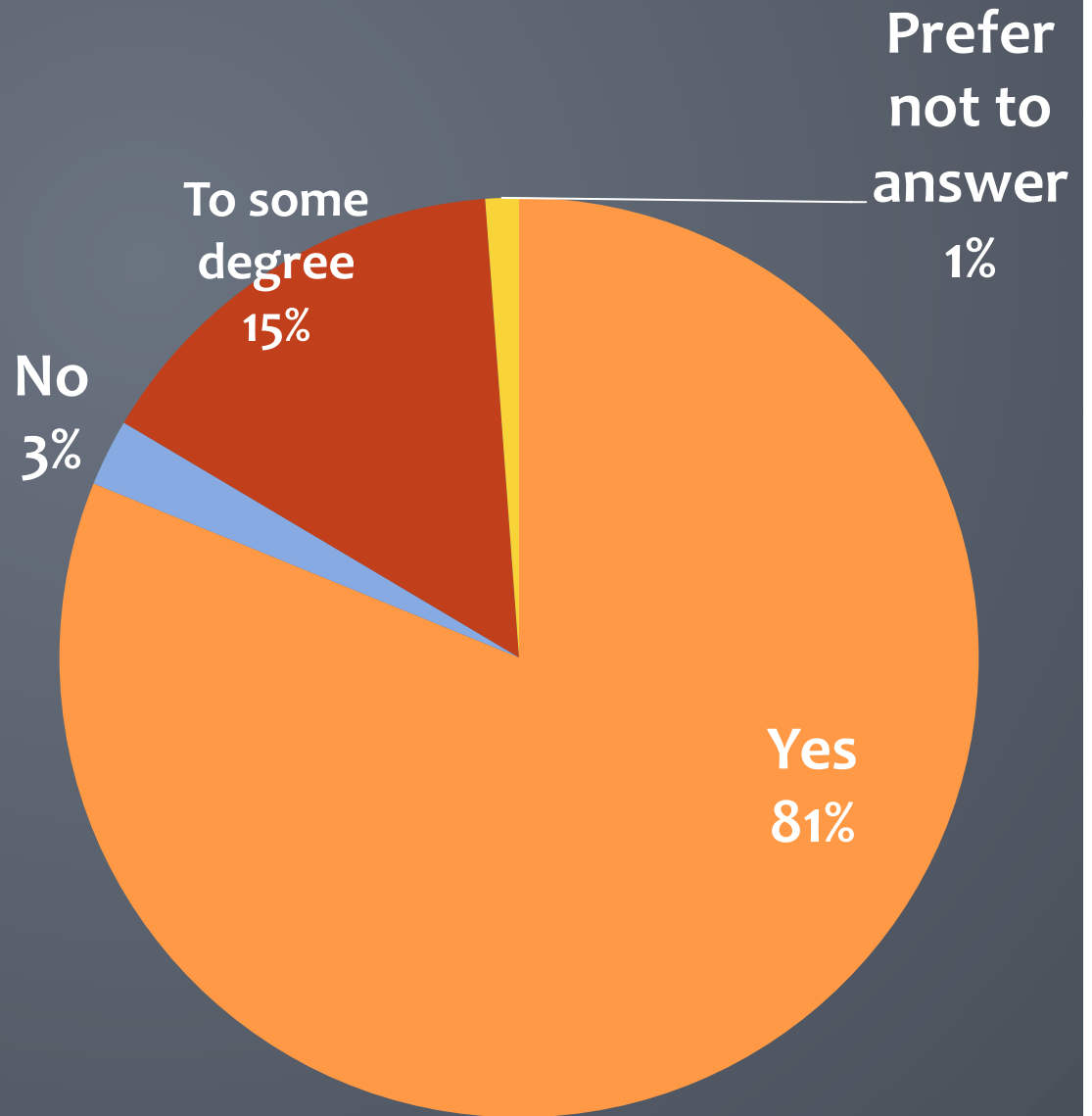
POST-DIALOGUE SURVEY RESULTS

85 Respondents

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

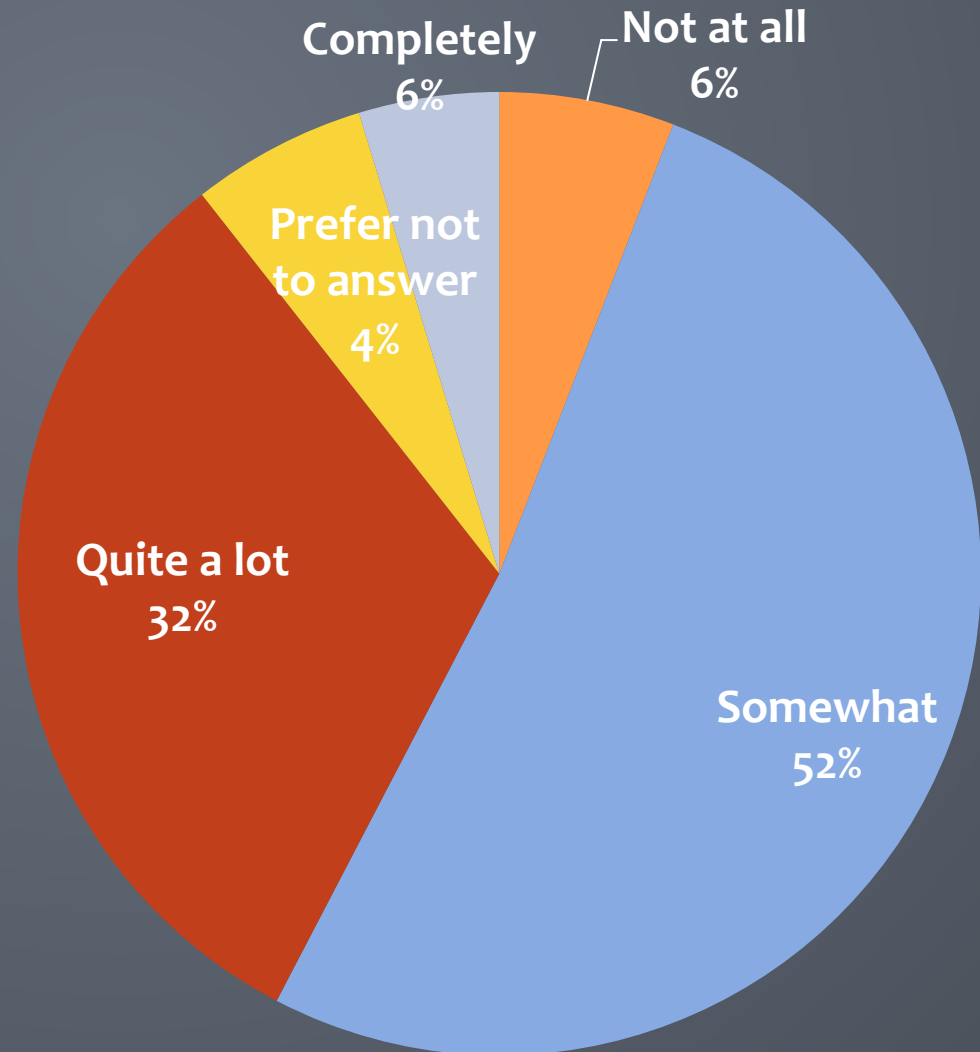
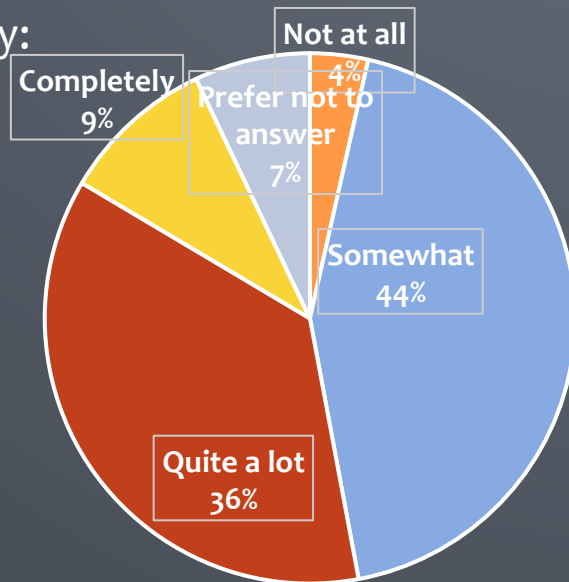


**DO YOU
THINK THAT
THE PROCESS
OF DIALOGUE
IS BENEFICIAL
IN
ADDRESSING
IMPORTANT
ISSUES IN
OUR
COMMUNITY?**



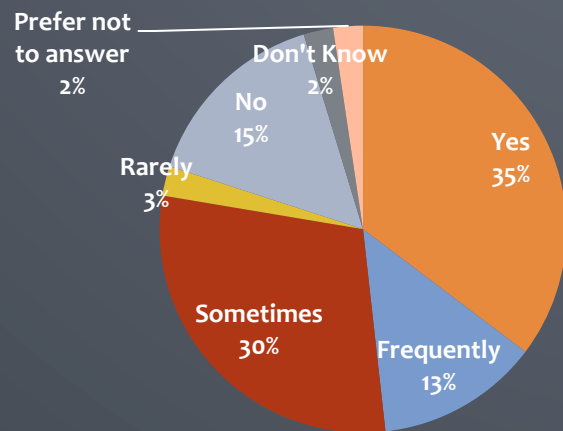
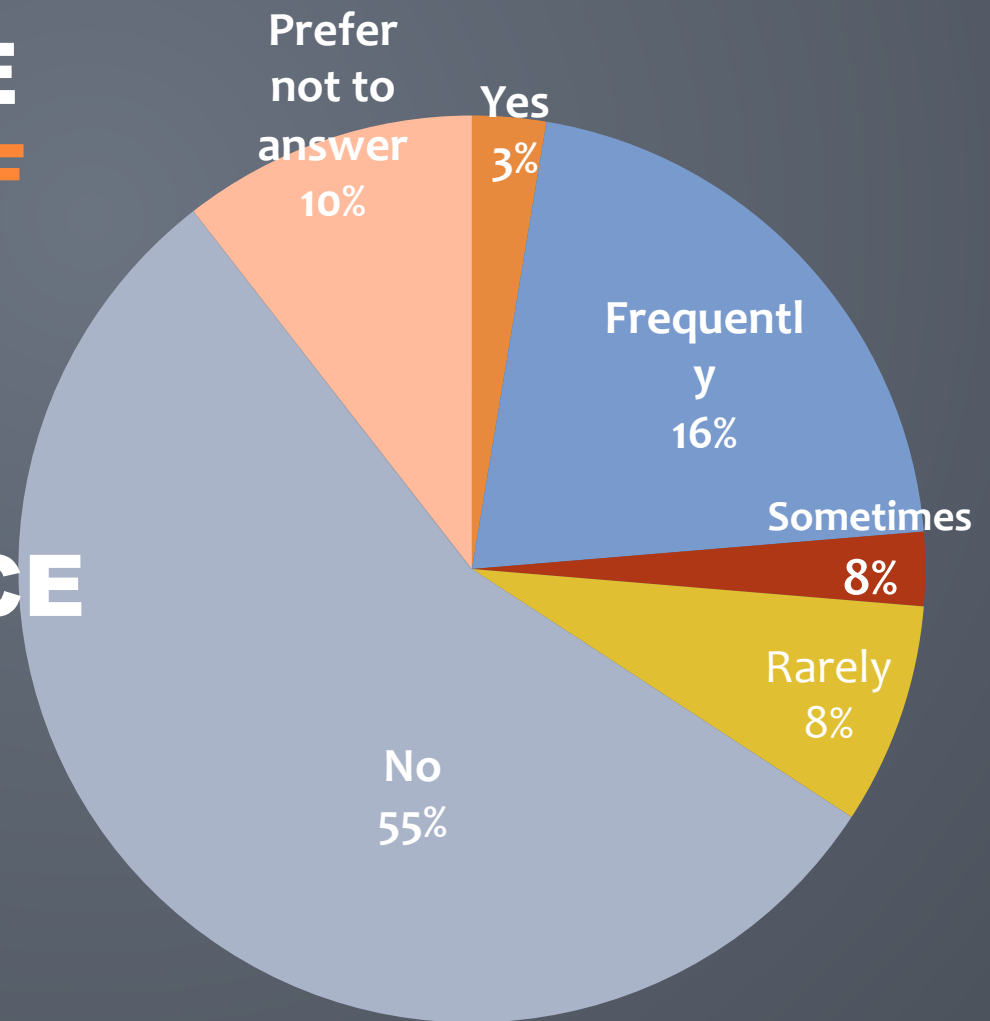
IS LAW ENFORCEMENT ADEQUATELY ADDRESSING THE CONCERNS OF THE COMMUNITY?

Pre survey:

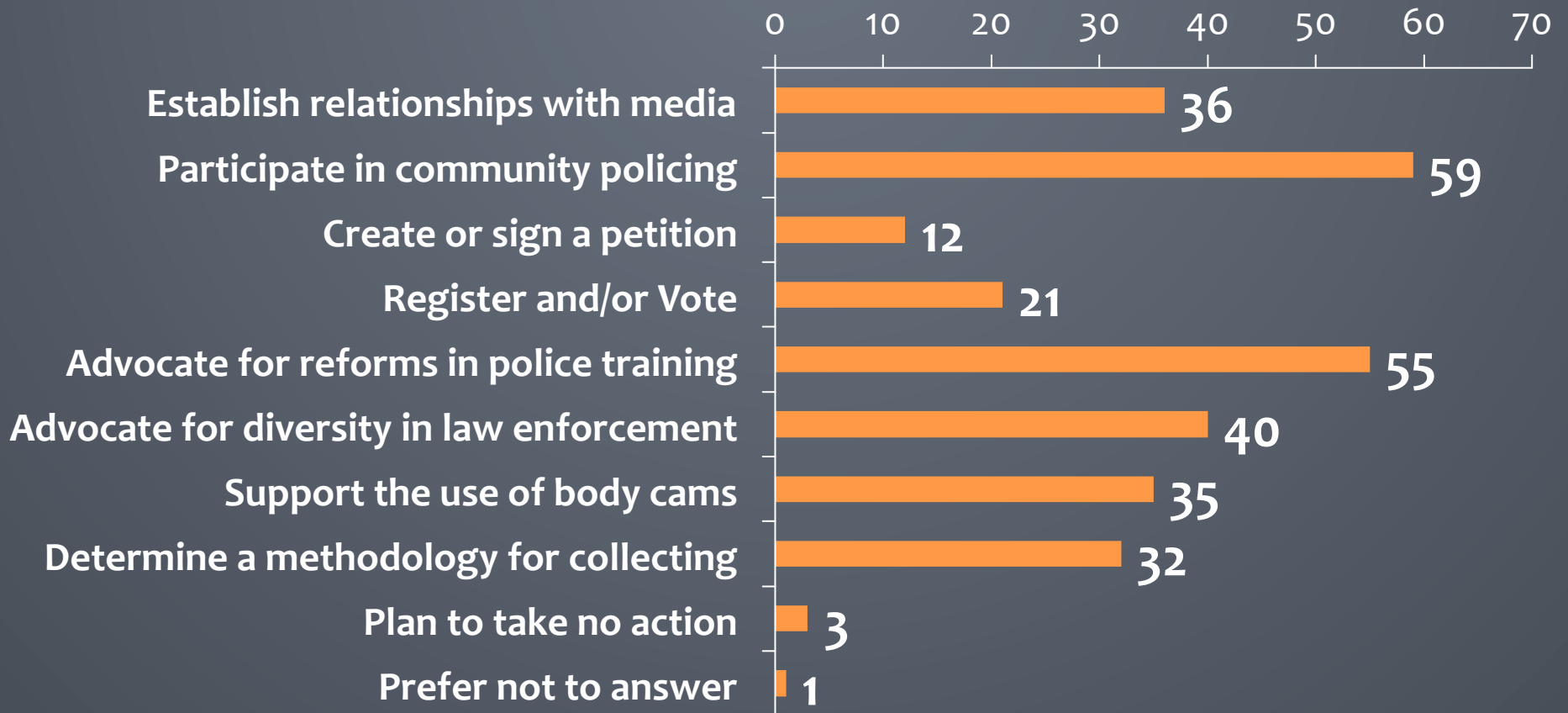


**DAYS OF
DIALOGUE**
ON **THE FUTURE
OF POLICING**

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

- Vivian Howell, Vaka Falateau, Jeanetta McAlpin- Leads, Andrea Martinez Gonzalez, Dorit Cypis, Aliah MaJon, Kathryn Marshall, Leighann Pandora, Lupita Narkevicius, Marcia Ridley-Shumate, Marilyn Culbertson, Monica Turner, Peggy Barnes, Rev. Carolyn Wilkins, Rosanne Hubbard, Sally Patchen, Scott Woodhill
- Special Production Assistance:
Julie Cole

THANK YOU

HOSTS

Assistant Chief Beatrice Girmala, LAPD CRD,
The California Endowment, and
Los Angeles LGBTQ Groups

ALL WHO TOOK PART

Community Members
Dialogue Facilitators
Activists and Visitors
Elected Officials

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

(As of August 10, 2015)

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

NEXT DAY OF DIALOGUE ON THE FUTURE OF POLICING:

August 25, 2016

Hosted by

*LAPD Operations Valley Bureau at
Our Lady of Peace Church, Nordhoff*

**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

Jill Frank

Brenton Healey

Executive Director

Program Director

Report Assistant

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