



November 18, 2016

Hosts:

**St. Elmo Village, LAPD West Bureau &
LAPD Community Relationship Division**

Location: : 4830 St. Elmo Drive, LA, CA 90019

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 33

13 Community Participants

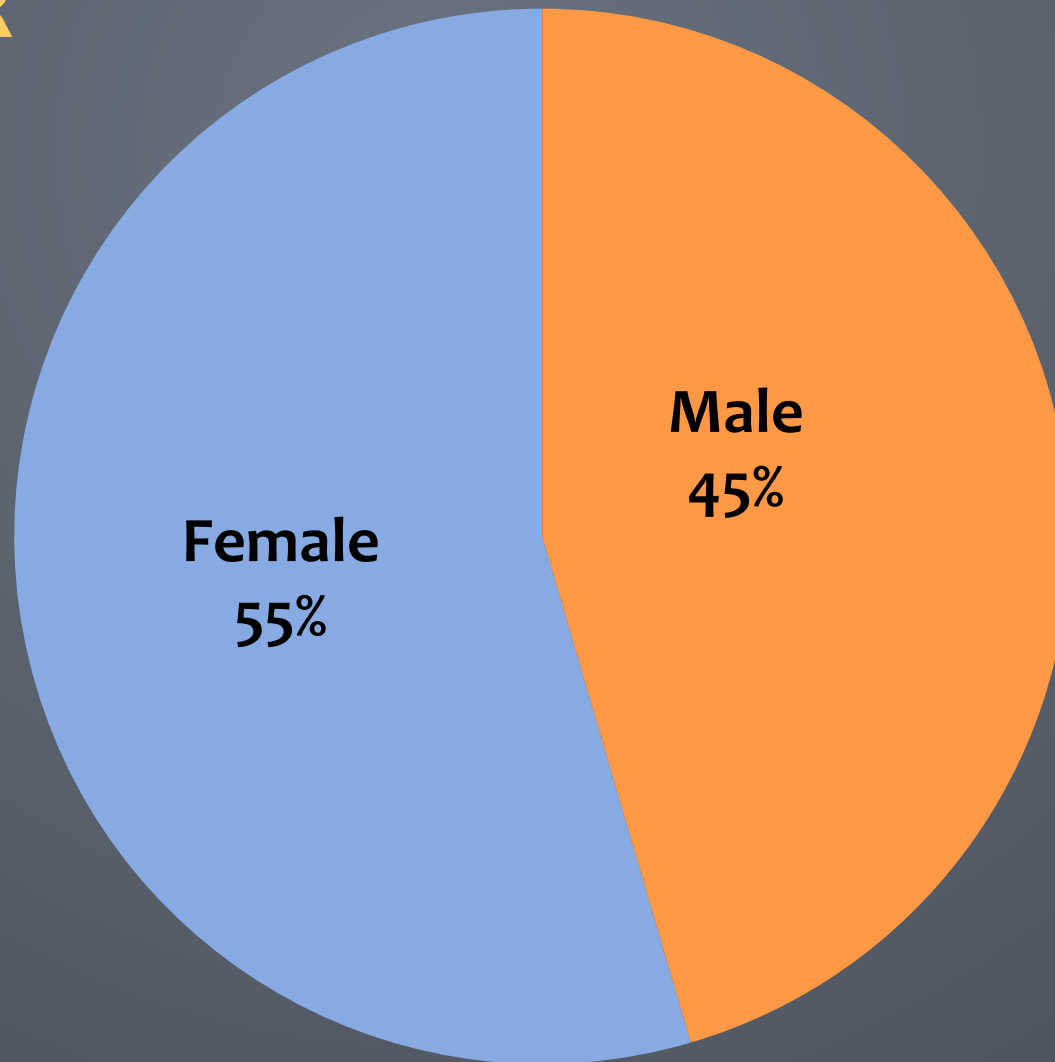
11 Law Enforcement

9 Facilitators

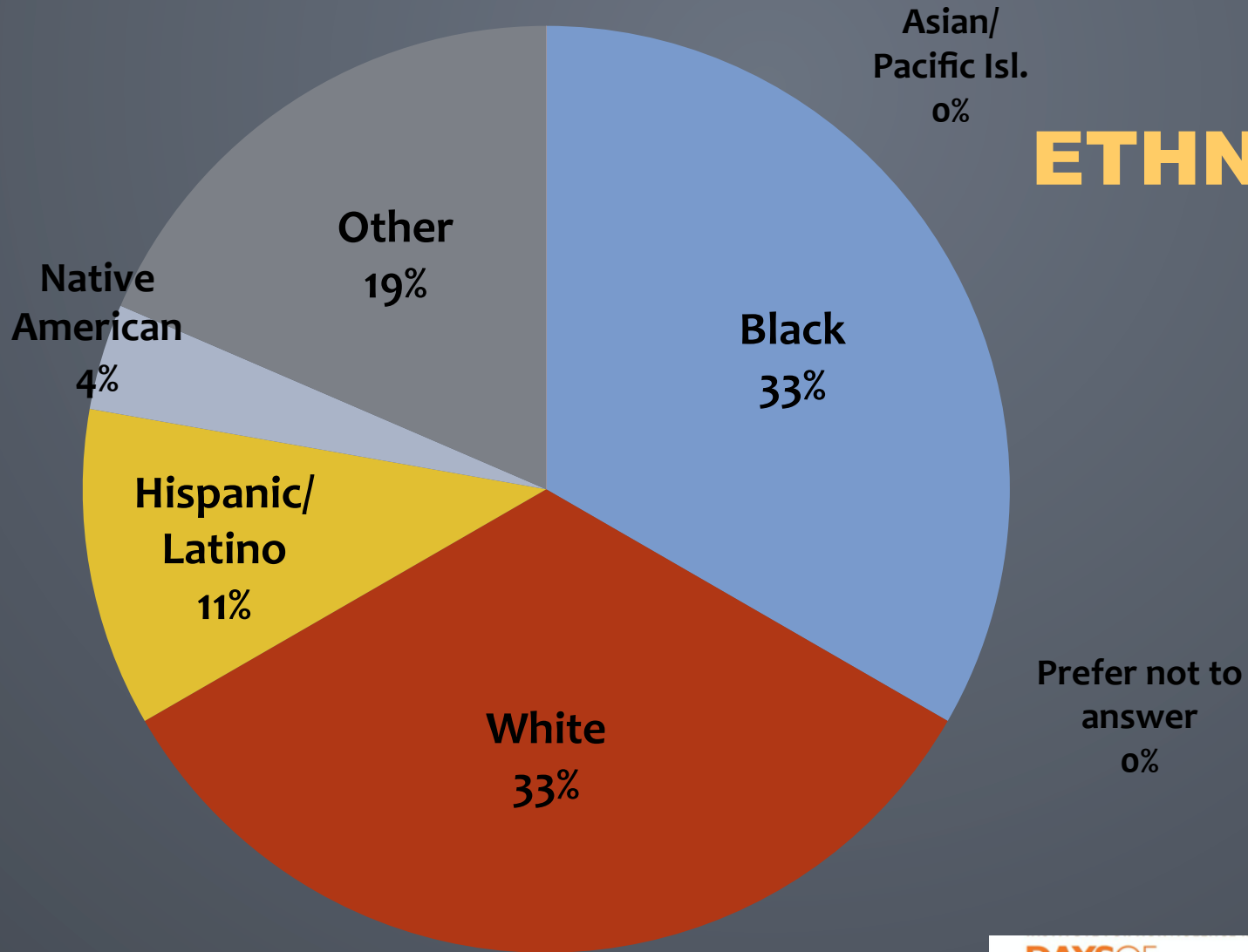
PRE-DIALOGUE SURVEY RESULTS

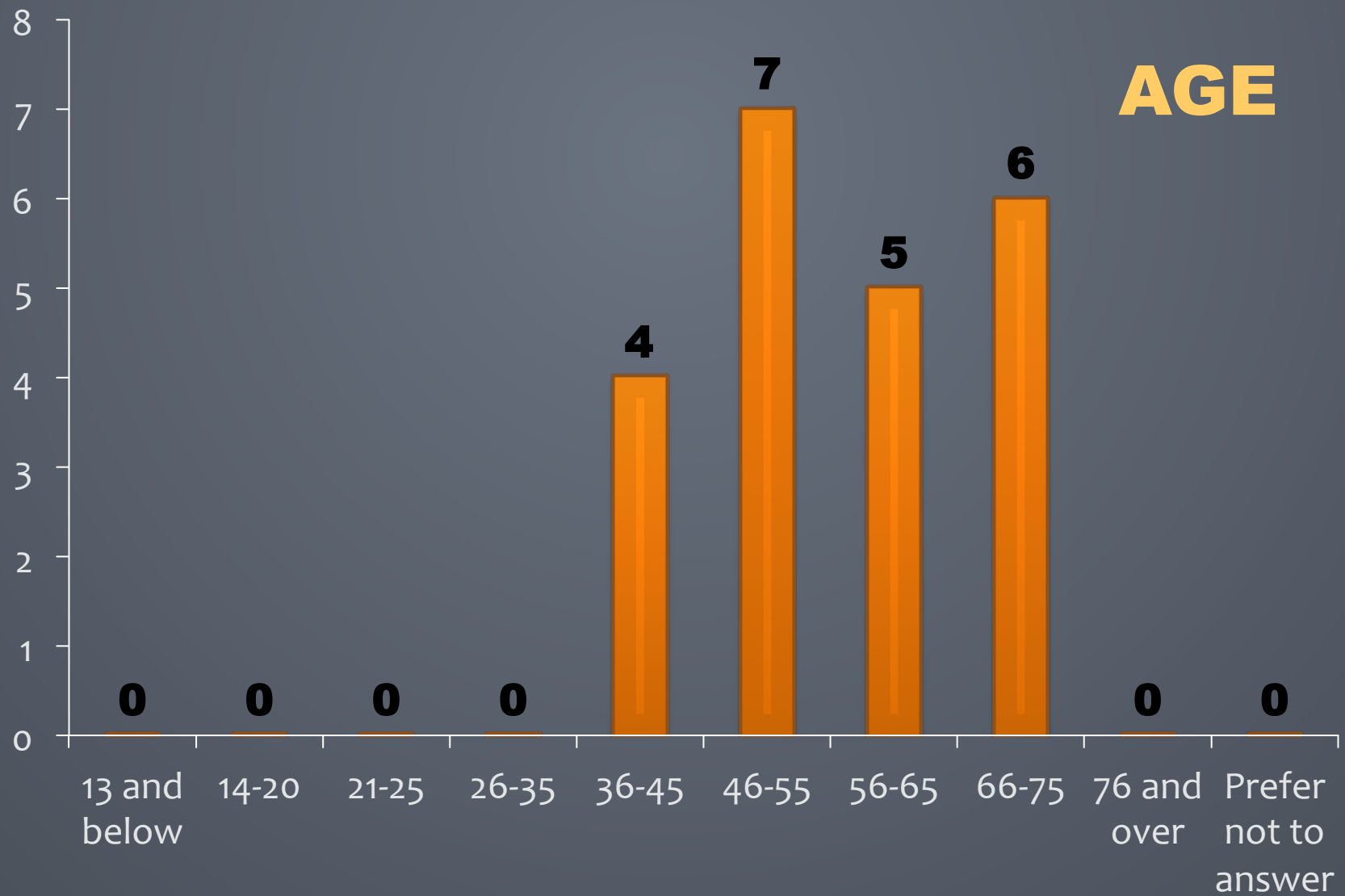
22 *Survey Respondents*

GENDER

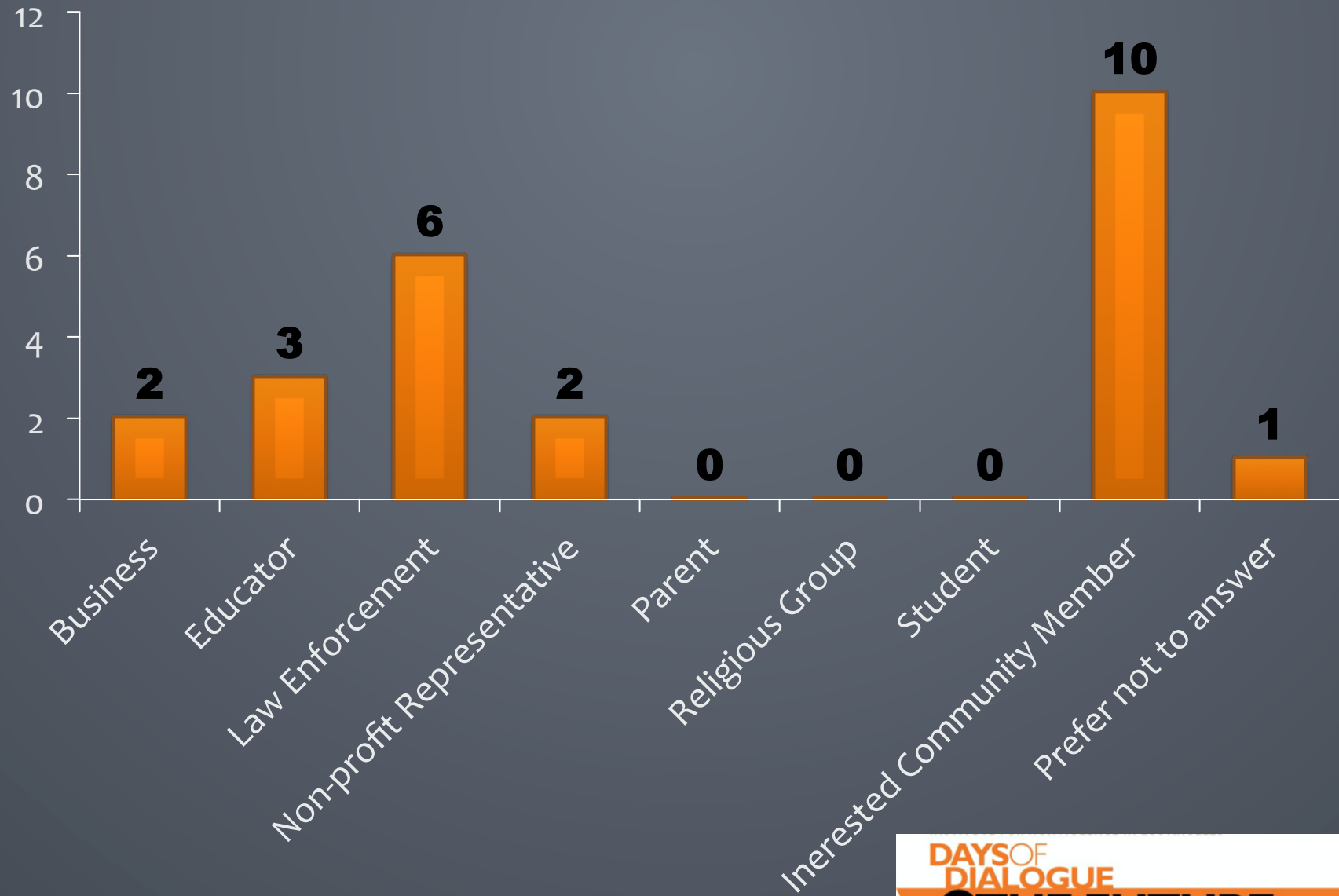


ETHNICITY

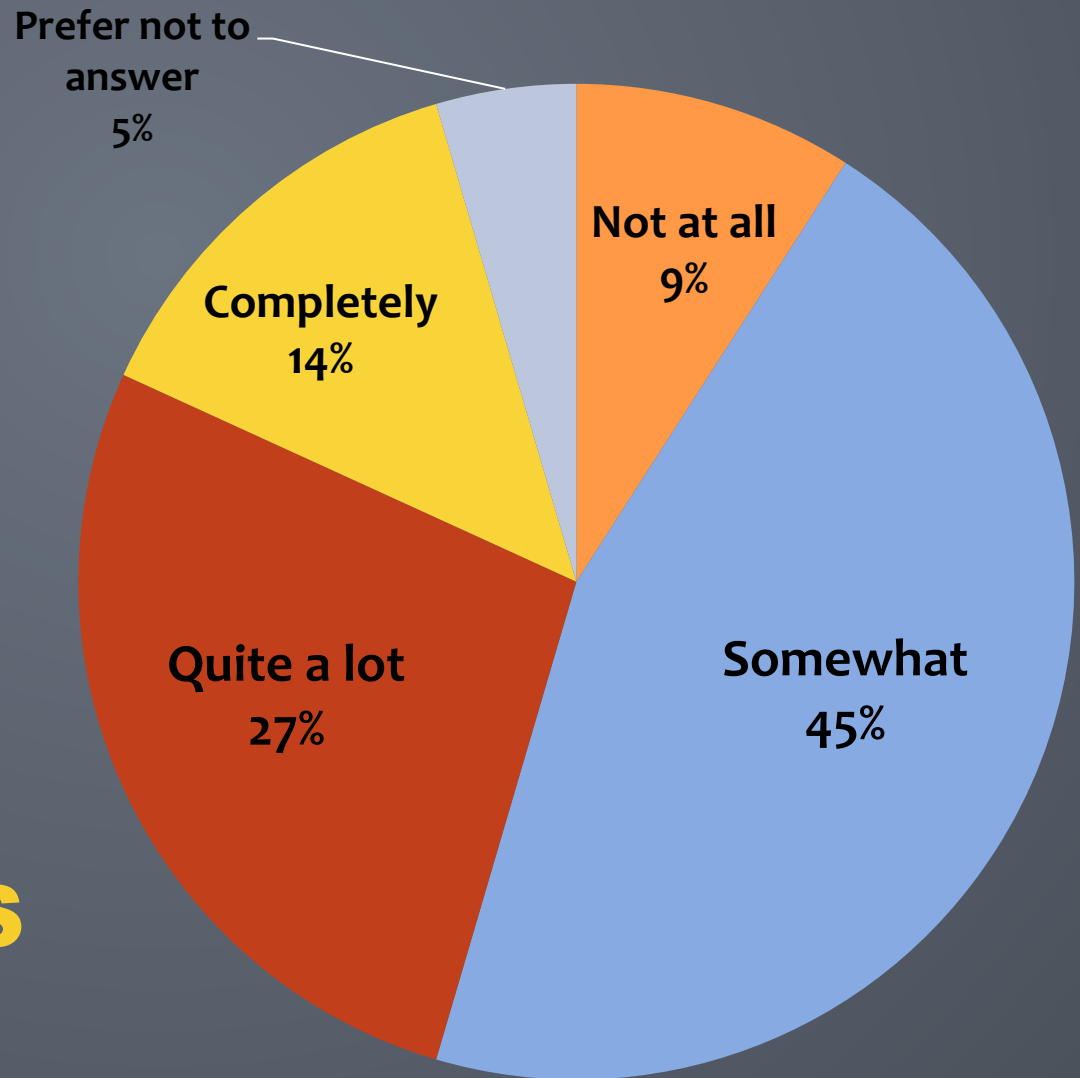




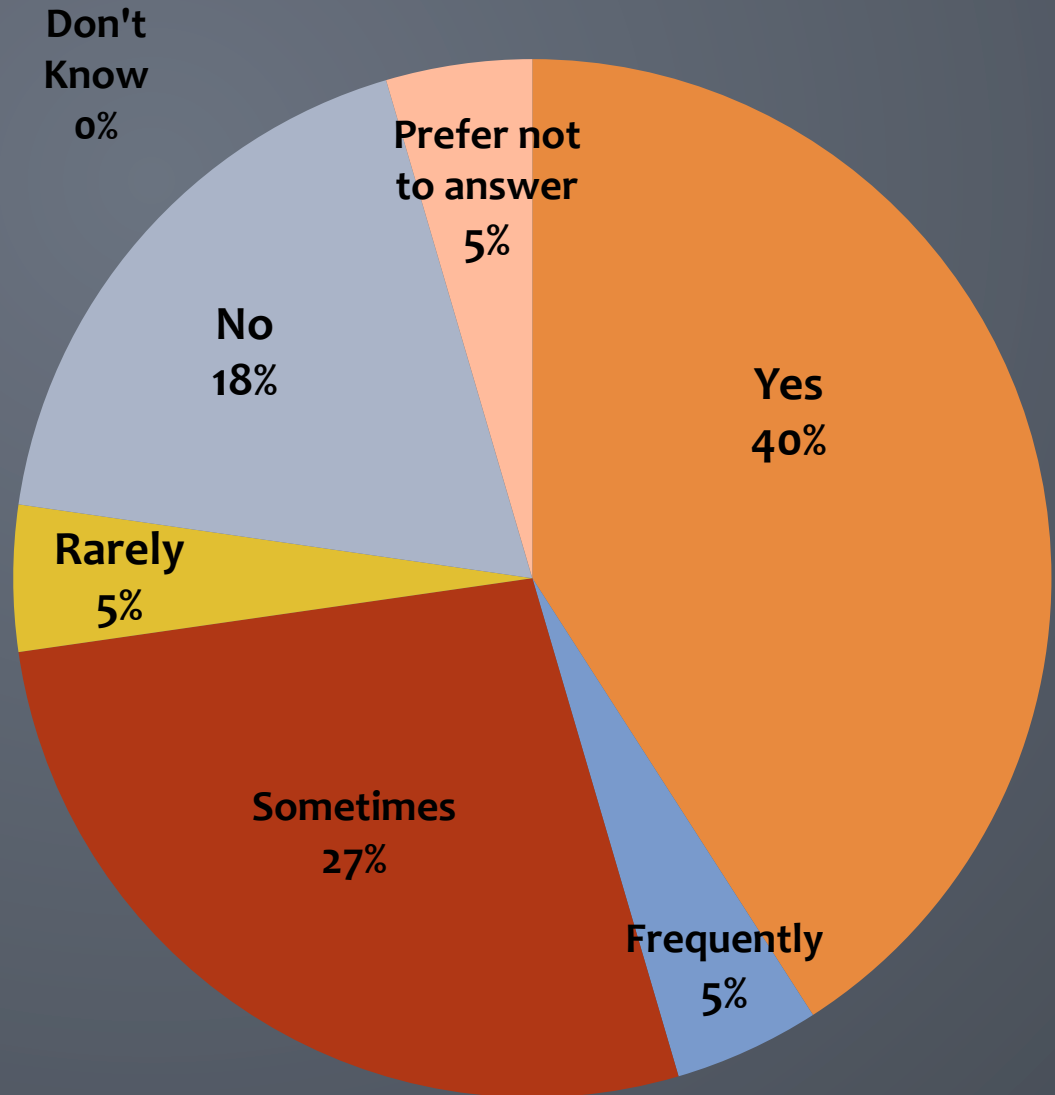
AFFILIATION



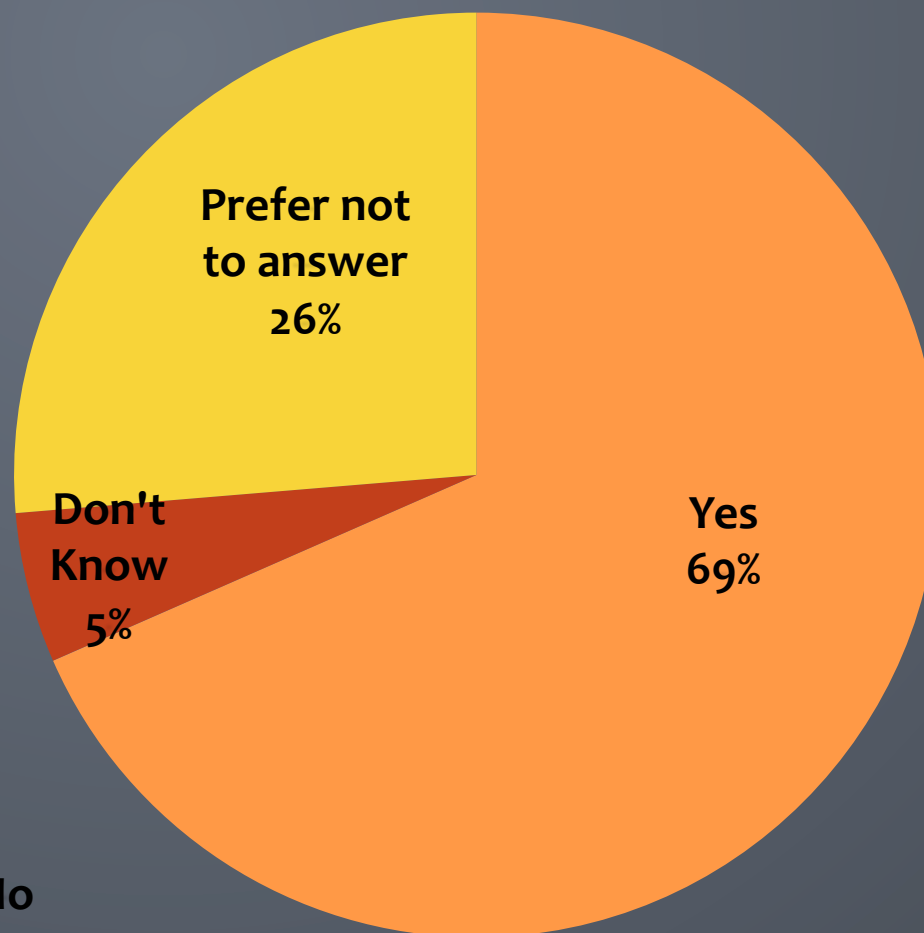
IS LAW ENFORCEMENT ADEQUATELY ADDRESSING THE CONCERNS OF THE COMMUNITY?



**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?**

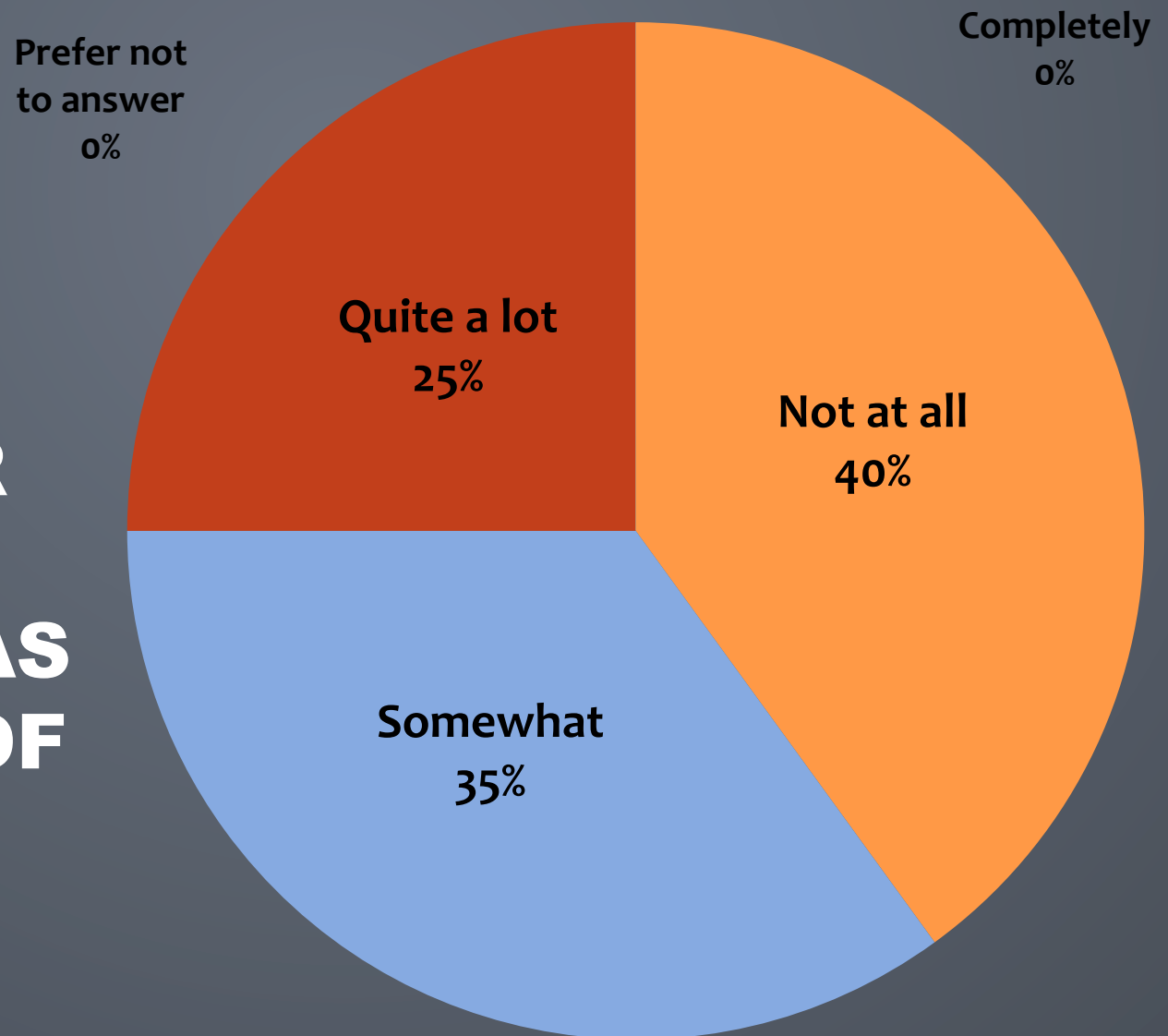


No
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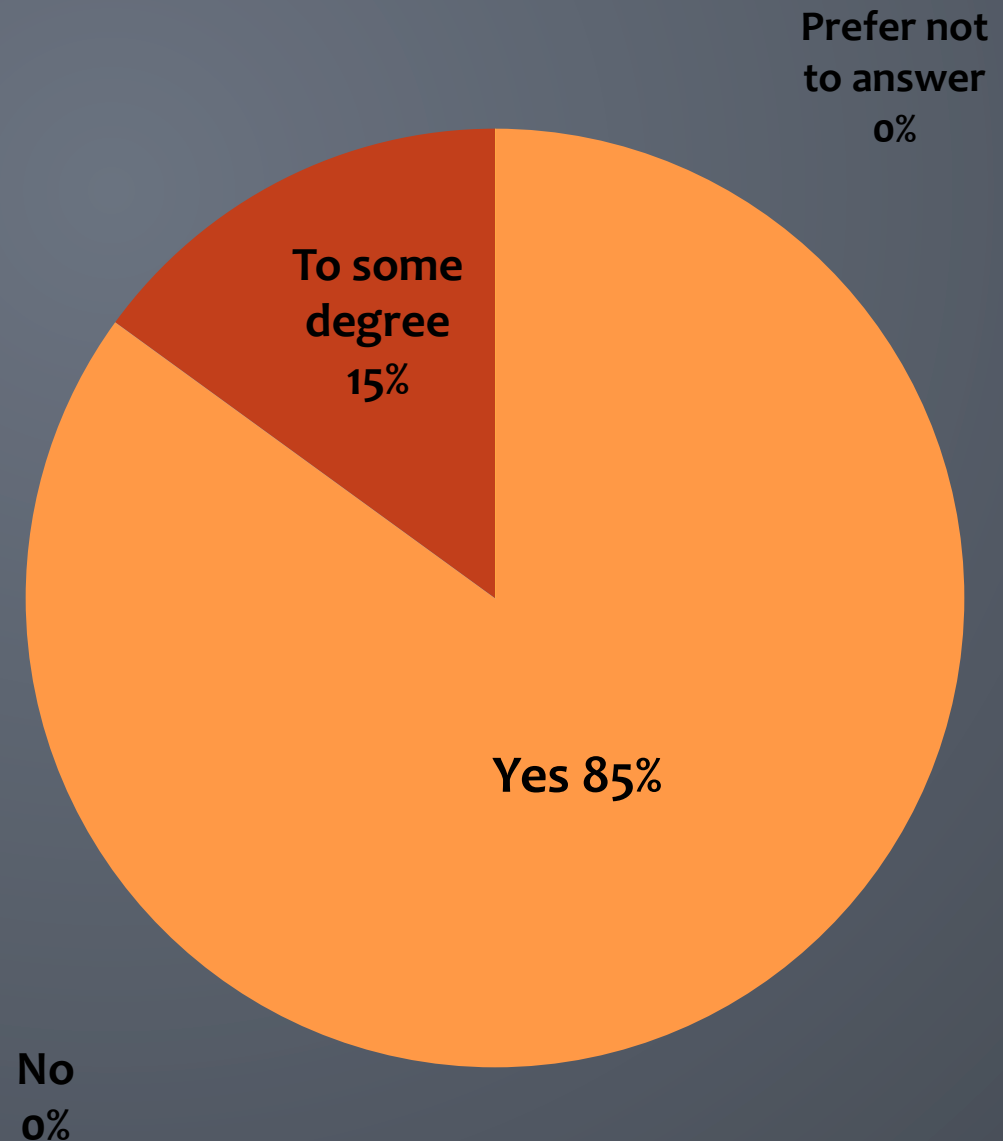
POST-DIALOGUE SURVEY RESULTS

20 Respondents

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

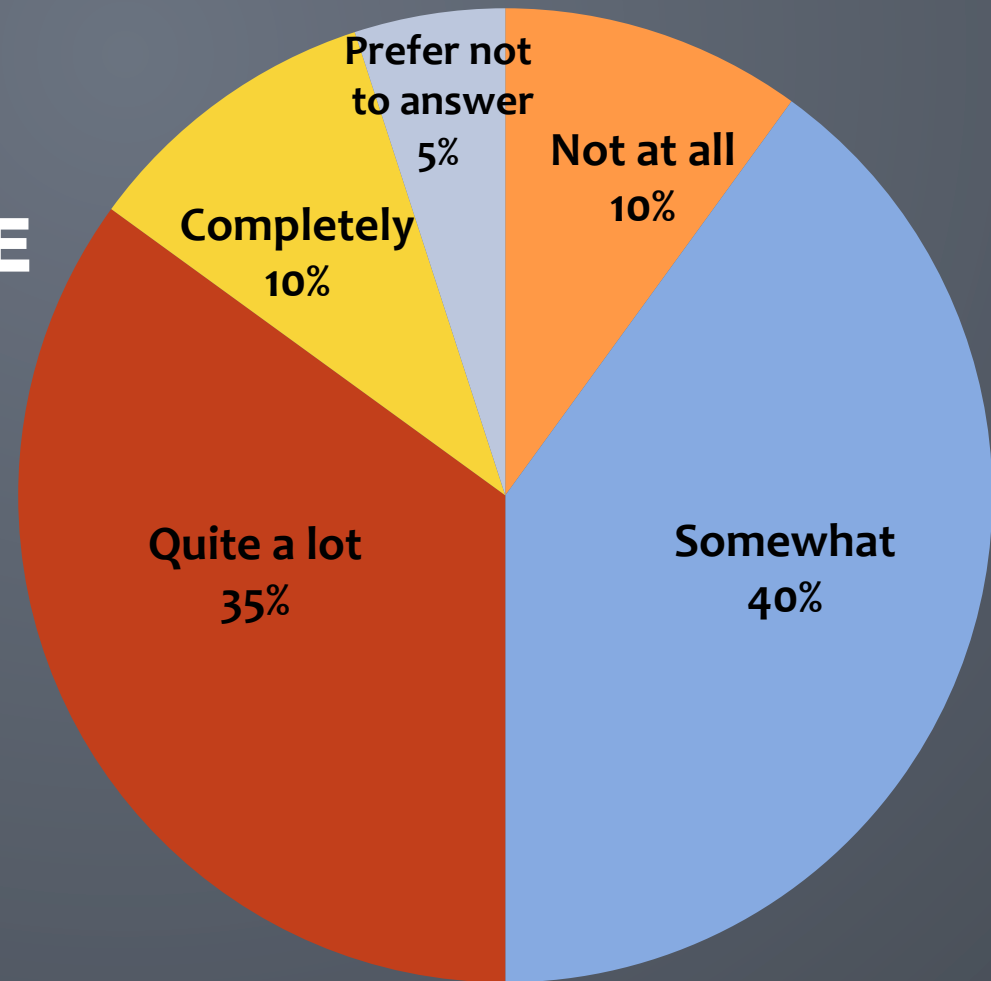
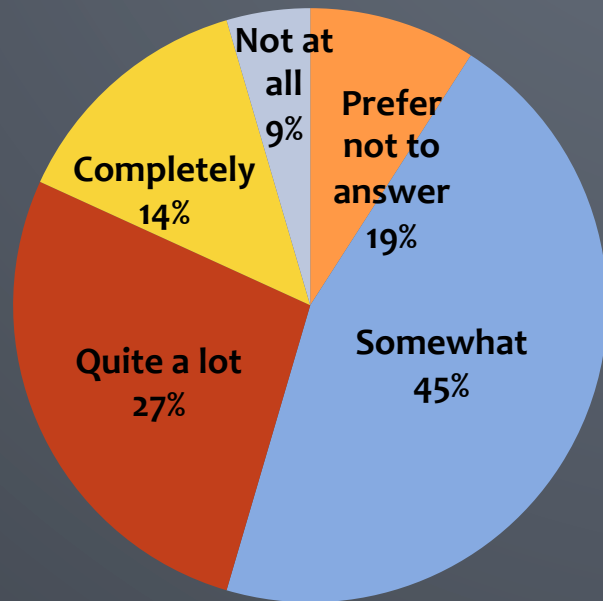


**DO YOU THINK
THAT **THE
PROCESS OF
DIALOGUE IS
BENEFICIAL IN
ADDRESSING
IMPORTANT
ISSUES IN OUR
COMMUNITY?****



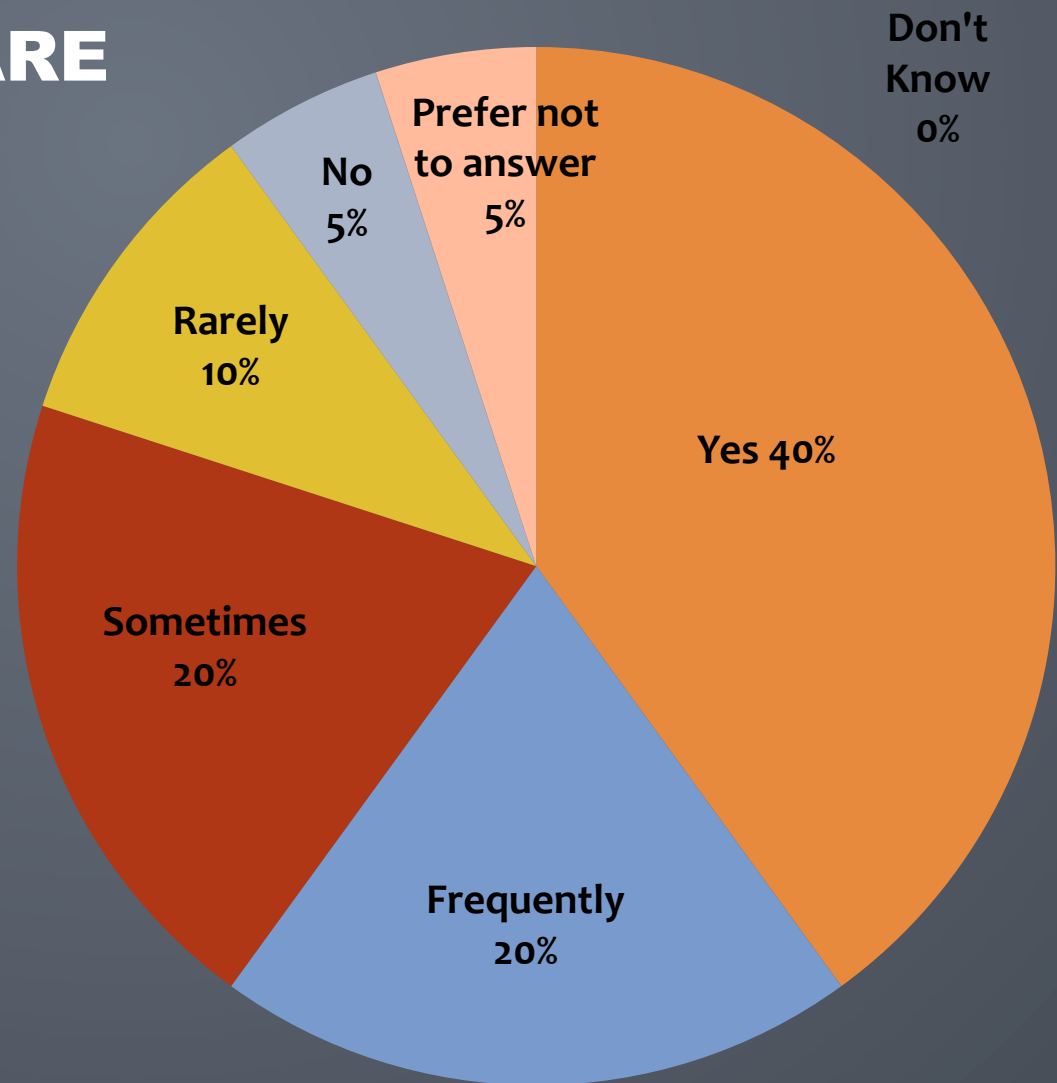
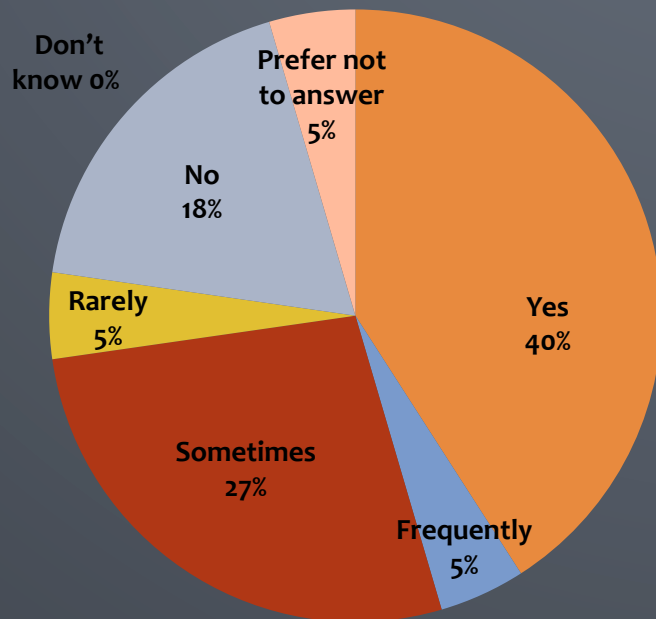
IS LAW ENFORCEMENT ADEQUATELY ADDRESSING THE CONCERNS OF THE COMMUNITY?

Pre survey:



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

Pre survey:



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

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



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

OTHER ACTIONS:

- *Be a liaison in my community between law enforcement and the members of that community*
- *Interact with the community more*
- *Continue these facilitations & mediations*

Dialogue

Comments

&

Pictures

**DAYS OF
DIALOGUE**

ON

**THE FUTURE
OF POLICING**



Increase community relations

Separate rhetoric from fact

Increase community relations

Hear the concerns of the community

Increase quality of life

Heal relationships

Connect individuals to the humanity of the police officers



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



**Days of Dialogue
on the
Future of...**

OUR COMMUNITY

There are so many micro aggressions happening; I want to be part of relieving the stress.

Manifesting- speaking up- in many ways, is as important as breathing, for many individuals

We need a multi-racial comprehensive plan for Los Angeles



Community policing is still here, it never left. Now, there is a dedicated division for community policing, know as **Community Relations**

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

In the Black community, there is a real concern: if someone reports something that's wrong, than they are called a "snitch." They fear for themselves which results in increased crime proliferation.



I'm beginning to feel & ask "who are you protecting and serving?"



Less of a show of power would be better; from this side, it looks like the police are bullying,



Community engagement
needs to be more
activated and honored.

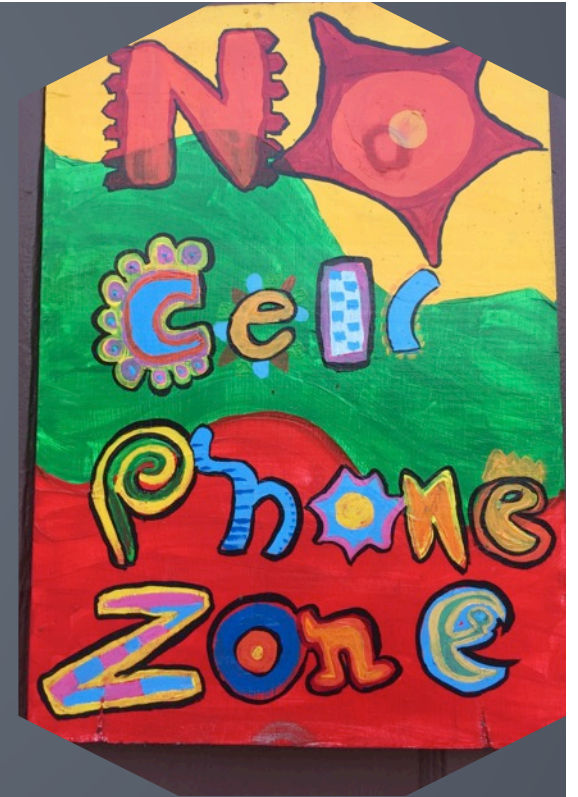
We all need to train
new muscles for
enhanced listening.



Social media has now replaced TV so it is hard to get the good word out. Is social media influencing your feelings, knowledge of the police?

As an officer, I think the media also needs to be on site more often when the police do good things.

We need to tell other people when we have good experiences, not only bad experiences.



The media also needs to be invited here to hear what we are doing and talking about; that is how we change the false storytelling.



I think forums like this can be productive in humanizing all involved and thus restoring the community & LAPD relationship.

Cops show they are invested in the community by attending this collaborative effort.

Days of Dialogue is an excellent program to better the community,... both communities.



As officers, we take a hit when somewhere else in the country, a shooting occurs. We get stuck in this wheel...

Los Angeles often takes the hit for the rest of the country.

Racism is being expressed more blatantly now and that is a deep concern.

Bring the sheriffs into this discussion because they deal with these issues.



What is being done to de-escalate racial profiling?

Implicit bias does exist; the police officers request we acknowledge implicit bias across the board in all professions, not just in the police department.

I find it offensive & hard to hear an officer say he/she does not see “color”.



Racial profiling, based on color, creed, gender & religion is against policy and officers don't ask about citizenship. Stop & frisk has been in place for a long time so in spite of Trump, we will continue to stop people because of crime, not from profiling; we want people to feel free of & not fear crime.



Brave for the
officers to
admit there is
is a level of fear
among them.

I knew there was a higher level of fear
out there on the side of the police.



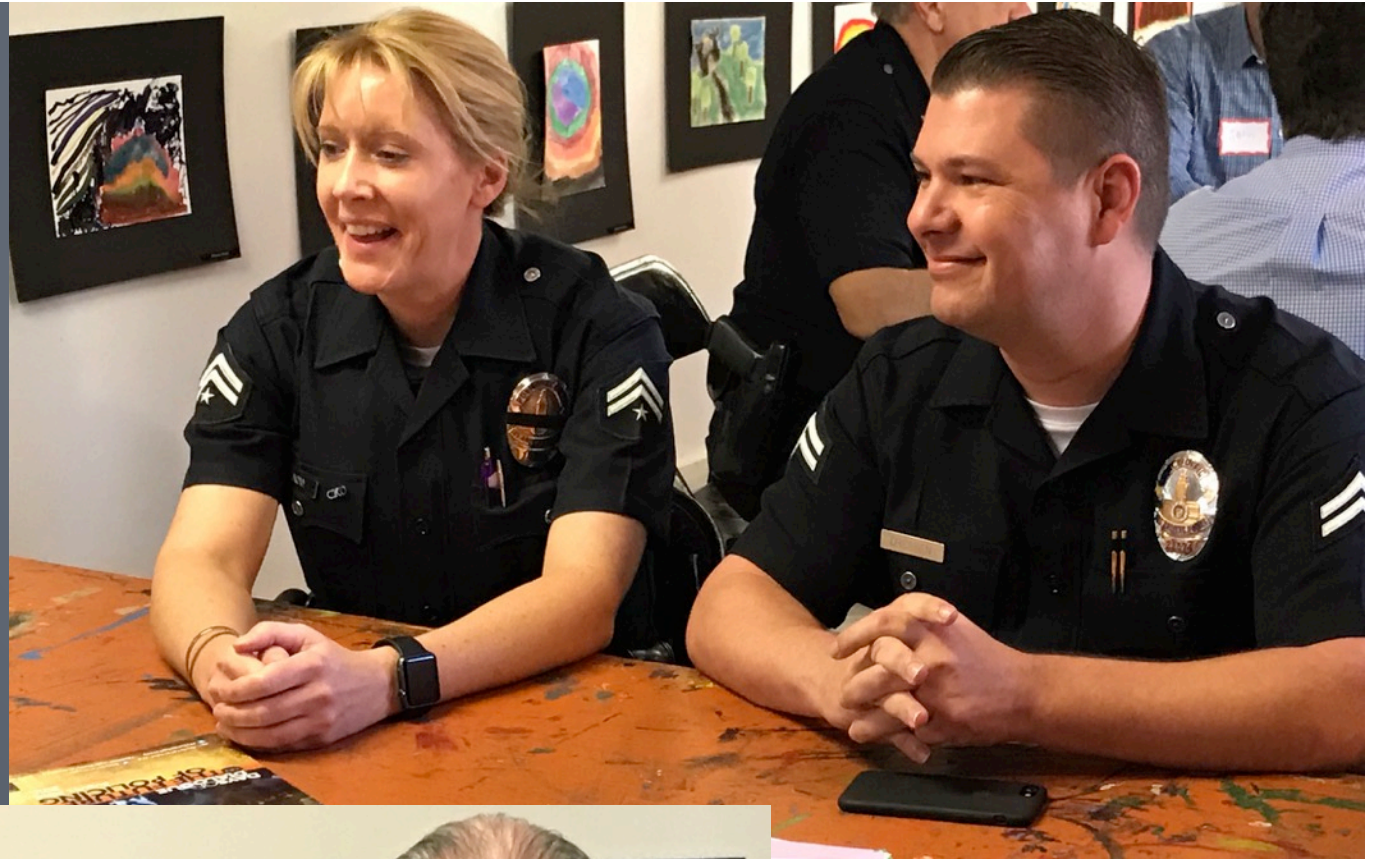
Connecting the youth with law enforcement would not only put them on a positive path but also give them a better understanding of those who put their lives on the line, making them less fearful of officers as adults.



We need to get them while they are young. We already have officers working with youth, cadets and P.A.L.

I was only coming for a few minutes but I couldn't get out of my seat because the dialogue was so engaging.

The officers are very passionate about all this



The discussions were not fluffy; the themes led to very spirited conversations



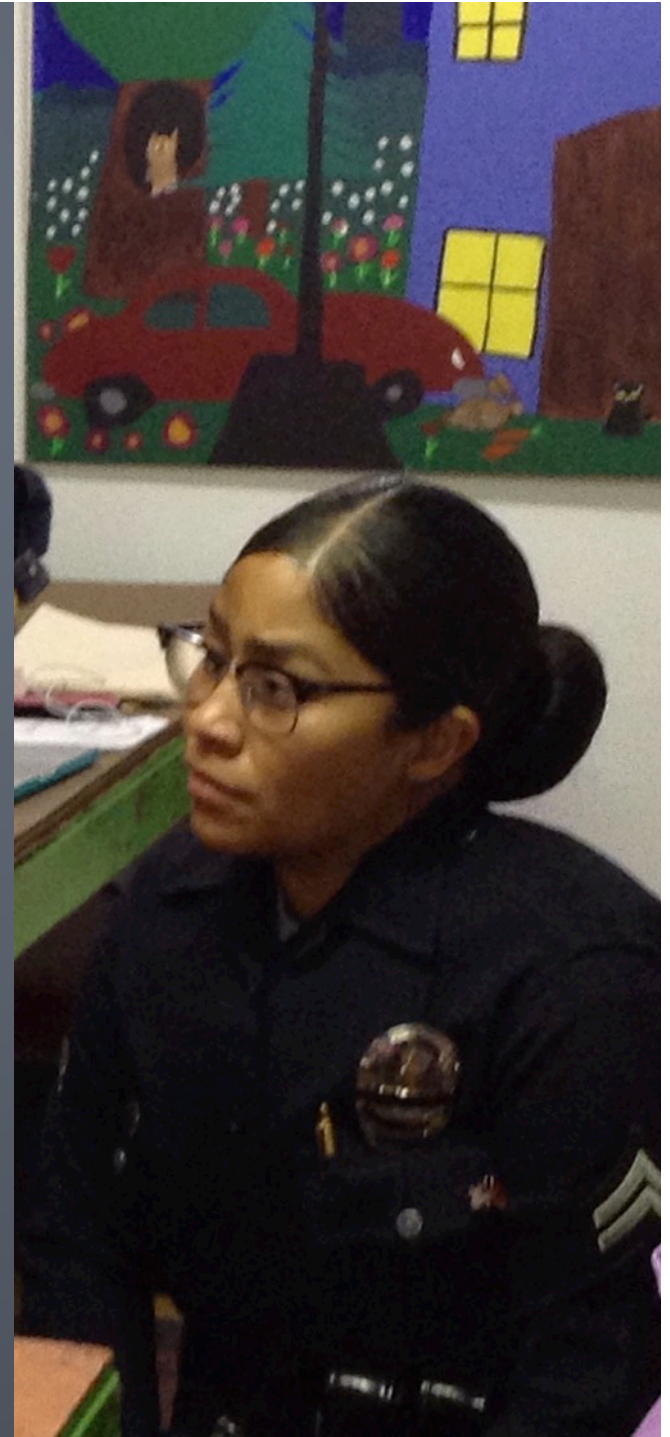
How do we behave and respect?

Common courtesy

It is an everyday thing, which has to start in the home.

Civilian Police Academy is growing but more people need to attend, to become students

There are officers who are trying to break through by making changes, trying to be more fair and understanding.

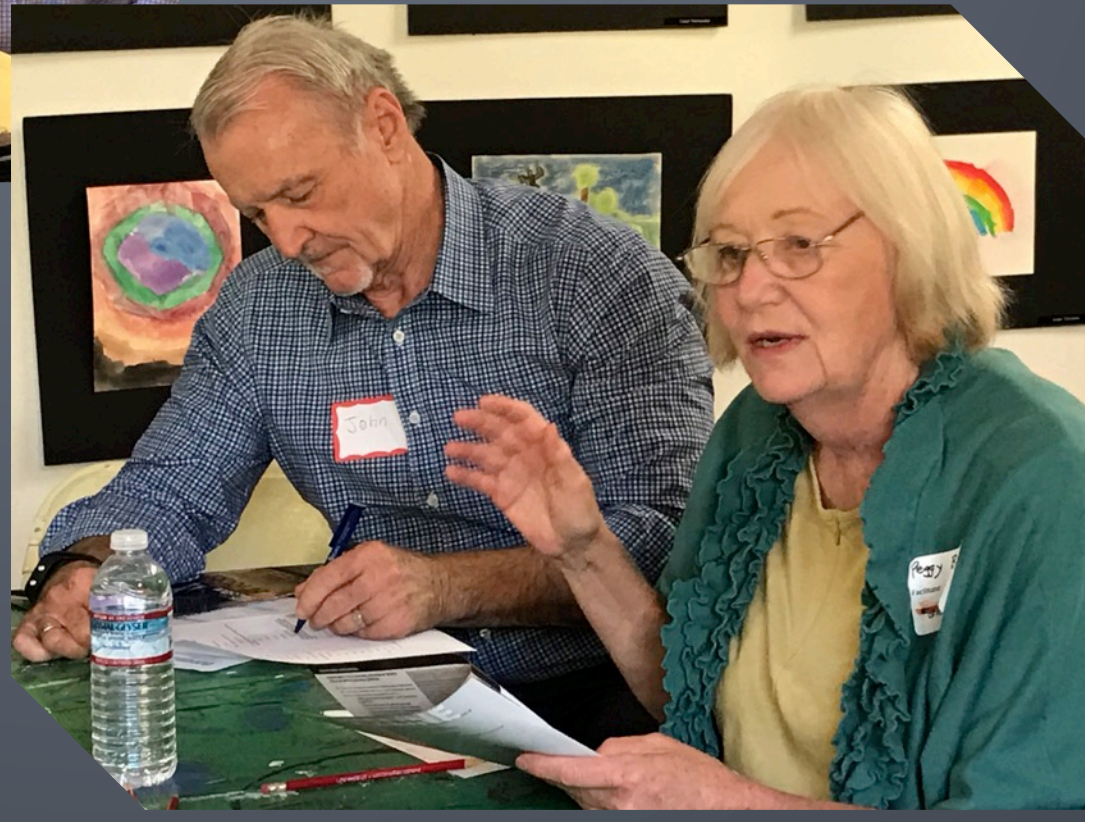




Take the “warrior” mentality and replace it with a “guardian” mentality, but some officers don’t want to trade in the “warrior” mentality for the “guardian” mentality as they like to be in charge.

How do we deal with the “gang” mentality of the police who say : “we’re not gonna let any of you take us down”.

The police having the issues, that can’t control themselves, are not the ones at these dialogues.



It would make a difference if the police came talk to the neighbors to explain their actions, why it is necessary to use such force, etc.



How do we “hang out” with the police officers so that we can get to know each other.

I love what the LAPD has done and continues to do in building our relationship with them.

Communities (people) forget that the LAPD is part of our community; this needs to change so the community feels that the LAPD is part of them.

How do we make police officers a part of the community?



We need to be honest
when and while we are
dealing with these issues



Rap music – there is an
unexpressed pain & energy. There
is historical pain that these
dialogues won't be able to heal.

When you show up, that is half the magic; we got into truth & honesty.

Perhaps a seed is planted today, which is a big change. We have to look at the landscape of this country created on greed & oppression.

And the political climate being what it is, now we can tell the truth, no more covering up that racism & biases do not exist.



Thank

You

DAYS OF
DIALOGUE

ON

THE FUTURE
OF POLICING

**THANK YOU
TO TODAY'S
VOLUNTEER
FACILITATORS**

- *Scott Woodhill, Lead*
- *Janet Nicholson*
- *Jeanetta McAlpin*
- *Merry Levine*
- *Al Levine*
- *Candace Carnicelli*
- *Leelay Berman*
- *Monica Turner*
- *Peggy Barnes*

THANK YOU

HOSTS

St. Elmo Village
LAPD Community Relationship Division
LAPD West Bureau

ALL WHO TOOK PART

Dialogue Facilitators
Community Members, Activists and Visitors

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:

2017 dates can be found on our websites

www.daysofdialogue.com

www.futureofpolicing.com

***Please call 213.346.3271
if you would like to host a day of dialogue***

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

PRESENTED BY

The Institute for Nonviolence in Los Angeles

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Avis Ridley-Thomas

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Audrey Rivas

Executive Director

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