



**DAYS OF
DIALOGUE**

ON

**THE FUTURE
OF POLICING**

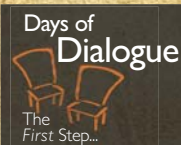
2017

History of Days of Dialogue

In 1995, as a result of the verdict in the O.J. Simpson trial that polarized many Los Angeles communities, then Los Angeles City Councilperson Mark Ridley-Thomas inaugurated Los Angeles' first city-wide discussion, the Days of Dialogue. Since then, tens of thousands of people, both locally and nationally, have participated in Days of Dialogue programs.

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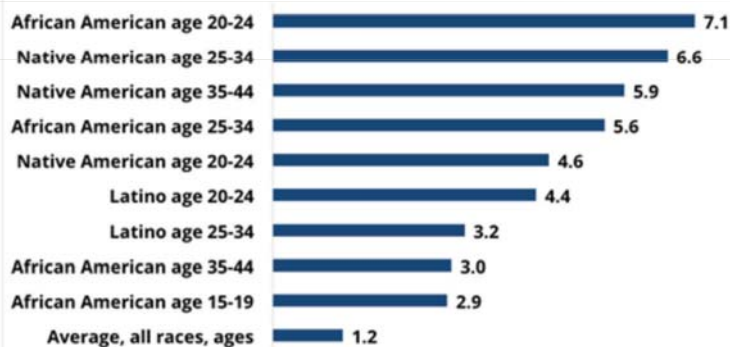


DAYS OF
DIALOGUE

quotes: ON THE FUTURE OF POLICING

2017

Groups most likely to be killed by law enforcement



Rate of law enforcement killings, per million population per year, 1999-2011.

Source: Centers for Disease Control and Prevention, National Center for Health Statistics.

"We have to help officers understand that if you're going to deal with your implicit biases, you have to be introspective. You have to ask yourself questions about how you're interacting with people."

— Noble Wray, Former Police Chief, Madison, Wisconsin

"These are not revelations, that a police department should reflect its community. We've been struggling to do that for decades. It's not a revelation that you need strong community ties that you build in times of peace so you don't have to build them in times of catastrophe."

— Chief Charlie Beck, LAPD <http://lat.ms/1BbH8zL>

"Racism is built into the criminal justice system. It was baked in from the beginning of the experience of 90% of the African-American population at the end of slavery. If we don't come to terms with that, then we're going to have a hard time getting past the past."

— Khalil G. Muhammad, "The Condemnation of Blackness"
https://www.youtube.com/watch?v=Iz_A1ediUWY

"Much research points to the widespread existence of unconscious bias. Many people in our white-majority culture have unconscious racial biases and react differently to a white face than a black face. In fact, we all, white and black, carry various biases around with us."

— James Comey, Director of the Federal Bureau of Investigation
<http://bit.ly/1CT9ALX> (On Racial Bias Epidemic - Video)

"They are guilty of living while mentally ill. And they deserve better. Far too many recent in-

stances across the country demonstrate that some police react to mental illness on the streets with brute-and sometimes fatal force."

— Linda A. Teplin, US News and World Report
<http://bit.ly/1gEyzb>

"We cannot reverse the tragedy that ended Michael Brown's life far too soon. However, I do believe the system can be transformed so that, as we move forward, we can honor the inherent worth of all human beings and build lives of dignity and respect for all."

— John Mutz, Former LAPD Captain

"...people are far more compliant if they feel they are being treated with respect... The science and research tell us that if you disrespect a person there is a chemical reaction that happens in the brain that will cause people to become resistive and uncooperative..."

...Officers need to be able to switch into that warrior mode in a split second, but they also need to be able to switch into the guardian mode, once the situation is under control."

— Sue Rahr, Former Executive Director, Washington State Police Academy

"It's not just about changing policies. It's not just about changing lives. It's about changing our culture and changing how we fight. We can change policies all day but if the fight to get there was full of trauma, was replicating oppressive dynamics, abusive dynamics, then what is the point?"

— Patrisse Cullors-Brignac, Artist/Activist, Dignity and Power Now, Black Lives Matter http://justicenotjails.org/patrisse-cullors-interview/?utm_source

"The neighborhood policing approach allows

police departments to tailor policing service and enforcement techniques to the unique needs of distinct neighborhoods."

— Delores Jones-Brown, Founding Director of the John Jay College Center on Race, Crime and Justice
http://www.cops.usdoj.gov/pdf/taskforce/submissions/Jones_Brown_Delores_Testimony.pdf

"...Personal choices are made within a social construct, and that construct is heavily influenced by oppressive forces — interpersonal biases, structural inequities, aversion to otherness."

More people are realizing that in a moment of greatest distress and danger, nothing else you have ever done will matter if all the person who poses the threat sees is a body not to be valued. When he pulls a gun, you can't pull a résumé."

— Charles M. Blow, Black Lives and Books of the Dead, NYT 7/9/15

"I just want to live until I'm 18 years old"

— Anonymous, told to Myran Cotton, founder of the Watts Gang Task Force

"All you need to understand is that the officer carries with him the power of the American state and the weight of an American legacy, and they necessitate that of the bodies destroyed every year, some wild and disproportionate number of them will be black."

— Ta-Nehisi Coates, "Letter To My Son," The Atlantic

"There's a difference between telling someone, 'Hey, can I talk to you?' and 'Hey, get over here'"

— Commander Phil Tingirides, LAPD,
<http://cbsn.ws/1wlnb5>

Some Research:

A new study reveals disturbing data on how much of a racial disparity there may be in police use of force, or as researchers call it, "legal intervention."

Black men are nearly three times as likely to be killed by legal intervention than white men, according to the study, which was published in the American Journal of Public Health...

<http://www.cnn.com/2016/11/20/health/black-men-killed-by-police/>

At least 64 law enforcement officers have been shot and killed this year, the most in five years, according to the National Law Enforcement Officers Memorial Fund...

The decade's highest total came in 2011, with 73 officers shot dead. <http://www.cnn.com/2016/08/14/us/police-officers-fatal-shooting-line-duty-nationwide/>

"Community policing arises from the crisis of legitimacy after the urban race riots of the 1960s, the proximate causes of which several blue-ribbon reports blamed on police (President's Commission on Law Enforcement and Administration of Justice, 1967; National Advisory Commission on Civil Disorders, 1968). The reports claimed police had lost contact with minority group residents, both by changing from foot patrols to radio cars and by taking a more legalistic approach to law enforcement. In various ways, most notably "team policing" (Task Force Report; Sherman et al., 1973), the police were urged to increase their contact with citizens in more positive settings than just responding to emergencies. Thus for almost three decades the Community Policing hypothesis has been that increasing the quantity and quality of police-citizen contact (Kelling, 1988) reduces crime."

— **Lawrence W. Sherman**, *Preventing Crime: What Works, What Doesn't, What's Promising: A Report To the United States Congress* <https://www.ncjrs.gov/works/>

(Department of Justice report) ... found that 85% of all drivers stopped by police were black, and that African American drivers were twice as likely as white drivers to be searched during these stops but yet more than 25% less likely to be found in possession of illegal substances or goods."

— **Matt Apuzzo**, *NYT*, "Ferguson Police Routinely Violate Rights of Blacks, Justice Dept. Finds" <http://nyti.ms/1M3loZm> and <http://1.usa.gov/1B26Xnu>

"...Police officers were found to have overwhelmingly charged African Americans with... disturbing the peace."

— **Rick Cohen**, "DOJ Finds Ferguson PD Racially Biased: Lessons Aplenty for Nonprofits Nationwide" <http://bit.ly/1CTaTKJ>

There is evidence that working with the public, and going beyond law enforcement, can have modest crime and disorder reduction effects, and the more personal the police-citizen contacts the more likely it is that they will have an effect on crime.

— **Knowing What is Effective (and not) in Policing** <http://www.popcenter.org/learning/60steps/index.cfm?stepNum=3>

The Use and Effectiveness of Community Policing in a Democracy

Klockars (1988) argued that the police forces do not really want to make any changes to their behavior and are using community policing to gain legitimacy. Eck (1993:73) felt that community policing will not reduce the tension between the police and the public, but "At best they will make police actions more acceptable to the public, even if due process is violated." To overcome some of this, Mastroski and Greene (1993:99) suggested that "the impetus for community participation must be sustained more by the community's continuing commitment to achieve it than by police willingness to try it." They also stated that if community policing was something more than just rhetoric, then the police would not implement it. Weatheritt (1988:174) wrote that community policing fails to address the problems of practical and constitutional limits to police actions and that the concept is seductive to the public only because it is vague.

— **Bertus R. Ferreira**, <https://www.ncjrs.gov/policing/use/39.htm>

GLOSSARY

• **Community Policing:** Policing based upon a partnership between the police and the community whereby the police and the community share responsibility for identifying, reducing, eliminating and preventing problems that impact community safety and order. (U.S. DOJ)

• **Community Oriented Policing:** A philosophy that combines traditional aspects of law enforcement with prevention measures, problem solving, community engagement, and community partnerships. (Legal Dictionary)

• **Explicit Bias:** Explicit bias refers to the attitudes and beliefs we have about a person or group on a conscious level. (Dr. Lori Fridell)

• **Implicit Bias:** Also known as "unconscious bias," implicit bias refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. — Ohio State University. (Dr. Lori Fridell)

• **Intelligence-led Policing:** Policing which provides strategic integration of intelligence into the overall mission of policing (i.e., reducing / preventing crime). (U.S. DOJ)

• **Neighborhood Policing:** Policing neighborhoods in a manner in which the residents have an opportunity to build relationships with the cops that police their areas, through increased positive interaction by the use of foot patrols and senior lead officers. (LAPD)

• **Predictive Policing:** Any policing strategy or tactic that develops and uses information and advanced analysis to inform forward-thinking crime prevention. (NIJ)

• **Procedural Justice:** (Sometimes called procedural fairness) The idea that how individuals regard the justice system is tied more to the perceived fairness of the process and how they were treated, rather than to the perceived fairness of the outcome. (U.S. DOJ)

• **Racial Profiling (by law enforcement)** is commonly defined as a practice that targets people for suspicion of crime based on their race, ethnicity, religion or national origin. May also include sexual orientation.

nij.gov/topics/law-enforcement/legitimacy/pages/racial-profiling.aspx

• **Relationship Based Policing:** Policing based upon the recognition of the need for mutual understanding and constant interchange of communications between the officers and the public. (LAPD)

DAYS OF
DIALOGUE

ON

THE FUTURE OF POLICING²⁰¹⁷

to protect



<https://popularresistance.org/117-countries-slam-american-police-brutality-at-un-human-rights-council/>



<http://nonprofitquarterly.org/2015/03/05/doj-finds-ferguson-pd-racially-biased-lessons-ample-for-nonprofits-nationwide/>



TIMELINE

CIVIC DIALOGUE TOPICS HAVE INCLUDED:

2016

- DAYS OF DIALOGUE ON BRINGING US TOGETHER AND DAYS OF DIALOGUE ON THE FUTURE OF POLICING ■

2015

- DAYS OF DIALOGUE ON THE FUTURE OF POLICING ■

2014

- DAYS OF DIALOGUE ON POLICE COMMUNITY RELATIONS IN THE AFTERMATH OF MICHAEL BROWN AND EZELL FORD ■

2013

- GUN VIOLENCE PREVENTION: A LEADERSHIP DIALOGUE TRAINING ■
- DAYS OF DIALOGUE ON THE DEATH OF TRAYVON MARTIN: UNFINISHED BUSINESS ■
- EFFECTIVELY UNDERSTANDING CULTURAL RELATIONS ■

2012

- UNVEILING THE TABOO: DAYS OF DIALOGUE TO PREVENT CHILD SEXUAL ABUSE ■
- NO EXCUSES: A DAY OF DIALOGUE ON CREATING A BETTER FUTURE ■
- FROM WRECKAGE AND RUIN...THE ROAD TO REBIRTH: A DAY OF DIALOGUE ON THE ECONOMIC CRISIS AND COMMUNITY HEALTH ■
- 20TH ANNUAL EMPOWERMENT CONGRESS SUMMIT ■
- LEADERSHIP DIALOGUE - 20 YEARS LATER: A DAY OF DIALOGUE ON CIVIL UNREST ■

2011

- EMPOWERMENT CONGRESS SUMMIT: EMPOWERED TO REALIZE THE DREAM ■

2010

- ANNUAL EMPOWERMENT CONGRESS ■
- RAMPART/WESTLAKE LAPD COMMUNITY DIALOGUE ■
- EMPOWERMENT CONGRESS YOUTH SUMMIT ■

2009

- PACIFIC PALISADES HIGH SCHOOL YOUTH DIALOGUE ON STREET RACING AND SCHOOL SAFETY ■
- BUDGET SUMMIT: WE ARE THE SECOND DISTRICT EMPOWERED FOR CHANGE ■
- SUSTAINING QUALITY SERVICE AFTER THE BUDGET CRISIS ■

2008

- THE SUNLAND TUJUNGA COMMUNITY DIALOGUE ■

2007

- WORKING TOGETHER FOR BETTER HEALTH CARE (PARTNERSHIP WITH CALIFORNIA SPEAKS) ■
- DIALOGUE ON DISCRIMINATION IN THE LOS ANGELES CITY FIRE DEPARTMENT (FEBRUARY 23, 2007) ■
- THE POWER OF PEOPLE: EDUCATE, ENGAGE, EMPOWER (JANUARY 20, 2007) ■
- LAUSD SECONDARY TRANSITION EDUCATION PROGRAM (STEP) ■

2006

- EMPLOYMENT OPPORTUNITIES FOR MENTAL HEALTH CONSUMERS: CHALLENGES, OPPORTUNITIES, AND SUCCESSES (OCTOBER 27, 2006) ■
- CONSTRUCTIVE RESPONSES TO 9/11: CONFRONTING OUR FEARS, WORKING TOGETHER, MOVING AHEAD (SEPTEMBER 11, 2006) ■
- IMMIGRATION, RACE, & JOBS: VALID JUSTIFICATION FOR INTERCULTURAL CONFLICT (OCTOBER 6, 2006) ■
- CONFRONTING VIOLENT CRIMES: OUR COMMUNITIES. CONTINUING CHALLENGE (AUGUST 24, 2006) ■
- IS OUR COMMUNITY HEALTHY? ENERGIZING & MOBILIZING AROUND PREVENTION, ACCESS & EDUCATION ■
- SCHOOLS, COMMUNITIES & SAFETY IN SOUTH L.A. ■
- SCHOOLS, COMMUNITIES, AND STUDENT SAFETY: VIEWPOINTS FROM SANTEE HIGH (MAY 4, 2006) ■
- SEEKING APPROPRIATE RESPONSES TO PREDATORY PRACTICES IN THE SUB-PRIME LENDING MARKET (APRIL 12, 2006) ■

2005

- A DAY OF DIALOGUE ON THE DEVIN BROWN SHOOTING ■
- HOMELESSNESS: OUT OF SIGHT, OUT OF MIND? ■
- IS OUR COMMUNITY HEALTHY? ENERGIZING AND MOBILIZING AROUND PREVENTION, ACCESS, & EDUCATION (OCTOBER 1, 2005) ■
- VIOLENCE IN OUR SCHOOLS: A DIALOGUE AMONG PRINCIPALS (JANUARY 14, 2005) ■
- VIOLENCE ON WESTERN AVENUE: ENOUGH IS ENOUGH (AUGUST 12, 2005) ■
- WHERE IS THE SAFETY NET? ■

2004

- STATUS OF EFFECTIVE LAW ENFORCEMENT AND POLICE REFORM ■

2003

- AFFIRMATIVE ACTION: THE NEXT FOUR YEARS ■
- MAKING A DIFFERENCE: FROM WORDS TO ACTION ■

2002

- FROM TRAGEDY TO TRANSFORMATION: L.A. AFTER 9/11 ■
- REMEMBERING THE RIOTS ■
- UNITED COMMUNITIES TO STOP VIOLENCE ■

2001

- CARSON TOWN HALL ON SECESSION FROM LAUSD ■
- CARSON UNITY DIALOGUE: UNITY STARTS WITH YOU ■
- COMING TOGETHER IN A TIME OF CRISIS ■
- HOUSING DISCRIMINATION AGAINST FAMILIES & CHILDREN: SAN GABRIEL VALLEY ■
- HOUSING DISCRIMINATION BASED ON SEXUAL ORIENTATION, FAIR HOUSING COUNCIL ■
- TEEN SUMMIT ON RACE RELATIONS ■
- VIOLENCE AGAINST WOMEN DIALOGUE ON SEXUAL ASSAULT DENIM DAY LOS ANGELES ■

1996

- DAY OF DIALOGUE ON RACE RELATIONS & DOMESTIC VIOLENCE ■
- DAY OF DIALOGUE ON RACE RELATIONS & DOMESTIC VIOLENCE, YOUTH & FAMILY ISSUES ■

1995

- DAY OF DIALOGUE ON RACE RELATIONS & AFFIRMATIVE ACTION ■
- DAY OF DIALOGUE ON RACE RELATIONS ■
- NEIGHBOR TO NEIGHBOR DIALOGUES ■



FUTURE OF POLICING DIALOGUE

Ground Rules:

The following guidelines have proven very useful in creating an environment for honest and productive dialogue.

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

Part 1. INTRODUCTIONS

1. What is your name? School, organization, or community affiliation?
2. What are the primary reasons you decided to participate in this particular dialogue session? What do you hope to gain from this dialogue?
3. What personal experiences have you had with members of law enforcement?
4. What are the unique responsibilities that you and community members have in keeping our community safe?

Part 2. WHERE ARE WE?

GUN POSSESSION

5. Do high levels of gun possession among our community members impact your perception of safety in our community? If so, how?

MEDIA

6. How does the media impact your perceptions of members of law enforcement? What other factors influence your perceptions? How does the media impact law enforcement's perception of certain communities and/or individuals?
7. How does the media impact your perceptions about specific groups of people with whom you are personally unfamiliar?
8. What are your suggestions for improving media coverage of police-community relationships?

IMPLICIT BIAS

9. When communities of color- males in particular- interact with law enforcement, what are the causes of the negative outcomes that may result?
10. What is your awareness about police abuse? Is there more or less today than there has been in the past? What most informs your opinion?

11. What might be "best practices" by law enforcement to handle issues and concerns regarding race, ethnicity, and culture?
12. To what extent does the demographic make up of a community impact the quality of policing in that community? How does the demographic make up of local law enforcement officers impact the quality of policing?
13. Is it possible to be biased against another and not realize it? Might you have biases against others of which you are unaware?
(Take a confidential Implicit Bias test here <https://implicit.harvard.edu/implicit/aboutus.html>)

MENTAL ILLNESS AND SOCIAL ILLS

14. How can interactions between police and people who are mentally ill, or in emotional crisis, be improved?
15. What issues or problems are assigned to police to handle that would be more effectively handled by other entities, and how should those issues be addressed? What are the barriers to implementation of changes you identify?
16. What actions can law enforcement take to de-escalate potentially violent situations?
17. What are the things that hinder positive changes in policing and how can those hindrances be better addressed in a positive way?

RACIAL PROFILING

18. What is necessary for law enforcement to do to ensure that criminal profiling is conducted in a manner that is fair, respectful and lawful?

COMMUNITY POLICING/RELATIONSHIP BASED POLICING/PROCEDURAL JUSTICE

19. Are there actions that you take, or actions that others who you know take, that tend to escalate interactions with law enforcement? What makes you angry when you are interacting with members of law enforcement? What makes members of law enforcement angry when interacting with community members?

20. There are unique circumstances involving police interactions with community members that may require specialized attention based on unique personal characteristics, such as:

- Lesbian, gay, bi-sexual, transgender, queer, questioning (LGBTQ)
- Women, and women of color, in particular
- Victims of domestic violence (male and female)
- Individuals with physical and/or mental disabilities
- Immigrants, migrants, people whose cultural or ethnic backgrounds are unfamiliar to law enforcement, with regard to language, wardrobe, or religion
- People with low incomes or who live in low income communities
- Homeless people
- Individuals who may have been mistakenly identified as a threat by law enforcement
- People who live in gang impacted communities

Which of these unique characteristics is important to you? How might these interactions be best handled?

21. What has been your primary concern about recent high profile fatal or non-fatal encounters involving members of law enforcement and unarmed members of the community? What policy changes or other changes do you recommend that might improve outcomes?

ACCOUNTABILITY

22. What critical factors need to be addressed to ensure that all law-abiding people feel that they are treated with respect by law enforcement?

23. What critical factors need consideration to build mutual respect between members of law enforcement and community members?

MILITARIZATION OF POLICE

24. What do you think about local law enforcement departments receiving and using surplus military equipment from the US Government? Does the use of military equipment, designed for international war zones, by municipal law enforcement agencies, help local police forces in any way?

Part 3. CONCLUSIONS, ACTIONS

25. What can law enforcement officers do to assist community members in managing disputes and eliminating criminal behavior?

26. What can community members do to assist law enforcement in managing disputes and eliminating criminal behavior?

27. What did you hear in this dialogue session that was unexpected? What did you hear that would benefit from more dialogue or other actions?

28. As a result of this dialogue session, what actions are you interested in seeing others take, or are you personally prepared to take, to improve the future of policing?

All facilitators volunteer with the Institute for Nonviolence in Los Angeles (INVLA). They have received their training from various entities, including but not limited to The LA City Attorney's Office Dispute Resolution Program, Straus Institute of the Pepperdine University School of Law, and the Cal State Dominguez Hills Negotiation, Conflict Resolution & Peacebuilding Program. When not volunteering with INVLA, our facilitators work as professional mediators, artists, teachers, lawyers, psychologists, social workers, faith leaders, and entrepreneurs.

The Southern California Mediation Association and Mediators Beyond Borders provide invaluable support to Days of Dialogue.

Those people listed below have worked with us consistently- some for many years- and have provided important feedback for planning of the 2017 series of dialogues.

Steering Committee 2017:

Dulce Acosta	Debra Steward
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