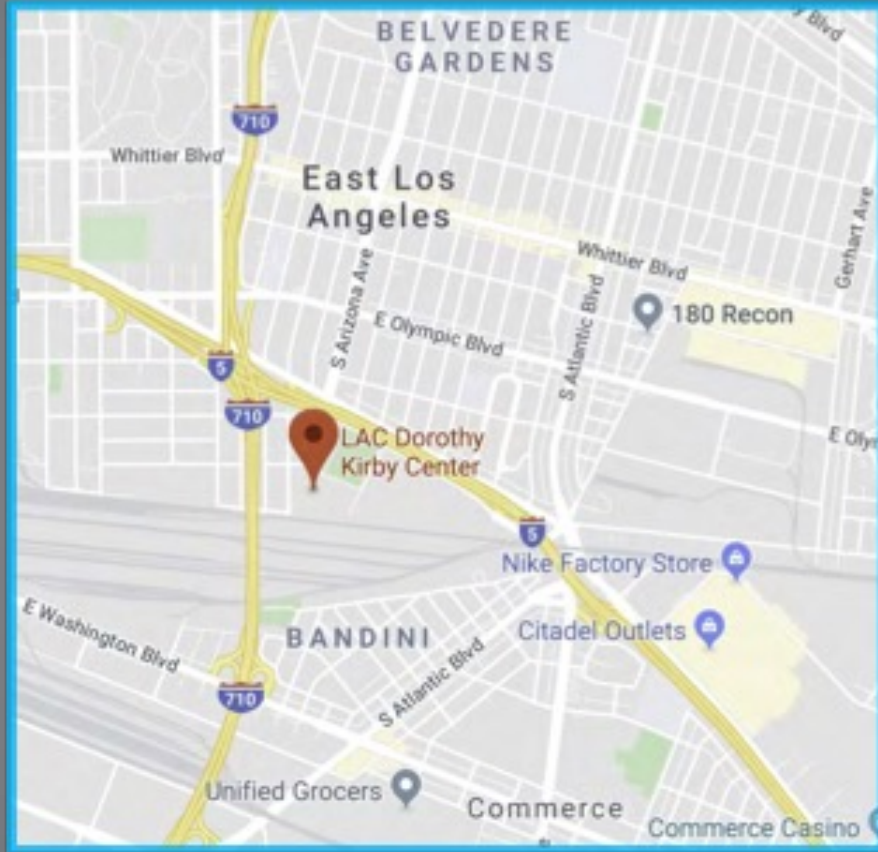


# DAYS OF DIALOGUE WITH JUVENILE JUSTICE

DOROTHY KIRBY CENTER  
1500 S. MCDONNELL AVE  
CITY OF COMMERCE, CA 90040

OCTOBER 31, 2019  
POST-DIALOGUE REPORT



Institute for Nonviolence in Los Angeles  
& Days of Dialogue **SERIES**

# 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



# 50 PARTICIPANTS

- 27 STUDENTS (23 MALE, 4 FEMALE)
  - 6 LAPD OFFICERS
- 13 PROBATION STAFF AND OFFICERS
  - 4 FACILITATORS

# DIALOGUE FORMAT

DOROTHY KIRBY STUDENTS WERE ENCOURAGED TO SHARE THEIR HONEST OPINIONS + DESCRIBE THEIR LIVED EXPERIENCES RELATING TO LAW ENFORCEMENT. EACH SMALL GROUP CONSISTED OF SEVERAL STUDENTS, ONE FACILITATOR, ONE OR TWO LAPD OFFICERS, PLUS PROBATION STAFF AND TEACHERS.

THE YOUNG PEOPLE HAD THE OPPORTUNITY TO INTERACT WITH LAPD OFFICERS IN A SAFE SPACE, WITH A NEUTRAL FACILITATOR TO GUIDE THE DIALOGUE PROCESS. PARTICIPANTS EXPLORED BOTH THE PREPARED MATERIAL, AS WELL AS QUESTIONS OF THEIR OWN. TOPICS INCLUDED GUN VIOLENCE, VIEWS OF POLICING AND INTERACTIONS WITH LAW ENFORCEMENT, HOW TO VISUALIZE A BETTER FUTURE, THE STUDENTS' AMBITIONS, AND HOW TO ACCESS RESOURCES. AT ALL OF OUR SESSIONS, THE DIALOGUES ARE MEANT TO BE ORGANIC.

FOR BOTH THE YOUTH AND THE OFFICERS, WE HAVE FOUND THAT THIS FORMAT WORKS TO TRANSFORM RELATIONSHIPS- SOMETIMES EVEN IN JUST A SINGLE DIALOGUE SESSION.

# GROUND RULES

- SPEAK OPENLY AND HONESTLY
- LISTEN CAREFULLY AND RESPECTFULLY TO EACH PERSON
- EXPLORE DIFFERENCES RESPECTFULLY AND LOOK FOR COMMON GROUND
- TRUST THAT THE FACILITATOR HAS THE BEST INTEREST OF THE GROUP
- SILENCE CELL PHONES (UNLESS THE GROUP AGREES OTHERWISE)
- BE RESPECTFUL OF THE OPINIONS OF OTHERS

# DIALOGUE QUESTIONS FOR DOROTHY KIRBY YOUTH

1. WHEN COMMUNITIES OF COLOR - MALES IN PARTICULAR- INTERACT WITH THE POLICE, WHAT MIGHT SOME OF THE OUTCOMES BE? WHY?
2. WHAT DO YOU KNOW ABOUT POLICE ABUSE? HOW DID YOU LEARN ABOUT IT?
3. HOW DOES THE WAY A COMMUNITY LOOKS, (RICH/POOR, WHITE/BROWN, MALE/FEMALE, TRANSGENDER, FAMILIES/SINGLES, ETC.), AFFECT HOW WELL THE LOCAL POLICE WILL PROTECT IT? WHY? HOW IMPORTANT IS HAVING POLICE OFFICERS WITH SOME OF THOSE SAME QUALITIES AFFECT THE QUALITY OF POLICING?
4. WHAT IS BIAS? IS IT NEGATIVE OR POSITIVE? IS IT POSSIBLE TO BE BIASED AGAINST SOMEONE ELSE AND NOT REALIZE IT? DO YOU THINK YOU HAVE BIASES AGAINST OTHERS THAT YOU'RE NOT AWARE OF?
5. IN A SITUATION THAT MIGHT TURN VIOLENT, WHAT DO YOU THINK THE POLICE CAN DO TO CALM THINGS DOWN? WHAT MIGHT YOU DO TO CALM THINGS DOWN?

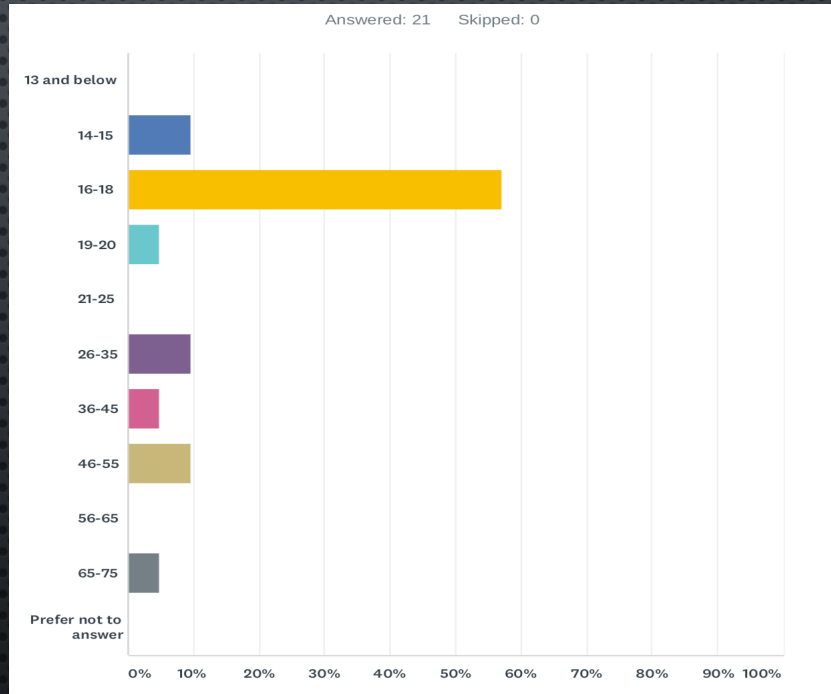
# DIALOGUE QUESTIONS FOR DOROTHY KIRBY YOUTH

6. WHAT IS CRIMINAL PROFILING? HOW CAN POLICE DO IT IN A MANNER THAT IS FAIR, RESPECTFUL AND LAWFUL?
7. WHAT MAKES YOU ANGRY WHEN YOU ARE DEALING WITH THE POLICE? WHAT MAKES SOME POLICE ANGRY WHEN DEALING WITH PEOPLE IN YOUR NEIGHBORHOOD? CAN YOU THINK OF ACTIONS THAT YOU OR OTHERS HAVE TAKEN THAT MAY HAVE CAUSED TENSIONS TO FLY BETWEEN YOU AND THE POLICE?
8. WHAT MUST COMMUNITY MEMBERS AND LAW ENFORCEMENT DO TO BUILD RESPECT FOR EACH OTHER?
9. SHOULD TEACHERS BE ARMED IN SCHOOLS?



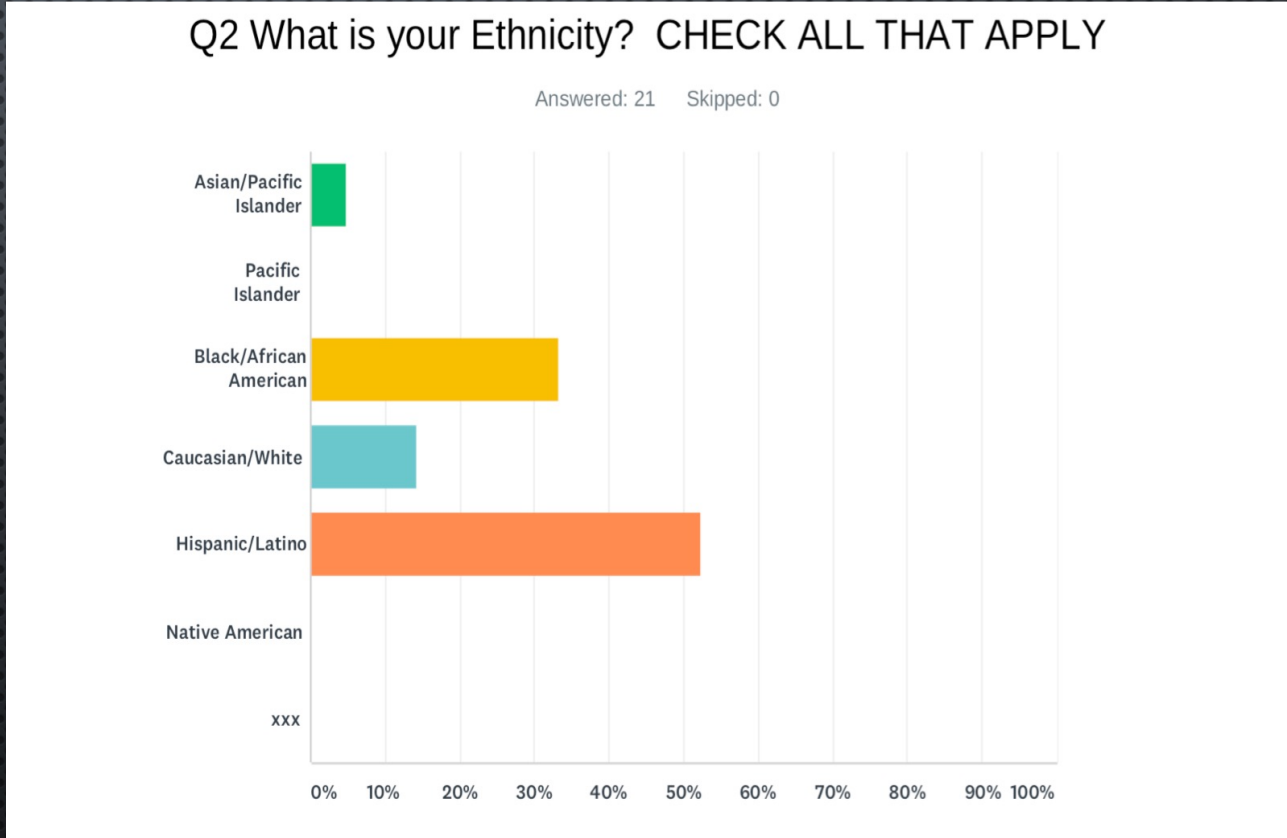
# PRE-DIALOGUE SURVEY RESULTS

What is your AGE?



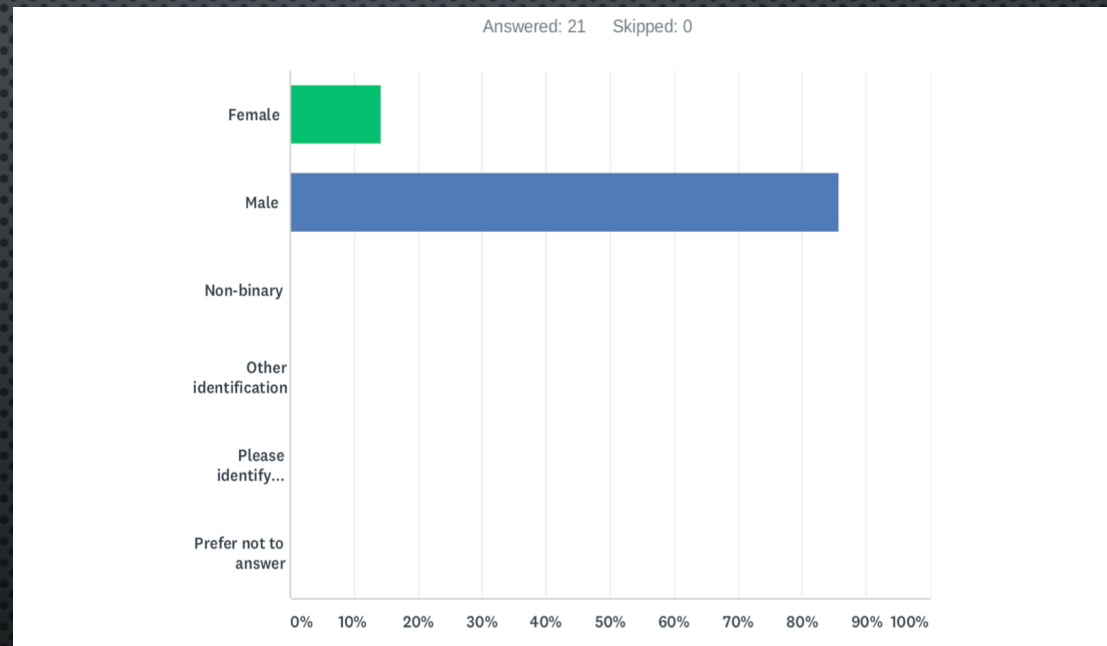
# PRE-DIALOGUE SURVEY RESULTS

What is your ETHNICITY?



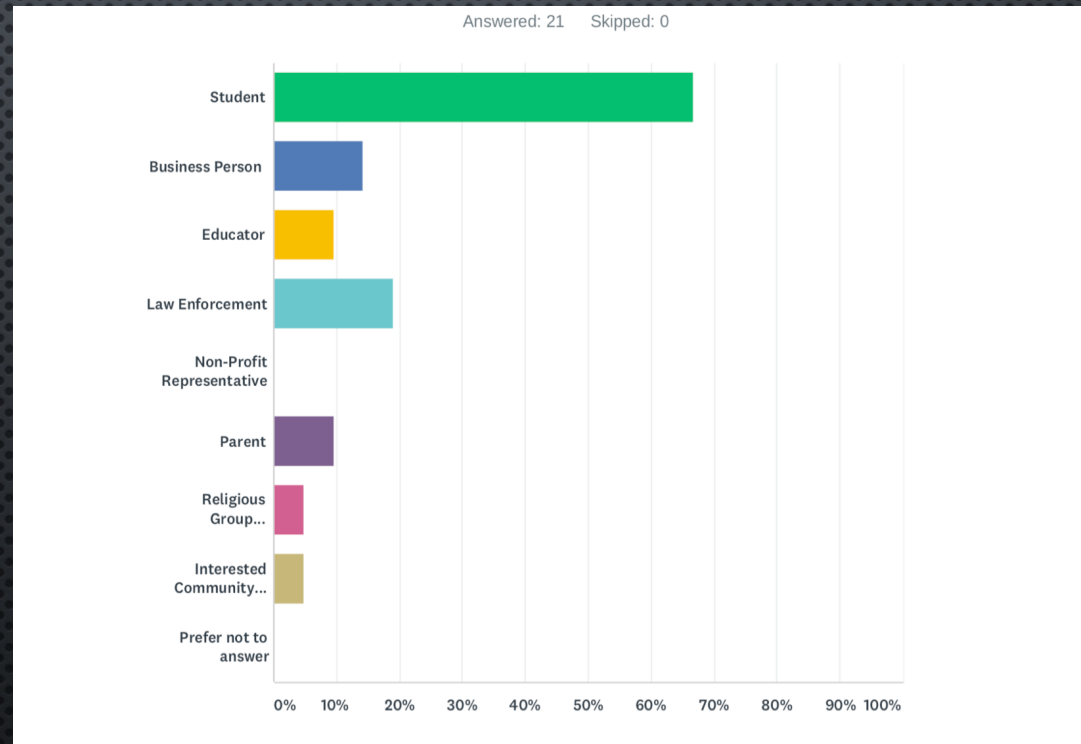
# PRE-DIALOGUE SURVEY RESULTS

What is your GENDER?



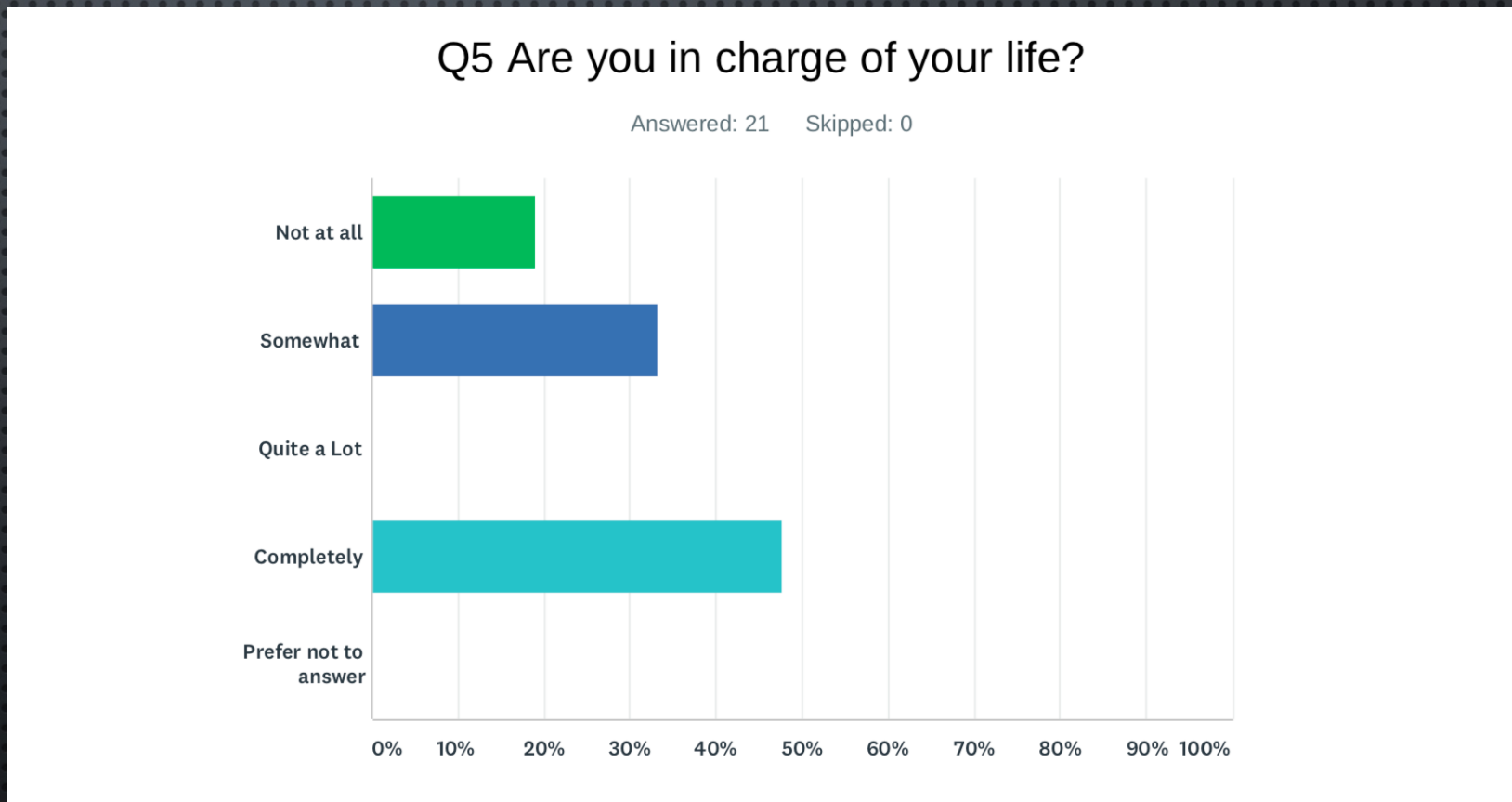
# PRE-DIALOGUE SURVEY RESULTS

WHAT IS YOUR OCCUPATION/PROFESSION?  
CHECK ALL THAT APPLY



# PRE-DIALOGUE SURVEY RESULTS

ARE YOU IN CHARGE OF YOUR LIFE?

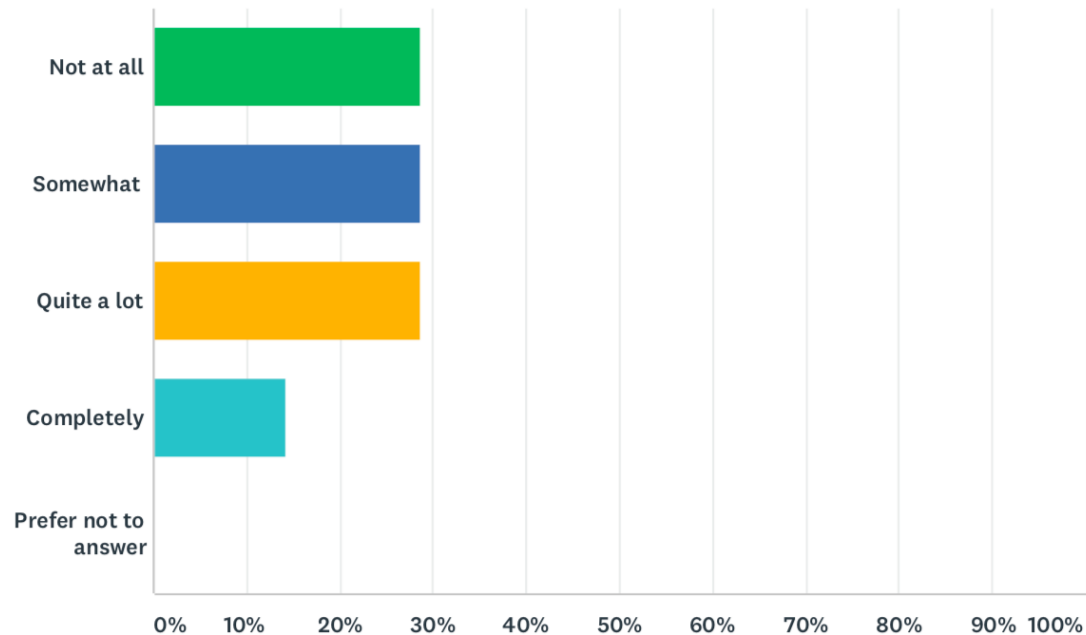


# PRE-DIALOGUE SURVEY RESULTS

IS LAW ENFORCEMENT ADEQUATELY ADDRESSING THE CONCERNS OF THE COMMUNITY?

Q6 Is law enforcement adequately addressing the concerns of the community?

Answered: 21 Skipped: 0

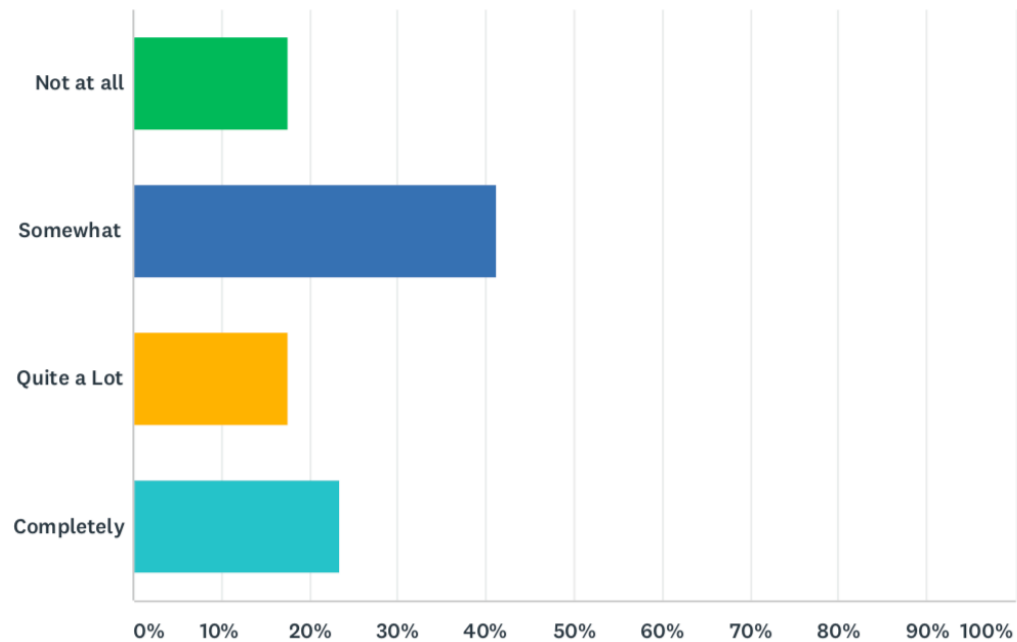


# POST-DIALOGUE SURVEY RESULTS

IS LAW ENFORCEMENT ADEQUATELY ADDRESSING THE CONCERNS OF THE COMMUNITY?

Q3 Is law enforcement adequately addressing the concerns of the community?

Answered: 17 Skipped: 0

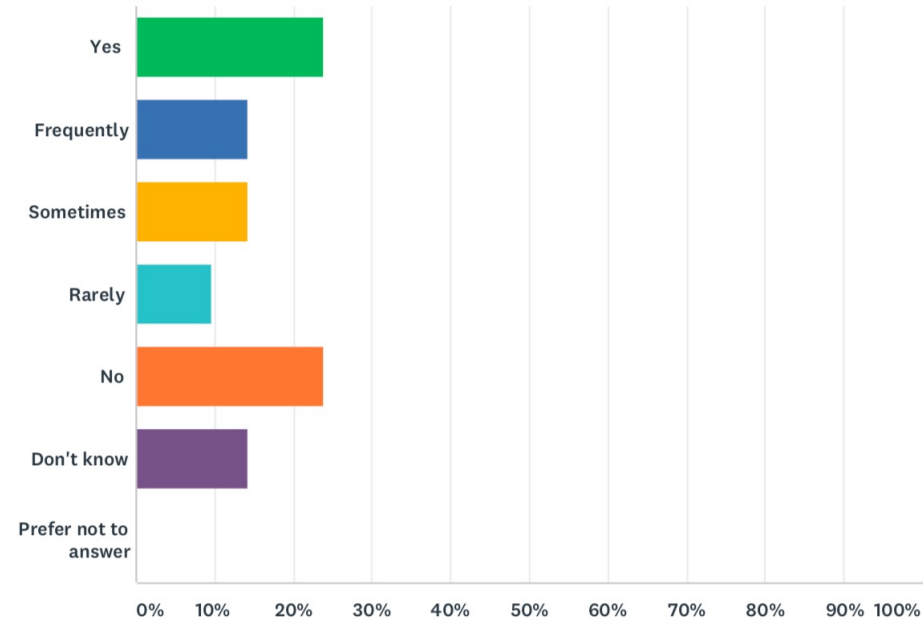


# PRE-DIALOGUE SURVEY RESULTS

WHEN COMPARING TREATMENT OF COMMUNITY MEMBERS BY LAW ENFORCEMENT, DO YOU BELIEVE THAT PEOPLE OF COLOR ARE CONSISTENTLY TREATED LESS FAIRLY BY LAW ENFORCEMENT OFFICERS THAN ARE WHITE PEOPLE?

Q7 When comparing treatment of community members by law enforcement, do you believe that people of color are consistently treated less fairly by law enforcement officers than are white people?

Answered: 21 Skipped: 0



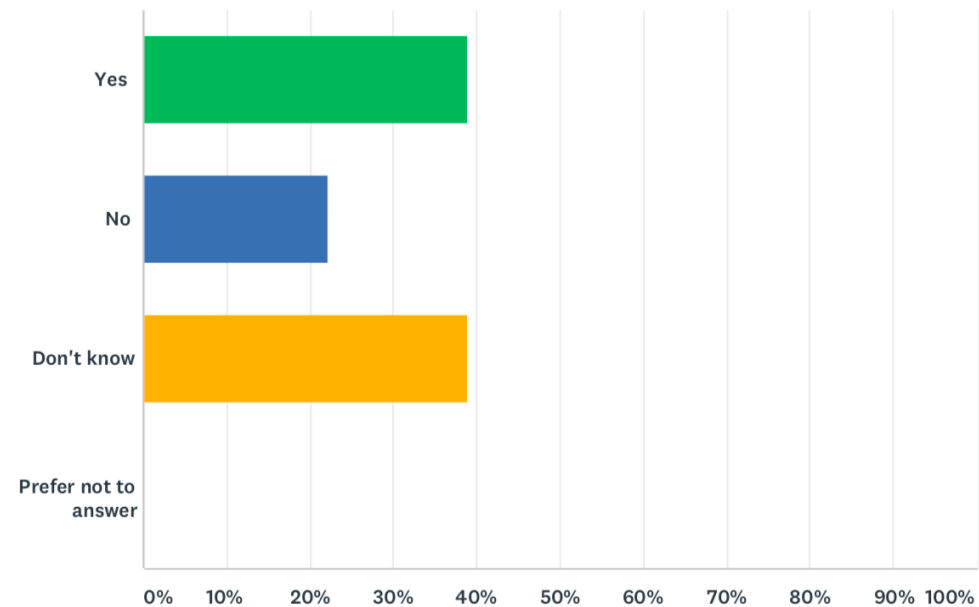


# PRE-DIALOGUE SURVEY RESULTS

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?

Q8 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?

Answered: 18 Skipped: 3

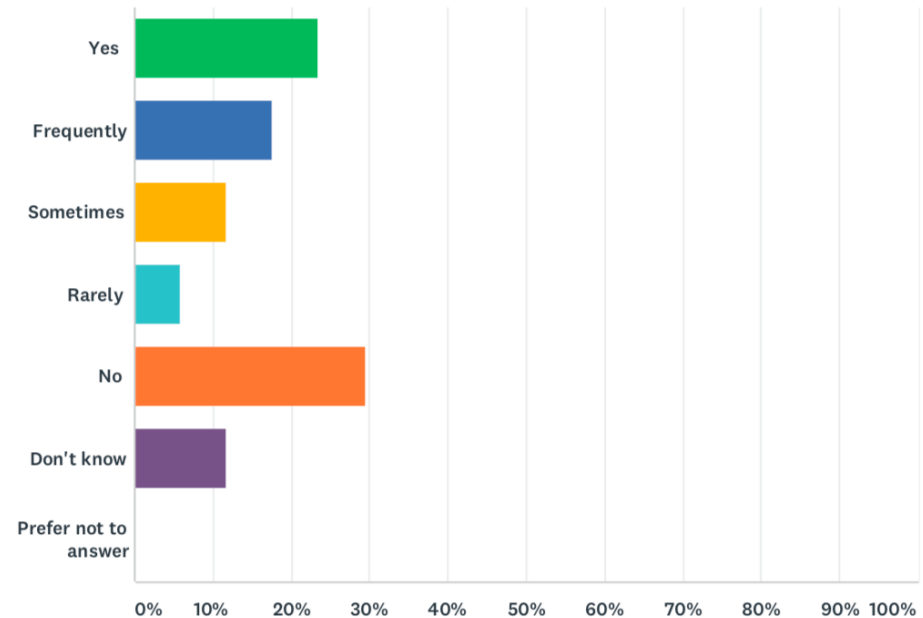


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Q4 When comparing treatment of community members by law enforcement, do you believe that people of color are consistently treated less fairly by law enforcement officers than are white people?

Answered: 17 Skipped: 0

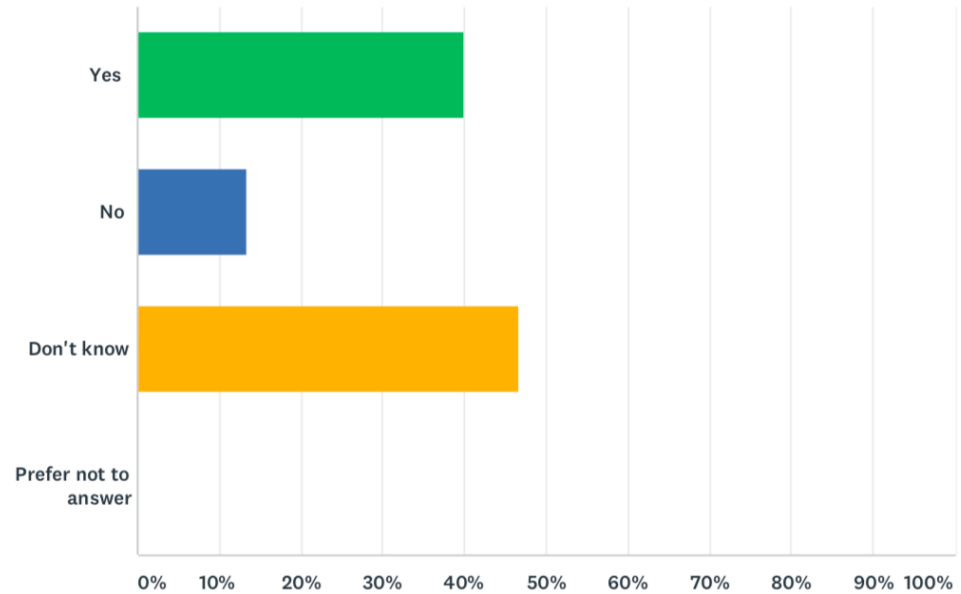


# POST-DIALOGUE SURVEY RESULTS

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?

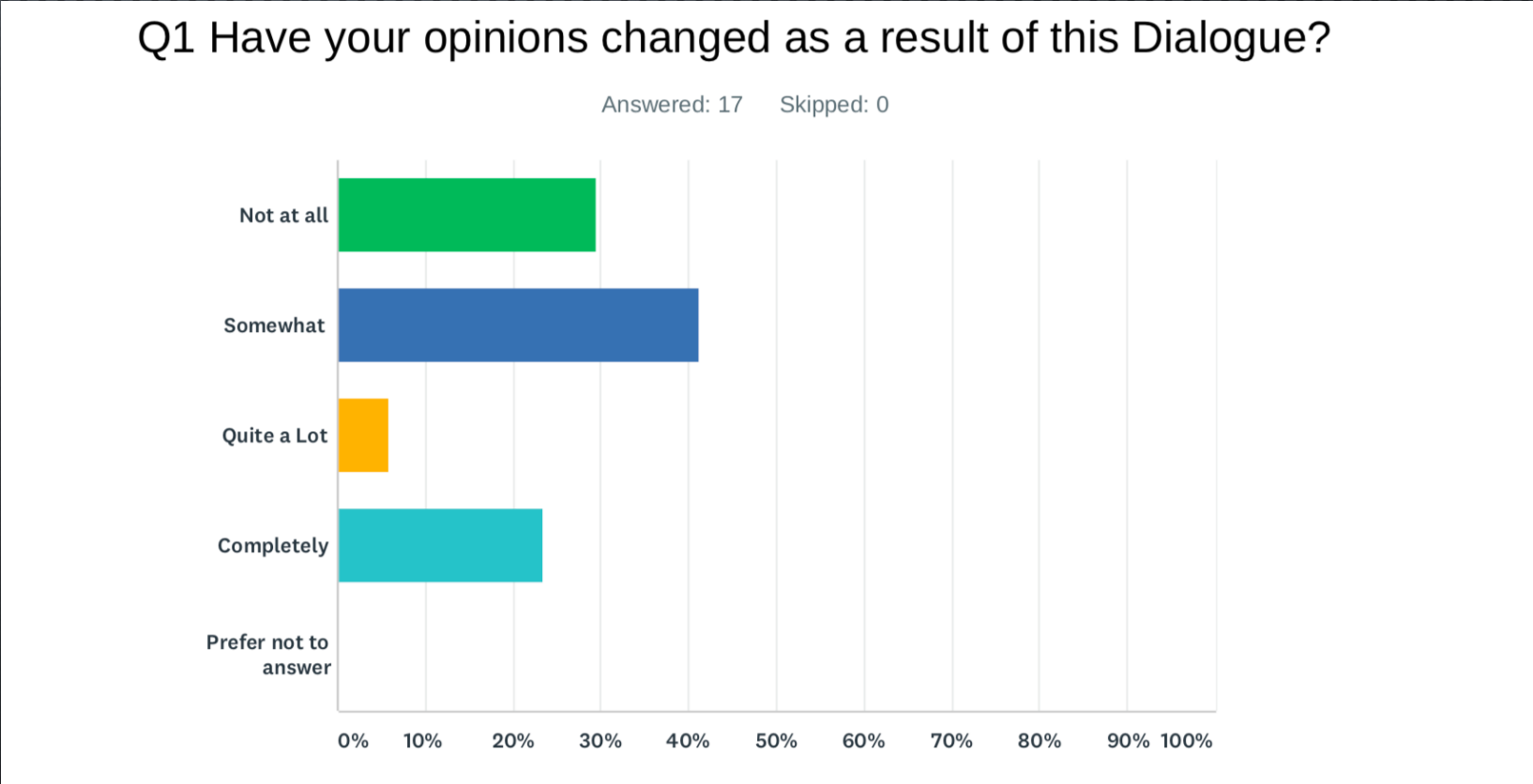
Q5 If you answered Yes, Frequently or Sometimes, do you believe that law enforcement officers can change their behavior to consistently treat people of color fairly?

Answered: 15 Skipped: 2



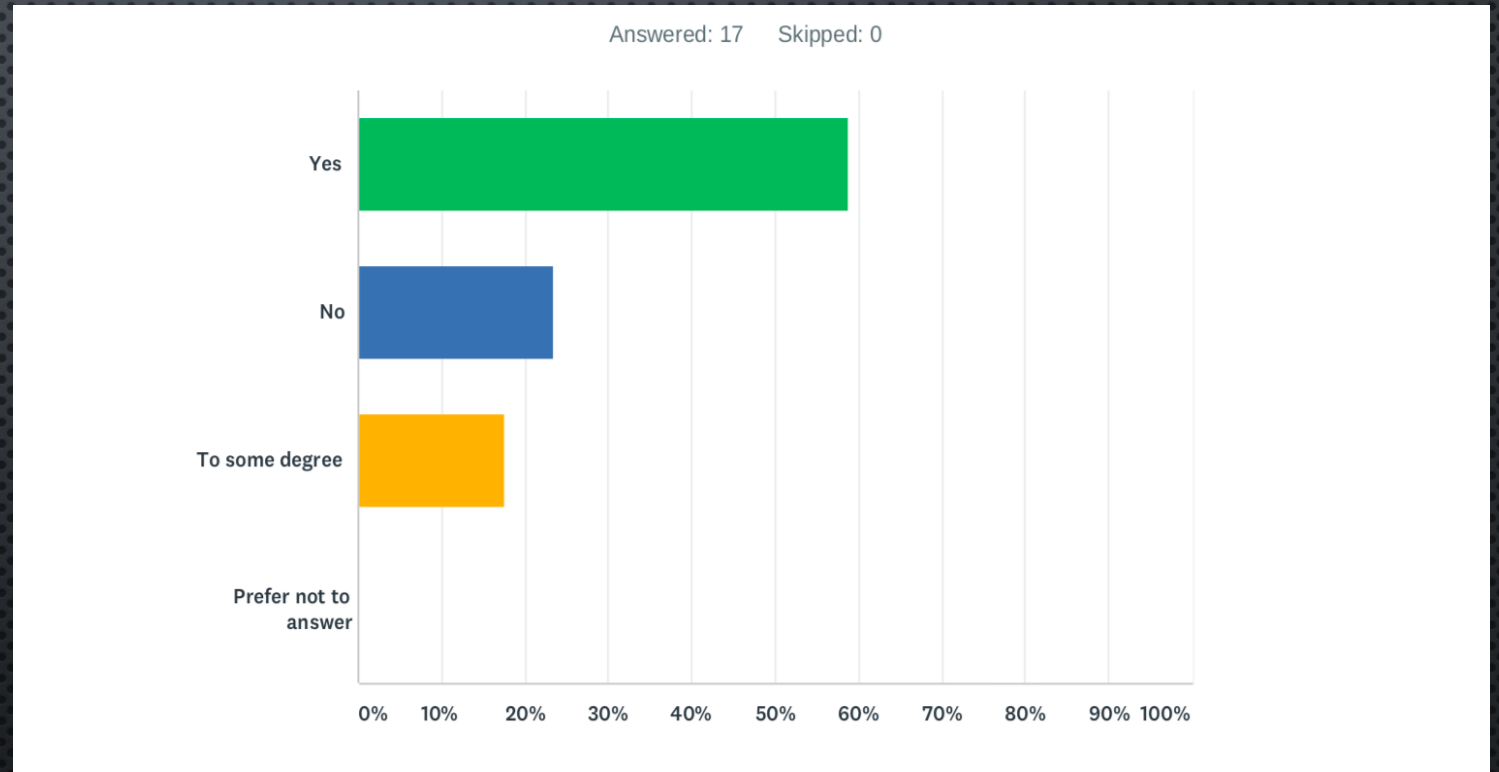
# POST-DIALOGUE SURVEY RESULTS

HAVE YOUR OPINIONS CHANGED AS A RESULT OF THIS DIALOGUE?



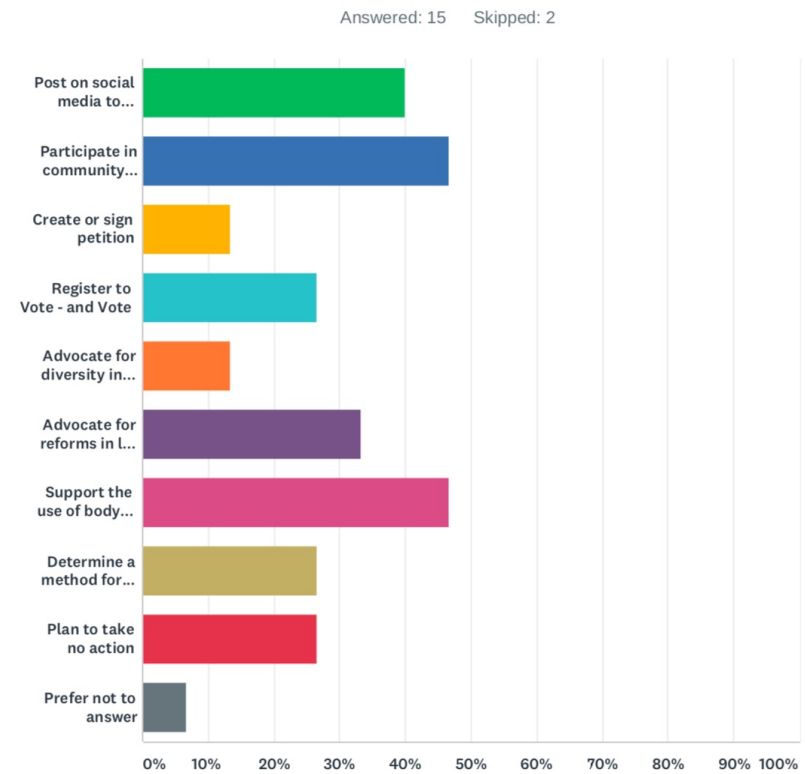
# POST-DIALOGUE SURVEY RESULTS

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



# POST-DIALOGUE SURVEY RESULTS

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



ANSWER CHOICES	RESPONSES
Post on social media to encourage better reporting	40.00% 6
Participate in community policing activities	46.67% 7
Create or sign petition	13.33% 2
Register to Vote - and Vote	26.67% 4
Advocate for diversity in law enforcement hiring	13.33% 2
Advocate for reforms in law enforcement training	33.33% 5
Support the use of body cams	46.67% 7
Determine a method for collecting +public review of police incident data	26.67% 4
Plan to take no action	26.67% 4
Prefer not to answer	6.67% 1

# COMMENTS

## A FEW STUDENTS' COMMENTS, RECORDED ON THE POST DIALOGUE SURVEYS:

STOP LOCKING UP KIDS AT A FAST RATE.

THANK YOU SO MUCH!

ALL PEOPLE ARE EQUAL NO MATTER WHAT BECAUSE WE ALL HAVE THE SAME BLOOD.

## FACILITATOR

RASHAD AND I TEAMED UP WITH TWO YOUNG LADIES. THEIR APPROACHES TO LIFE WERE VERY MUCH OPPOSITE OF ONE ANOTHER. YOUNG LADY "A" JUMPSTARTED THE DISCUSSION BY ASKING ME MY DEFINITION OF EMPOWERMENT. I OBLIGED. SHE THEN PROCEEDED TO GIVE HER DEFINITION, THEN RASHAD. YOUNG LADY "B" DECLINED. "A"'S OUTGOING AND QUESTIONING MANNER ALLOWED FOR AN EASY SEGUE INTO DISCUSSIONS ABOUT LIFE CHOICES, HOPE AND, PERSONAL RESPONSIBILITY. SHE WAS VERY POSITIVE AND SURPRISINGLY CLEAR ABOUT WHAT SHE WANTED HER FUTURE TO LOOK LIKE. SHE IS WELL-GROOMED, 14 YEARS OLD AND, PLANNING TO LEAVE KIRBY IN APRIL AND IS LOOKING FORWARD TO REUNITING WITH HER FAMILY.

YOUNG LADY "B" IS 16 AND PLANNING TO LEAVE KIRBY IN A MATTER OF WEEKS SHE WAS INITIALLY MORE DIFFICULT TO ENGAGE IN CONVERSATION. HER HAIR AND CLOTHING – LESS WELL KEMPT THAN THE OTHER STUDENT. SHE DESPERATELY NEEDED SOME GUIDANCE ON TAKING CARE OF HER SKIN. HER BODY LANGUAGE AND OTHER AFFECTS MADE IT APPARENT SHE HAD MADE A CONSCIOUS DECISION TO BE INDIFFERENT/RESISTANT. WE REMAINED WARM AND OPEN TO HER BUT OTHERWISE TRIED NOT TO ACCEDE TO NEGATIVE BEHAVIORS, HER WAY OF GETTING ATTENTION. IF WE ASKED HER A QUESTION AND SHE WAS WRY WE DID WHAT WE ALWAYS DO- LISTENED, AND MOVED ON TO FOCUS TO THE OTHER STUDENT. SLOWLY BUT SURELY STUDENT B BEGAN TO PARTICIPATE AND AS SHE DID A VERY SAD STORY UNFOLDED. SHE FELT SHE HAD BEEN UNJUSTLY INCARCERATED (RESENTMENT), SHE IS THE YOUNGEST OF 11 CHILDREN, HER ENTIRE FAMILY IS OR HAS BEEN IN TROUBLE WITH THE LAW, SHE DID NOT WANT TO RETURN HOME. SHE LEFT THE ROOM IN TEARS BEFORE THE END OF THE SESSION, NOT BECAUSE SHE DIDN'T FEEL HEARD BUT, AT THE PROSPECT OF HER FUTURE. I DON'T READ THIS GIRL AS BEING BAD OR EVEN DIFFICULT. SHE WAS LOST AND HOPELESS.

## COMMENTS (CONT'D)

### FACILITATOR (CONTD)

WE QUESTIONED THE STAFF AND THEY WERE AT A LOSS AS TO ALTERNATIVE HELP THAT MIGHT BE AVAILABLE TO HER. IT OCCURRED TO ME THAT THERE POTENTIALLY IS AN ALTERNATIVE WITH CASES LIKE HERS BUT I DON'T KNOW WHO CAN MAKE THE CHANGE.

BEFORE I CONTINUE ON THAT, THOUGH, RASHAD'S CHIEF VISITED OUR ROOM AND OBSERVED OUR INTERACTION. HE WAS SO ENTHUSIASTIC ABOUT WHAT HE HAD SEEN AND RAVED ABOUT HOW HE FAILED TO UNDERSTAND RASHAD HAD BEEN TRYING TO TELL HIM FOR MONTHS (MAYBE YEARS), BUT HE SAID, "I GET IT NOW!" THERE SEEMS TO BE THE POTENTIAL FOR GREATER SUPPORT FOR THE PROGRAM FROM LAPD COMMAND STAFF.

I HAVE INCLUDED TWO ATTACHMENTS WHERE I CUT AND PASTED TIDBITS OF INFORMATION ABOUT TWO PRIVATE ORGANIZATIONS WHO ARE DEDICATED TO HELPING OLDER TEENS AND YOUNG ADULTS WITH TRANSITIONING FROM FOSTER CARE INTO ADULthood WITH, HOUSING, EDUCATION, TRAINING AND, OTHER SERVICES. ONE CATERS TO THE CRENSHAW AREA; THE OTHER IS IN SANTA MONICA. BY THE WAY, MARC BRADFORD HAPPENS TO BE A WORLD-RENOWNED ARTIST WHO PARTIALLY FUNDS HIS FOSTER CARE PROGRAM THROUGH HIS ART SALES. BOTH ORGANIZATIONS HAVE IMPRESSIVE SPONSORS. *(EDITOR'S NOTE: INFO ABOUT AGENCIES WHO ASSIST FOSTER YOUTH AND OTHERS IS AVAILABLE UPON REQUEST)*

IF THERE WERE SOME WAY TO CHANNEL YOUNG PEOPLE WITH POTENTIAL AND IDENTIFIED AS HAVING NOWHERE TO TURN INTO THE FOSTER CARE SYSTEM STRAIGHT OUT OF JUVENILE HALL AND INTO PROGRAMS LIKE THIS, MAYBE THEY COULD BE SAVED. HAVING PARTICIPATED IN A NUMBER OF DIALOGUES WITH JUVENILE JUSTICE, WE HAVE IDENTIFIED SOME OF THESE KIDS WHO JUST NEED GUIDANCE AND A LEG UP.



## COMMENTS (CONT'D)

### LEAD FACILITATOR

I WAS ABLE TO CIRCULATE TO EACH OF THE THREE GROUPS TWO TIMES, SPENT ABOUT 10 MINUTES EACH TIME.

AS THE SESSION WENT ON, MORE TEENS WERE PARTICIPATING.

ONE OF THE BOYS SAID- WHEN SOMEONE ELSE SAID- "THERE ARE NO BAD PEOPLE"- HE GOT REALLY ANGRY, KEPT SAYING "RAPISTS ARE BAD!" AND HE HAD TO LEAVE THE ROOM AND GET CALMED DOWN OUTSIDE.

NEW OFFICERS WHO ATTENDED TODAY FROM 77TH DIVISION- WERE GREAT!

VERY PARTICIPATORY- EXCELLENT LISTENERS, AND VERY OPEN. THEY RELATED WELL TO THE TEENS. SOME OF THE KIDS EVEN COMMENTED ON HOW OPEN THEY (THE OFFICERS) WERE.

THE YOUTH APPRECIATED HAVING COPS FROM THEIR HOME AREAS IN THE DIALOGUE.

# COMMENTS (CONT'D)

## GENERAL COMMENTS

COMMANDER WOODYARD OF C.O.D.D. (LAPD'S COMMUNITY OUTREACH DEVELOPMENT DIVISION) ATTENDED TODAY'S DIALOGUE AND WAS IMPRESSED WITH WHAT HE SAW. EACH OF THE FOUR FACILITATORS RELATED HOW HELPFUL IT WAS FOR WOODYARD TO EXPERIENCE THE PROGRAM FOR HIMSELF, IN PERSON. OFFICER SHARIF EXPRESSED HIS HOPE THAT THIS WILL TRANSLATE INTO MORE DIRECT CODD SUPPORT FOR DAYS OF DIALOGUE WITH INCARCERATED YOUTH, AND WITH DOD IN GENERAL.

EVERYONE ALSO MENTIONED THAT IT WAS TERRIFIC TO HAVE 77TH DIVISION OFFICERS BE PART OF THE DIALOGUE. OFFICER SHARIF IS WORKING ON EXPANDING THE PARTICIPATION OF LOCAL LAPD BUREAUS, AS THESE ARE THE NEIGHBORHOODS WHERE THESE YOUTH COME FROM, AND WHERE THEY WILL BE GOING BACK TO. IT IS A SIGNIFICANT OPPORTUNITY TO BE ABLE TO WORK WITH THE YOUTH WHILE THEY ARE INCARCERATED, TO ASSIST THEM TO LEARN HOW TO COMMUNICATE BETTER WITH LAW ENFORCEMENT (AND VICE VERSA!), AND TO GIVE THEM THE TOOLS TO MAKE BETTER CHOICES ONCE THEY ARE RELEASED.

# THANK YOU VERY MUCH

- LA COUNTY DEPARTMENT OF PROBATION
- DOROTHY KIRBY CENTER- YOUTH, STAFF, PROBATION OFFICERS
- LAPD- COMMUNITY OUTREACH DEVELOPMENT DIVISION AND 77TH DIVISION
- INVLA FACILITATORS JANVIE CASON, ROSEANNE HUBBARD, DORIT CYPIS, CANDACE CARNICELLI

# PAST AND PRESENT SUPPORTERS

- ▶ Jamie Afifi
- ▶ Supervisor Kathryn Barger
- ▶ Ambassador Frank Baxter
- ▶ Carol Biondi
- ▶ John Branca
- ▶ Skip Brittenham
- ▶ IBEW 18
- ▶ Ivie, McNeill & Wyatt
- ▶ Matthew Johnson
- ▶ Kaiser Permanente Downey
- ▶ Kaiser Permanente Inglewood
- ▶ Joanne Kozberg
- ▶ LIUNA (Laborers Int'l Union of North America)
- ▶ Los Angeles Police Protective League
- ▶ IBEW 18
- ▶ Edythe & Eli Broad Foundation
- ▶ Steve Burkow
- ▶ California Community Foundation
- ▶ California Endowment
- ▶ California Nurses
- ▶ LAPD Foundation
- ▶ Manatt, Phelps & Phillips, LLP
- ▶ Dale Mason
- ▶ Brett O'Brien
- ▶ Murphy O'Brien
- ▶ National Basketball Association
- ▶ Ed Roski, Jr.
- ▶ Hope Warschaw
- ▶ California Wellness Foundation
- ▶ Cedars Sinai
- ▶ Jamey Cohen
- ▶ Fox Studios
- ▶ Greenberg Foundation
- ▶ Andrew & Ellen Hauptman
- ▶ Spectrum
- ▶ SEIU Local 2015
- ▶ SEIU Local 721
- ▶ SEIU Local 99
- ▶ Julianne Sohn
- ▶ Sony Pictures Entertainment

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DEVELOPMENT ASSOCIATE ... CHARLEY DOBBS

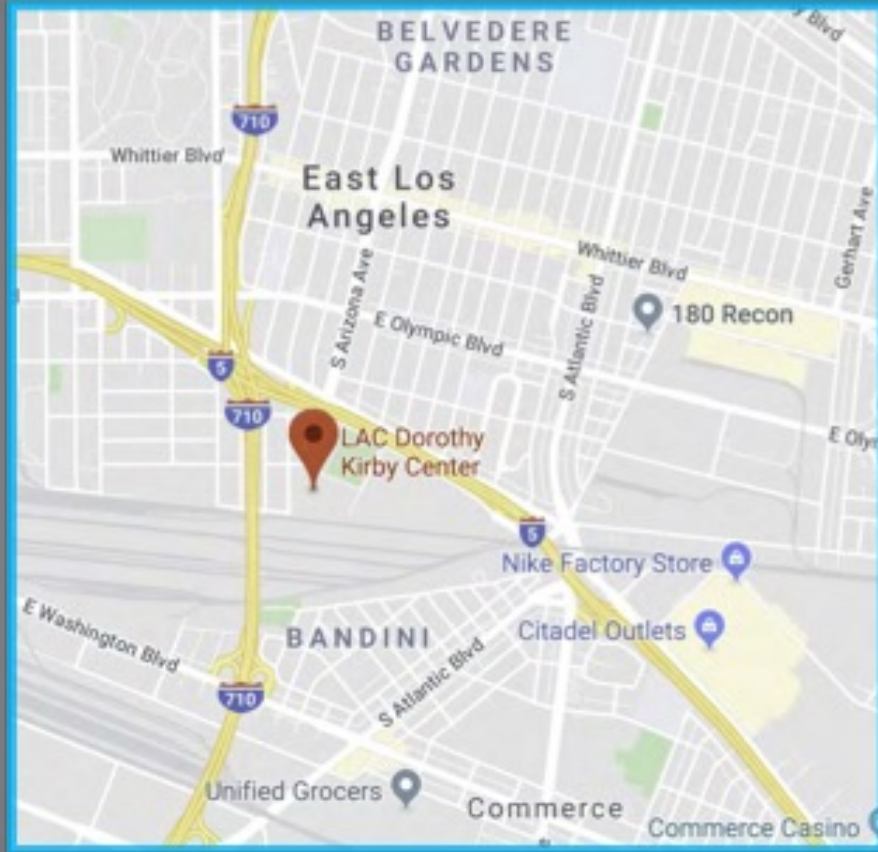
DIALOGUE TOPICS WE HAVE BEEN EXPLORING: GUN VIOLENCE PREVENTION; FUTURE OF POLICING; FOCUSED PARTNERSHIPS FOR COMMUNITY HEALTH; BRINGING U.S. TOGETHER; JUVENILE JUSTICE; RECLAIMING TOLERANCE & CIVILITY IN THE FACE OF VIOLENCE

CALL US IF YOU WOULD LIKE TO DEVELOP AND HOST A NEW DIALOGUE TOPIC WITH YOUR COMMUNITY/ORGANIZATION/SCHOOL

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