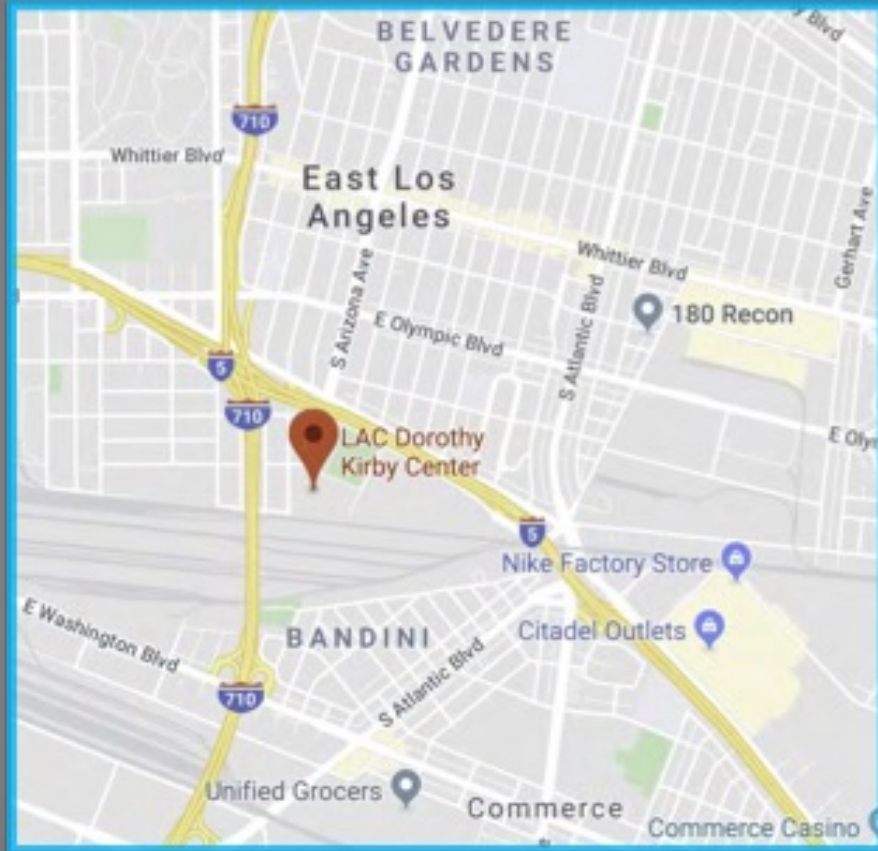


# DAYS OF DIALOGUE WITH JUVENILE JUSTICE

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

DECEMBER 17, 2019  
POST-DIALOGUE REPORT



# 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



# 55 PARTICIPANTS

- 23 STUDENTS (6 GIRLS, 17 BOYS)
  - 5 LAPD OFFICERS
- 22 PROBATION (INCLUDES OFFICERS, TEACHERS, STAFF)
  - 5 INVLA (4 VOLUNTEER FACILITATORS + 1 STAFF)

# 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?

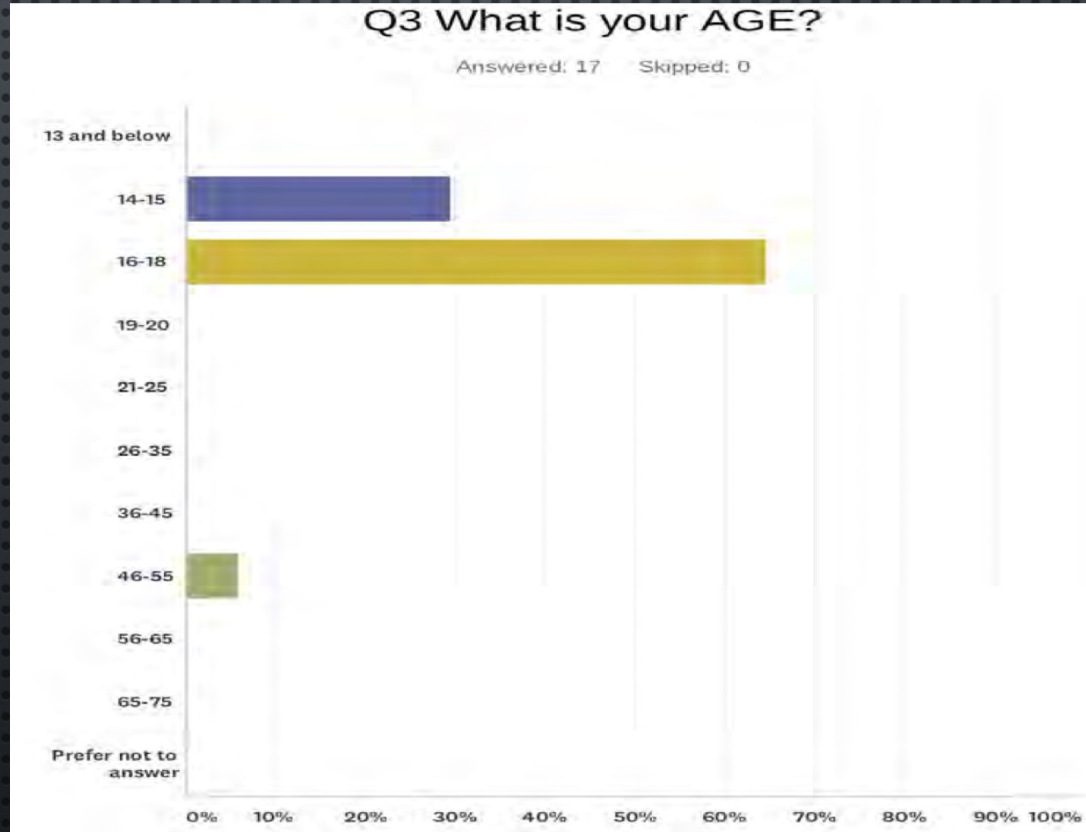
# DIALOGUE QUESTIONS FOR DOROTHY KIRBY YOUTH

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?



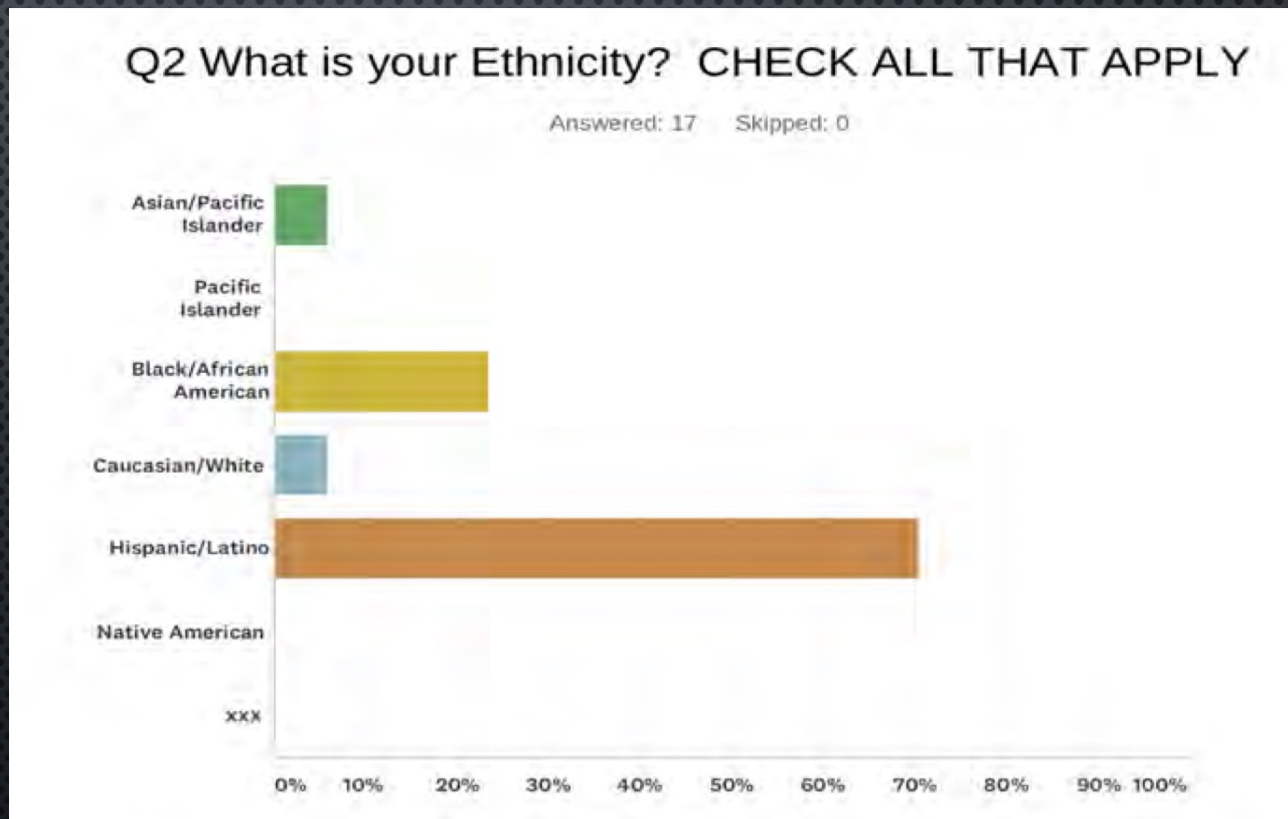
# PRE-DIALOGUE SURVEY RESULTS

What is your AGE?



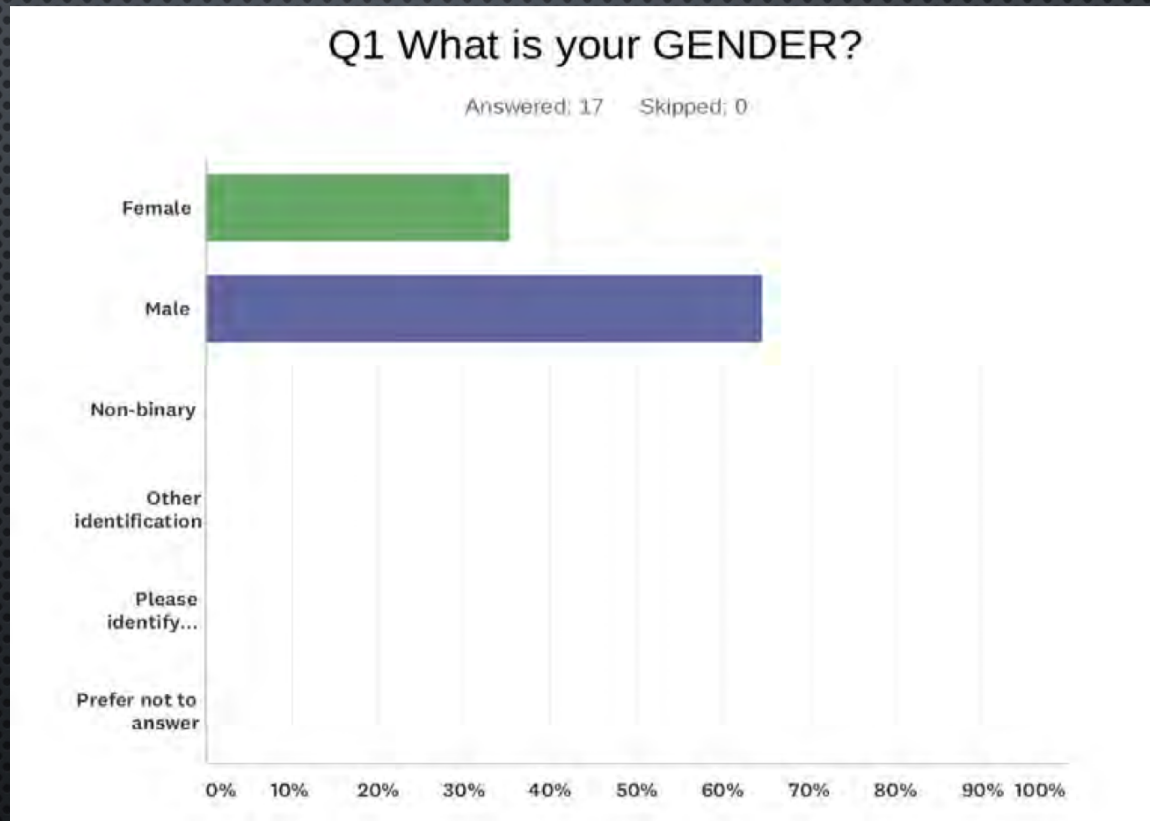
# PRE-DIALOGUE SURVEY RESULTS

What is your ETHNICITY?



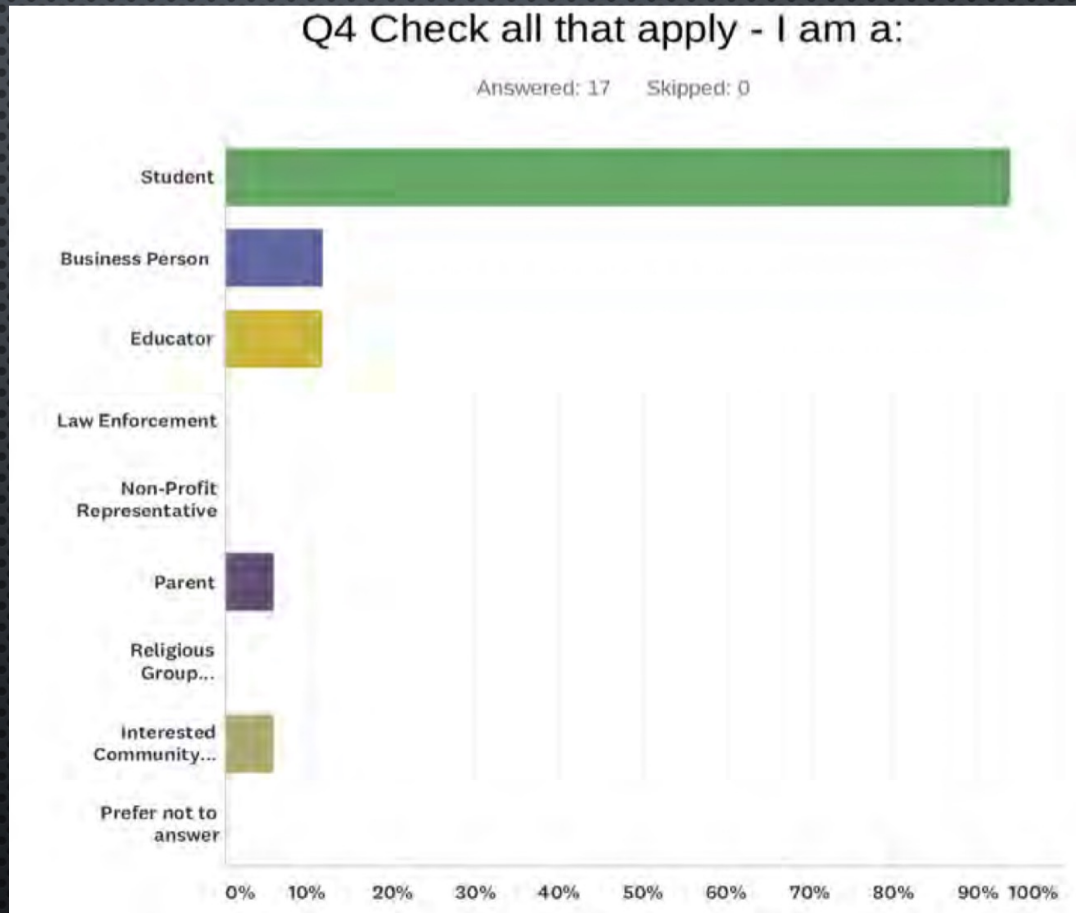
# PRE-DIALOGUE SURVEY RESULTS

What is your GENDER?



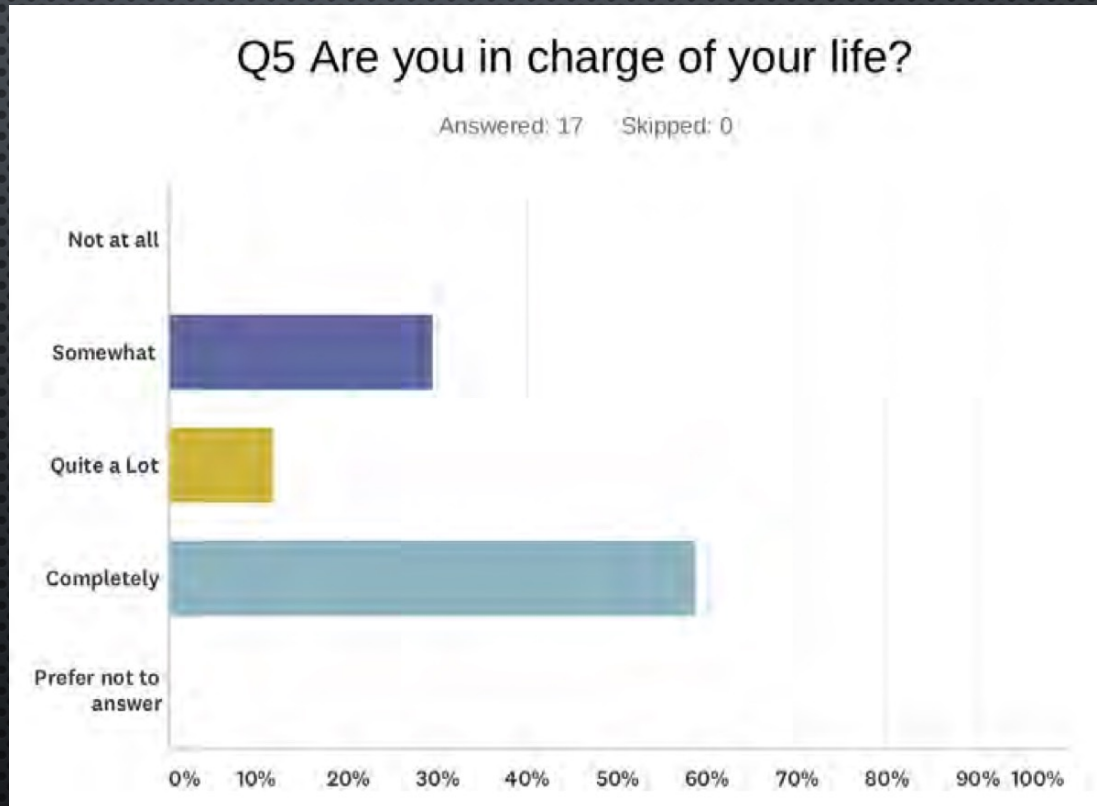
# PRE-DIALOGUE SURVEY RESULTS

WHAT IS YOUR OCCUPATION/PROFESSION?  
CHECK ALL THAT APPLY



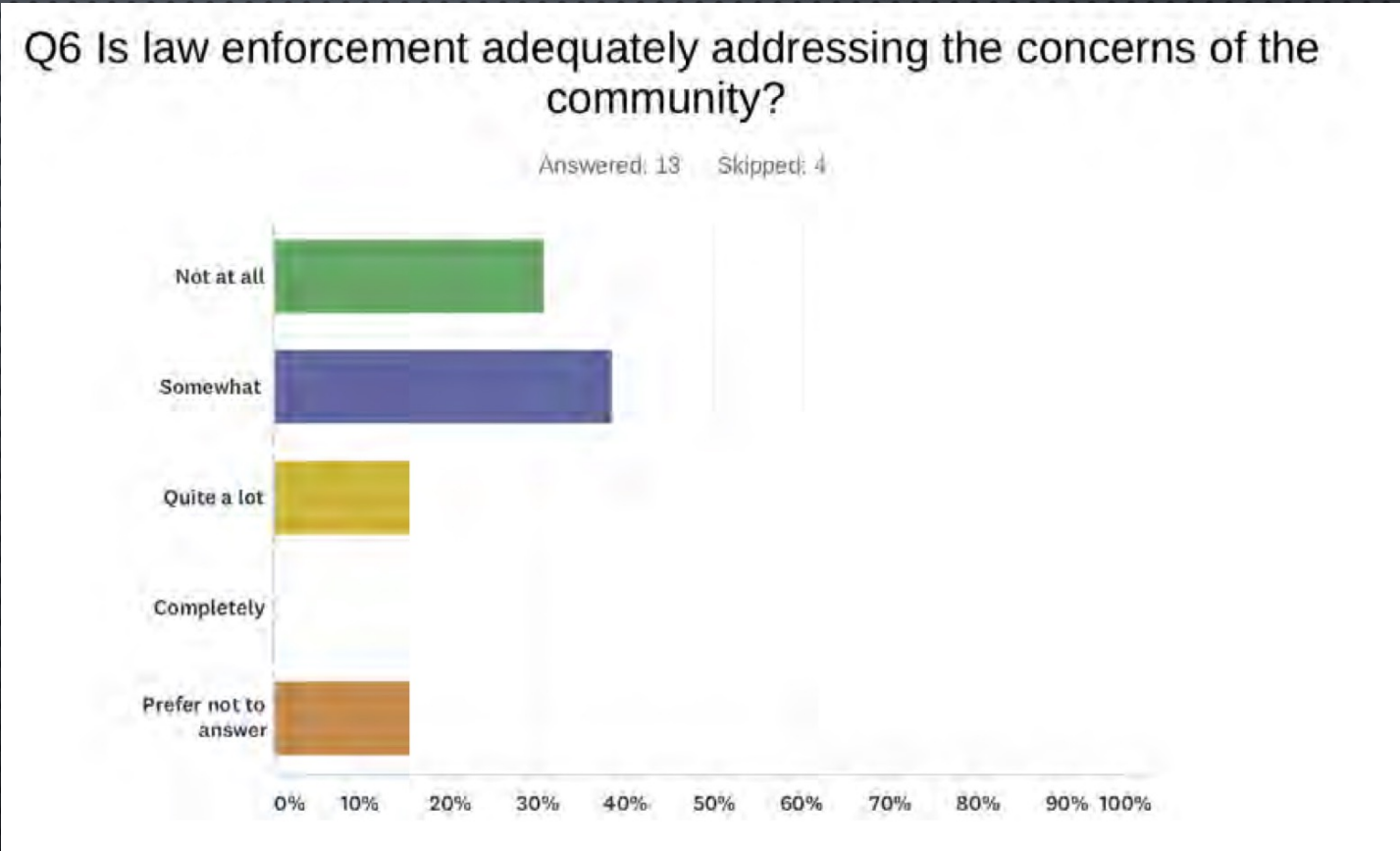
# PRE-DIALOGUE SURVEY RESULTS

ARE YOU IN CHARGE OF YOUR LIFE?



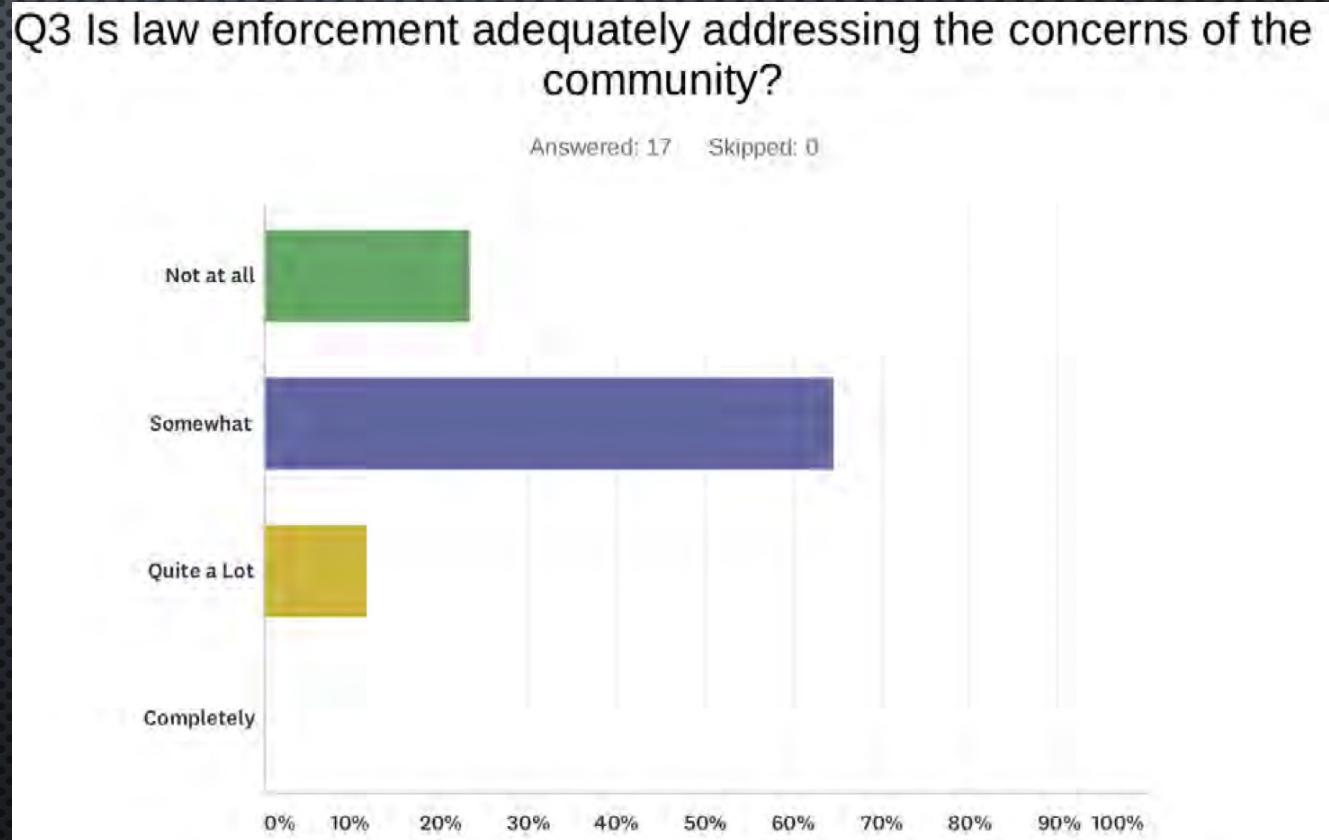
# PRE-DIALOGUE SURVEY RESULTS

IS LAW ENFORCEMENT ADEQUATELY ADDRESSING THE CONCERNS OF THE COMMUNITY?



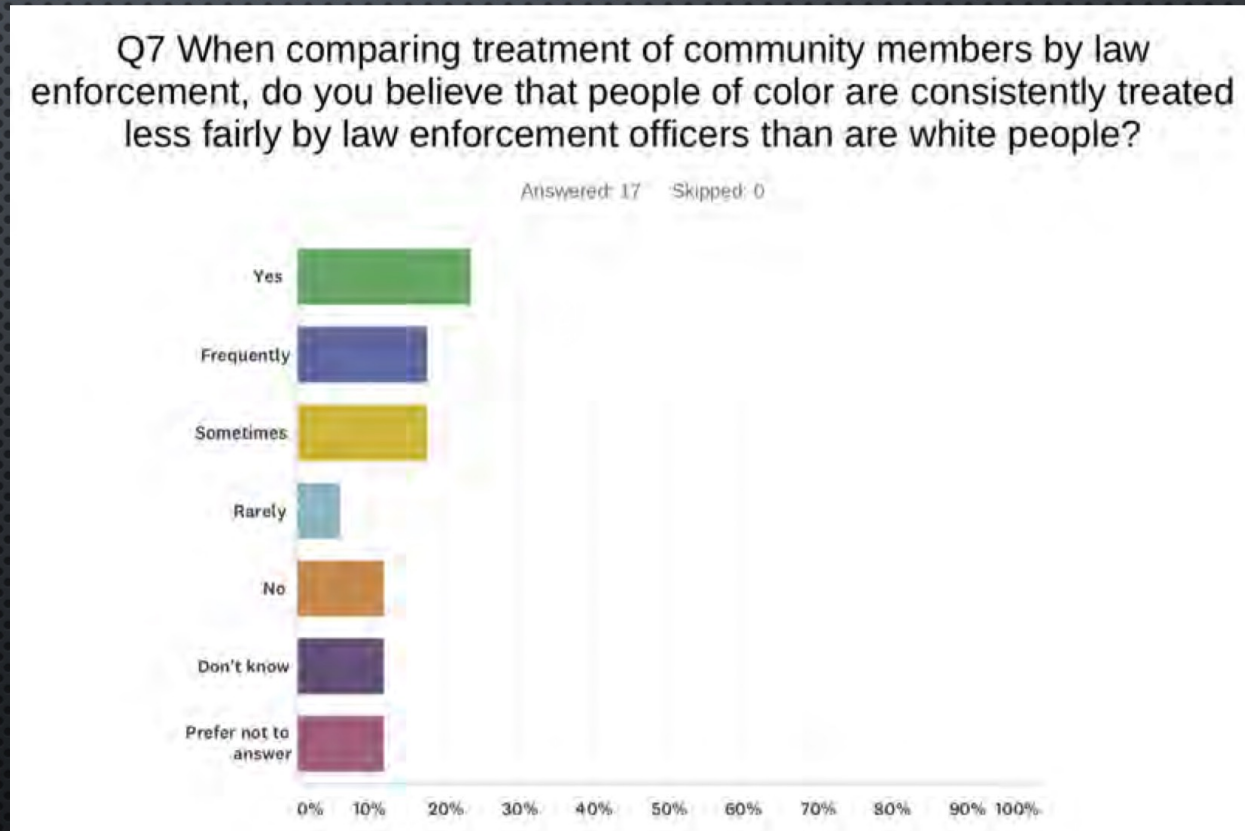
# POST-DIALOGUE SURVEY RESULTS

IS LAW ENFORCEMENT ADEQUATELY ADDRESSING THE CONCERNS OF THE COMMUNITY?



# 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?

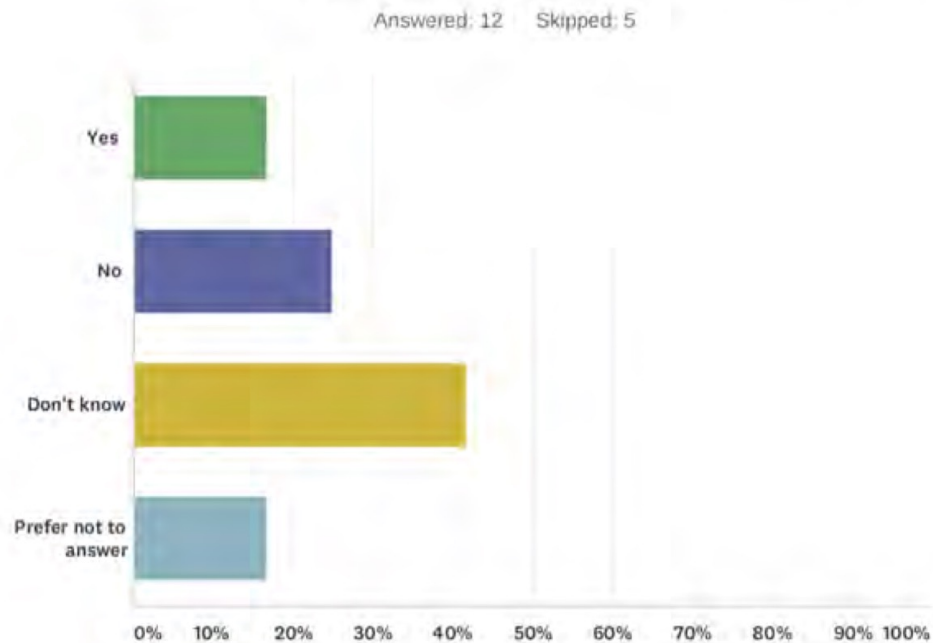




# PRE-DIALOGUE SURVEY RESULTS

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?

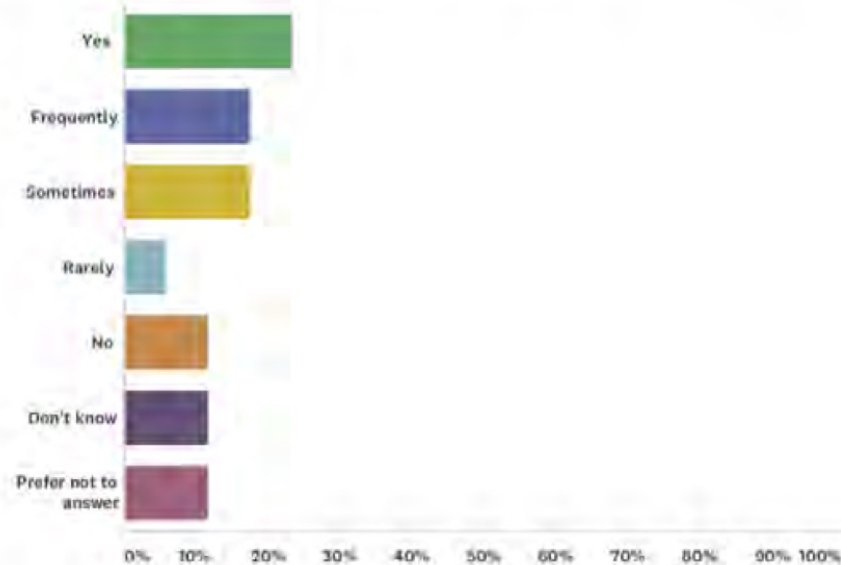


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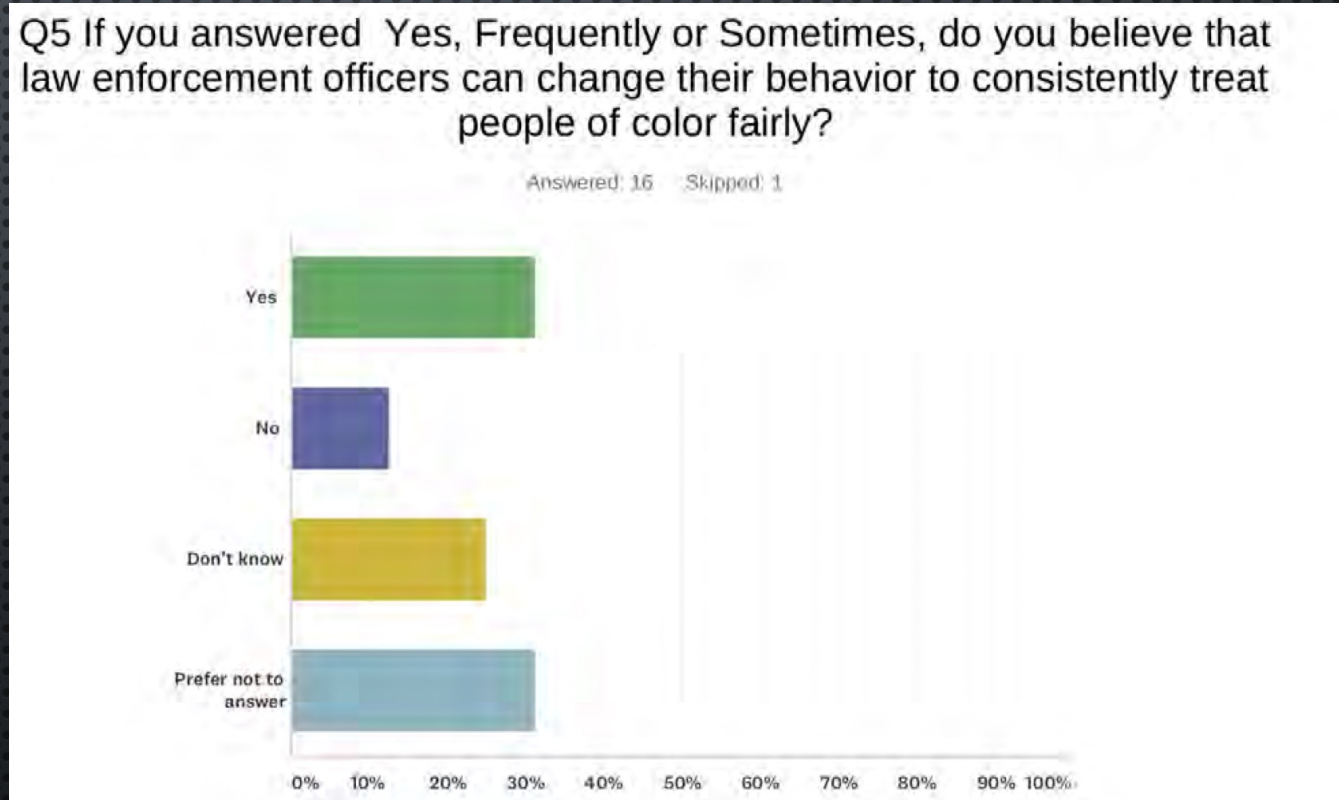
Q7 When comparing treatment of community members by law enforcement, do you believe that people of color are consistently treated less fairly by law enforcement officers than are white people?

Answered: 17 Skipped: 0



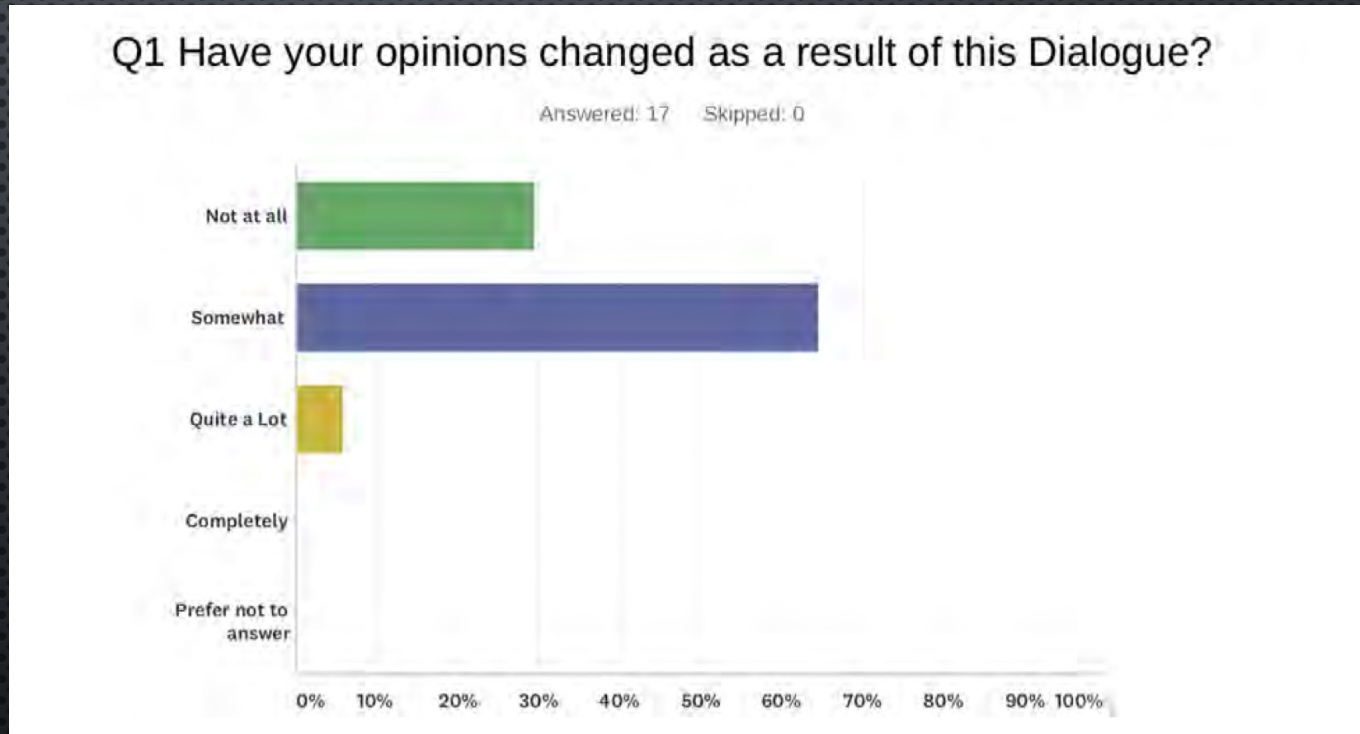
# POST-DIALOGUE SURVEY RESULTS

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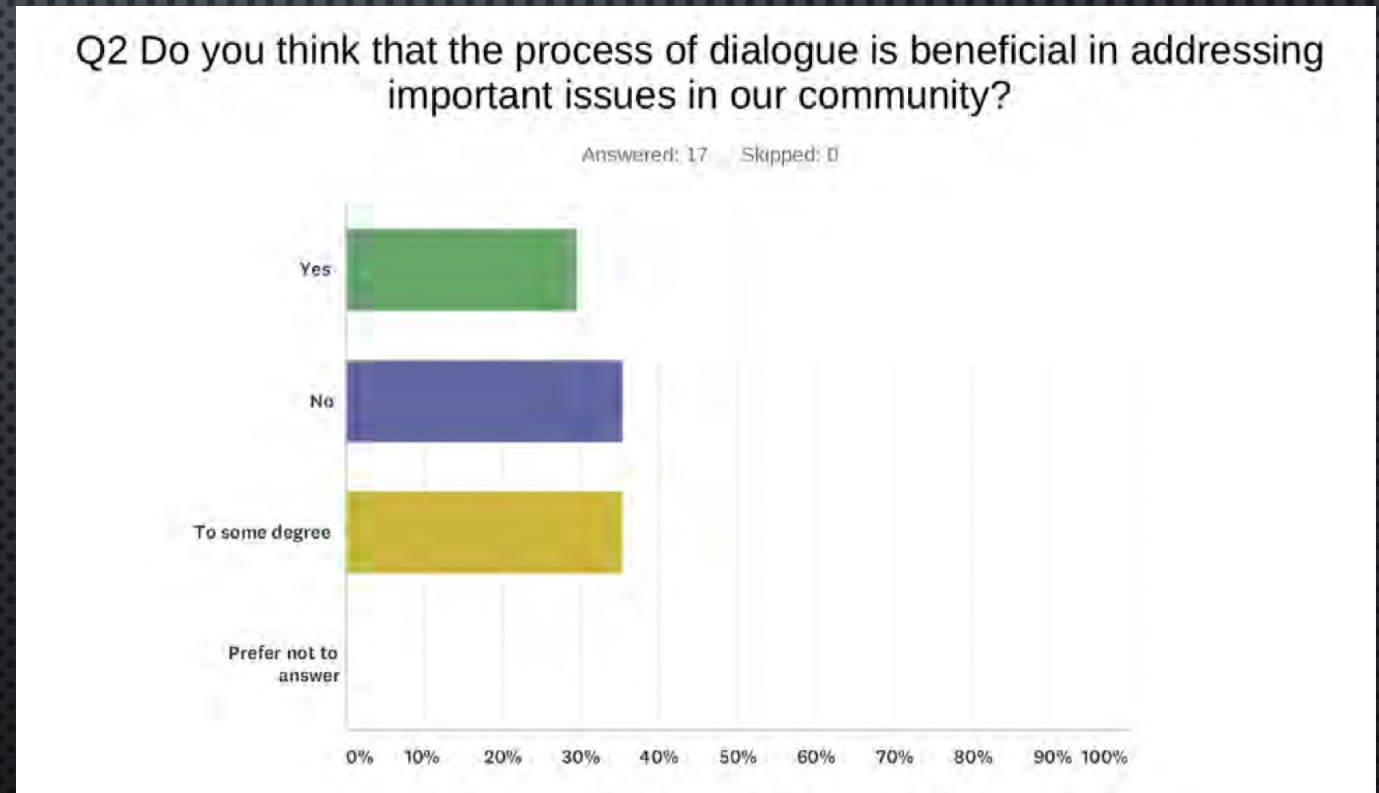
# POST-DIALOGUE SURVEY RESULTS

HAVE YOUR OPINIONS CHANGED AS A RESULT OF THIS DIALOGUE?



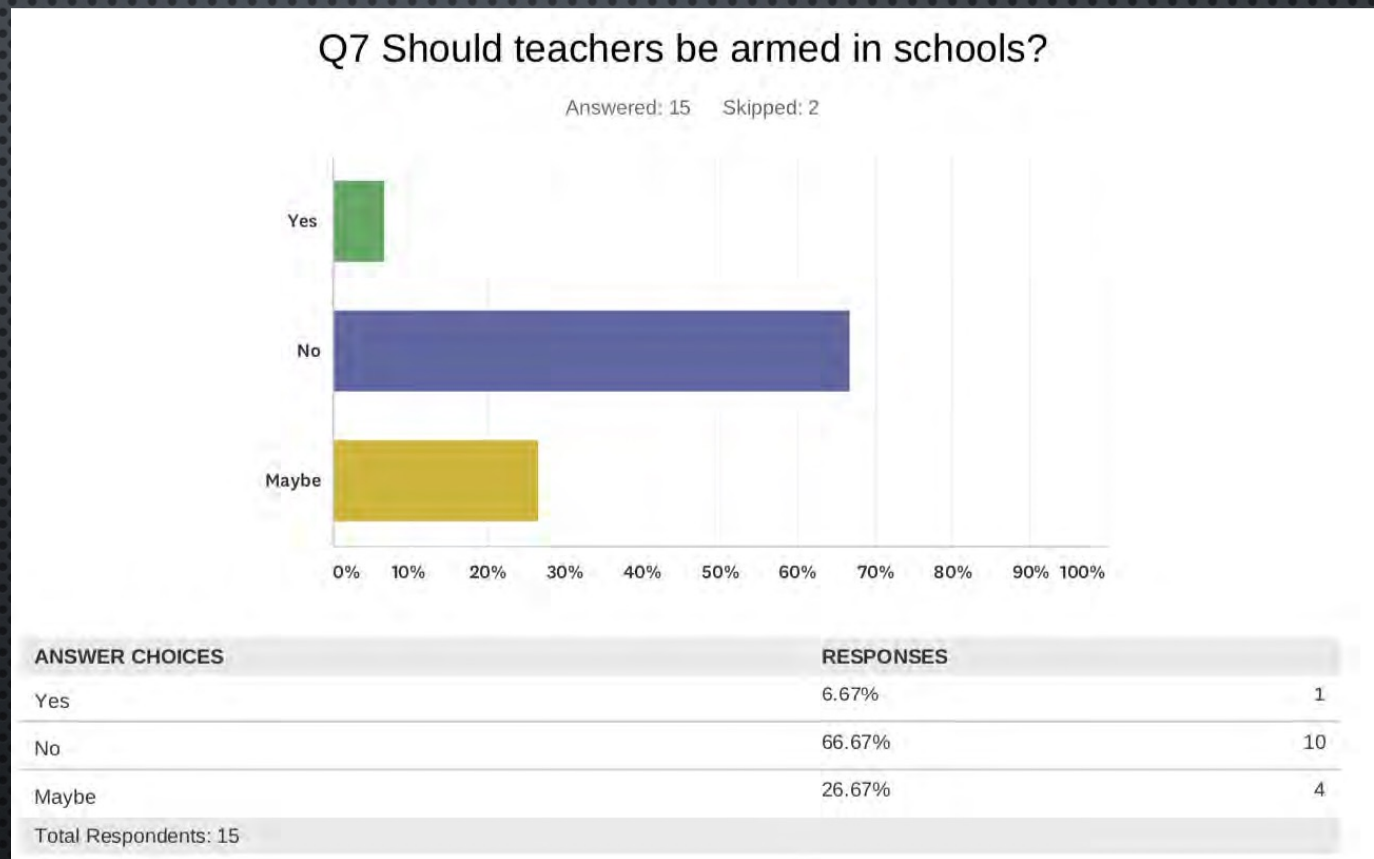
# POST-DIALOGUE SURVEY RESULTS

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



# POST-DIALOGUE SURVEY RESULTS

SHOULD TEACHERS BE ARMED IN SCHOOLS?

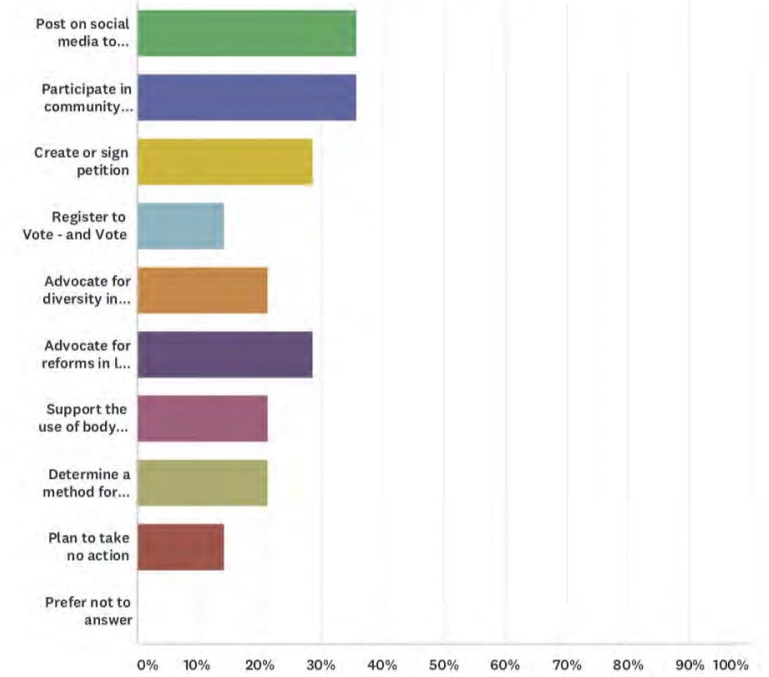


# POST-DIALOGUE SURVEY RESULTS

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

Q6 What, if any, action(s) do you expect to take as a result of this dialogue? CHECK ALL THAT APPLY

Answered: 14 Skipped: 3



ANSWER CHOICES	RESPONSES
Post on social media to encourage better reporting	35.71% 5
Participate in community policing activities	35.71% 5
Create or sign petition	28.57% 4
Register to Vote - and Vote	14.29% 2
Advocate for diversity in law enforcement hiring	21.43% 3
Advocate for reforms in law enforcement training	28.57% 4
Support the use of body cams	21.43% 3
Determine a method for collecting +public review of police incident data	21.43% 3
Plan to take no action	14.29% 2
Prefer not to answer	0.00% 0

# COMMENTS

- CHOICES ARE KEY. LEAD BY EXAMPLE.
- SHORT TERM CHOICES DETERMINE LONG TERM CHOICES.
- SOME POLICE OFFICERS ARE TOUGHER THAN OTHERS.
- BODY CAMERAS ARE SAFE + HELPFUL FOR BOTH POLICE AND COMMUNITY MEMBERS
- DISCUSSION ABOUT HOW POLICE OPERATE; EXPLAINED “PROBABLE CAUSE”
- GANG UNIT, AND ALL POLICE, GET CALLS FOR SHOOTINGS.
- GANG UNIT HAS THE SAME TACTICS AS GANG MEMBERS, IN ORDER TO UNDERSTAND THE SCENE AND KNOW WHO IS WHO.
- GANG MEMBERS ARE SUSPICIOUS OF EACH OTHER, ABOUT HOW PEOPLE HANDLE THEMSELVES. THIS IS THE SAME TACTIC THAT POLICE USE TO ESTABLISH PROBABLY CAUSE.
- TALKED ABOUT- THE TRANSITION FROM BEING A GANG BANGER TO BEING A GANG MEMBER.



# COMMENTS

- POLICE COME IN HOT, SHOOTING. SOME YOUTH SAID THAT THEY COULD OUTFRAN THE HELICOPTERS.
- SOME COPS DO WHAT THEY WANT, REGARDLESS.
- SIBLINGS THAT ARE GOING DOWN THE SAME ROAD. I WANT TO HELP THEM TO NOT DO AND THEN NOT GET LOCKED UP.
- WHEN I AM BORED I HIT THE PIPE. I WANT TO DO SOMETHING DIFFERENTLY. ○ I BANG SO I'M MORE OF A THREAT.
- THE THRILL OF GETTING HIGH AND BEING WITH OLDER PERSON, BOYFRIEND.
- MY HOMIES ARE IMPORTANT TO ME. THEY ARE MY FAMILY.
- I WAS IN A SHOOT-OUT. I SAW MY UNCLE GET SHOT.

# COMMENTS

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- FIGHTS HAPPEN. CAUSES: CAR CRASHES, GANGS, DRUGS, IMPATIENCE, PARANOIA, PERSONAL PROBLEMS, DEPRESSION, BULLYING.

# COMMENTS

- WHO ARE THE MEANINGFUL ADULTS IN YOUR LIFE?
- SOME OF THE YOUTH- LOOKING FORWARD TO INDEPENDENT LIVING, IT'S AN OPPORTUNITY TO ACT DIFFERENTLY.
- RELATIONSHIP WITH THE POLICE- UNFAIR HARASSMENT. I DON'T TRUST THE POLICE. BUT- THEY DID FEED ME.
- FAMILY LIFE- WE ARE POOR.
- BIAS- EXPLAINED AS A PRECONCEIVED NOTION OF WHAT SOMEONE ASSUMES ABOUT THEIR SURROUNDINGS.
- RESPECT LOOKS LIKE HOW YOU ACT WITH OTHERS. HOW A PERSON IS EMPATHIC AND SUPPORTS ANOTHER PERSON'S NEEDS AND DIGNITY.
- RESPECT IS TO RESPOND IN A HELPFUL AND LOVING WAY TO BE PRODUCTIVE IN A SITUATION AND ON A DAY TO DAY BASIS.

# COMMENTS

- IMPORTANT FOR GANG COPS TO COME IN AND EXPERIENCE THIS (DIALOGUE). I'M JUST LIKE YOU. SOME PEOPLE ARE JUST ASSHOLES. YOU SHOW RESPECT, I SHOW RESPECT.
- OFFICER- THIS WAS EYE-OPENING. A KID ASKED ME: "ARE YOU A COP OUTSIDE WORK?" No! I'M JUST LIKE YOU. I DRINK BEER ON THE WEEKENDS.
- ABOUT GUNS IN SCHOOLS: SCHOOL SHOOTERS ENGAGE WITH A GUN. TEACHERS NEED PROTECTION AND KIDS NEED TO FEEL SAFE.
- STUDENTS' AMBITIONS: I WANT TO BE A BOXER- PLAY CHESS – POET – PLAY SPORTS – NURSE-THERAPIST – VETERINARIAN ...

# THANK YOU VERY MUCH

- DIRECTOR MICHAEL VARELA AND THE STUDENTS, PROBATION OFFICERS, STAFF, AND TEACHERS OF DOROTHY KIRBY CENTER
- LAPD- COMMUNITY OUTREACH DEVELOPMENT DIVISION AND 77TH DIVISION
- INVLA FACILITATORS JANVIE CASON, ROSEANNE HUBBARD, LAURA GONZALEZ, 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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EXECUTIVEDIRECTOR... AVISRIDLEY-THOMAS

SENIOR PROJECT DIRECTOR ... JILL FRANK

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

# BROKEN CLOCKS

JOCELYN CAMPOS ALFARO, STUDENT

MY WORLD STOPPED SPINNING  
THE NIGHT YOU TOOK YOUR LAST BREATH.  
I TRY TO BLACK IT OUT.  
BUT IT PLAYS AGAIN.  
IF MY TEARS COULD BUILD A STAIRCASE,  
TO HEAVEN AND MEMORIES A LANE,  
I WOULD CLIMB UP TO YOU  
AND BRING YOU HOME AGAIN.  
MY WORLD STOPPED SPINNING,  
THE NIGHT YOU WENT AWAY.  
IF I COULD SEE YOU ONE MORE TIME,  
THERE WILL BE A BRIGHTER DAY.  
YOUR DEATH IS LIKE A TAPE  
STUCK ON REPLAY.  
I OFTEN WONDER WHY THE LORD DIDN'T LET YOU STAY. I KNOW YOU'RE IN HEAVEN SMILING NOW,  
WHILE I LOOK UP TO YOU WITH A BIG FROWN.  
MY WORLD STOPPED SPINNING,  
THE NIGHT YOU WENT TO SLEEP IN PEACE.  
TEARS KEEP RUNNING DOWN MY CHEEKS  
AS I LOOK AT THE CHRISTMAS TREE,  
KNOWING YOU'RE NOT HERE WITH ME.  
MY CLOCK STOPPED  
ON MAY 20, 2019.



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