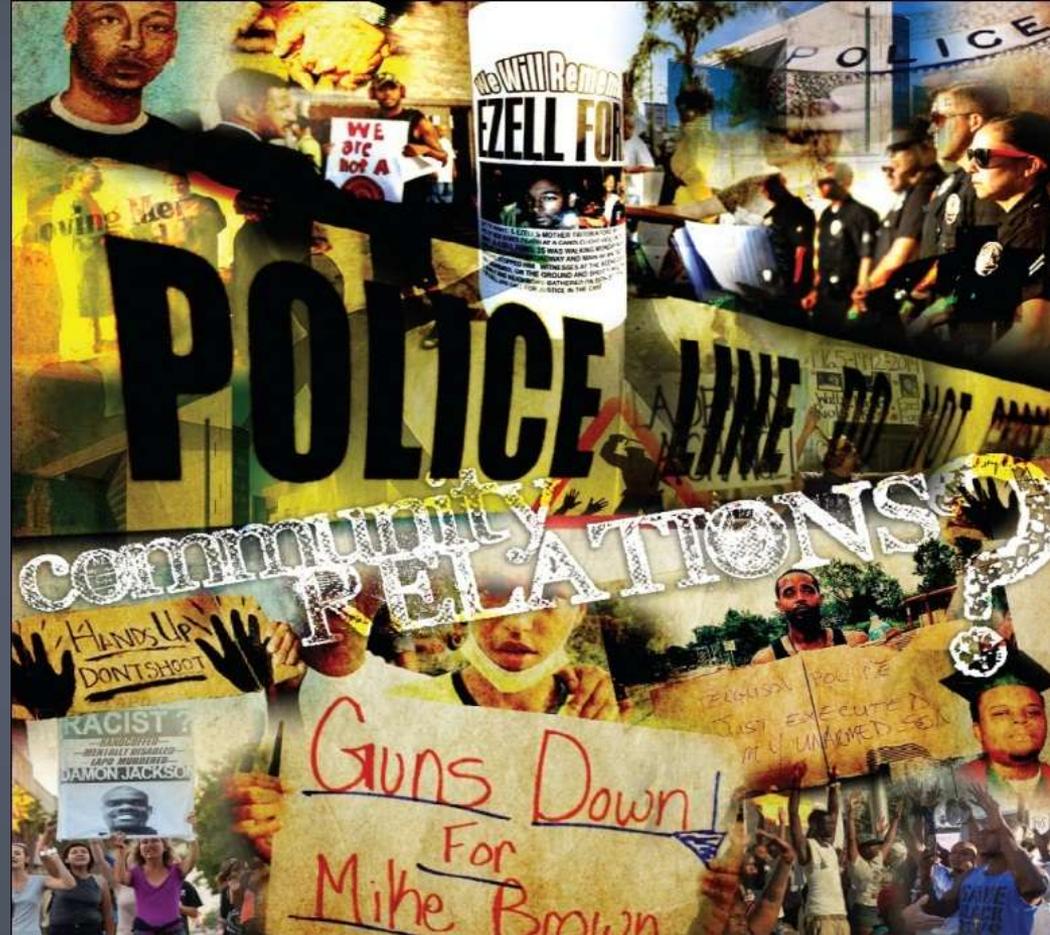


# DAY OF DIALOGUE

Police-Community  
Relations in the  
Aftermath of Michael  
Brown and Ezell Ford  
October 30, 2014

Dr. Maya Angelou High School  
300 East 53rd Street  
Los Angeles, CA 90011



The Institute for Nonviolence in  
Los Angeles



Making peace one  
mediation at a time...



THE  
**NEW 9<sup>th</sup>**  
COUNCILMEMBER  
CURREN D. PRICE, JR.



These Days of Dialogue on Police-Community Relations in the aftermath of Michael Brown and Ezell Ford come at an important time in the life of our nation and in greater Los Angeles.

While investigations are not yet complete in the local incident involving the death of Ezell Ford, and with the Grand Jury weighing evidence in the matter involving Michael Brown in Ferguson, Missouri, it is certainly a time when authentic dialogue can help promote trust between community members and our institutional leaders.

The survey results (all of which were submitted without attribution, in order to encourage candor) indicate an overwhelming belief by participants that the dialogue process is helpful. Participants express openness to constructively engaging in dialogue, as well as openness to changing their minds given the opportunity to explore different perspectives and gain new insights.



Readers are encouraged to consider how the dialogue process can help advance the work of our democratic institutions by providing a structure designed for residents to actively and constructively engage in thinking, questioning assumptions, and revisiting conclusions based on new perspectives.

*Days of Dialogue* is pleased to submit this report to further advance dialogue about critical issues.

Militarization of police departments, the impact of the media, implicit biases, the use of body cameras on police officers, and the public's limited access to “the facts” were but a few of the topics explored in this important dialogue series. There are many more issues to pursue.



**DAYS OF DIALOGUE**  
The First Step...

We appreciate the support of the Weingart Foundation, the California Community Foundation, the California Endowment and the City of Los Angeles in this undertaking. Serving as a conduit to greater understanding and engagement is an honor for staff and supporters of Days of Dialogue.

We sincerely thank Los Angeles City Councilman Curren D. Price Jr. for his leadership in providing this opportunity for members of our community. We believe that authentic dialogue, manifested in a neutral setting, provides the opportunity for an improved community life like few other initiatives.

In service,

A handwritten signature in white ink that reads "Avis Ridley-Thomas". The signature is fluid and cursive, with a long horizontal flourish extending to the right.

Avis Ridley-Thomas, Executive Director

Days of Dialogue

November 2014

# 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

# SOCIAL MEDIA



**@DaysofDialogue**  
**@CurrenDPriceJr**



**Days of Dialogue**  
**Los Angeles**

**#RebuildTrust**

Comments? [info@daysofdialogue.org](mailto:info@daysofdialogue.org)

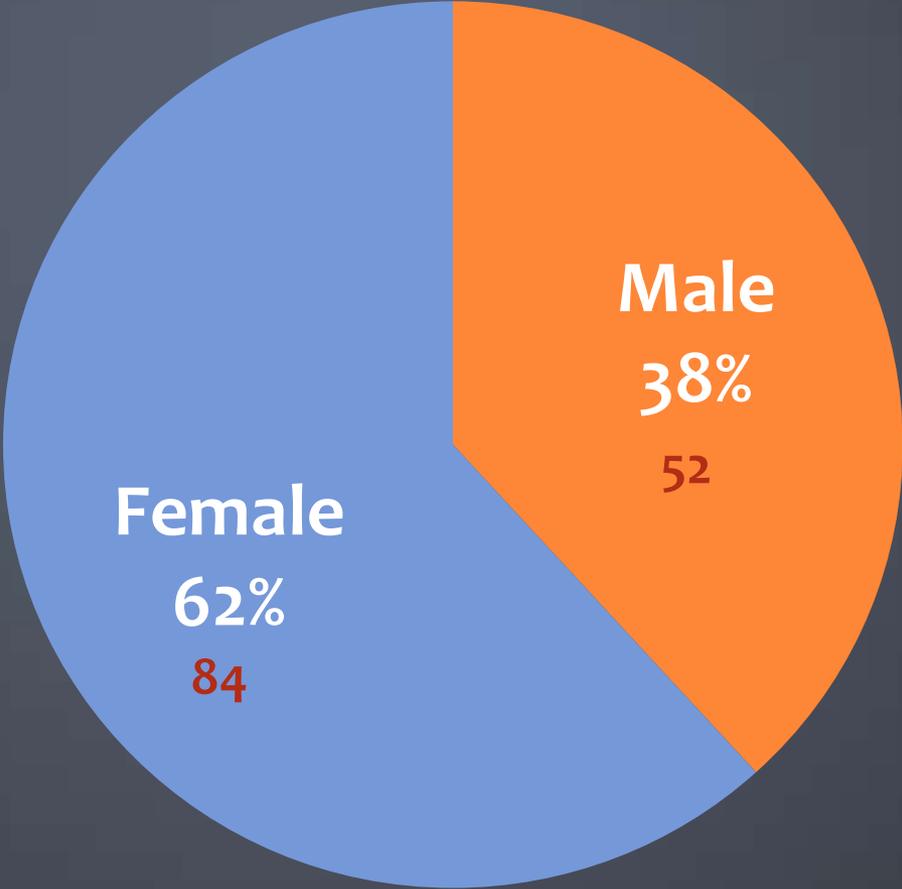
# PRE-DIALOGUE SURVEY RESULTS

**185** *Estimated Participants*

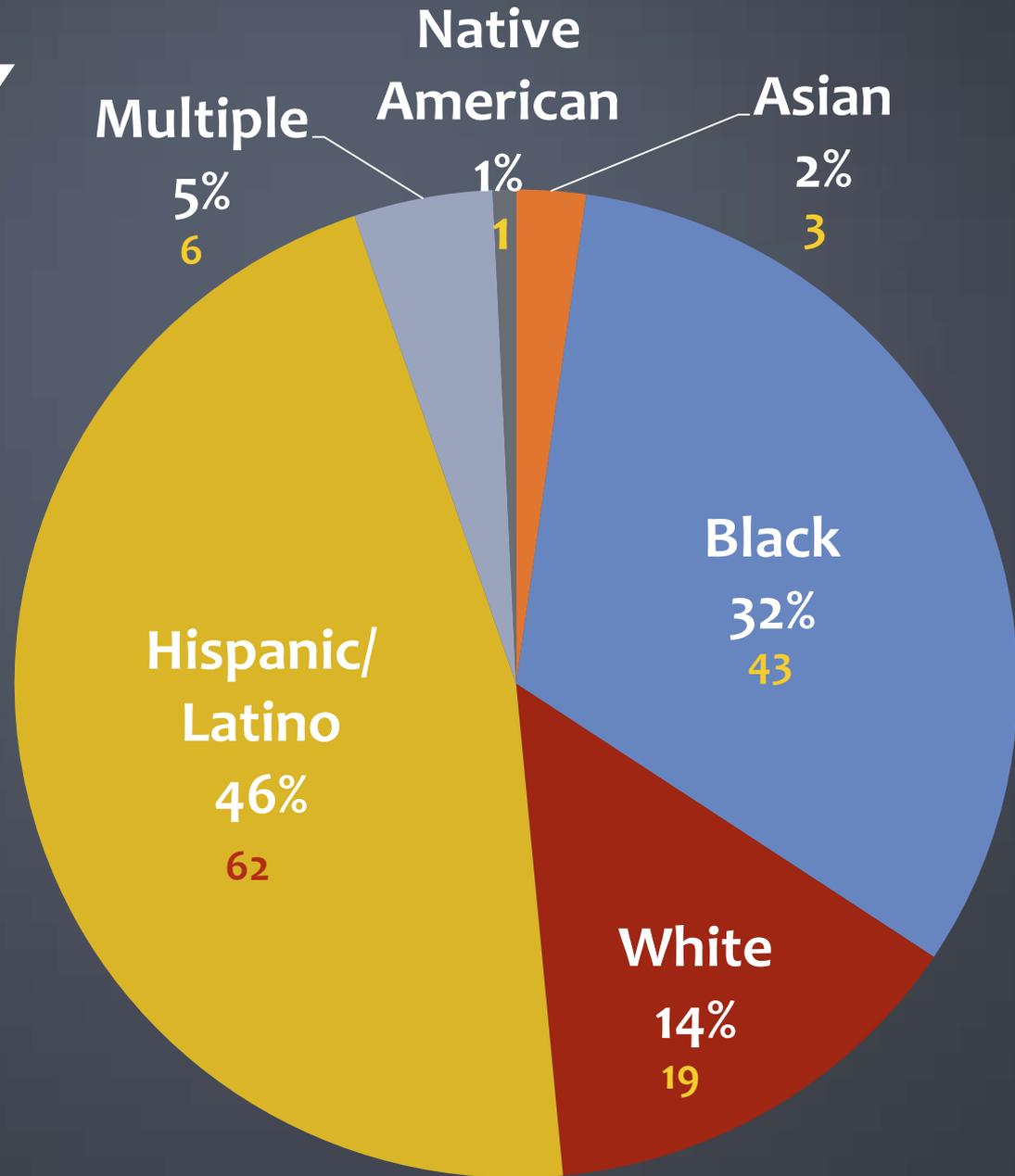
- (**22** *Facilitators*)

**136** *Survey Respondents*

# GENDER



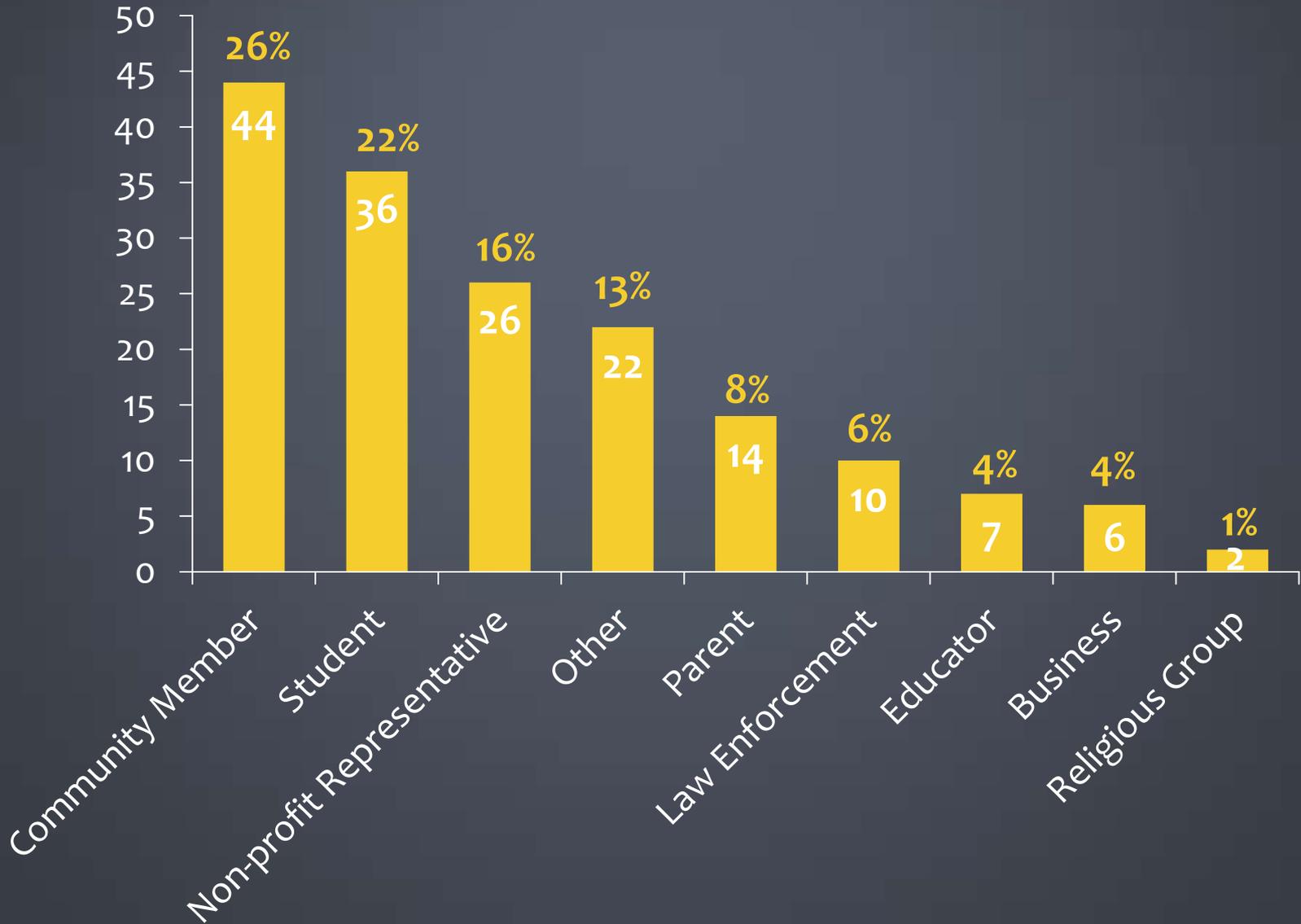
# ETHNICITY



# AGE

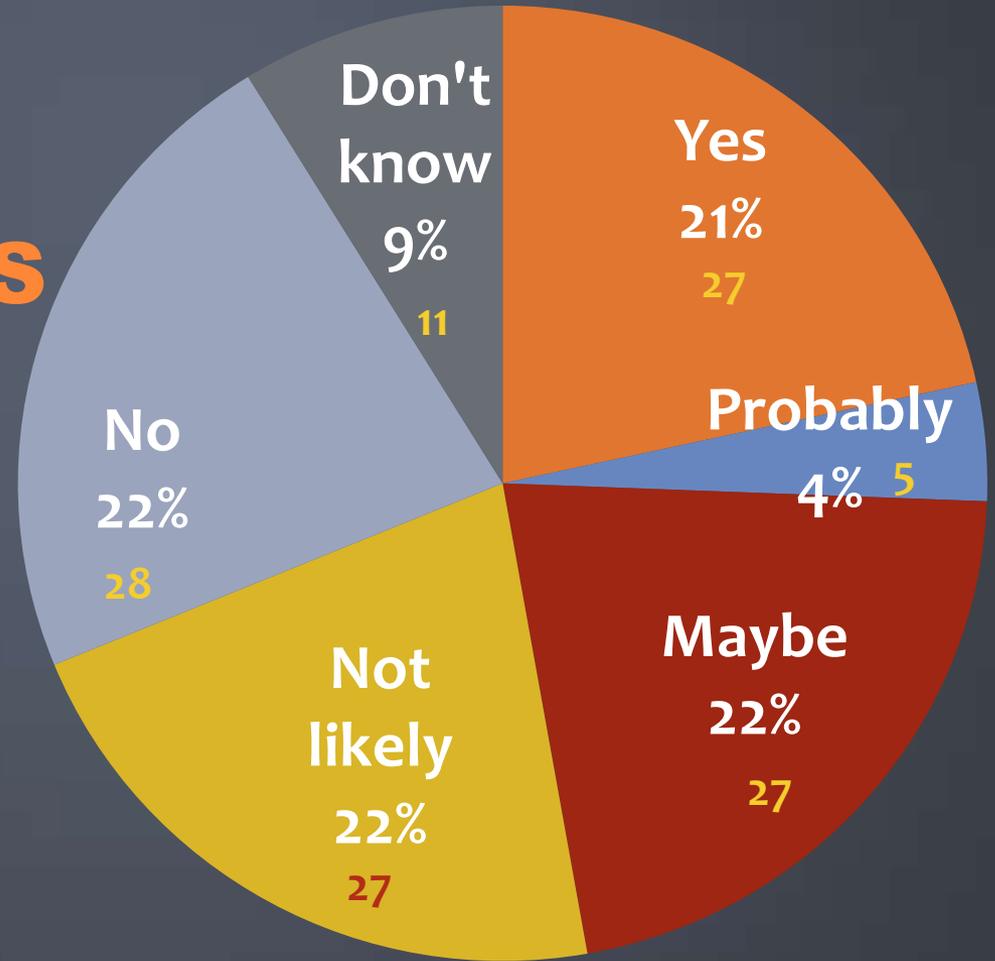


# AFFILIATION

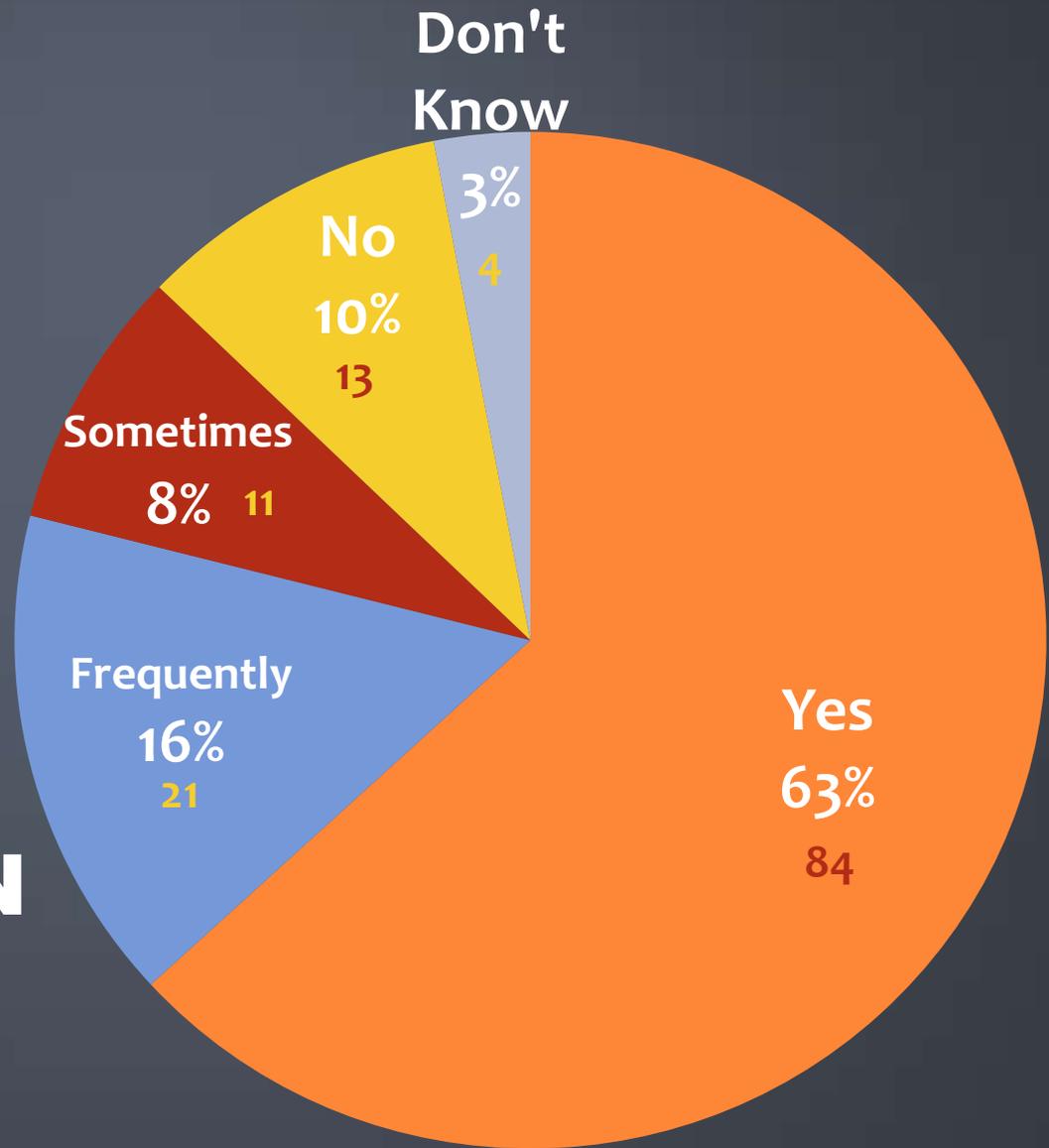


*Days of Dialogue: Police-Community Relations in the Aftermath of Michael Brown and Ezell Ford*

**DO YOU TRUST  
THAT THE  
FORMAL  
INVESTIGATIONS  
OF THE EZELL  
FORD AND  
MICHAEL  
BROWN  
INCIDENTS  
WILL REVEAL  
WHAT  
HAPPENED?**



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



# **DIALOGUE COMMENTS**

“It’s good to have this day of dialogue to help better the community, to have a better relationship between residents and the police.”

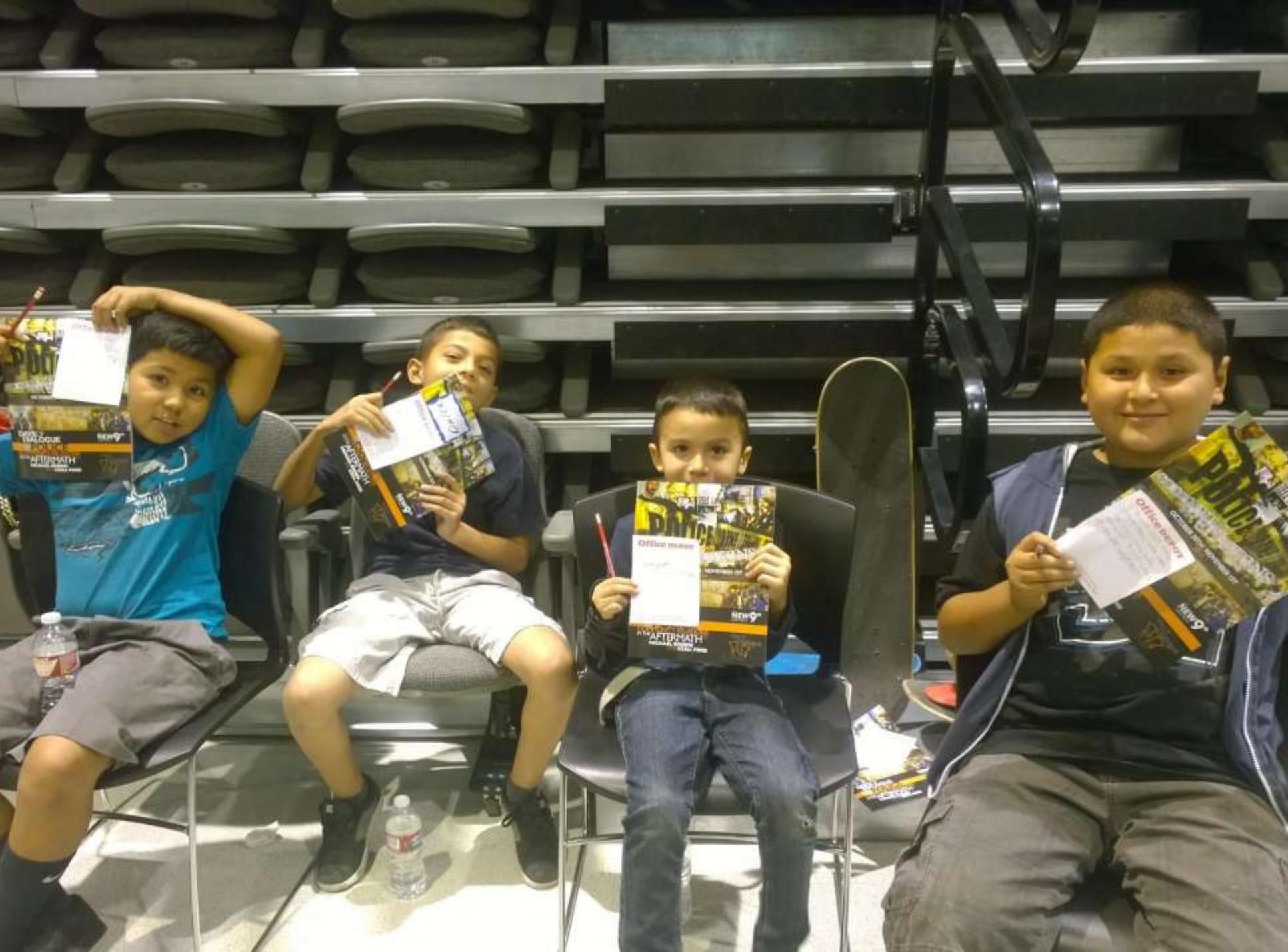


“We must have stronger police presence in order to dialogue. Otherwise, we’re just speaking to the choir on the things we all know already.”





“How many meetings will we need to have before a change is made?”



Office memo  
Date: \_\_\_\_\_  
To: \_\_\_\_\_  
From: \_\_\_\_\_  
Subject: \_\_\_\_\_

**AFTERMATH**  
NEW 9

Office memo  
Date: \_\_\_\_\_  
To: \_\_\_\_\_  
From: \_\_\_\_\_  
Subject: \_\_\_\_\_

**AFTERMATH**  
NEW 9

Office memo  
Date: \_\_\_\_\_  
To: \_\_\_\_\_  
From: \_\_\_\_\_  
Subject: \_\_\_\_\_

**AFTERMATH**  
NEW 9

Office memo  
Date: \_\_\_\_\_  
To: \_\_\_\_\_  
From: \_\_\_\_\_  
Subject: \_\_\_\_\_

**AFTERMATH**  
NEW 9



“Lapel cameras for every officer would make a dramatic difference.”

“Involving every police officer in community dialogue would be another important step in the right direction.”







“I don’t think this was set as a dialogue. It was a tactic to try to depoliticize and ‘tame’ youth of color.”





“When I first saw the booklet/magazine we were given at the entrance, I didn’t like how negative the cover was. I got the impression that this meeting tried to put fear in me about the fear in police.”

“The long delays in response when communities call on fire or police to serve & protect (in emergency situations) also breeds disrespect for those who serve.”



“Community policing must involve community participation in the hiring, training and disciplining - including dismissal.”

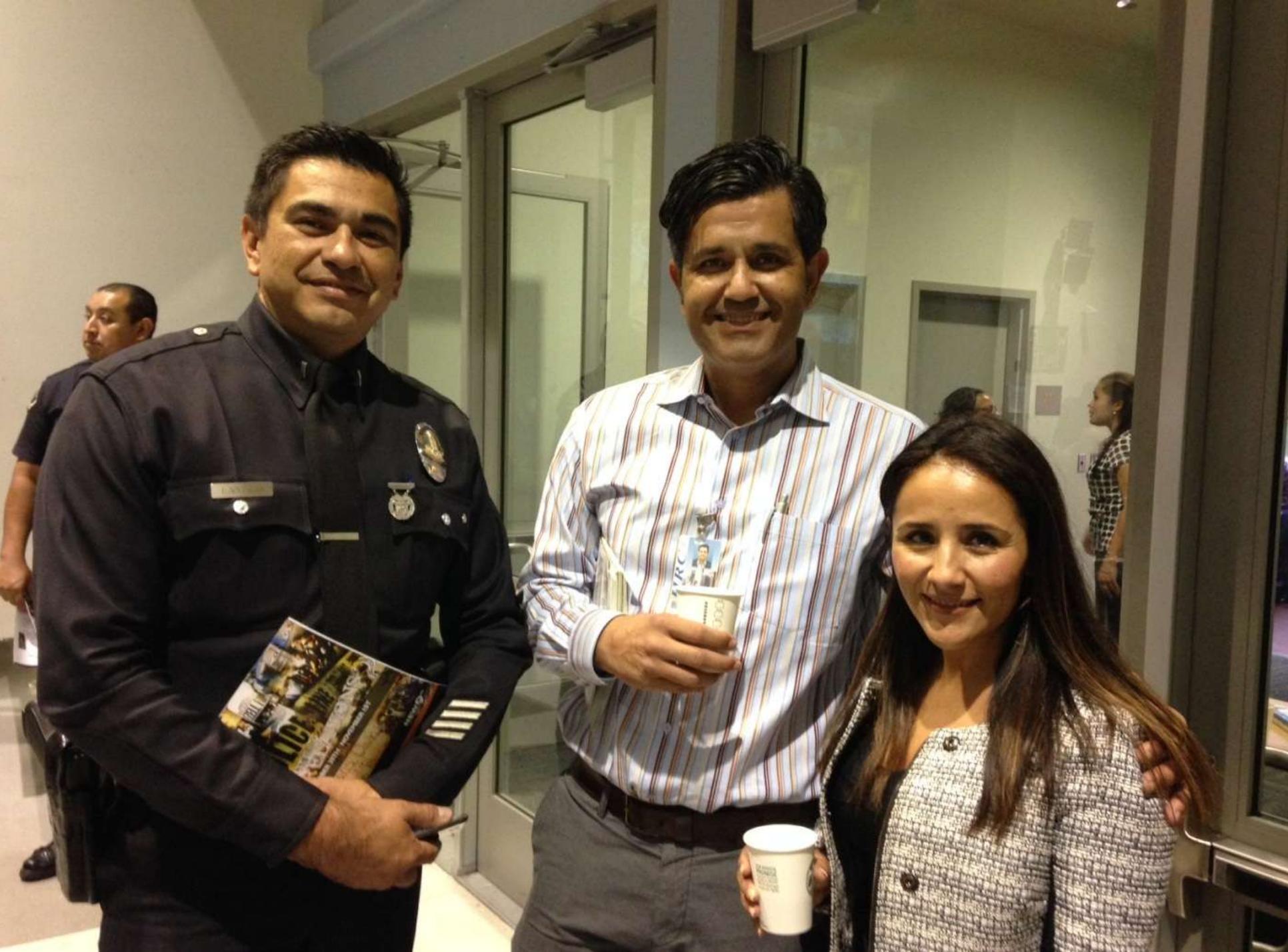


“Police should not carry guns for the first two years of training. Negotiation should be their primary tool.”





“We NEED cameras recording the actions of police everyday. It may seem excessive, but the public needs to know who is policing the police. Without accountability, there will never be the level of respect & trust that is necessary for the police to do their job well.”



“How can you still get paid when you take someone’s life?  
That is wrong.”





“End police officers’ bill of rights and allow unannounced citizen visits in police training.”

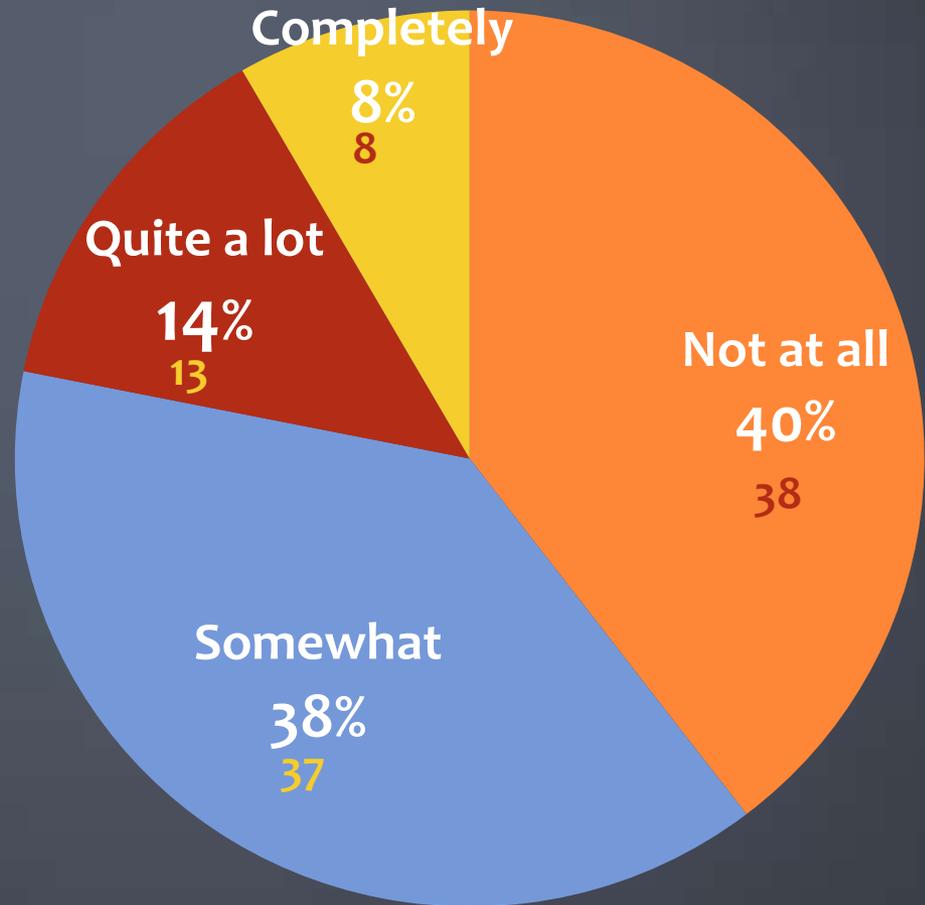


“Police need diversity training, cultural awareness – know how to speak to people – threats, intimidation are not necessary.”

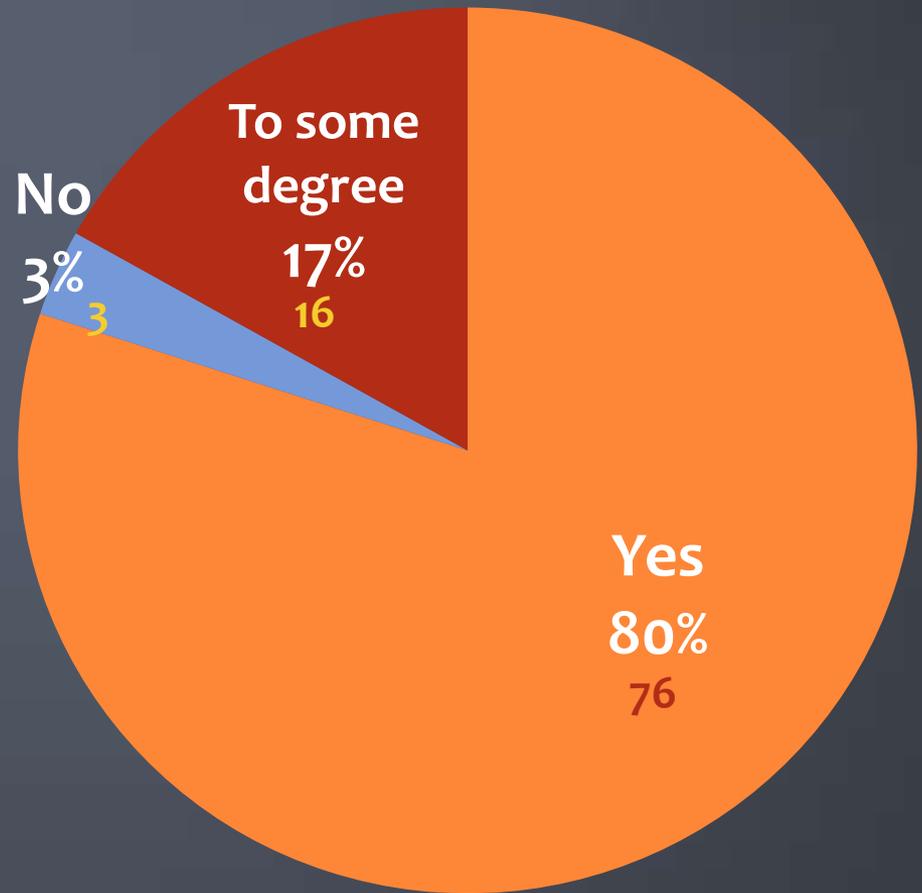
# POST-DIALOGUE SURVEY RESULTS

**101** Respondents

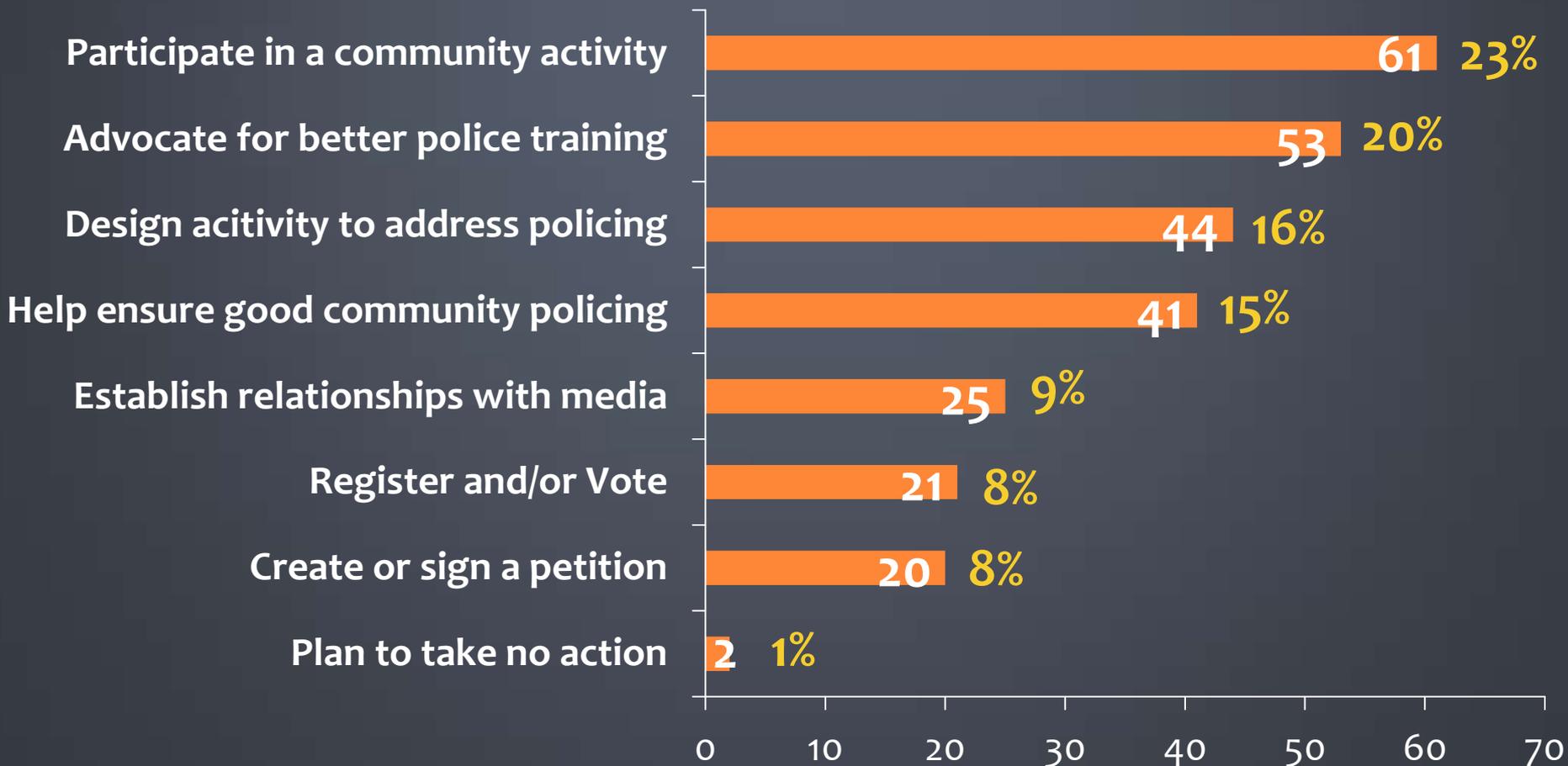
**HAVE  
YOUR  
OPINIONS  
CHANGED  
AS A  
RESULT OF  
THIS  
DIALOGUE?**



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



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



# MEDIA COVERAGE

DAYS OF DIALOGUE OPENS CONVERSATION ON POLICE-COMMUNITY RELATIONS IN SOUTH L.A., GETS AN EARFUL

- <http://la.streetsblog.org/2014/10/31/days-of-dialogue-opens-conversation-on-police-community-relations-in-south-l-a-gets-an-earful/#>

OF PREJUDICES AND RACIAL STEREOTYPES - STORIES FROM AN LA POLICE OFFICER AND OTHERS

- <https://annemmeje.wordpress.com/2014/11/03/of-prejudices-and-racial-stereotypes-stories-from-an-la-policer-officer-and-others/>

AS OF TODAY, AVIS RIDLEY-THOMAS LEADS TWO 'DAYS OF DIALOGUE'

- <http://www.thefrontpageonline.com/articles1-15494/AsofTodayAvisRidleyThomasLeadsTwoDaysofDialogueall>

FOR TRANSCRIPTS OF LIVE TWITTER FEED FROM BOTH EVENTS, PLEASE SEARCH:  
[@daysofdialogue](#)      [#RebuildTrust](#)      [#DoDRebuildTrust](#)

# **THANK YOU**

## **SPONSORS**

Weingart Foundation  
The California Endowment  
California Community Foundation  
City of Los Angeles

## **HOSTS**

The Office of L.A. City Councilmember Curren D. Price, Jr.  
Dr. Maya Angelou High School

## **ALL WHO TOOK PART**

The Dialogue Facilitators  
Community Residents, LAPD, Elected Officials, and Students

# PRESENTED BY

## The Institute for Nonviolence in Los Angeles

info@daysofdialogue.org

www.daysofdialogue.org

@daysofdialogue

213.346.3271



**Avis Ridley-Thomas**

*Co-Director*

**Jill Frank**

*Program Manager*

**Christine Blackman**

*Production Intern*

**Daniel Healy**

*Survey Tech*

**Karen Roque**

*Survey Tech*

**Joanna Galeas**

*Survey Tech*

# **ADDITIONAL COMMENTS**

- Must have stronger police presence in order to dialogue. Otherwise, we're just speaking to the choir on the things we all know already.
- How many meetings will we need to have before a change is made?
- Lapel cameras for every officer would make a dramatic difference
- Involving every police officer in community dialogue would be another important step in the right direction
- Good to have this day of dialogue to help better the community, to have a better relationship residents and the police
- I don't think this was set as a dialogue. It was a tactic to try to depoliticize and 'tame' youth of color

- I think that this talk isn't going to do much because we aren't organizing any type of action to take against these measures that we discussed. I think it's up to the community to get together and organize to protect themselves.
- The meeting we had with our representative and official was important to our community
- my opinion is that the police are cooperating with the community
- When I first saw the booklet/magazine we were given at the entrance, I didn't like how negative the cover was. I got the impression that this meeting tried to put fear in me about the fear in police.
- Where is the open discussion? Where are the autopsy results?
- What is going to come out of this dialogue? There's been so much dialogue, but it doesn't seem to go anywhere

- This was good
- **Intervention**
- Overall the media does tell the truth but at times it depends on whether you are watching cable, local news, CNN or Fox
- **There should be dialogue meetings at every area station – some stations have meetings with captains and other police leaders – [www.lapdonline.org – best area to find out]**
- Re: under investigation – need to help process go forward – fear of violence? Handling of community – when is the right time to reveal because we can't handle the truth
- **How do students get ahead if no values – respect for one another**
- Schools are a fear driven systems – teachers afraid of students + their administration – teachers not allowed to talk about things like spirit – things to awaken values

- Sensitivity training for police officers
- **Anonymous survey of how other officers feel about the incidents**
- Community policing must involve community participation in the hiring, training and disciplining (including dismissal).
- **Police should not carry guns for the first two years of training. Negotiation should be their primary tool.**
- The long delays in response when communities call on fire or police to serve & protect (in emergency situations) also breeds disrespect for those who serve.
- **Los Angeles officers need to be investigated for all counts of brutality**
- Evaluate all cops – do thorough evaluation of all cops – go deep in family mental health

- Drug testing and annual psych evaluation
- **No more paid leave**
- No immunity
- **Killer cops names need to be made public**
- As part of police job duties, officers should volunteer in the community they serve to: become vested and orientated with community members. Lead officers should attend monthly block club meetings to become acquainted with residents, establish rapport and open lines of communication.
- **Why hasn't Ezell Ford's autopsy been released?**
- Social media playing a role in protection from police brutality – media slants the truth
- **What determines if police reveal to you why you are being stopped or not – get out of the car or not, pull gun out and point it at you? Are you being detained if police stops you?**

- In favor of police having to wear cameras for accountability
- **Cameras video taping of police! Police have to wear cameras.**
- Diversity training, cultural awareness – know how to speak to people – threats, intimidation not necessary tell persons
- **Community programs – positive ones i.e. dispute resolution program – Accountability of police, Activity training that police should take part in of young adult culture. Christopher Commission?**
- We NEED cameras recording the actions of police everyday. It may seem excessive, but the public needs to know who is policing the police. Without accountability, there will never be the level of respect & trust that is necessary for the police to do their job well.
- **How can you still get paid when you take someone's life?  
That is wrong**
- End police officers' bill of rights and allow unannounced citizen visits in police training

- Limit amount of guns/weapons police carry
- Start prosecuting officers
- Start drug testing once or twice a week
- Mental test (every other month)
- After amount of complaints, investigate officer
- Why do we keep having events like this if we know nothing will happen? The police are the problem and the voices of the community are not being heard. What are we really meeting for? We need change NOW!
- The police need to have mental evaluations every 6 months
- There needs to be a citizens' overview that can keep officers in check. When citizens see misconduct they should be able to stop it.
- There needs to be changes to the officers' bill of rights or no officers' bill of rights

- There is a very unhealthy relationship between the community & police/ law enforcement & that needs to change!
- **End military surplus to law enforcement**
- I want to say my daughter is one year old and she says hand's up don't shoot and I want to know why should a kid walk around and say don't shoot she doesn't know nothing about that
- **Fire all law enforcement who have had any complaints/ murders under their names!**
- Armed police officers should not be allowed in or around school grounds. What I suggest is people from the community guarding the school to bring transformative justice to schools
- **Cover up officers**
- A new Community Alert Patrol is needed, also Coalition Against Police Abuse

- I believe we should have more community meetings involving LAPD
- **Need more involvement within the community**
- More communication amongst the officers and the neighborhood
- **Less trash talk**
- Inform the neighborhood of what is going on
- **STOP RACIAL PROFILING**
- People in our neighborhoods don't know their rights and maybe officers are taking advantage of that.
- **We need to stop turning an eye to the fact that our own community hurts itself**
- We fear gang members in our community
- **Communication & respect are key**
- My neighbors are afraid to report crime

- The way you were raised has a lot to do with how you treat others
- The police will bring someone who speaks my language when I need them
- In regards to the Ezell Ford case, I feel the police officer did what he had to do to protect himself.
- I do feel the police do what they can to protect us
- I believe that there should be more community police meetings where the police sit down with the community so that we are able to see them in a not so intimidating light. By sitting down with these officers we will see their dedication to the community
- It's not the cops, it's the system – its about white supremacy
- It's also about Hispanic supremacy
- Don't want young generation to be miseducated

- When police/government brought cocaine in and fed it to our communities
- A large part of the problem is fueled by Hispanic vs. Black
- Camera on uniforms
- I was told to “shut up” by officers who disrespect community
- If you as a cop know what you are signing up for – if you are going to disrespect a community, respect yourself
- Cop can’t be a “thug” too. Can’t have a thug deal with thugs.
- Trash talking by police contributes to the trash talking back by community members. But now we know it can get an unarmed person killed.
- There is a disadvantage to “too large” a show of force by police. The number of officers called to a scene should “fit the crime”. Too many police is a problem for the community to feel safe. It makes them feel unsafe.

- Training for police officers and serious punishment when they commit crimes against innocent citizens
- Learn why people react “suspicious” in front of them. To learn from regular people to be more “humans” than killing machines
- I don’t see any bright future due the constant involvement of media that only covers isolated incidents like every day issues
- I will look for participating on that research
- Let’s continue having this type of dialogue and see what comes from it
- Media –they put people against each other and are amplifiers. Media make everything worse.
- Unnecessary use of force resulting in death - it shouldn’t happen ever

- We are always the target and other groups “white privileged people” always get rehabilitation programs or intervention before going to jail. For us, it’s always “JAIL”
- Police only protect the rich bankers, politicians, business owners (big business)
- Officers harassing young immature kids and treating them as criminals before committing any crime
- Be aware of your surroundings –don’t even put your hands on your pockets. It is better to allow them to search without any warrant instead of being killed. I taught my kids to be afraid of police.
- Police can’t handle with simple guns? Why they have to be armed like military? INSANE!
- Police have lost focus – madness
- Problem with giving authority of power over others to bullies who gravitate to these types of jobs
- Must have more community involvement

- 375 students drop out every week
- Higher policing in black areas
- Criteria for media to screen before reporting
- Must evaluate where we are and where we want to go
- Only way out of system is to be educated
- We need educated people about what the police actually do
- The media does not tell the truth
- Better understanding of the law. Different view on the problems
- The officers are very sure that they are above the law
- Police are supposed to protect the people, homes, businesses and schools within the community
- The job is designed to imprison people of color. The police trainers teach the new officers the people of color are the bad guys

- The police are a gang with political power
- I feel as if they treated that community like terrorist and/or if they have no voice. Very common work of a communist country. I feel that they are abusing power and getting weapons for low cost to hurt the community.
- They want to cover up their wrong doings to that young man. They don't want the community to know that they cannot be trusted.
- I think cops help people stay safe and the city stay safe as well. That's what I think cops do.
- Cops take care of us because they help our city.
- Respect and trust has to go both ways
- Have the dialogue with the officers
- Have more discussions like tonight
- PD needs to be trained in the culture of the community

- Have officers hold each other accountable
- Resolve conflict in the way we are trained, not killing people
- We can't make it work if we don't have respect and understanding between community & cops
- Teach young people
- Teach history of black & hispanic folks
- Good/better home training
- Have dialogue in schools
- Changes in leadership
- Let go of the history/pain after addressing it
- Should have been more outreach to the neighborhood – the right people aren't here.
- Clergy needs to be involved
- Outreach should've been done at the churches, community centers, etc. to be at this dialogue

- Thankful for the good parts of what cops do
- **Gangbangers needed to be here**
- LAPD has to acknowledge the past because the tension between cops and community exists historically
- **Cross cultural training (how people express grief, learn how to handle emotions)**
- Acknowledge the past about why people feel the way they feel, especially black men
- **Body cams**
- Training manual - would love to see training manual to identify people
- **Not take out officers who know the community - real community based policing**
- They have a lot of power - they have to be kept from abusing it
- **They stopped my cousin to ask her out**

- We should go back to community based policing!
- Why is it only the SLOs? Why doesn't it go down to the patrol officers.
- Why do police captains get rotated out so quickly in our neighborhoods? Why do they stay long times in other [upper class neighborhoods]?
- To police: Get to know us, our kids. Just because
- More training to deal with people with mental disabilities
- Deal with tattoos
- We need to find out what people's experiences are with police on several levels, like surveying high school kids' experiences with police officers, doing it annually to see differences between neighborhoods
- Looking at violence in our communities
- Not just more police, but more after school programs and youth programs

- Need more peacemakers - that can advise youth and members of the community - OGs who've changed their lives
- **Have police attend the YJC know your rights campaign.**
- You don't have to personally experience "police behavior" to have your perspective change about police "serving and protecting." Seeing others being arrested "unfairly" (e.g. Being a bystander, heckling or "looking like" something) increases other young peoples trust/distrust and does not think case a sense of safety.
- **Redirect funds of oppression to the community.**
- Prosecute cops immediately when killing someone.
- **Let public come to the police trainings to see how they're trained.**
- I feel that... the police should go around our communities to see that not all are criminals. You see they can see a black guy and right away think that he is a criminal. They should get to know our communities.

- Dr. Phillip Goff makes a very revealing point (page 4 Unconscious Bias) ...an officer's perceived threat to their masculinity, just words alone, were much more predictive of deadly use of force than measures of prejudice.
- This country is going to have to ...realize that it is diversified
- Will law enforcement send officers who understand the people that they serve?
- Why is shooting relevant when a person is unarmed or with a knife or stick, etc.?
- I feel the officers feel they have a right to beat and if necessary kill. This right has to be a part of their training.
- Young black people need to be educated. They have no parents- turn to gangs.
- Elders need to help with the young folks. Grew up in civil rights, when black cops couldn't arrest white men.
- Who is policing the police? People are terrified of the police.

- I feel safe around gangsters.
- From a police officer's perspective- you need to treat the public like they are your Mom or Dad, brother or sister.
- If you have respect for police officers, they will have respect for you.
- We are paying taxes for the cops to kill our youth.
- As a community we need to come together and stop the violence among ourselves
- Why do we need big ass military weapons in our schools and communities?
- School police are in the perfect position to start improving relations between the police and the community but they do the opposite
- Police force to actively recruit in schools to train community members to become members of the force and being allowed to patrol the communities that they grew up in, live in, or know about.

- I am 17 and I trust law enforcement. I do not trust my community.
- Desire for more broad participation by the community in dialogue for more effectiveness
- We need more dialogue sessions with the police so we can learn, speak, express and come together as a community
- We see kids (youth) doing drugs all the time in parks or streets and our kids can't even come out to enjoy the swings or the day."
- No future for children- school system is racist. Need to support children for change in the long-run.
- The attitude of the police academy training the cop is the root of the problem we are discussing today."
- Officers not held accountable for bad behavior - need to keep other in check. Need to put a better tone to support officers to step up.

- I am trying to work with the young ones in Chesterfield Square because we are trying to prevent children from following our footsteps. We have after school programs, breakfast programs, sporting events and learning centers. We want to sponsor trips for them and help them out as well as rebuild our community.
- **Must focus on the positive - children learn negative -must change the mental attitude.**
- If crime has gone down in the last year, why have police departments gotten more militarized?
- **If they have military equipment, they're gonna want to use it.**
- I think police need training
- **What does a gang member look like?**
- I don't know much about Ezell Ford
- **Police in my neighborhood would come and give baseball cards, had stuff to give us; they weren't an oppressive force**

- When I was a kid, I wanted to be a cop; now it's rare to hear that
- Maybe police need to be peace officers, instead of trying to solve problems instead of taking control
- When are we going back to community-based policing?
- There's a small element in community that do not want any peace in community – it's their way of life
- We want answers
- No police here
- Don't make a wrong move
- I fight back
- Respect
- Stand by
- Police brush aside small problems – perhaps if they dealt with the problems more seriously, they could prevent further violence
- How can we change the police from racial profiling?

- Curren Price: advocate for cameras on police, for accountability, more forums with community and police to build relationships
- Why shooting to kill not mame?
- Nothing was surprising to anyone
- Where are the body cameras on the officers?
- Police need to develop relationships with the community
- Getting the real story from police is difficult
- Community meetings foster trust – even if people are still hurting
- Need to have zero tolerance for rape, harassment, overpowering (note: personal experience)
- Knowledge is power – need to use it
- Three things to do: Inform, Engage & Empower
- Family and cultural values need to be taught in every home

- Hispanics need more representation
- We trust the police
- Be patient
- We need more dialogue sessions with the police so we can learn, speak, express and come together as a community
- What programs can our kids be involved in with the police?
- Crime happens so fast, we either don't react to it on time or we do nothing about it
- Where I live there are a lot of gang members, my kids got involved with the police cadets
- Education starts at home
- Parents need to talk to their kids so they won't go commit crimes
- Schools tell kids to call the police if your parents mistreat you. Why do they do this? Kids use it against parents to misbehave.

- We need these types of events
- We need to build trust
- Why do they keep hurting us?
- I don't agree with Police Behavior
- Escape civil wars
- As a community we need come together and stop the violence among ourselves
- Police cannot police everywhere all the tie. Not enough resources
- They community attacks each other
- Does the police really care about our community?
- The media comes to the aid of police officers
- What we see in the news scares us to try and build trust with the police
- Not enough police
- LAPD has positive interest in helping the community

- LAPD wants to and does work with the community
- The fear is within and against our own community
- Our own community is hurting each other
- Police have traded in the sheet for a shield. Still there is no accountability
- Why not using stun guns?
- Lapel cameras – everything to be recorded
- Desire for more broad participation by the community in dialogue for more effectiveness
- No future for children – school system is racist. Need to support children in the long-run
- My kids are involved with police activities. I feel this helps my kids learn respect and values
- I recently came to America. My encounters with the police (so far since being here) have been positive.
- We would like more police involvement with the community

- Why can't parents discipline kids without kids threatening to call the police?
- Will law enforcement send officers who understand the people that they serve?
- I feel the officers feel they have a right to beat, and if necessary, kill. This right has to be a part of their training. Changes: A) Have each Police Station have an anonymous statement from each officer to state if they hate, dislike blacks and did their parents feel the same way. Was it environment that developed or created their internal emotions; B) I would offer a subconscious evaluation of how white cops feel towards blacks and how black cops feel toward whites
- Police are to protect and serve. They have a personal life and they deserve to feel safe also

- Military – the word speaks for itself. We are a society, not the enemy in battle with. Cost should not be a factor. We are a human society. Military artillery is for WAR
- Sue the police
- They stop blacks, photo their tattoos, delay them in illegal search and seizure... after detainment – no justification for the stop
- Negative behavior: Police place the detainee on their knees with their face to the streets
- Not all police officers are bad
- Corruption in PD needs to be weeded out
- Ice cream trucks selling toy pistols to kids causes confusion
- How can trained cops misidentify toy pistols?
- Is maturity an issue for young officers?

- There's good and bad in everything
- Police officers are human too. But they are trained – and have an institution backing them up – so why act aggressive?
- Children not trained to be respectful. Not taught basic manners – home training
- PD knows they have to do a better job with community
- Adrenaline and can't keep emotions in check
- Black officer was stopped out of uniform by a cop
- Being stopped as a young black man fueled my decision to become a police officer
- Most young kids rather die by cop, then get the 3 strikes. Since 3 strikes law it seems there are more shootings than before.

Solutions 1) Media statements and press conferences that law enforcement has after each shooting/ use of force – use the same statement regarding character and actions of community members as with law enforcement “It’s under investigation.” Too often, people are labeled/re-victimized as gangsters, felons, armed, parolee, etc. even without facts. The damage to family and community is permanent. If facts don’t match allegations it’s too late to correct in media or public’s dialogue. 2) Host with community organizations a community forum immediately after use of force – within 72 hours if possible – to address questions, concerns. That does a lot to alleviate tensions and acknowledge problems. 3) Immediate and constant communication with victim’s family. Too often, family finds out from hospital or media that their family member has been shot. 4) Appoint Special Prosecutor under State Attorney General Kamala Harris to investigate law enforcement use of force. 5) Immediately notify community that law enforcement officers involved have been taken off street duty or off-duty pending the investigation. 6) Take 1% of law enforcement budget = \$100 million/year for 25,000 youth jobs, 50 youth centers, and 500 intervention workers/peace builders in schools and streets.