

Battle Safety and Justice Dialogues May 4 2017

APPLY THE LAW FAIRLY

- Remove labels; look for similarities.
- Educational programs targeted to help the impoverished members of the community to reduce inequity.
- Non-violent drug crimes punishments should be tailored to individual mental health treatment, rather than being treated as crimes, and stigmatizing the offenders as “criminals.”
- Privatization of prisons leading to a need to fill prisons due to quotas, leading to massive expenses to incarcerate enough people.
- Higher rates of recidivism.
- Hold officers accountable; They must have a reason to choose to pick out someone in particular.
- Ask “why”; it’s a powerful tool.
- Recognize that you make mistakes.
- Change the perception of officers.
- Research based programs that work need to be funded – its’ not once about throwing \$ at the problem.
- Access to mental health services is key to fair application of the law
- Focusing on allowing human to human interaction
- 7 billion dollars cut to education, add to communities instead of military?
- Country’s communities, values are changing
- Empathy - your rights start when you intersect with another
- Empathy v. my rights/ need sense of community
- Look at people and their similarities/values not differences!
- Effective communication. RESPECT
- Community prioritization of enforcement activation
- Too many labels!
- Respect others
- Community education! Community use of force training. Equal Consequences
- Communication is key
- Values
- Communication
- Expose the youth to different perspectives to diversify them
- Treat everyone the way you want to be treated. Do something new; humanize it.
- Implicit bias training in Columbia is fairly new, progress has gotten into the more practical aspect of it
- ‘Final Thought’(on post’it); Everyone is always pushing of the police to be less biased. That is great. How about citizens’ bias toward police? Police are still people. Treat them like people even if they have an “Official” uniform.

ENFORCE THE LAW TOGETHER

- Faith that everyone chooses to follow the rules together.
- Officers live in community
- Nice to not always be at work (reason why officers wouldn't live in community)
- More police in community service roles
- Expand community outreach program – increase interaction with officers and community members.
- Have get together with communities or being in a certain area for a long time.
- Need opportunities to meet and get to know each other - cross communities social groups tribes
- Conflict of interest living in community where officer works
- Nametags
- Do not focus on us/them. Can we get away from societal labels?
- Together can be difficult!(History) *Trust*
- Faith in community means feeling part of the community
- TRUST
- With having officers living within their communities, that'd cause them to tire out.
- Dilemma – living in area where you work means you work 24 hrs a day
- More programs like restorative justice!
- Look to our similarities first always – “we are one” - that concept should be fostered, developed, and shared as often as possible.
- School - see and can identify students who need interventions that will disrupt negative, self-destructive behaviors early. This will require proven interventions to be replicated consistently
- Build community together and you won't need to enforce the law as much
- Clear communication is key to mutual respect. Mutual respect is key to enforcing the law together
- Police officers becoming more like counselors to those who they serve, rather than simply enforcers of the law.
- Too many Labels!
- Restorative Justice
- Transparency
- “Hypervigilance” and the lizard brain
- Ideally the police department would employ officers whose diversity reflect that of the community. This is challenging in an environment where all recruiting is a challenge
- Educate students on rights
- How do we build trust when in some families kids are taught that all police are “bad”
- A police officer's job should be explained to students, as well as rights and how to handle interactions
- Technology has increased accountability
- Law enforcement is underestimated (?)
- How does community policing effect views of our community?
- How do arrests for minor violations compare to more serious offense?

- Effects of more de-escalation training on police/community barrier
- Social media
- “Action of a few”
- “Technologies” – need to hear the whole story
- “Common Ground”
- Separation of groups
- Let’s have more Police officers teaching the law to the youth
- Values play part in how people perceive police
- Let go of racial bias and treat everyone fairly
- Increase Neighborhood watches that are closely tied with police department
- Allow police to help teach classes and communicate about how the police work and the rules they follow.
- *Build Relationships*
- Generational
- What would happen if on TV or social media, instead of pointing fingers and placing blame, we only talk about solutions to issues or how to better dialogue with one another?
- Culture of distrust with law enforcement could create negative interactions between police and citizens.

DE-ESCALATE AND PREVENT VIOLENCE

- More access by police.
- Train officers on implicit bias – continuously
- Community workshop- soft ball league to get to know community
- If we are talking about deescalating on the part of officers in a climate where the community is escalating! Need to start with public
- More non-lethal weapons for officers
- In a society where people feel they need guns - create a dangerous environment and leads to over weapon - assault weapons
- Demilitarize street officers but give SWAT tools they need
- Police officers as first responders should have mental health training mental health first aid
- (Community members could be at- risk)
- Individuals fear the dialogue with someone who is different (opposing neighbor)
- Instead of facing opposing neighbors with more violence or arming ourselves because gangs are armed, break the fear of dialogue.
- Build Relationships with gang members
- De-escalating training should be more intensive?
- How would this lessen the divide between community and police force?
- Need more community less polarization more conversation
- Education = The Answer
- Conceal and Carry
- Normalization of arming people

- Fear-based; otherness
- Portray police officers more positively in the media to create a more positive image of them within the community
- How do we de-escalate at a community level?
- Education of mental health for police officers
- Repeating things to understand between people
- Need for SWAT for community safety
- Empathy - realize the world is more than you
- Punishments
- Lack of empathy
- Mutual Respect is essential to disrupting conflict
- Punishments in schools don't really work
- Utilize community/volunteer programs to disrupt generational crime