

2024 YOUNG ADULT DINNER DIALOGUE PROGRAM REPORT

This report was authored by the Young Adult Dinner Dialogue Ad Hoc Committee and the Los Angeles Civil and Human Rights + Equity Department with academic support from the University of Cincinnati, Department of Journalism.

This report was derived from conversations between community members and LAPD patrol officers.

Letter from Capri Maddox, Esq.

Executive Director Los Angeles Civil Rights Department

On behalf of the City of Los Angeles' Civil and Human Rights and Equity Department (L.A. Civil Rights), I am honored to present this report, prepared by the Los Angeles City Human Relations Commission. The report documents an extraordinary series of events, the Young Adult Dinner Dialogues, which were held across our city in 2023. These dialogues brought together young adults and law enforcement officers from the same neighborhoods in a shared space to discuss trust, accountability, and the future of public safety in Los Angeles.

In these conversations, held over a meal and with expert facilitators leading the way, participants expressed their hopes, frustrations, and ideas for bridging the divides that too often exist between communities and those sworn to protect them. The stories, challenges, and solutions shared during these dialogues reflect the commitment of both groups to move past barriers and build relationships rooted in mutual respect and understanding.

The Los Angeles City Human Relations Commission (HRC) has long been a cornerstone of Los Angeles City's efforts to advance equity, justice, and community engagement. Established through the Los Angeles City Charter in 1966 after the Watts Civil Unrest, and following policy recommendations outlined in the McCone Commission's report, the HRC creates pathways for the communication of local community concerns to city leadership. The HRC's work has evolved over the years to address intergroup conflict and foster understanding. It has been instrumental in creating programs and platforms to elevate dialogue and collaboration, particularly during challenging times. As part of the Civil Rights Department, the HRC continues this vital work, strengthening trust and building bridges in one of the most diverse cities in the world.

The Young Adult Dinner Dialogues exemplify what is possible when we create intentional, community-oriented opportunities for dialogue and action. This report captures the insights and themes that emerged, offering both a reflection of our challenges and a roadmap for the work ahead.

I want to express my gratitude to the participants, facilitators, and partners (LAPD, Cincinnati School of Journalism), who made this initiative possible, and to the Human Relations Commission for their leadership. Let this report serve as a call to action—for all of us to engage, listen, and work together in shaping a safer and more unified Los Angeles.

Sincerely,

Capri Maddox, Esq.
Executive Director, L.A. Civil Rights

Acknowledgements and Gratitude

The Dinner Dialogues were facilitated through the partnership of the Civil + Human Rights and Equity Department's Human Relations Commission and the Los Angeles Police Department.

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About the HRC

HRC's Mission

The Human Relations Commission shall serve in an advisory capacity to the Mayor, City Council, and General Manager of the Civil, Human Rights and Equity Department with respect to policies that can ensure all residents are provided with an opportunity for full and equal participation in the affairs of City government; promote the general welfare and safety of all residents through activities and programs designed to reduce discrimination, prejudice, tension, and violence; improve intergroup relations; support efforts to create a city free from all forms of discrimination based on race, religion, sex, sexual orientation, national origin, age, disability, immigration status, gender, gender identity, gender expression, or any other arbitrary factor; and otherwise promote healthy human relations among individuals and diverse constituencies in all aspects of the civic life of the City.

HRC's Vision

The Human Relations Commission envisions a Los Angeles free of racial and identity-based discrimination, where all residents live with dignity and feel empowered to participate in civic life.

HRC's Notable Projects

The Human Relations Commission is known for incubating the following programs and activities:

- The Mayor's Office of Immigrant Affairs
- LAPD's LGBTQ Cultural Competency Policy and Procedure
- The Transgender Advisory Council, which was the first of its kind in a major metropolitan city
- EmBRACE LA, which saw 100 dinners on the subject of race across the City in one week
- The replacement of Columbus Day with Indigenous People's Day
- The Day of Religious Pluralism Resolution
- The Youth Ambassador Program
- The Watts Gang Task Force

In addition, City HRC has spearheaded anti-hate initiatives, interfaith programming, cultural competency training, immigration programming, emergency facilitation in response to community crises such as officer-involved shootings, and, finally, the Dinner Dialogue Pilot Program and Report which inspired the Young Adult Dinner Dialogue Project summarized here.

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INTRODUCTION

Studies show that public trust is the bedrock of public safety. Yet over the last 60 years, Los Angeles has experienced civil unrest sparked by police interactions ending in community tragedy – in 1965, 1992, and again in 2020 – reminding us that trust requires constant evaluation and restoration.

In 2018, a Los Angeles Police Department (LAPD) survey showed a significant lack of trust in the LAPD by the African American community ([Uchida, Woodich and Anderson, 2018](#)). Spearheaded by then Police Commissioner Cynthia McClain-Hill, the Police Commission requested that the City of Los Angeles' Human Relations Commission (City HRC) use the small dinner dialogue format it developed for [embRACE LA](#) to garner personal experiences, perceptions, and community-based recommendations for building trust. The Dinner Dialogue Pilot Program held its first dialogue in June 2018 and continued through June 2019 with periodic verbal reports to LAPD throughout.

In 2020, the release of the viral video that captured the Minneapolis police murder of George Floyd led to a significant widespread breakdown in overall community trust, expressed through worldwide protests. During this time, the LAPD requested that HRC reconvene the Dinner Dialogue Pilot Program. Due to the global pandemic the reconvening was held via Zoom in January 2021. In April 2021, the City HRC published the [The Dinner Dialogue Pilot Program and Report](#) (Morgan-Greene, 2021) focused on the perceptions, experiences, and recommendations of African American community members about policing in South LA, and resulted in LAPD's [adoption of HRC recommendations](#) (LAPD Newsroom, 2021), such as limiting pretextual stops and using alternative response models for mental health calls.

In 2022, the LAPD requested that City HRC reconvene the Dinner Dialogue Program, this time focusing on a diverse group of young adults, ages 18–24, and patrol officers across the four LAPD Bureaus: West, South, Valley and Central. Young adults and patrol officers were intentionally selected as the two groups have a high rate of contact and LAPD surveys showed that young people in particular are mistrustful of officers ([Janey, 2023](#)). These two groups represent important voices that are rarely heard in the public sphere. The resulting Young Adult Dinner Dialogues (YADD) provided a meaningful setting for community members to connect with officers in their neighborhoods, fostering a comprehensive dialogue on community policing and improving trust between officers and the communities they serve.

This report draws extensively from the voices of officers and community members to identify the factors contributing to this ongoing breakdown of trust. Each bureau hosted two Young Adult Dinner Dialogue events, with three dialogues at each event for a total of six dialogues in each bureau. At the close of the initial series, and with remaining resources, two additional dialogues were held, one at a community college campus in East Los Angeles and the other in the South Bureau. This resulted in sixty-plus hours of dialogue studied closely by City HRC and Los Angeles Department of Civil + Human Rights + Equity (LACR) staff. City HRC also debriefed with facilitators after events to incorporate their perspectives on the conversations. These words and stories offer deep insight into how the two groups interact and where there is room for improvement. For this reason we have linked a public document that includes [further quotes from the dialogues](#). The link can also be found in Appendix F. Throughout the report, City HRC has supported and supplemented participants' stories with data on youth interactions provided by LAPD; data collected from our entry and exit surveys; and, where applicable, relevant sources and outside reports.

EXECUTIVE SUMMARY

City HRC's aspirations for these events were to promote expressions of care and mutual understanding among the participants in the room, and to garner experiences, perceptions, and ideas that would then inform recommendations for building trust. Initially, stakeholders were concerned about what would happen when these two groups were in a room together. Would it devolve, as so many conversations about these two groups typically do? At City HRC's request, the officers dressed in plain clothes and arrived in their private vehicles. Many of the officers were young adults as well, and it was often difficult to tell the officers from the community participants. This helped level the playing field and many participants struck up conversation before the dialogues started.

A primary takeaway from the dialogues is that while many struggle to have productive conversations about these two groups, they are perfectly capable of having calm, constructive conversations with each other. They expressed empathy for one another, as in one comment from a community member who said about the officers, "I know they are needed and need our support." In turn, officers expressed empathy for community members, recognizing that oftentimes they are interacting with a community member on potentially one of the worst days of that person's life. Officers acknowledged the legitimacy of community complaints regarding their interactions, as with one officer from Venice who stated "I know not everyone in the police is respectful."



When I walked in, I didn't know what to expect.... This was amazing. Every officer should do this.

Police Officer, Valley Bureau, Galpin Motors, North Hills

A lot of people don't like cops because it really reminds them– it's a genuine reminder, a valid reminder of what happened in the past, you know, maybe to a family member, maybe to groups of people. So, yeah, I think that's why spaces like this are important because hearing you and not seeing you in your uniform humanizes the whole experience.

Community Member, West Bureau, Oakwood Recreation Center, Venice



Participants talked about ideas for improvement in their relationship, and accepted new information that challenged previously held opinions. They talked about the potential of dialogue for the repair of trust. As one community member put it, "I'm hopeful that we're even having this conversation." Some participants became friendly through the course of the evening and exchanged stories, and on a few occasions, contact information. Several officers expressed their hope that the dialogues could be continued, including one who stated, "every officer should do this." As a positive sign about the dialogues' impact, both LAPD personnel and residents endorsed the need for both sides to spend more time engaging the other in real world contexts (i.e., in neighborhoods, at events, and in precinct visits and "ride-alongs"). HRC's exit surveys showed that a majority of community members left with a more positive perception of officers than they'd come in with – revealing that trust and understanding can sometimes be improved in just two hours.

EXECUTIVE SUMMARY



I personally am hopeful about the fact that we are having this conversation, this honest to God conversation. I hope you all carry this with you, not as an attack from the community, but as a call that, hey, we're supposed to be working together and not against each other.

Community Member, Central Bureau CCNP, Westlake/ Pico-Union

As their words will show, community members and officers had a spectrum of positive, negative and mixed experiences of their mutual encounters. An honest history of the LAPD includes shameful chapters of discrimination, but the department has made major strides and is now a leader in community policing ([Leap, 2020](#)). The LAPD rightfully takes pride in this accomplishment but balances it with an acknowledgment that there is still work to be done. Because of the open dialogue format, participants were able to be nuanced in their narratives, and stories that might have been perceived as negative towards police could be taken in the spirit they were delivered: as learning opportunities. Participants were humanized to one another through sharing personal experiences face-to-face. This was extremely helpful when touching on discomfiting realities, and when, as was to be expected, there was friction in the conversations.

Consistent themes emerged across the city for officers, and consistent themes emerged for community members. Community members foregrounded issues impacting dignity such as **racial profiling, policing disparities by neighborhood, historical and generational trauma, and desire for positive engagement**. Officers had their own recurring topics, and **issues impacting morale** were top of mind. These included mental health concerns, referred to obliquely as “exhaustion,” “burn-out” or sometimes “trauma.” There was a sense that officers are **not supported in their work** as much as they need by either the community or LAPD administration, and that they are **forced to take on roles they are not equipped for** (such as mental health calls and disputes between neighbors). Officers also expressed their view that the **public does not understand** the immense amount of time it takes to conduct police work— that due to **low recruitment and poor retention**, they are overworked to the point that they do not have the time to have repeated or sustained positive community interactions.

While at first blush these themes and priorities may seem at odds with each other, closer examination revealed that the concerns of community and officers overlapped and linked. Community members want officers they can trust and officers want to be trusted. City HRC discovered several points where promoting the interests of the community would also promote the interest of police officers and vice versa, and a pattern of mutuality emerged. Both groups developed empathy through shared stories. Both groups reported feeling misunderstood and misrepresented by the media. They all want to be given the benefit of the doubt. Both groups expressed the desire to repair after trauma through positive restorative and mental health endeavors. Both groups had the desire for more frequent and sustained non-adversarial engagement. Almost everyone, including a former Police Chief, reported fear during traffic stops. Everyone wants to get home to their family and friends. They all want a better relationship. They all recognized that cared-for people, care for people. To that end, clear recommendations emerged.

RECOMMENDATIONS

1 Officer Morale

- Establish a program of feedback between “top brass” and “rank-and-file” officers that enables the inclusion of officers’ input in the development of policies and procedures that affect them. Their first hand experience and daily interaction with community members allows them to bring LAPD management firsthand insight into conditions in the field. This is an asset that should not be underutilized. Officer sentiments are a) that LAPD members who are not in the field must gain better insight into what field officers experience and b) that field officers feel disconnected from management in this regard and in a way that negatively impacts their morale.
- Offer department-wide resilience training to all personnel to combat the effects of primary and secondary trauma, such as the Peace Officer Wellness, Empathy and Resilience ([P.O.W.E.R.](#)) program previously piloted by the Commission on Peace Officer Standards and Training (POST) with LAPD.
- Increase and expand access to wellness and mental health services and facilities for officers in order to ensure that they are able to receive ongoing services in a timely manner. Also ensure that officers have access to comprehensive wellness services and facilities with a focus on mental health services, rather than just receiving it in a reactive manner.
- Acknowledge the history of policing in Los Angeles and the way it has impacted the community. Officers mentioned that this was not something they learned in training. City HRC contends that it would help them understand the public’s negative perceptions of the LAPD, desensitize them to hostility, and create a greater sense of empathy for the fear, sadness and anger directed towards the LAPD.

2 Training and Education

- Provide trauma-informed training, particularly in de-escalation. Officers often stated that they offer varying levels of politeness depending on the behavior of the community member; i.e. “to get respect you have to give respect.” To break this cycle officers must be trained on how to respond in the face of fear, rudeness, disrespect, etc., which can be symptoms of historical or personal trauma.
- In conjunction with Training and Education recommendation number one, reassess and reexamine the approach to field training and community interaction such that officers feel better prepared to keep training consistent from the academy to the field, and from neighborhood to neighborhood. LAPD Officers repeatedly stated that their training is the best in the nation. However, there were also officers who commented that “all that training goes out the window” when they get to the field.
- Provide training for cultural competency and effective communication to all personnel. Train officers with the knowledge that community members may express trauma/anger/ sadness by trying to goad and trigger officers. They must understand this as an expression of community trauma aimed at a uniform with a long and sometimes unethical history, and it is not aimed at them personally. It is their job to not allow it to interfere with their policing. It is incumbent upon them to use their training to maintain decorum in order to reach a safe result. Anger has no place in policing.

RECOMMENDATIONS

3 Improve Community Engagement

- Continue to decrease pretextual stops and make disaggregated stop data publicly available, including the reason for the stop, whether a search was conducted, the outcome of the stop (e.g., arrest, citation), and identity and demographic markers.
- Continue to invest funding and resources to support community based organizations in projects promoting community safety. Continue to foster and support LAPD's Community Safety Partnership
- Develop a community engagement plan including, but not limited to, continuing the Dinner Dialogue program in partnership with HRC, educational and awareness events and engaging with neighborhood councils.
- Continue to develop, with the Department of Transportation, a separate traffic division with unique vehicles and uniforms to address moving violations in order to allay the significant officer and community member fear and anxiety around traffic stops. HRC supports City Council's recommendations in this regard
- Enhance mental health crisis response teams by expanding programs such as the Unarmed Crisis Response Pilot Program, the Crisis and Incident Response through Community-led Engagement (CIRCLE), and the Systemwide Mental Assessment Response Team (SMART). Services should be available 24/7 to all divisions and precincts.

4 Support Alternative Response Models

- Consider alternative responses for nonviolent crimes (such as petty theft, certain drug offenses, sex work, etc.) particularly in low-income neighborhoods, to decrease stress on officers and community members. Explore alternative enforcement actions and consider creating a holistic approach that will focus on addressing these issues with a social work/mental health lens (as has been implemented in Long Beach with that police department's Community Crisis Response Team.
- Develop a joint strategic response plan with community safety partners to improve coordination and deployment of alternative and non-law enforcement crisis response teams to ensure that individuals in crisis receive the appropriate care and resources without defaulting to law enforcement involvement.
- Continue to implement LAPD's long standing policy of a hands-off approach to immigration and immigration enforcement.

Every contact with community members is community policing, and that might be the only contact that person ever has. So we need to make it good.

Police Officer, Central Bureau, East Los Angeles College, Unincorporated



METHODOLOGY

City HRC partnered with the LAPD Diversity Equity and Inclusion Unit to develop the Young Adult Dinner Dialogue Program. City HRC secured community participants and facilitators, developed prompts, and prepared participants with goals, group agreements, and expectations prior to each dinner dialogue. The LAPD secured the patrol officer participants, locations, and catering.

HRC gathered participants through significant outreach with Community Based Organizations (CBOs) and City partners. At trusted community-operated spaces, small groups of 8–10 officers and community members shared a meal provided by the LAPD. Participants' demographic data can be found, disaggregated by bureau, in Appendix A. Over the subsequent two hour dialogues, experienced, neutral facilitators encouraged conversation with prompts designed to carry participants through an arc from childhood, through the present, and into the future (Appendix B). City personnel and occasionally HRC Commissioners or LAPD Chiefs and Commanders were in attendance, but facilitators purposefully kept their numbers to a minimum. Participants were asked to complete a survey before the conversations started and another survey after the conversation were over to ascertain their changed perceptions and as well as their recommendations, findings that can be found in the analysis portions of this report as well as in Appendix C. The data from all the surveys is in a public document here: [YADD Survey Data](#). The link can also be found in Appendix E.

City HRC conducted extensive recruitment of a diverse cross-section of young adults ages 18–24 who were local to each dialogue location. City HRC reached out to community organizations that work with the target demographic. The organizations were hesitant to provide access to their young people. Trust in LAPD is low. They hesitated to subject their members to conversations that might trigger trauma, especially with officers present. To alleviate this fear, in one instance City HRC permitted organizational chaperones to observe a dialogue. Once the chaperones learned firsthand what the evening would entail, they felt more comfortable, saw no need to stay for the dialogue, and trusted participants to stay without them.

Community organizations that were eager to assist could often not deliver as hoped. Community organizations relayed that energy is low and they have had difficulty getting people to participate in their programs in a post-pandemic world. They often have to offer incentives such as gift cards. City HRC did not offer incentives, but perhaps they can be considered in the future. Often, people completed the RSVP but did not show up. At other times, upon arrival, the participants were visibly older than the targeted group. City HRC did not turn anyone away for any reason. Twice, people showed up, recognized officers in the room, and left because they did not feel safe or comfortable speaking freely in front of those officers. Two participants brought their small children which limited the conversation.

City HRC recorded the dinner dialogues for the limited purposes of report writing, and participants were assured that no names or other identifying information would be included in the report. In order to process the more than sixty hours of resultant recordings City HRC collaborated with the University of Cincinnati School of Journalism, who used artificial intelligence programs (AI) solely for transcription purposes. City HRC acknowledges that there are benefits and pitfalls to AI technology (including bias and privacy concerns).

METHODOLOGY

Subsequently, the City HRC and L.A. Civil Rights Department (LACR) research team took a fine-tooth comb to transcriptions, reviewing the information for accuracy, identifying nuanced areas of interest from participants, and ensuring that the words in this report were the true and correct words spoken by participants. With this method, the report allows the LAPD to “hear” the voices of average young adults and average patrol officers.

Facilitators got the impression that officers were more hesitant to speak in front of one another than in front of community members, but officers usually began to speak more freely as the conversation progressed. Ultimately, officers dominated the conversations. City HRC concluded this is due to a number of factors, including that police officers are authority figures and community members are deferential to them. Furthermore, police officers are trained to be well-versed on the subject of community relations. Thus, officers tend to have their opinions or some sort of prepared response ready in a way that the average community member may not. Patrol officers are rarely asked to share their opinions publicly on how to improve community policing in a public setting and seized the opportunity to express some of their bottled up thoughts and opinions.

Facilitators also noted that there seemed to be more trust and that conversations flowed more freely in certain neighborhoods. Participants were particularly forthcoming at a college campus near Central Bureau, Galpin Motors in the Valley Bureau, and The Hollywood Forever Cemetery in West Bureau. Participants were more hesitant in less affluent communities of color like Oakwood, a historically Black neighborhood in the Venice area of West Bureau, Black and Brown neighborhoods in South Bureau, the Boyle Heights neighborhood of Central Bureau, and Westlake near the historic Rampart Division. Officers often sat cross-armed and tight-lipped in these less affluent neighborhoods of color. Animosity, lack of trust, and negative experiences were elevated in South and Central Bureaus and were highest among men who identified as policing or living in the Rampart Division.

Some community members stated that they did not feel comfortable speaking in front of officers. After the dialogue they expressed that they felt like they couldn’t speak their true opinions or were silenced altogether. Two individuals expressed that they knew officers at the table, feared retaliation and left the room. In future, it might be good to ensure there is community leadership at each table or that community members outnumber police officers.

Previous iterations of the dialogue project did not have police officers at the table and engendered more free flow of community conversation. While including officer voices in the 2023 dinner dialogues was key to its aims and goals, it is also important to continue to hold patrol officer-only and community member-only dialogues, to ensure that conversations are open and voices are elevated.

In sum, the small dinner dialogue methodology is a productive and beneficial strategy for collecting community sentiment on any issue before the government. This focus group model allows the government to create more precise, targeted policies and programming to more efficiently address the concerns of the community, alleviate tension, and promote public safety. In addition to data collection and community input, the act of listening builds trust with project participants and their sphere of influence. City HRC does not convene for the sake of convening. Words must turn into action to keep the community’s trust.

Data Visualization

YADD Data

The data visualizations used throughout the report are derived from survey response data collected during the Young Adult Dinner Dialogues. These visualizations focus specifically on the insights gathered from community members who did not self-identify as officers. Out of a total of 135 community participants, 119 engaged by completing either the entry or exit surveys, or both—78 participants completed the entry survey, while 87 completed the exit survey. The word cloud reflects a broader perspective, incorporating responses from both officers and community members.

In the race/ethnicity demographic question, the three Multiracial responses included one Mexican/African American, one Bengali/Portuguese, and one Latina/Middle Eastern respondent. Demographic information was not collected for the dialogue in San Pedro on February 23, 2023, which is indicated by the "No Response" category. Additionally, the question on opinion shifts was added after the dialogue in the Valley on April 26, 2023, at the request of LAPD, and responses from prior dialogues were coded accordingly based on the short answer responses provided to a similar question.

In the race/ethnicity demographic question, the three Multiracial responses included one Mexican/African American, one Bengali/Portuguese, and one Latina/Middle Eastern respondent. Demographic information was not collected for the dialogue in San Pedro on February 23, 2023, which is indicated by the "No Response" category. Additionally, the question on opinion shifts was added after the dialogue in the Valley on April 26, 2023, at the request of LAPD, and responses from prior dialogues were coded accordingly based on the short answer responses provided to a similar question.

LAPD Data

LAPD data on youth interactions was collected in partnership with LAPD's Diversity, Equity, and Inclusion Division with the invaluable assistance of Kimberly Solis (Police Performance Auditor III), Michelle Gonzales (Secretary), Officer Richard V. Guzman, Lieutenant Errin Burns-Johnson, and Commander Steven Ramos. This data spans from January 1, 2022, to December 31, 2023, and includes a detailed breakdown of individuals aged 0-24 who were stopped and arrested, categorized by race, gender, bureau, division, reason for stop, and outcome of the stop. Only data visualizations related to stop data are included in this report to serve as comparative markers to the community interactions survey data collected during the Young Adult Dinner Dialogues.

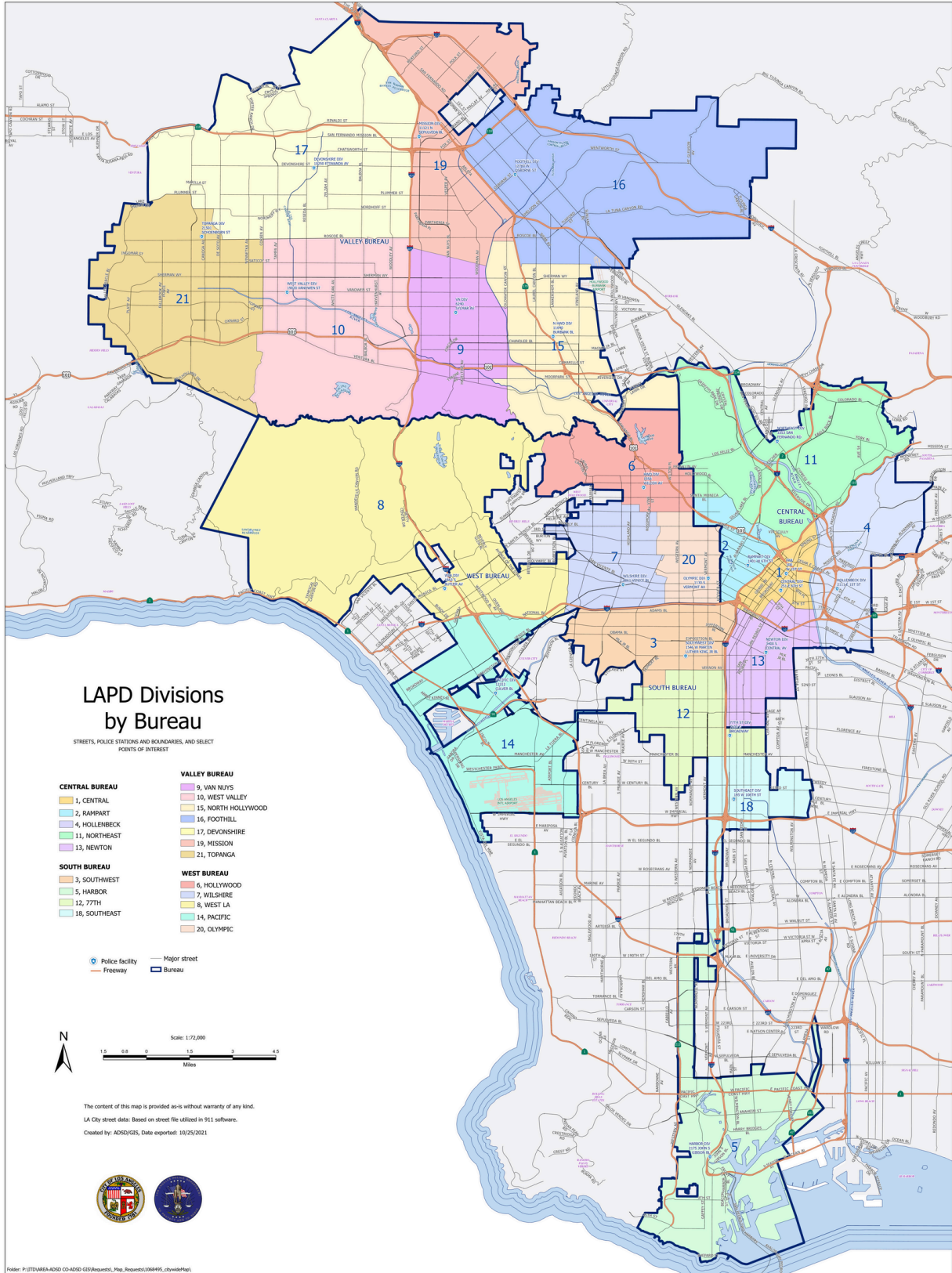
For gender, the categories of Transgender Male/Female and Non-conforming are labeled as 'Other' in the source data and excluded from the visualizations, which reflects only biological sex. For race, the Asian category in the data visualizations encompasses various ethnicities, including Chinese, Cambodian, Filipino, Japanese, Korean, Laotian, Vietnamese, Asian Indian, and Other Asian. Individuals identifying as multi-racial are not included in counts for individual race categories and are represented as "Other" in the visualizations.

Additionally, officers could select multiple outcomes when documenting the result of a stop; instances where multiple results were selected are marked as 'multiple' and include all options except for "in-field cite and release," "arrest without warrant," and "warrant arrest." In cases where "in-field cite and release," "arrest without warrant," or "warrant arrest" were selected alongside other options, these are categorized as "Arrests" in the data visualizations.

Community members can access additional LAPD stop data and visualizations by accessing the Racial Identity and Profiling Act Community Dashboard using the following website links:

- <https://www.lapdonline.org/ab-953-the-racial-and-identity-profiling-act-of-2015-ripa/>
- <https://www.lapdonline.org/racial-identity-and-profiling-act/>

Map of LAPD Bureaus



FINDINGS AND ANALYSIS

-Police-Community Interactions-

Early Impressions

Community members were divided about their initial perceptions of law enforcement growing up. Those with positive associations cited community outreach programs, school officers being kind (often just saying hello or waving), their parents teaching them to respect officers, or feeling protected by officers.



I probably wouldn't be here today if it wasn't for the officers that intervened in my youth. So I always had a great experience with police officers like that. And I always got breaks from police officers.

Community Member, West Bureau, Oakwood Recreation Center, Venice

Yeah, growing up in an Asian household, you know, we're always taught to respect authority, so there's always that respect there, even since birth, as a child... But you know, most of the time, dealing with the officers- I mean, it was negative contact, but, like - I showed them respect, so they showed me respect back. And I think I integrated that with my own police work.



Police Officer, West Bureau, Oakwood Recreation Center, Venice



I grew up in this area in the valley in the 90s, and in a bad location [...] Anytime we saw the police, we just knew [...] that meant that we were safer while they were there. So I always have kind of a 'guardian' perception of them...I just knew that when they were there, we were calmer.

Community Member, Valley Bureau, Galpin Motors, North Hills

Individuals with little to no direct interaction with police officers often formed their opinions based on the experiences shared by family members, friends, or others in their community. Those who held negative perceptions frequently cited either their own challenging encounters with officers or the troubling experiences relayed by those close to them.



I came to Los Angeles, specifically Koreatown, when I was five. And the first time I have a memory of police is that we used to go eat street food. I remember police throwing the street food away from the lady we used to buy food from. And so that stuck with me.

Community Member, Wellnest Center, Exposition Park, South Bureau

Negative early encounters with officers were predominantly expressed by community members living in low income neighborhoods. Those with immigrant backgrounds, largely from Mexico, Central, and South America, and those with parents with mental illness and substance abuse issues reported fear of officers out of concern that they or their parents would be taken away.

FINDINGS AND ANALYSIS

-Police-Community Interactions-



I feel like coming from an immigrant family, sometimes there's this negative view on police because they see police as kind of like ICE. So when you come from that type of background, it's like, don't mess with them because you're going to find out. Don't even put yourself in a situation because you never know.

Community Member, South Bureau, Wellnest Center, Exposition Park

Men reported more negative early associations than women, and men who identified with the Rampart Division reported the most negative associations. One young man stated that as a child he wanted to be a cop and played “cops and robbers.” Around the age of twelve, though, he began getting “harassed” by officers and learned from those experiences that he was being perceived as one of the “robbers” rather than a cop, a label he began to believe:



So when I was younger, I think everybody wanted to be a cop. Everybody wanted to play cops and robbers.... I believe I was like twelve years old when I started getting harassed by the police. I wasn't yet a gang member, but walking home late at night, there was a curfew for young individuals, right? You got to be home at ten. And some of us didn't make it home at ten. We're on the way home. So some of the encounters that I had with police were that they'd follow me. So all those interactions of being labeled a gang member already impacted my future, basically, because if all I'm ever being told is 'you're a gang member,' then I'm probably going to most likely be one, right?

Community Member, Central Bureau, CCNP, Westlake/ Pico-Union

Police officers generally reported more positive early associations with law enforcement compared to the average community member. Their first interactions with officers often came through school programs like D.A.R.E. (Drug Abuse Resistance Education) guidance from their parents, community outreach initiatives such as toy drives or the cadet program, or family members in law enforcement. Some officers recalled experiences of being “rescued” from violent situations at home, which left a lasting impression. Many cited these positive childhood encounters as a motivating factor for pursuing a career in law enforcement. Conversely, some officers—particularly women and officers of color—shared that negative or mixed early experiences inspired them to join the force, driven by a desire to provide community representation, empathy, and be a positive force for change.



I grew up knowing that one day I want to be [a cop], but I want to be a different type, my own type of cop... because I saw the negatives and the positives of what police are. You know, we had domestic violence in my house. One cop, instead of telling us how he can help us, he just told us that we should move out and leave my dad. And that hurt me and my brother.... So I said, if I ever become a cop, I want to help out and give us solutions.

Police Officer, CCNP, Westlake/ Pico-Union, Central Bureau

FINDINGS AND ANALYSIS

-Police-Community Interactions-

When participants were asked if their perceptions about law enforcement changed from childhood to adulthood, most reported that their perceptions as children largely informed perceptions as adults. Those who experienced a change in perception typically cited an impressionable personal experience with law enforcement including community engagement programs. Others were swayed by college courses, national incidents, or joining the military.



My perspective [on law enforcement] has changed quite a bit, especially since the pandemic with the riots and George Floyd. I wasn't aware of the maltreatment and how police treat different communities. I think there has been efforts since the pandemic to repair the relationships and to build the trust. There is a lot of work that's been done but there is more to do.

Community Member, Central Bureau, CCNP, Westlake / Pico-Union

As I've grown older, I understand that police play a vital role in our community to keep it safe... And I've also seen that it's been a positive impact that the LAPD, and I think all police departments, have been trying to actively recruit from the community.

Police Officer, Central Bureau, East Los Angeles College, Unincorporated

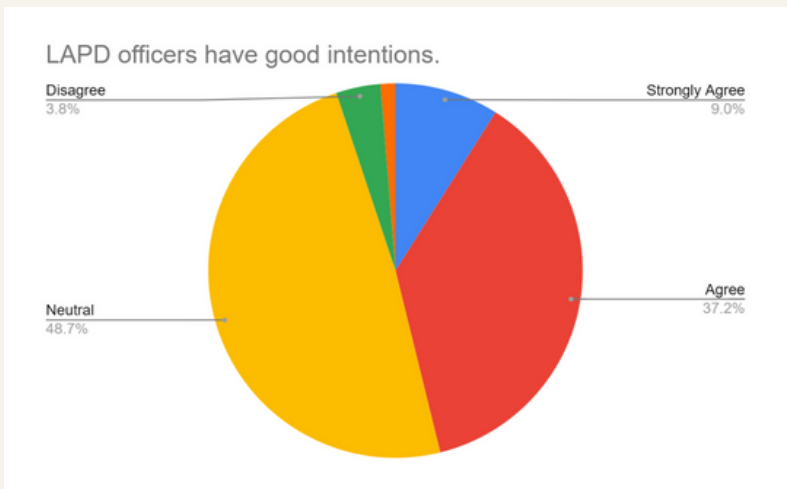


Figure 1. Chart of community responses to survey question: "LAPD officers have good intentions."

YADD Location	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Number of Participants
San Pedro	1	3	3	0	0	7
South Los Angeles	2	5	8	1	1	17
Valley Galpin	1	2	2	1	0	6
Valley El Nido	0	4	7	0	0	11
Venice	1	1	2	0	0	4
Hollywood	0	6	5	0	0	11
Westlake	2	3	5	0	0	10
Boyle Heights	0	5	3	0	0	8
Northeast/East LA	0	0	1	1	0	2
South Los Angeles	0	0	2	0	0	2
Total	7	29	38	3	1	78

Figure 2. Community responses, by location, to survey statement: "LAPD officers have good intentions."

FINDINGS AND ANALYSIS

-Police-Community Interactions-

Traffic Stops

Data shows that traffic stops are the most common way people interact with police officers. According to LAPD's Racial and Identity Profiling Act ([RIPA](#)) Data, LAPD officers stopped 350,132 people in 2023 with the majority of the stops involving drivers. Black and Latinx people accounted for 74.97% of people stopped, while white people accounted for 16.92%.

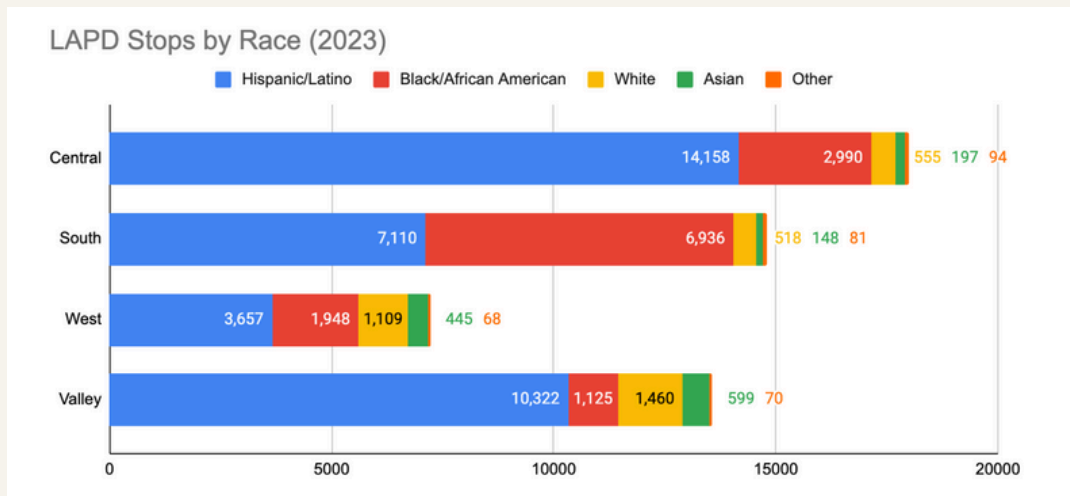


Figure 3. LAPD chart "Stop Data by Race"

Participants, whether they were civilians or off-duty officers, consistently reported feelings of fear and anxiety during these encounters. This point of interaction carries significant potential for misunderstandings and conflict, but also has room for education and improvement.

Officers shared that they often worry about the safety of themselves and their partners when conducting a traffic stop. They expressed anxiety because they don't know who they are approaching and there is always the possibility that it could be someone dangerous – often citing the person who "is not going back to prison." Officers noted that they are trained to be on heightened alert and wished that community members understood the steps to take to help alleviate their fears.



Do the very simple thing. Roll down the windows, turn off the ignition, take out the keys, put them on the dash... that goes a long way for us when we walk up to the car. I still get some type of nerves walking up.

Police Officer, West Bureau, Hollywood Forever Cemetery, Hollywood

A traffic stop isn't just a routine stop. It could go sideways in just a second.

Police Officer, West Bureau, Hollywood Forever Cemetery, Hollywood



You could pull up YouTube videos right now. You just never know. You could get shot during a traffic stop just like that.

Police Officer, West Bureau, Hollywood Forever Cemetery, Hollywood

FINDINGS AND ANALYSIS

-Police-Community Interactions-

Most off-duty officers expressed that they, too, are anxious when they are pulled over, for a number of reasons. They know how anxious the officer walking up to the car is, because they have been there. They fear being unable to identify themselves before the officer sees their off-duty weapon. Some stated that they immediately go back to childhood or a past negative police experience with law enforcement before becoming a police officer, causing them to panic. Others candidly stated they, too, fear getting shot.



I've been doing this job for 18, 19 years. As soon as I see a black and white behind me, I still panic. I feel like, what am I doing wrong? I'm doing something wrong.

Police Officer, West Bureau, Hollywood Forever Cemetery, Hollywood

I told him I was an officer. I had my hands on the steering wheel, and I said that my gun was in my purse because that's where it was, and told him if he wanted to get my ID because I didn't want to reach in. And he pulled his gun out on me. And I'm like, well, why do you have your gun out on me? And he goes, if you're a cop, then you know why. And I'm like, no, I know why you shouldn't. And so it was very scary, so I can now kind of relate. But taking my kid to school, I was cooperating. I didn't get a ticket. But something that was unnecessary and left a very bad impression of that agency on my mind. And yeah, I was scared, too. Like what if one of us made a movement. For a traffic violation.

Police Officer, Central Bureau, CCNP, Westlake / Pico-Union



Many community members of color expressed fears of potential physical harm or arrest during interactions with law enforcement as well as general unease with the unpredictability of officer's actions during traffic stops. By contrast, others, including white community members, simply fear getting a ticket or being caught doing something wrong. There was less fear expressed in certain locations like Galpin Ford in the Valley, and more fear in other locations like the Wellnest in South LA, or CCNP near the Rampart Division.



I feel like it's always the same rollercoaster of emotions where I get nervous, I'm like, what did I do? And then I get angry, because I think about the inequities of policing. If you give somebody who lives in a low income community a \$300 ticket, that is something totally different than if you stop somebody in Orange Country that's driving a Tesla, they get the same ticket, but that's inequity. And then I remind myself that I need to calm down because the person who comes to my window could kill me. And then I get scared again.

Community Member, West Bureau, Hollywood Forever Cemetery, Hollywood

Just, like, shaking and just feeling nervous. You see so many media things, but everything just kind of flashes. You're accountable for what you did, but it's also like, s*, you don't know how it's going to go down.**

Community Member, West Bureau, Oakwood Recreation Center, Venice



But it has been an experience of being pulled over and really trying to do all the right things, but also dealing with the frustration of feeling like this is unnecessary.

Community Member, West Bureau, Oakwood Recreation Center, Venice

FINDINGS AND ANALYSIS

-Police-Community Interactions-

Community members define ongoing injustices and indignities as racial profiling, pretextual stops, rudeness, lack of respect, or sometimes overt hostilities. Officers express that pretextual stops are an essential tool in their policing toolbox that is being slowly stripped away from them. Officers complain that community members say they are being stopped for no reason or because the officer is racist when pretextual stops are part of their job and a tool for stopping and preventing crime.

Officer conduct during stops and the frequency with which officers stop people of color, particularly Black people, is an ongoing issue in community policing. In Los Angeles, a large contributor to this issue has been the LAPD’s use of pretextual stops. LAPD has greatly lessened the use of pretextual stops since City HRC’s first report on them ([LAPD, 2022](#)) but it is an ongoing issue that has been discussed within the Los Angeles City Council, who propose further limitations on traffic stops ([Symon, 2024](#)).

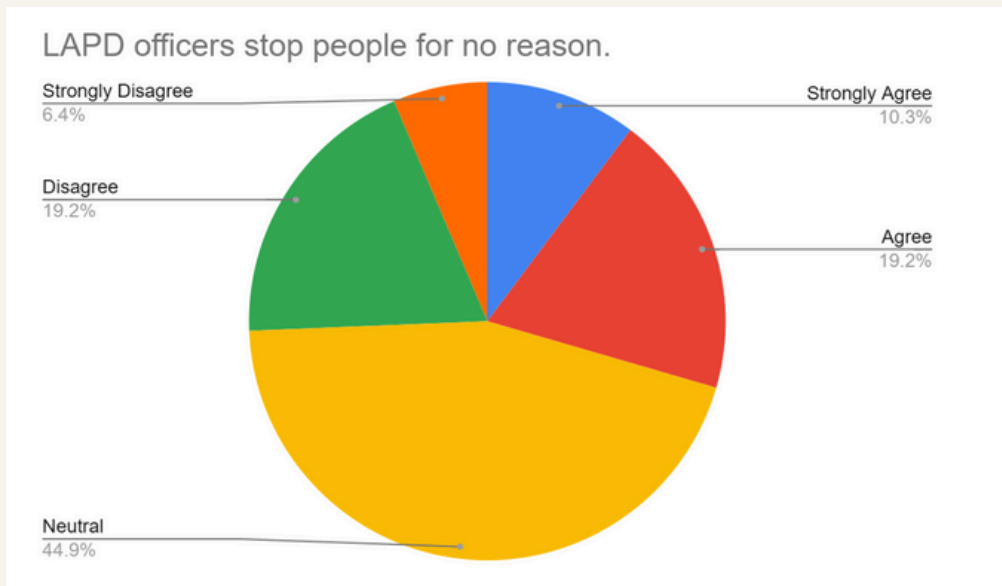


Figure 4. Chart of community responses to survey statement: “LAPD officers stop people for no reason.”

YADD Location	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Number of Participants
San Pedro	0	1	4	2	0	7
South Los Angeles	2	3	9	3	0	17
Valley Galpin	1	2	3	0	0	6
Valley El Nido	0	2	6	3	0	11
Venice	1	1	1	0	1	4
Hollywood	1	2	5	3	0	11
Westlake	2	2	3	0	3	10
Boyle Heights	0	1	3	3	1	8
Northeast/East LA	1	1	0	0	0	2
South Los Angeles	0	0	1	1	0	2
Total	8	15	35	15	5	78

Figure 5. Table of community responses, by location, to survey statement: “LAPD officers stop people for no reason.”

FINDINGS AND ANALYSIS

-Police-Community Interactions-

A 2023 report on alternatives to traffic enforcement, prepared for the Los Angeles Department of Transportation, analyzed RIPA data from 2021–2023, utilizing a community task force and focus groups to investigate public perceptions of traffic stops ([City of Los Angeles, 2023](#)). The quantitative findings of that report supported our participant's perception that stops are disproportionate by race. In addition, the report found that LAPD is making fewer stops, but that they are concentrated in certain areas; and that although the revision of pretextual stops has shifted traffic stop patterns, racial disparities in stops persist. In addition, focus groups noted that power imbalances and “heightened emotions” played a large part in the tenor of traffic stops. Our participant conversations revealed that fear of violence, in particular, plays a large part in shaping traffic stop experiences.

Both officers and community members expressed that they make efforts to put the officers at ease during traffic stops. Officers seem to have a standard protocol for putting other officers at ease, while community members use all sorts of strategies and often make missteps. Community members added that it is hard to be calm and collected because they are extremely nervous and don't know what to do.



When I get pulled over... What type of policeman is going to talk to me? Is he going to be an ahole? Is he going to be cool? Is he going to pull me out of the car for no reason? The feeling in my body I'll be getting, I really can't explain it. I mean, I don't really get a feeling in my body. My mind just starts racing most of the time. I know I'm not doing nothing wrong, so I'm more just worried about why I got stopped— for me, what's going to happen, what's going on.**

Community Member, South Bureau , Wellnest Center, Exposition Park

[When] I'm the one conducting the traffic stop. I get that sinking feeling for them. And when I approach them, regardless of what the stop is for, I know how they feel. And when I leave them, my goal is that they say 'thank you.' Not thank you because I let them go, or because I maybe gave them a ticket for something less and gave them the warning for something more. It's that I can educate them on the why.

Police Officer, Valley Bureau, Galpin Motors, North Hills



But I think I definitely would feel more calm and...I would probably thank them if, you know, if they just, like, educated me on what I did wrong, or what law I broke and [then I could] just go about my day.

Community Member, Valley Bureau, Galpin Motors, North Hills

Community members are preoccupied with community safety while officers are preoccupied with officer safety. Community members expressed that officers knowingly assumed a dangerous job with their mission to protect and to serve, and that they should also be preoccupied with community safety. There should be zero tolerance for causing unnecessary community harm.

FINDINGS AND ANALYSIS

-Police-Community Interactions-

“

I mean, we're just thinking about safety, tactics, what do we have, you know? We just do everything we can to get that gun, to get that suspect, whatever it is. [...] But just safety is pretty much what I think about [during traffic stops]. And getting ready for that action.

Moderator: So what you're saying is that when you approach a vehicle, you're thinking for your own safety and the safety of the people in the car?

Officer: No, not for the people in the car, for my partner and I!

Moderator: For you?

Officer: Yeah, unfortunately, that car's danger is to me and my partner.

Police Officer, Central Bureau, East Los Angeles College, Unincorporated

[Responding to officers talking about the danger of traffic stops] I feel like it should be, if it's not already, like, some type of training implemented before you withdraw the gun, before it gets there. Analyze the situation a little bit more deeply before...I feel like that should be your last option, pulling out a gun. So before it gets there, there should be steps that— 'Okay, well, let me talk to this person. How's the energy? What's the temperature? How's the environment, the attitude?' Before the gun is getting pulled.

”

Community Member, South Bureau, Wellnest Center, Exposition Park

“

So I've never been pulled over before yet, I don't know. But I think the first thought that I, you know, like when I was imagining being pulled over, I was like, oh god, I hope the officer isn't racist. Because obviously [I'm a] brown woman. And also that I hope my brother isn't in the car with me. Because, you know, I'm a small person, I'm not threatening. But he is much larger than me, you know, he has a beard, he's brown. And I would just kind of be scared for him if I was pulled over, and he was in the car with me.

Community Member, Valley Bureau, Galpin Motors, North Hills

Officer Identity

The LAPD now includes a significant number of officers of color and women, shifting the way the community approaches police, and the way that police officers approach the community. Some community members report that having officers of color helps build trust and understanding, while others view them – as one officer put it – as “traitors.”

This dual perception creates a complex dynamic for officers of color. While many officers joined the force to provide representation and fairer policing, they often feel stymied because the community does not trust their motives, influenced by historical injustices, misinformation, and negative media portrayals. While they want to be seen as individuals committed to helping the communities they serve, they are instead viewed as symbols of a system that has eroded trust.

“

A race traitor. I guess [was] their interpretation... It's more of like, you work for the man and you're just here to oppress instead of help. My true intention...was to diversify the community, to represent so that other people see 'he's just like me. He's just here to help the community and make that bridge.'

Police Officer, West Bureau, Oakwood Recreation Center, Venice

FINDINGS AND ANALYSIS

-Police-Community Interactions-

Some officers are not taken seriously because they are officers of color or women and have to make an extra effort to assert authority.



So the time I got called the N-word.... There was a call about a bunch of kids from the gang in our area.... that one of them had a firearm. We approached with our firearms... for safety reasons. The guy's like, 'oh, I don't f* with you. I'm a 'n*** killer,' x y and z. He just tried to take me to another level.**

Police Officer, CCNP, Westlake / Pico-Union, Central Bureau

Nevertheless, women police officers expressed that while some may not take them seriously, they tend to employ a more cordial and empathetic policing style than their male counterparts, which they felt was helpful to community police relationships and solving crime.



My identity as a female officer. I think it is a great advantage. Sometimes it's like a chaotic incident where the person doesn't want to talk to the male officer. The [male officers] say 'throw [her] in there, she'll convince them.' But there are other times where it's to a disadvantage because I'm not taken seriously.... I use it when I can to my advantage.... A lot more kids gravitate towards me. Females are seen as more approachable.

Police Officer, Central Bureau, CCNP, Westlake / Pico-Union

Officers shared that joining law enforcement can complicate personal relationships. Some officers of color reported feeling alienated from family, friends, and their communities after joining the force, and especially in the aftermath of the George Floyd protests in 2020. Officers maintain that although they are the same person they always were, they are treated differently by family, friends, and community members simply because they are police officers. Women officers are often not understood or supported by male family members.



My dad is a very traditional man. He believes women belong in the kitchen type of mentality. So being a female police officer, obviously for him, that's like a no-no. And he has moved on from that mentality a little bit.

Police Officer, West Bureau, Oakwood Recreation Center, Venice



I had a lot of family members disassociate [with me when I joined LAPD].

Police Officer, West Bureau, Oakwood Recreation Center, Venice



I have a teenager, and, you know, when he was younger, he used to be really proud to say, my mom's a police officer. Now, he's like, don't tell anybody. Like, he'll get made fun of. He feels like there might be threats or stuff against him, so it's kind of sad to have a profession change and have that outlook, you know.

Police Officer, Central Bureau, CCNP, Westlake / Pico-Union

FINDINGS AND ANALYSIS

-Hurdles to Improvement-

Different Policing for Different Neighborhoods

One of the topics that arose organically during the dialogues was the perception of disparities in policing services offered to different areas of the city, though officers and community members had differing views on the root causes of those disparities. Community members noted that individuals in more affluent, predominantly white neighborhoods seemed to be stopped far more infrequently, that they are not profiled or treated as criminals, and that they are afforded a higher level of civility and dignity even when there is criminal wrongdoing. By contrast, individuals in less affluent neighborhoods are stopped frequently, viewed through a lens of suspicion, and treated harshly, even when there is no criminal wrongdoing.

Certain officers expressed that they did police differently according to location, stating that it was because more crimes were committed in certain areas than others. This even extended to simple outreach like providing stickers for children.



I work in West LA, and the kids, when I was in Hollywood– I never carried stickers. Now that I'm in West LA, I carry stickers because the kids, they just run up to you like, 'the police!'

Police Officer, West Bureau, Hollywood Forever Cemetery, Hollywood

I was born in Chino... so it was a very predominantly white neighborhood, predominantly Republican, so... my view of the police was like, to protect, until I moved to Inglewood in seventh grade, and that's when my whole shift on the police changed... [I was] seeing the police so much more. If they weren't cruising, they were speeding, there were sirens, there were helicopters. I assumed that my community was always in danger because the police were always there. But then when I became more culturally aware about how it was in the Black community. Moving to L.A., that's when I kind of saw, like, oh, those are the disparities that people are talking about that I never saw when I was younger.

Community Member, West Bureau, Hollywood Forever Cemetery, Hollywood



It's almost like a subconscious conditioning. You take an officer that's been working [in] West LA. He's not going to be as aggressive... as opposed to Southeast, where you have projects where you kind of see a pattern of high violent crimes. That's why a lot of times officers, not necessarily because...they're judging you, it's because subconsciously they're already being conditioned to that type of crime in the area. It's not because they're doing it just to say, like, 'I'm looking at you!'[...] It's also based on things that they've gone through in the areas.

Police Officer, West Bureau, Oakwood Recreation Center, Venice

Because I feel like different groups are handled differently for some reason. Like, if it was a group of white friends, the approach would be different, though. It'd probably just be like– no guns would be pulled out.

Community Member, South Bureau, Wellnest Center, Exposition Park



FINDINGS AND ANALYSIS

-Hurdles to Improvement-

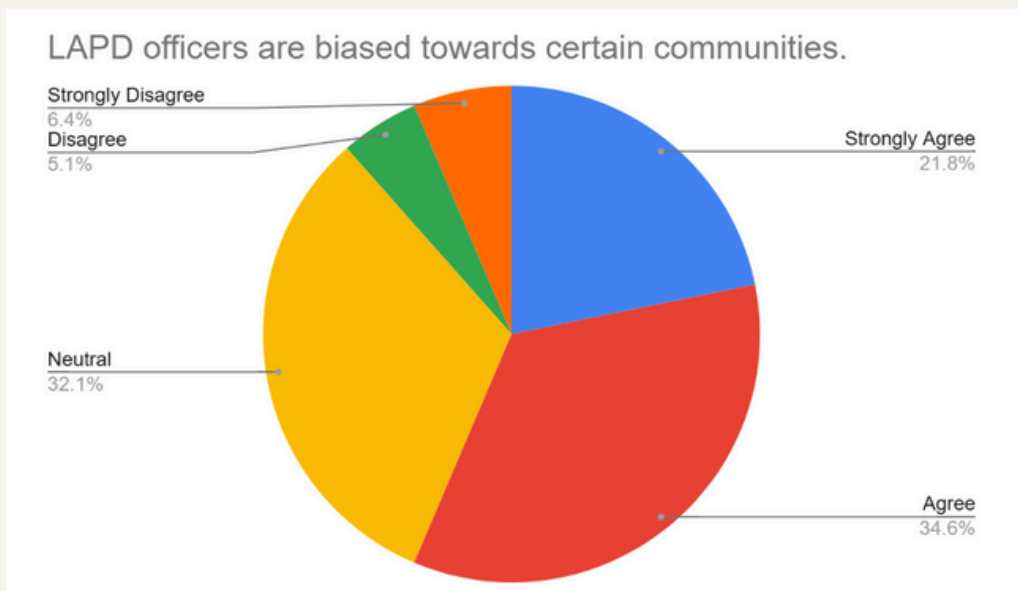


Figure 6. Chart of community answers to the survey statement “LAPD officers are biased towards certain communities.”

YADD Location	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Number of participants
San Pedro	1	3	3	0	0	7
South Los Angeles	3	7	4	1	2	17
Valley Galpin	2	1	2	1	0	6
Valley El Nido	2	4	4	0	1	11
Venice	1	2	0	0	1	4
Hollywood	3	5	3	0	0	11
Westlake	2	3	4	0	1	10
Boyle Heights	1	2	4	1	0	8
Northeast/East LA	2	0	0	0	0	2
South Los Angeles)	0	0	1	1	0	2
Total	17	27	25	4	5	78

Figure 7. Table of community answers, by location, to the survey statement “LAPD officers are biased towards certain communities.”



Low income communities have the most crime. Which is why the focus is there. Low income communities seem like they are overpoliced but it's not because we're brown. It's not because people are black. It's the crime.

Police Officer, West Bureau, Hollywood Forever Cemetery, Hollywood

Police go where the crime is. There's no reason for us to go and police the area where there's nothing but birds chirping, waves and things like that.

Police Officer, West Bureau, Hollywood Forever Cemetery, Hollywood



FINDINGS AND ANALYSIS

-Hurdles to Improvement-

Community members frequently perceived a stark contrast between the routine law enforcement observed in affluent, predominantly white neighborhoods and the tension-filled interactions often experienced in low-income neighborhoods. Many felt that white individuals are generally assumed to be law-abiding, whereas people of color are viewed through a lens of suspicion. On the other hand, police officers explained that low-income neighborhoods are policed more heavily, with residents being stopped more frequently, because these areas experience higher rates of crime. Notably, over half of the Dialogue participants expressed the belief that LAPD officers exhibit bias toward certain communities.

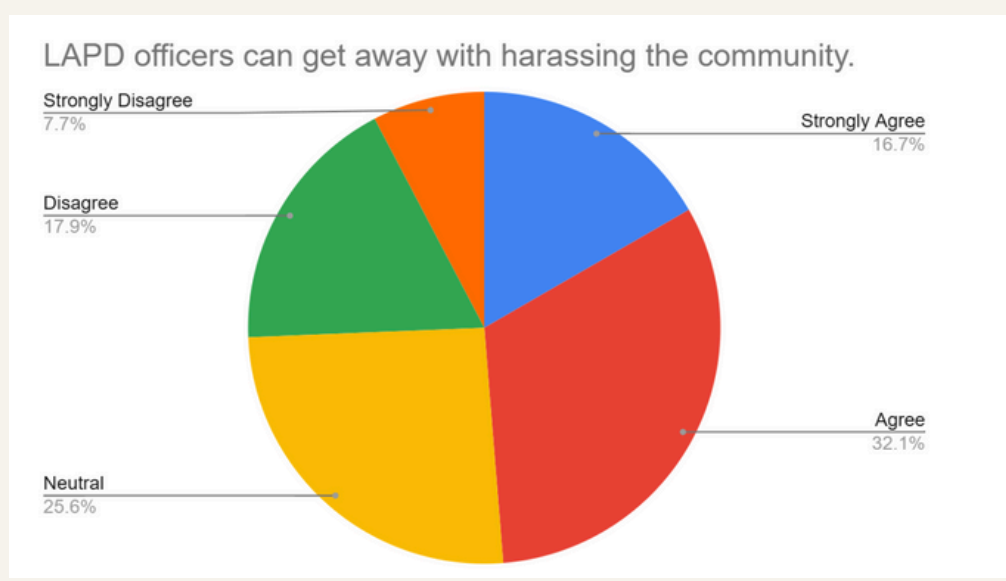


Figure 8. Chart of community responses to survey statement: “LAPD officers can get away with harassing the community”

YADD Location	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Number of Participants
San Pedro	1	1	3	2	0	7
South Los Angeles	2	6	6	3	0	17
Valley Galpin	3	2	0	1	0	6
Valley El Nido	1	5	3	2	0	11
Venice	1	1	0	1	1	4
Hollywood	2	3	2	3	1	11
Westlake	2	4	1	0	3	10
Boyle Heights	0	2	3	2	1	8
Northeast/East LA	1	1	0	0	0	2
South Los Angeles	0	0	2	0	0	2
Total	13	25	20	14	6	78

Figure 9. Table of community responses, by location, to survey statement: “LAPD officers can get away with harassing the community”

Discussions about hurdles to community police relations also frequently led to discussions about the various ways identity shapes the policing relationship. Black and Latinx community members expressed personal and community experiences of racial profiling, frequent stops, and harsh treatment with no criminal wrongdoing. While the evidence in this report is qualitative and anecdotal, statistics do show that this assessment bears out in national data. For example, while white and Black people use drugs at similar rates, Black people are disproportionately arrested for drug crimes ([Camplain, 2020](#)).

FINDINGS AND ANALYSIS

-Hurdles to Improvement-

The perception of bias in officers' treatment of community members is an issue that LAPD has reckoned with. In 2022 they revised their [Biased Policing Investigation Protocols](#), which are meant to uphold their policy prohibiting discriminatory conduct. However, community reports of biased policing to the LAPD in 2020 and 2021 resulted in zero of those complaints being upheld ([Rector: 2022](#)). Recognition of implicit bias has been part of LAPD's training since at least 2016 ([Martinez: 2016](#)), but outcomes are unclear.



Yeah. I was intimidated. It was scary. I grew up in Long Beach and parts of LA, and believe it or not, there were times where I was stereotyped. There were times where I was looked at the wrong way. I don't understand what they were looking at or looking at me for, but there were some negative things that – when growing up... like after football practice [I was] put on the hood of a hot car for no reason and [it was] not explained why you're stopping me or things like that.

Community Member, South Bureau, Wellnest Center, Exposition Park

[Y]ou drive from one community to another, you see a very stark contrast in the way the community views the police, and what the police are able to do in the community. In areas where it's quieter, safer, police can be a little more proactive, can pour their resources into more community events, community engagement. Whereas in a lot of parts of Los Angeles, the police feel like we're more reactive, we're playing catch-up, and we're constantly just trying to solve problems, put out fires when we'd like to be doing things like cleaning up the sidewalks, cleaning up the streets, making it a nice place to live again. But we can't always do that because we got call after call after call after, you know, complaint after whatever.

Police Officer, Valley Bureau, Galpin Motors, North Hills



It's not like– no disrespect to the police or nothing, those of you who might not do this. I'll be walking to the store just on some regular stuff with my jacket, might have my hoodie on, but every time the police drive past me, they'll just stare me down. It's like staring at me, staring at me all the time. I just wish it was, like, a little different because, I don't know, not on some racist stuff, but I really I feel like it's just because of my skin color, because [of how I'm] dressed, because I got tattoos, feel me. And another thing, like, I got pulled over one time and I only got put in handcuffs because of my tattoos. I don't know. You just don't really know a person. You feel me? Just like, just off of that [how they look]. Just off of that.

Community Member, Wellnest Center, Exposition Park, South Bureau

Officers working in “high crime” areas often feel overburdened, noting that their demanding schedules—moving rapidly from one call or stop to the next—leave little time for meaningful community engagement. Whether these neighborhoods experience more crime, whether policing practices lead to the identification of more crime, or whether a combination of both factors is at play remains unclear. Data indicates that across the U.S. increased police presence does in part explain higher arrest rates, and that differences in “exposure time” to police account for half of racial disparities in arrests ([Chen, 2023](#)).

FINDINGS AND ANALYSIS

-Hurdles to Improvement-

To the survey question “I feel that my neighborhood is excessively patrolled by LAPD,” Valley, South Los Angeles, and Westlake community members either agreed with this assessment or strongly agreed, while Venice and Hollywood had no participants who agreed.

Figure 10. Chart of community responses to survey statement: “I feel that my neighborhood is excessively patrolled by LAPD”

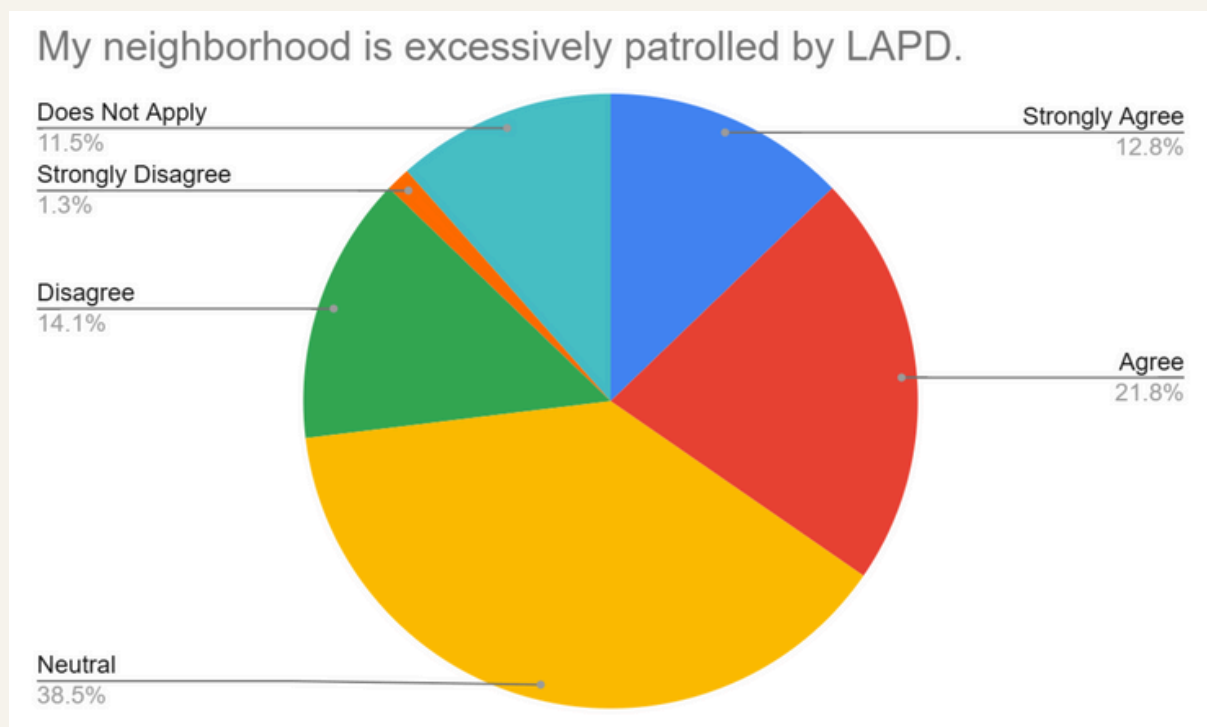


Figure 11. Table of community responses, by location, to survey statement: “I feel that my neighborhood is excessively patrolled by LAPD”

YADD Locations	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Does Not Apply	Number of Participants
San Pedro (2.23)	1	1	3	2	0	0	7
South Los Angeles (3.15)	3	3	7	4	0	0	17
Valley (4.26)	2	2	1	0	0	1	6
Valley (6.1)	1	5	4	1	0	0	11
Venice (6.21)	0	0	3	0	1	0	4
Hollywood (7.20)	0	0	3	2	0	6	11
Westlake (8.16)	2	4	3	1	0	0	10
Boyle Heights (9.21)	0	2	4	1	0	1	8
Northeast/East LA (11.8)	0	0	1	0	0	1	2
South Los Angeles (12.7)	1	0	1	0	0	0	2
Total	10	17	30	11	1	9	78

FINDINGS AND ANALYSIS

-Hurdles to Improvement-

Community members and officers agree that the relationship between LAPD and the community has areas of fracture. Community members generally attribute their negative perceptions of police to historical wrongs compounded by ongoing injustices and indignities. Some complained that officers are non-responsive and others said they fear if they interact with officers they may be harmed.

Officers generally attribute this attitude to misinformation and misunderstandings. They are concerned that the community thinks they are non-responsive, but they feel that their hands are tied by reforms, and their capacity is diminished by understaffing. Both groups blamed the media for misinterpretations.

These discussions about mistrust and misrepresentation were often more about feelings and perceptions than they were about raw data, but the sentiment and the significance of the comments are clearly relevant to the breakdown in trust between the two groups.

Both groups expressed that while the relationship has proven difficult to mend, there has been some progress and there is room for more improvement. Community members tended to agree that acknowledgement of past wrongs is a key element of rebuilding trust in the community.

History, George Floyd, and the Media



Our parents and our parent's parents have trauma with police. They need repair.

Community Member, South Bureau, Wellnest Center, Exposition Park

The history of the LAPD came up in several conversations. Throughout the dialogues it became clear that acknowledgement of the rift, of the historic wrong, is key to the repair of trust. Mutual acknowledgement of the lived experiences of both police officers and community members is also fundamental to the repair of trust. In some cases police officers validated community sentiment about historical racism. In other cases, they resisted that characterization. Conversations during this portion of the dialogues tended to be the most fraught, with the most disagreements between community members and officers.



But yeah, I think for me, it's just kind of, I feel like there's just a disconnect with the community and those that work to protect and serve. I think the mission and the history of policing is still the same. It was founded on white supremacy and I think some of those values are still there and they're embedded in there. And I think I think there definitely just needs to be changes, but they need to be more radical than how we're thinking.

Community Member, Valley Bureau, Galpin Motors, North Hills

FINDINGS AND ANALYSIS

-Hurdles to Improvement-

I think the mistake we make is judging this current group of officers based on historical context. What I tell people is, I can't stop a rape based on historical context. I can't stop a drive-by shooting based on historical context. I have to figure out right now how to stop a child from being sex trafficked. I have to stop things right now, not based on slavery, not based on slave catching, all these other things they try to tie in with policing. So, my belief, based on 28 years of being an officer, it's not the system that is racist. I feel like that's a trap. If you can blame the system, then none of us can escape being racist.

Police Officer, Central Bureau, East Los Angeles College, Unincorporated



And then I started to find out more stuff, like officers who were fired [from LAPD] were hired at USC. And then I did a ride along with someone who transferred from the LAPD to our department of Public Safety. And he told me to my face, 'there's no such thing as systemic racism. People are just making it up in their heads.' And it's like, I don't know why you felt comfortable saying that to me especially in front of some of my other community members. And so that's why now I'm very much like, if I see cops, I'll probably walk the other way around.

Community Member, South Bureau, Wellnest Center, Exposition Park

I think the mistake we make is judging this current group of officers based on historical context. What I tell people is, I can't stop a rape based on historical context. I can't stop a drive-by shooting based on historical context. I have to figure out right now how to stop a child from being sex trafficked. I have to stop things right now, not based on slavery, not based on slave catching, all these other things they try to tie in with policing. So, my belief, based on 28 years of being an officer, it's not the system that is racist. I feel like that's a trap. If you can blame the system, then none of us can escape being racist.

Police Officer, Central Bureau, East Los Angeles College, Unincorporated



If you look at the history of protesting, like, it's nasty, like, how police officers were, like back to like civil rights and prior- like it was it was not facilitated the way it should be... And you have people that know history and know stuff like that, knowing when they go down to protest that that's what in their mind that, hey, this is how it could go.

Police Officer, Valley Bureau, Galpin Motors, North Hills

I grew up in a single parent household. I've gone through a lot. I went through physical violence... Now I'm much older, I facilitate groups, I'm a coordinator at my agency. And now that I'm older, I do realize that we need cops, but we need cops who are suited for the position, who are being guided in the proper way. Because we have a lot of- especially Rampart. Right? Rampart police station is notorious, it has, like, history with the community, right? And all the history is not that good. So a lot of these older generation cops, like you were mentioning, sure we have a new generation of officers, but we also have the older generation of officers that are communicating with you guys. Or sometimes you guys are paired up with these older officers, right? As the world is progressing, different things need to be learned.

Community Member, Central Bureau, CCNP, Westlake / Pico-Union



FINDINGS AND ANALYSIS

-Hurdles to Improvement-

Community members wondered if officers were educated about the history of community-police relationships in Los Angeles and around the nation. They indicated this could go a long way towards understanding community trauma and responses. Officers spoke to the need for community education about the realities and difficulty of their jobs. Both officers and community members would like to trust and be trusted. They want to be given the benefit of the doubt.



I want to not be scared when I see the police. I don't want to think, 'damn I hope I don't die today.' Or [that] I might go to jail today. I base my judgements off of police actions. I would like to see a future where we could be safe.

Community Member, Valley Bureau, Galpin Motors, North Hills

What was clear was that trust must be painstakingly built. Both community members and law enforcement expressed a desire to be heard and understood as a prerequisite for building that trust.



I'm not saying forget the history of things that have occurred. But if the community can honestly look within themselves and say, 'Do I give this officer a clean slate when I meet them going forward?' I think that would help- like if a community member could judge case by case.

Police Officer, West Bureau, Oakwood Recreation Center, Venice

Sometimes they're just patrolling, and they look at me as if I'm one of the gang members. I feel uncomfortable when they look at me weird. So I guess [I would change] just the way we view them and how they view us.

Community Member, West Bureau, Oakwood Recreation Center, Venice



The impact of the murder of George Floyd on the breakdown of trust between police and community should not be understated. Despite the incident occurring in Minneapolis rather than Los Angeles, many community members felt little distinction, viewing it as emblematic of systemic issues in policing nationwide. Conversely, LAPD officers expressed frustration at being grouped with other police departments. They argued that LAPD's training and accountability measures would have prevented a similar incident in their city, so why should they be blamed?



If an officer does something bad across the country or even across just a state line, it affects us at LAPD even though it's a totally different department, totally different policies, totally different social structure but it still impacts us all the same. And then it affects the policies that we have to implement and the way we have to act. If a mechanic messes up fixing a car and it causes a malfunction, even if it causes a fatal malfunction, that mechanic isn't going to affect mechanics across state lines or across cities. But if an officer does something that leads to a fatal incident... Okay well that's [viewed as] a problem across all departments and across each officer.

Police Officer, Central Bureau, Proyecto Pastoral, Boyle Heights

FINDINGS AND ANALYSIS

-Hurdles to Improvement-

The officers who were guilty of those horrible things that we've seen over the last few years, they were not engaged in police policy. They were in trouble because they stepped outside of police policy. There's no policy that said that what Derek [did] over there was right. There's no policy that validates him. What happened to Walter Scott? There's no police policy. Those officers are in jail where they belong. And we agree, but y'all are not asking us how we feel. They're just assuming that we are running our heads into the wall because our brother and sister officer got caught. We're just as happy as you are. Because at the end of the day, when they screw up, they get fired, retired, resigned.

Police Officer, Central Bureau, East Los Angeles College, Unincorporated



[LAPD] is trained more, it's more advanced, we're ahead of [our] time. So when you see other videos or whatever, from other states, or even cities in California, they're not really trained how we are, meaning that we have policies— we can't just tase you. Other departments, I don't know their policies, but they go ahead and do that. They tase you, or you know, just so they can get you to comply.

Police Officer, South Bureau, Wellnest Center, Exposition Park

Police officer: I don't know why you would fear that you have the capability of being killed.

Community Member: It's not like the police aren't killing people that aren't armed! There was recently the person in New York. There was George Floyd who was killed.

Police Officer and Community Member Exchange, West Bureau, Hollywood Forever Cemetery, Hollywood



Citing it as only the most visible recent instance of police violence, community members brought up previous events, namely the beating of Rodney King in 1993. Police officers also found similarities in the aftermath of the two events, but mentioned that the idea that the George Floyd protests were mostly peaceful was erroneous. In addition, they reported being severely taxed by the city's tactical response, which meant that they had no days off for an extended period.



But I think a lot of people, especially in LA, felt so much anger towards what happened miles away with George Floyd because it happened here with Rodney King, the whole riots and all that kind of stuff. And so I think it just brought back that anger of – how many years has it been since that happened, and it's still happening? And alright, it's not every single cop, there're so many good people out there, but it's those bad apples that make it hard for the community to trust again.

Community Member, South Bureau, Wellnest Center, Exposition Park

It's like you see almost no difference from before [1993], besides that the video quality might be different, the actions of the officers are still the same, in a way.

Community Member, South Bureau, Wellnest Center, Exposition Park



FINDINGS AND ANALYSIS

-Hurdles to Improvement-

“ You keep bringing up George Floyd and I'll put it out there, a lot of the things that people are upset about, we're the first ones that are upset about it, too. Because not only do we have to deal with that, but we deal with the repercussions. We're the ones that are out there. You said, 'Why aren't you out there protesting?' Because the city gets put on a tactical alert. That means that every officer has to show up to work and there's no more vacations, no more days off. You know, how many days straight. Everybody had to work. There was no protesting. We were already there.

Police Officer, South Bureau, Wellnest Center, Exposition Park

The George Floyd thing happened and I'm like, do I really want to be a police officer? I'm still going to school to figure it out.

Community Member, Central Bureau, Proyecto Pastoral, Boyle Heights



“ Can I add something about miscommunication or misunderstanding? I just think in particular for the black community, and Black Lives Matter, part of it too is pent up emotion. Because, you know, you can make a mistake once, twice, three times. But once a community in general does not feel heard for so many years, it leads to pent up anger and pent up emotion. So I think part of it might be now that they have felt like they have not been heard for so long— or that they might be heard, but they're not really being listened to.

Community Member, Central Bureau, CCNP, Westlake/ Pico-Union

Both officers and some community members identified social media as a major culprit in the breakdown of trust between the two groups. Community members and officers unanimously reported that they feel misrepresented by news media and social media. Officers in particular stated that they feel that the media is responsible in large part for the breakdown in trust. People of color and immigrants indicated that they feel that the media largely portrays them negatively, perpetuating the myth that all people of color and immigrants are criminals and gang members. Similarly, police officers complain that the media only shows the “bad apple” officers, making people think the whole barrel is spoiled.

While some officers decry national incidents of police brutality, others complain that those incidents are taken out of context and the media misrepresents situations to make it seem like an officer is at fault, when they were justified in their actions. Both community members and police officers highlighted that they are part of diverse communities and organizations. The media might portray them in one way, but they are individuals, with goals, life stories, friends and families.

“ [As a] police officer I personally feel like a lot of it has to do with media and social media. It's a lot easier to get information now than it was thirty years ago. And a lot of the information that is broadcasted is repetitive and some of this false, but there's no way for anyone to really regulate or control that.

Police Officer, West Bureau, Oakwood Recreation Center, Venice

FINDINGS AND ANALYSIS

-Hurdles to Improvement-

I think the media plays a huge part of our disconnect with the community. Because I can speak to the whole department, day in and day out. We make solid arrests. We take people that kill people off the streets. We take murders off the streets. Rapists. On a daily basis. And the news don't put all those stats on the news, but they put that ten second clip of us fighting with somebody and they're like, 'my God, back at it again.' So we kind of gain a little bit of footage, and then the news kind of put that clip out and then we take ten steps back.

Police Officer, Central Bureau, Proyecto Pastoral, Boyle Heights



I feel like they'll show more on the media of what's going on in South Central or Watts than they do over there [in other neighborhoods]. So you're only seeing what they want to show you. They're only showing you, somebody got shot over here, but you could have two shootings over there [in other neighborhoods] that nobody even knows.

Community Member, South Bureau, Wellnest Center, Exposition Park

Media and social media are a double-edged sword, participants felt, unfairly misrepresenting communities of color and immigrants on the one hand and shedding light on police misconduct and systemic injustice on the other. A repeated refrain from LAPD officers was that they are blamed for the actions of all police based on viral videos of police misconduct. On the other hand, community members expressed that social media is a powerful tool for holding police officers accountable.



I think social media has a very big impact on bringing all that out there [meaning police incidents], like, for everyone to see instead of it always being in the dark.

Community Member, Central Bureau, CCNP, Westlake/ Pico-Union

The only thing that's good is how they're releasing the body cam video. So you're seeing more shootings that are occurring throughout the city, but before that, we didn't have that. So you would only hear what you would hear.

Community Member, South Bureau, Wellnest Center, Exposition Park



Research shows that social media data can offer some insight into public sentiment towards police and thus reveal aspects of officer-community relations ([Oglesby-Neal et al., 2019](#)) As some of the officers in our study indicated, however, they are ambivalent towards this heightened scrutiny. Perceptions about the impact of social media videos on policing – whether it makes the job of policing harder or easier – also vary according to political affiliation and race ([Horowitz et al., 2020](#)).



And yes, we try to do a good job with our community relations. Right. They try to put stuff out there on the media of good things that the officers are doing, but who's seeing it?

Police Officer, West Bureau, Hollywood Forever Cemetery, Hollywood

FINDINGS AND ANALYSIS

-Hurdles to Improvement-

But it [the media] is influential. Obviously, technology– [more people] see videos. And maybe it's a good thing or a bad thing

Police Officer, Valley Bureau, El Nido Family Center, Pacoima



Alternatively, some participants mentioned that LAPD should engage more with social media and educate the community about their activities, a recommendation that City HRC has not taken up, but on which the research team had a lot of feedback from participants.



I think, see, on top of everything that was said, I would say social media... we need to interact with community members through social media, because that's like a big thing right now. I've seen other police departments do a really good job at it where they post a lot of things on social media, like coffee with cops, events, things like that. They make sure that they're in tune with the community, so that way the community knows what's happening crime-wise.

Police Officer, East Los Angeles College, Unincorporated (Central Bureau)

Recruitment and Overwork

Officers uniformly expressed that they feel the stress of understaffing. Officers felt that they were grossly overworked during the protests, and continue to be overworked due to low recruitment. Although recruitment has been rising, the effects have not been felt by these officers due to bottlenecks in the hiring process ([Putnam 2024](#)). Especially in high-crime areas, they report having to go from stop to stop, making positive engagement difficult.



Definitely not enough officers out here right now...You got to kind of cut it quick... make things as fast as possible, and then you go to a different call, and that kind of defeats the purpose of that rapport that you were just building, and you just almost had it. If we had more numbers, that would help a lot.

Police Officer, Central Bureau, Proyecto Pastoral, Boyle Heights

And that's why you don't get that quality officer responding to your call. Because they're working six days in, seven days in, working shift, and they're already burned out.

Police Officer, Central Bureau, CCNP, Westlake / Pico-Union



Obviously...we are stretched, we are down in numbers. It'd be nice to have more days of dialogues in various communities [...] where people can come and have conversations, and then they can take it back to their communities. But you know, our officers are stretched very thin. And sometimes it's very hard to meet numbers. So we may not necessarily have the personnel all the time to send out officers to community [events].

Police Officer, Central Bureau, East Los Angeles College, Unincorporated

FINDINGS AND ANALYSIS

-Hurdles to Improvement-

I think the biggest issue with policing, and a lot of reasons why recently people have [had] bad experiences, is because people don't realize that LAPD has been understaffed for over 30 years. So we've always hovered around 8,000 to 10,000 officers, and our population has grown huge compared to that. So like tonight, Los Angeles 200 square miles, there's only 300 officers working tonight to police all 200 square miles.

Police Officer, West Bureau, Hollywood Forever Cemetery, Hollywood



Officers also expressed that they are unfairly expected to be a catch-all for every unaddressed societal problem. They complained community members call on them unnecessarily to handle non-police issues like neighbor disputes. They identified homelessness and mental health as areas that could be better handled by others, acknowledging that these interactions might end in arrest when what was needed was medical or another service intervention. However, in the moment there is no one else to respond to these calls, especially when they could be a threat to public safety.

“ There's been a lot of emphasis on mental health crises and the police, right?... But there is no way we're dispatching mental health personnel at each and every violent crime. And we're put in a situation where they have a gun or they have a knife and we have to protect ourselves, too. People don't know what we really go through. And all we're trying to do is make it home.

Police Officer, West Bureau, Hollywood Forever Cemetery, Hollywood

And this person has a gun or knife, and you just go up there with your little clipboard and your paper, what the hell are you going to do?

Police Officer, West Bureau, Hollywood Forever Cemetery, Hollywood



“ There are so many stories where the person with mental illness has no weapon and is still killed by law enforcement. It still ends in tragedy. And I think that's the kind of story that really carries, that is so salient, because it's so preventable. And as a system, when so many of those stories add up, it makes the case like, maybe we should figure out an alternative solution to sending the strongest law enforcement possible. Maybe that co-response option is a better choice.

Community Member, West Bureau, Hollywood Forever Cemetery, Hollywood

Something that should happen is educating the community on what police can handle and what we have going on. We get radio calls where- 'my neighbor's tree is growing into my yard. I want something done about it.' And I've gone to calls like that, and it's like, 'sir, this isn't a police matter. This is a dispute between you and your neighbor'. So a lot of people don't understand that.

Police Officer, West Bureau, Oakwood Recreation Center, Venice



FINDINGS AND ANALYSIS

-Hurdles to Improvement-

LAPD has multiple partnerships with community organizations to address the need for different types of response teams, such as the [Unarmed Model of Crisis Response](#), the [Crisis and Incident Response through Community-led Engagement \(CIRCLE\)](#), and the [Systemwide Mental Assessment Response Team \(SMART\)](#). These programs assist officers by sending clinicians and other unarmed mental health workers to relevant calls. Despite the positive work these programs are doing to address the immense needs of the City of Los Angeles and the LAPD, the officers who participated in these dialogues are indicating that they are in need of more support.

“ I would love it if someone else could come and handle that [mental health calls]. I would love it because I don't feel comfortable handling certain mental health [issues] because we're not trained for that, to be completely honest. But I'd love to know what the alternative is.

Police Officer, El Nido Family Centers, Valley Bureau

People with serious mental illness...You're seeing my person, who I loved and I raised and [who] I'm proud of on their very worst day. And that's your only experience of this person. You didn't see them growing up and have the pictures and success and the accomplishments. So we're both missing each other's side of the story.

Community Member, West Bureau, Hollywood Forever Cemetery, Hollywood

Officers had other issues that they felt strongly affected their morale. Many of them expressed the belief that LAPD leadership makes decisions based on political pressure rather than facts and knowledge of what is happening on the street on a daily basis. They want leadership to obtain knowledge of community-police relations from the street, not from political pressures. They want leadership to have their backs. This issue was only compounded by the policies of the most recent District Attorney's office, which often made them feel like their jobs were futile.

“ It's the laws and the criminal justice system that is allowing the person to go...I'm laying out all this information, but I cannot control what happens once I submit [the] paper[work]. So I think that that also creates a bigger issue, that also develops mistrust, because now you have our community who we're trying to help out, perceiving us as, 'you're just letting them go.'

Police Officer, South Bureau, Raffaello Ristorante, San Pedro

Officers maintained that LAPD is the best in the nation at community policing and has the most progressive policies of any major city. This is highlighted by the LAPD Community Safety Partnership Bureau (CSP) which has received positive evaluations from outside organizations ([Leap, 2020](#)). Nevertheless, they contend that media misrepresentation and sensationalism create political firestorms. When national misconduct incidents occur in far-off jurisdictions that do not employ LAPD policies, they feel resentful of the fact that they as LAPD officers are considered complicit.

FINDINGS AND ANALYSIS

-Hurdles to Improvement-

“ There's good apples and bad apples.... But there are instances where we acted with good faith and with a good heart, then now you're punishing us for that... because you're sitting in an office and you would have done things differently... Monday morning quarterback.

Police Officer, West Bureau, Hollywood Forever Cemetery, Hollywood

If your officers don't feel like they have a support system within their own house, how can they commit to their job?

Police Officer, West Bureau, Hollywood Forever Cemetery, Hollywood



These are complicated issues. On the one hand officers say that LAPD is superior to other law enforcement organizations in many ways. They state with pride that while it was once a problematic organization, it has made great strides. Officers are consistently audited and monitored via body worn cameras. On the other hand, officers expressed distaste for the reforms and policies in place. While one officer expressed gratitude that LAPD's systems of monitoring meant that he and his colleagues were very unlikely to appear in police abuse videos, most officers complained that they are monitored too closely and can't use some of the old tactics, such as pretextual stops. Participants unequivocally condemned behaviors in abuse videos, but some officers and community members stated that news or social videos are taken out of context. Officers felt very strongly that leadership should have officers' backs and not cave to political pressures resulting from brief, potentially misunderstood social media clips.

“ Have we ever seen the chief go on patrol with one of us and actually see what's going on? Not him individually, but just whoever, overall, in that role? Do we see them walking encampments? And do we see them get on media outlets and say, 'hey, my officers did this right,' instead of always saying what we did wrong? Do we hold both sides of a situation accountable and not just the officers that led us to be in a situation?

Police Officer, West Bureau, Oakwood Recreation Center, Venice

Separate politics from law enforcement and [do] not use law enforcement as a pawn in politics.

Police Officer, West Bureau, Oakwood Recreation Center, Venice



“ Once you hit a certain level in the department, you're more into the political side of things, and they're the ones that are expressing everything they say, in my opinion, based on the climate of the community. And it's not the reality of what's going on in the department, [or] between the actual police and the community. It'd be nice if everybody else could have some type of voice in order to build trust and communication.

Police Officer, West Bureau, Oakwood Recreation Center, Venice

FINDINGS AND ANALYSIS

-Hurdles to Improvement-

Officers spoke about the disconnect they felt between the “higher-ups” and the patrol officers, citing that disconnect as a major factor in making their jobs more difficult. Although it would be challenging to implement, the City HRC heard from numerous patrol officers advocating for mandatory field time for all sworn LAPD personnel, especially those responsible for creating policies that directly impact patrol officers.

“To be honest, I’ve thought about this and I feel like for the most part, just within the department, I would want the higher ups to come back down and patrol, because they don’t understand what the officers go through. And unfortunately, there’s always backlash on officers, patrol officers.

Police Officer, East Los Angeles College, Unincorporated, Central Bureau

Figure 12. Word cloud of community and officer responses to survey question: “What is the number one problem between civilians and LAPD officers?”



FINDINGS AND ANALYSIS

-Improving the Relationship-

Mutual Respect

As the dialogues have shown, often it is people of color and people in low-income neighborhoods who are triggered by the presence of officers, are afraid for their lives, and experience trauma responses. This can manifest in flight or fight, anger, sadness, or fear. It can cause them to run. As a result they are more likely to be met with hostility. White and affluent people are typically not traumatized by the appearance of officers and not afraid for their health and well-being. Thus, their interactions with officers tend to be more calm and cordial.

The idea, however, that it is up to the community member to set the tone of an encounter may highlight a training opportunity. Some officers assume that they are interacting with community members on what is potentially the worst day of their lives. They do not allow a community member's actions or attitude to impact their professionalism or duty to protect and serve with integrity and civility. Conversely, many officers expressed that respect and civility must be earned – to paraphrase, “you have to give respect to get respect.”

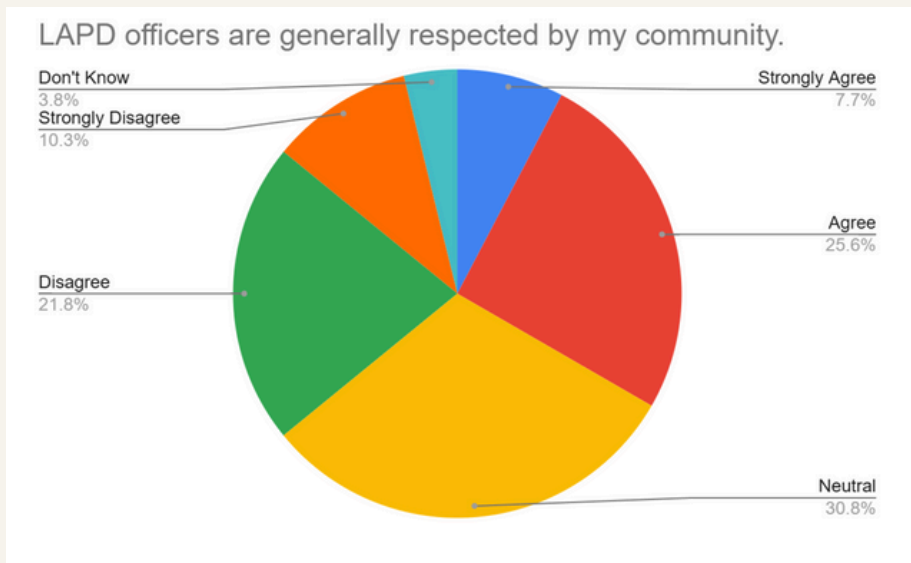


Figure 13. Chart of community responses to survey statement: “LAPD officers are generally respected by my community.”

YADD Location	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know	Number of Participants
San Pedro	0	2	3	2	0	0	7
South Los Angeles	0	3	8	3	1	2	17
Valley Galpin	1	1	1	1	2	0	6
Valley El Nido	1	3	0	6	1	0	11
Venice	1	1	1	1	0	0	4
Hollywood	0	1	3	3	3	1	11
Westlake	2	3	4	0	1	0	10
Boyle Heights	1	3	3	1	0	0	8
Northeast/East LA	0	1	1	0	0	0	2
South Los Angeles	0	2	0	0	0	0	2
Total	6	20	24	17	8	3	78

Figure 14. Table of community responses, by location, to survey statement: “LAPD officers are generally respected by my community.”

FINDINGS AND ANALYSIS

-Improving the Relationship-

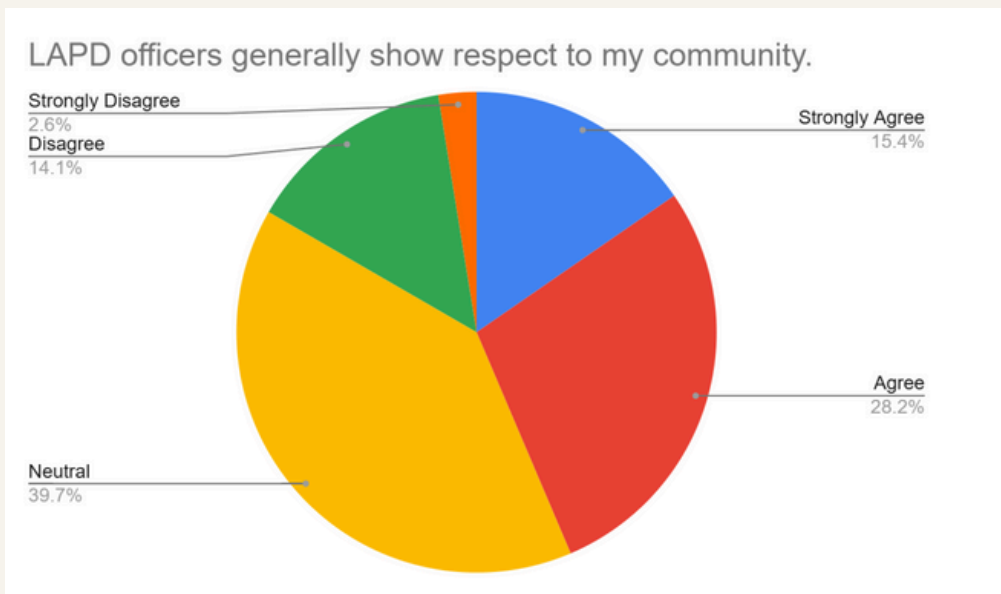


Figure 15. Chart of community responses to survey statement: "LAPD officers generally show respect to my community."

YADD Location	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Number of Participants
San Pedro	2	2	3	0	0	7
South Los Angeles	1	6	7	1	2	17
Valley Galpin	1	0	4	1	0	6
Valley El Nido	2	3	2	4	0	11
Venice	1	0	3	0	0	4
Hollywood	2	2	5	2	0	11
Westlake	2	2	4	2	0	10
Boyle Heights	1	5	2	0	0	8
Northeast/East LA	0	0	1	1	0	2
South Los Angeles	0	2	0	0	0	2
Total	12	22	31	11	2	78

Figure 16. Table of community responses, by location, to survey statement: "LAPD officers generally show respect to my community."

“ When I stop people, I guess everybody gets treated the way they want to be treated, right? Like, if you give disrespect, you're going to get a little disrespect back. If you show me respect, they'll treat you with respect.

Police Officer, South Bureau, Wellnest Center, Exposition Park

SI just, what I've learned on the job is most people respond well when you talk to them and treat them like human beings, right? And not so much the robotic 'put your hands up, do this, do this.' You know, it's a way that you can get people to do what you want them to do just, by talking to them like humans, by talking to them normally.

Police Officer, Central Bureau, East Los Angeles College, Unincorporated



FINDINGS AND ANALYSIS

-Improving the Relationship-

There is a divide between officers who try to brush off the community member “disrespect” and those who take those opinions to heart. Some officers expressed that they recognize that the community might be responding to historic wrongs and lived trauma, and as a result they don’t take the anger or mistrust personally. On the other hand, some officers expressed that it really bothers them when people consistently point out police wrongdoing but take no notice when the officers achieve something positive.

“ Now, not just because I’m a police officer, but I think I respect the good police officers more now than ever before. Just because of the time we live in, policing is hard. Being a community member is hard. I understand both sides. But I think working with, working in the community that doesn’t respect you, and still trying to be a good cop is hard.

Police Officer, Central Bureau, East Los Angeles College, Unincorporated

Obviously, now, I love what I do. It gives me a sense of guidance, on and on. I treat people with respect. I treat people highly. What you [the other officer] said, honestly, we are human beings, too, but we still get to do a job, to be the best part of it. Some [officers] may be having a tough day but they still put the smile on their face, and they still get up every day, and they still protect the best way they can by putting their bodies in danger. And they have a family to go home to, as well.

Police Officer, Central Bureau, CCNP, Westlake / Pico-Union

Having one-on-one conversations, whether in the setting of the Dinner Dialogues or out in the field is one way that participants humanize each other, although for some participants, their perceptions were entrenched. Appendix D contains comments from community members regarding their opinions about LAPD before and after the dialogue.

If you entered the room with a negative opinion of police officers, did this conversation improve your opinion of police officers?

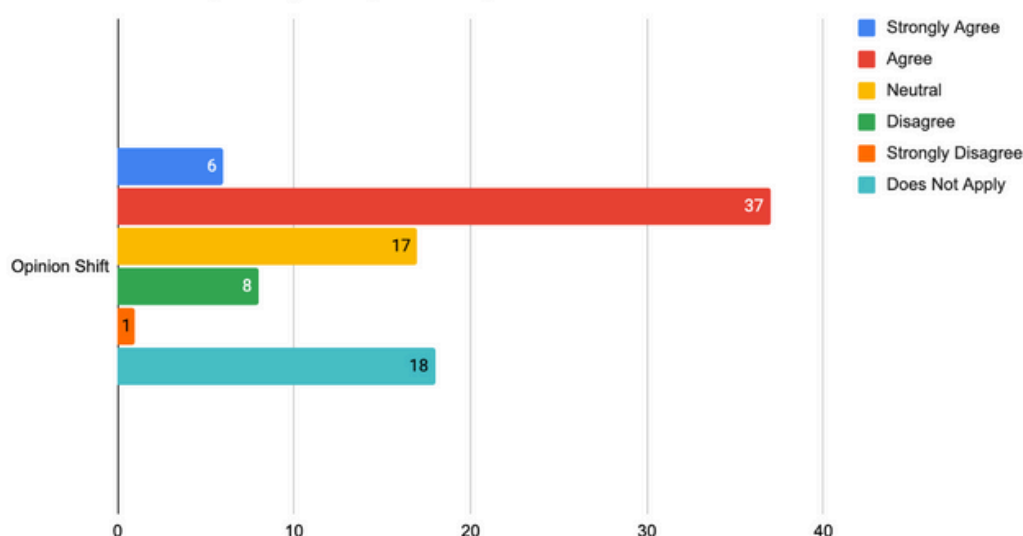


Figure 17. Graph of community responses to survey question: “If you entered the room with a negative opinion of police officers, did this conversation improve your opinion of police officers?”

FINDINGS AND ANALYSIS

-Improving the Relationship-

Figure 18. Table of community responses to survey question: “If you entered the room with a negative opinion of police officers, did this conversation improve your opinion of police officers?”

YADD Location	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Does Not Apply	Number of Participants
San Pedro	0	2	1	4	0	0	7
South Los Angeles	0	7	0	3	0	2	12
Valley Galpin	0	6	0	0	0	1	7
Valley El Nido	0	3	1	0	0	2	6
Venice	0	1	0	1	0	1	3
Hollywood	0	3	4	0	0	5	12
Westlake	2	7	6	0	1	5	21
Boyle Heights	1	5	1	0	0	0	7
Northeast/East LA	3	2	2	0	0	2	9
South Los Angeles	0	1	2	0	0	0	3
Total	6	37	17	8	1	18	87

Mental Health Support for Officers

Police officers experience considerable primary and secondary trauma in their jobs, and expressed that they fight hard not to become disillusioned or unempathetic. Officers alluded to mental health concerns through speaking about issues of burn-out, exhaustion, waning empathy, and sadness, with feelings of being misrepresented and overworked as primary contributors. Some officers also stated that it was difficult to access the mental health support they were supposed to be able to receive.

“ I'm pretty sure when they [newer cops] show up somewhere, they probably show a little bit more empathy than someone who's been on the job [for a longer time]. But I think one thing that I try and remind myself – I've only done the job six years – I try and remind myself constantly, don't let this job turn you into something else. But I can tell you, after twelve hour shifts, after shooting, after murder, it's very hard sometimes to show up. But I think our job is also very desensitizing. So I may show up to your call, and I might look at you and be like, 'what can we do about it?' It may seem like I don't care, but it's kind of like, there are certain people that I have to remind them – I do care. I can't cry here with you. But I think if maybe some officers showed maybe a little bit more empathy, and if we weren't as busy, maybe they took time to explain to you why they can't help you...

Police Officer, Central Bureau, Proyecto Pastoral, Boyle Heights

When my friend got into an OIS, officer-involved shooting – how long it took him to meet with the BSS [behavioral sciences services]? It took a while.

Police Officer, Central Bureau, East Los Angeles College, Unincorporated



FINDINGS AND ANALYSIS

-Improving the Relationship-

Community members and officers felt that officers should have greater access to mental health resources, with community members on several occasions expressing that they thought mental health support for officers should be mandatory. Officers and community members thought that mental health discussions could be further normalized in the LAPD, with some officers noting that their older counterparts were not always receptive to therapy. Both officers and community members found the same things supported their mental health, namely, taking a break to do the things they love, and spending time with friends and family. Officers, however, were not able to partake in these activities as much as they would like to due to the demands of the job.



I would have...resources, from an emotional perspective, just to deal with the challenge. Help police officers process their job. And I would encourage it maybe a little bit, a lot more, or make it mandatory.

Community Member, West Bureau, Oakwood Recreation Center, Venice

I'd want to have mandatory therapy sessions outside of just, 'this is my trauma.' I want you to know, I want you to talk about how your race impacts you, because obviously we know that race is a construct, but that it stretches far and wide and it impacts everybody, no matter if you're black or you're white.

Community Member, West Bureau, Hollywood Forever Cemetery, Hollywood



And now it [mental health treatment] is becoming a part of... it's being normalized, it's being encouraged. But there's still those that are still part of my generation [who don't believe in it]

Police Officer, Valley Bureau, El Nido Family Center, Pacoima

Community Engagement

The overwhelming sentiment of both community members and officers was that they want to be able to encounter one another in trusting, positive, community engagements. Community members want humanizing events with officers where they are out of uniform. They suggested everything from community dodgeball, monthly dialogues, attending community meetings, and breathalyzer testing events. A survey on this topic showed that a majority of participants (both officers and community members) felt that LAPD were already making an effort to appear at community events, although community sentiment during the dialogues indicated a desire for increased engagement in this regard. Officers, while they agreed that they'd like to be able to attend community gatherings more often, noted that they hardly have time to do their jobs and see their families, let alone attend more events. They also expressed that it is often the higher-ups in the LAPD who attend community events, while they as patrol officers are the ones interacting with the public in the street, but not during community events.

FINDINGS AND ANALYSIS

-Improving the Relationship-

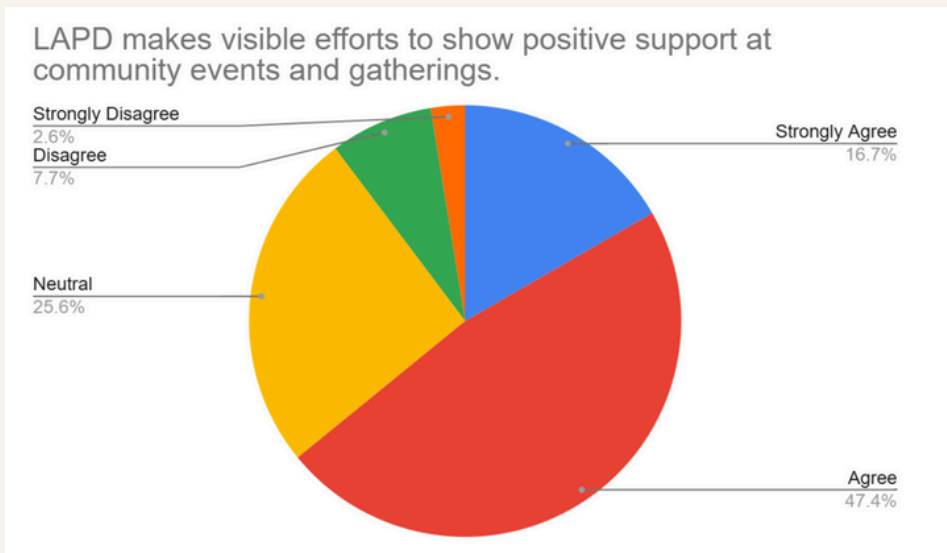


Figure 19. Chart of community responses to survey statement: “LAPD Makes Visible Efforts to Show Positive Support at Community Events and Gatherings”

YADD Location	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Number of Participants
San Pedro	2	2	3	0	0	7
South Los Angeles	5	7	3	1	1	17
Valley Galpin	1	2	1	1	1	6
Valley El Nido	1	8	2	0	0	11
Venice	1	2	1	0	0	4
Hollywood	0	7	1	3	0	11
Westlake	2	3	5	0	0	10
Boyle Heights	0	6	2	0	0	8
Northeast/East LA	0	0	1	1	0	2
South Los Angeles	1	0	1	0	0	2
Total	13	37	20	6	2	78

Figure 20. Table of community responses, by location, to survey statement: “LAPD Makes Visible Efforts to Show Positive Support at Community Events and Gatherings”

“ But a lot of times when there's community events, it's not us talking to you guys. At the end of the day, when police are interacting with the public, most of the time that will be patrol officers. But those aren't the officers who are present at these community based events— those are senior lead officers, those are crew officers, those are people that probably haven't been in the field for at least 10 years, you know. And yeah, I mean, they could give their perspective how it was, you know, when they were on patrol, but policing is constantly changing.

Police Officer, Galpin Motors, North Hills, Valley Bureau

Our local city, we have an LAPD night. So it's just like the community, our police department, and they have toys for kids. They bring the Ghostbusters car to take pictures. And it's just a good engagement for the community to not only feel like, okay, we're getting to know police officers, but also kids [seeing] okay, this is what it is to be a police officer. That's a good engagement with the community. I kind of feel like we're all here together.

Police Officer, Valley Bureau, El Nido Family Center, Pacoima



FINDINGS AND ANALYSIS

-Improving the Relationship-



I would do more like community events where people are allowed to see them as people and not people in a uniform. So just they feel there's more integration and there's more connection created.

Community Member, West Bureau, Oakwood Recreation Center, Venice

I think community events, especially, like not being in uniform as well, that's the kind of thing that helps the community and us as well, creating that dialogue.

Police Officer, West Bureau, Oakwood Recreation Center, Venice



Officers felt strongly about the benefit of ride-alongs to educate the public about what they experience on the job. They felt that those types of actions allow community members to gain insight into and empathy for what officers go through on a day-to-day basis. Some community members agreed that ride-alongs or classes about policing like the Citizen's Police Academy had given them clarity and understanding regarding what police officers experience, enabling them to feel more positive towards the LAPD in general. Other community members expressed that officers should be making the effort to come to them out in the community, rather than the other way around.



I think people should come on more ride-alongs.

Police Officer, West Bureau, Oakwood Recreation Center, Venice

Having the ability to have outsiders see our day-to-day on the job, because we can talk about it, but they don't actually see it. They don't know that we go from radio call to radio call. Sometimes we don't eat. Sometimes we're working on no sleep, not even a drink of water, because we're just going, going crime scene to crime scene nonstop.

Police Officer, West Bureau, Oakwood Recreation Center, Venice



Citizens Police Academy, at least for me, that class really changed my mind in a lot of ways, you know. Because it's not just about police officers, it's about a lot of different other things like the homeless and homicides and different areas within criminal justice and law enforcement. It just makes you really think about everyone differently.

Community Member, Central Bureau, East Los Angeles College, Unincorporated

Community members were divided about whether neighborhoods would be better off with more officers, as the City HRC surveys show. Some were conflicted on this point and expressed it. Most officers were of the opinion that there should be more police, usually connecting it with the feeling of being overworked and the inability to meet every policing need, including community relations.

FINDINGS AND ANALYSIS

-Improving the Relationship-

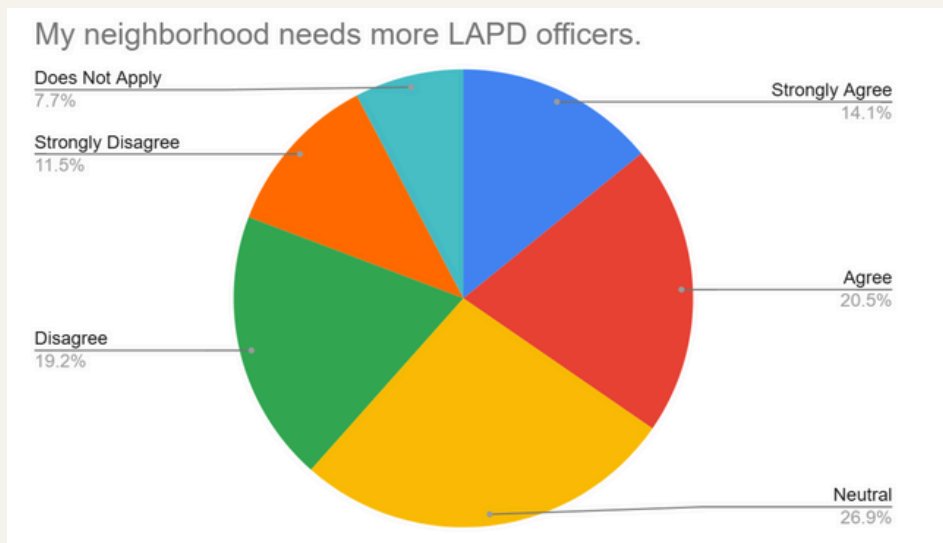


Figure 21. Chart of community responses to survey statement “My neighborhood needs more LAPD officers.”

YADD Location	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Does Not Apply	Number of Participants
San Pedro	0	2	2	1	2	0	7
South Los Angeles	4	1	8	2	2	0	17
Valley Galpin	0	1	1	2	0	2	6
Valley El Nido	1	3	3	2	2	0	11
Venice	0	0	1	1	2	0	4
Hollywood	0	2	1	4	1	3	11
Westlake	4	2	2	2	0	0	10
Boyle Heights	2	4	2	0	0	0	8
Northeast/East LA	0	1	0	0	0	1	2
South Los Angeles	0	0	1	1	0	0	2
Total	11	16	21	15	9	6	78

Figure 22. Table of community responses, by location, to survey statement “My neighborhood needs more LAPD officers.”

Some community members talked about community investment as a means of enhancing public safety. The community is also of the opinion that alternative response systems, such as the mental health response teams mentioned in the previous section, are warranted in certain situations. Some participants talked about hiring “civilians” to do officer paperwork so that patrol officers are freed up for community engagement. Officers and community members expressed that the LAPD’s Community Safety Partnership (CSP) is an alternative model that should be supported and expanded. While not all participants mentioned the CSP by name, the changes they proposed to build trust were often in line with the CSP’s policies.



Police look scary because they got guns in their hands... And I think if you want to be closer to the people ... don't bear a gun. -

Community Member, Central Bureau, Proyecto Pastoral, Boyle Heights

FINDINGS AND ANALYSIS

-Improving the Relationship-

So those two specific officers have been there... forever. And these ladies know everyone.... In my community, it made a difference because these ladies were out there dancing with the kids. They are hugging the señoras. They know everybody. So I think throughout time, it gave everybody a different perspective, because these ladies were always in their offices, were always just patrolling, and, they're not going to jump out the cop car, they're not going to chase you.

Community Member, Proyecto Pastoral, Boyle Heights, Central Bureau



Not everybody needs a gun. I want to change the way that uniforms look to make it look at least more friendly or at least more- just not as a big presence. And then having more community, not police officers, but community [in] places of protection, so it's not immediately 'let's get police officers.' And I'd hope that would also help with just how understaffed the department is and some of the pressures that way... also [then it] wouldn't be a police officer who does not have training with mental health crises going to a person who is currently in [a] mental health crisis.

Community Member, West Bureau, Hollywood Forever Cemetery, Hollywood

A lot of major cities like New York, you know, comparable metropolitan areas, they're hiring civilians to do that [administrative] work. But we're paying a police officer of 15 years, who's a P3 that's making \$120,000 a year, to literally be a secretary for someone. And it's like, why are we doing that? And it's really stupid. So I think the solution is to bring a lot of people out [to patrol/be in the field], and put civilians in there, which is also good because then you have the public working with the police.

Police Officer, Hollywood Forever, West Bureau



How about if there are more diversified members of the police force? I mean, they can all be part of the police. But maybe there are more mental health officers out on the street or special mental health/police that just do care cleanups. I honestly don't believe police need to be there at all. You can call them if they're needed. I think the police are stuck doing so much work...I wish there was more diversification and an expanded police force.

Community Member, West Bureau, Oakwood Recreation Center, Venice

Community members and officers also talked about continuing the dinner dialogues. When asked whether they would participate in a dinner dialogue again, a majority of participants said they would be interested in joining the dialogues again, and many talked about how constructive they found them to be.



I wish this had more time. I think this is just kind of [the] tip of the iceberg. Personally, I could do this all day because I think it's very constructive. Especially coming in with an open mind and gaining more insight and understanding.

Police Officer, Valley Bureau, Galpin Motors, North Hills

FINDINGS AND ANALYSIS

-Improving the Relationship-



I think these spaces are important because we're able to share our lived experiences, and we're having the same experiences. It's really interesting, right? Like this experience of, like, if you're pulled over by the cops, no matter if you're an officer yourself, going to be nervous about that.

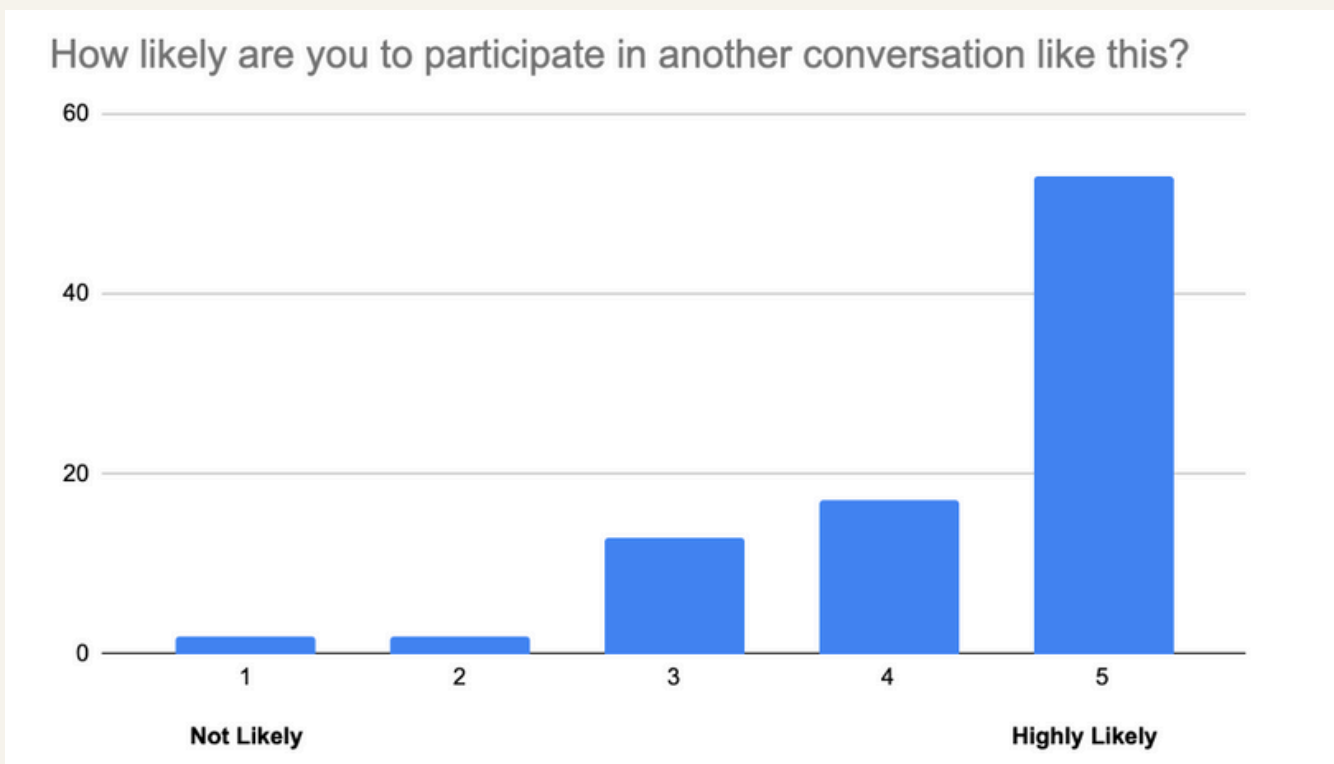
Community Member, West Bureau, Oakwood Recreation Center, Venice

I felt like this was good... Because I honestly like to talk to the civilians, hear their point of view, but also explain my side of the story, because civilians don't know what we go through. Like behind closed doors, the amount of scrutiny we go through working, especially patrol.

Police Officer, Valley Bureau, El Nido Family Center, Pacoima



Figure 23. Chart of all participant responses to survey question: "How likely are you to participate in another conversation like this?"



Participants almost uniformly appreciated the chance to tell their own stories and hear other people's point of view. In some cases, the airing of past trauma from a community member caused an officer to see things a little bit differently, and vice versa.

CONCLUSION



I think [we change the relationship by] working on generational trauma on both sides, police side and community side. We as officers need to work on not stereotyping – that’s probably very hard to do. We can start by understanding... by giving the next person a chance.

Police Officer, Valley Bureau, Galpin Motors, North Hills

[Given] the constraints that officers face, not only with budget cuts, with lack of staffing, with lack of dispatchers, I see the whole picture. But at the end of the day, you choose to put a uniform on every single day. And I feel that that uniform should represent compassion and understanding.



Community Member, Valley Bureau , El Nido Family Centers

Young adults and patrol officers came to the table over dinner to discuss a difficult topic. They engaged in productive conversations where they discovered they had a lot in common and disagreed with respect. While they had different priorities and opinions, a pattern of mutuality emerged. There is a path to strengthening both communities and officers, boosting morale and enhancing a sense of dignity and fairness.

A clear representation of the mutuality of participants’ concerns and goals was displayed when facilitators asked participants to raise their hands if they had experienced the following: being misjudged or misunderstood; being negatively mischaracterized by the media; wishing people understood them better; and wishing that community–police relationships were better.

The responses were nearly unanimous. All community members and most officers indicated that they wished people understood them better, and they wished community and police relationships were better. Everyone reported feeling misjudged or misunderstood. Almost all agreed that the media mischaracterizes them due to race, nationality, gender, or status as a police officer.

There was a strong desire by both groups to be treated with respect. They want to be trusted and given the benefit of the doubt. Community members spoke to the need to repair the relationship through acknowledgement of past harms, through positive interaction, and through the development of further respect and understanding, both in face to face encounters as well as in policy decisions. Officers spoke to the need for community education about the realities and difficulty of their jobs, and the desire for time to make positive connections in their patrol neighborhoods, rather than going from call to call. The recommendations set forth in this report have tried to address both parties’ needs.

What this report demonstrates is that just as public trust is a key component of policing, empathy and understanding are a key component of trust, and must be continually cultivated. City HRC believes that open dialogue is the first step to creating the conditions for that trust to grow.

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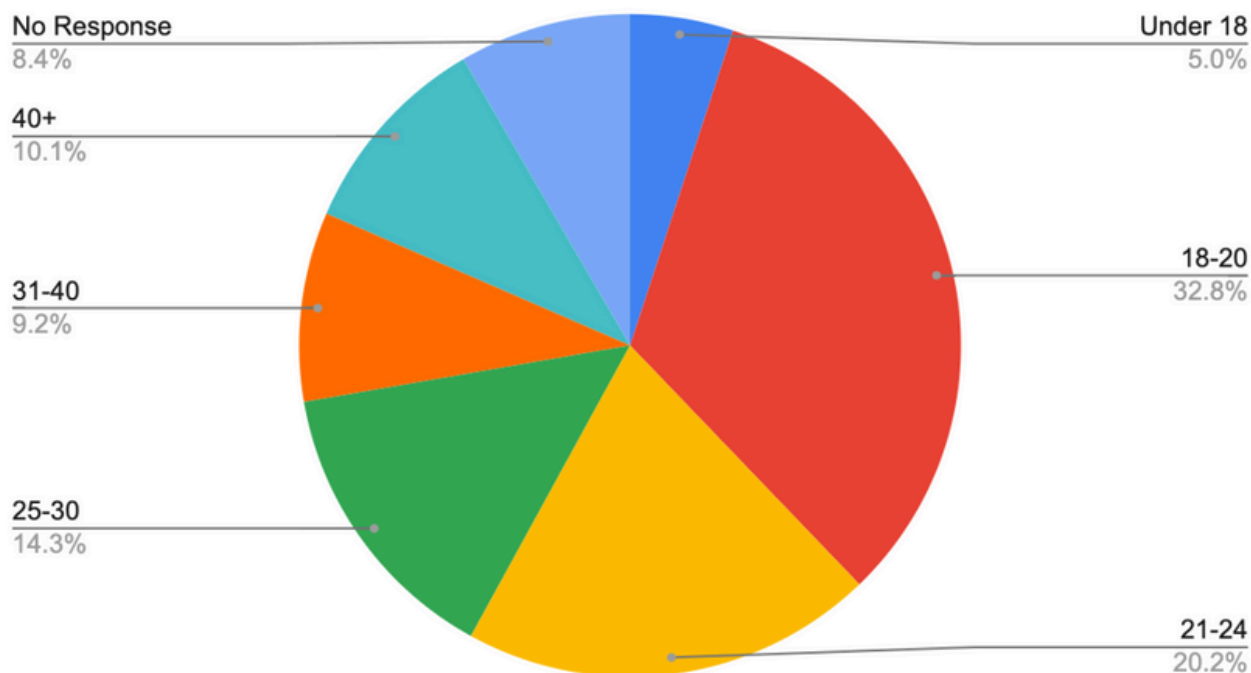
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APPENDICES

Appendix A: Participant Demographics

Age of Participants

Age of Participants (Non-Officers)

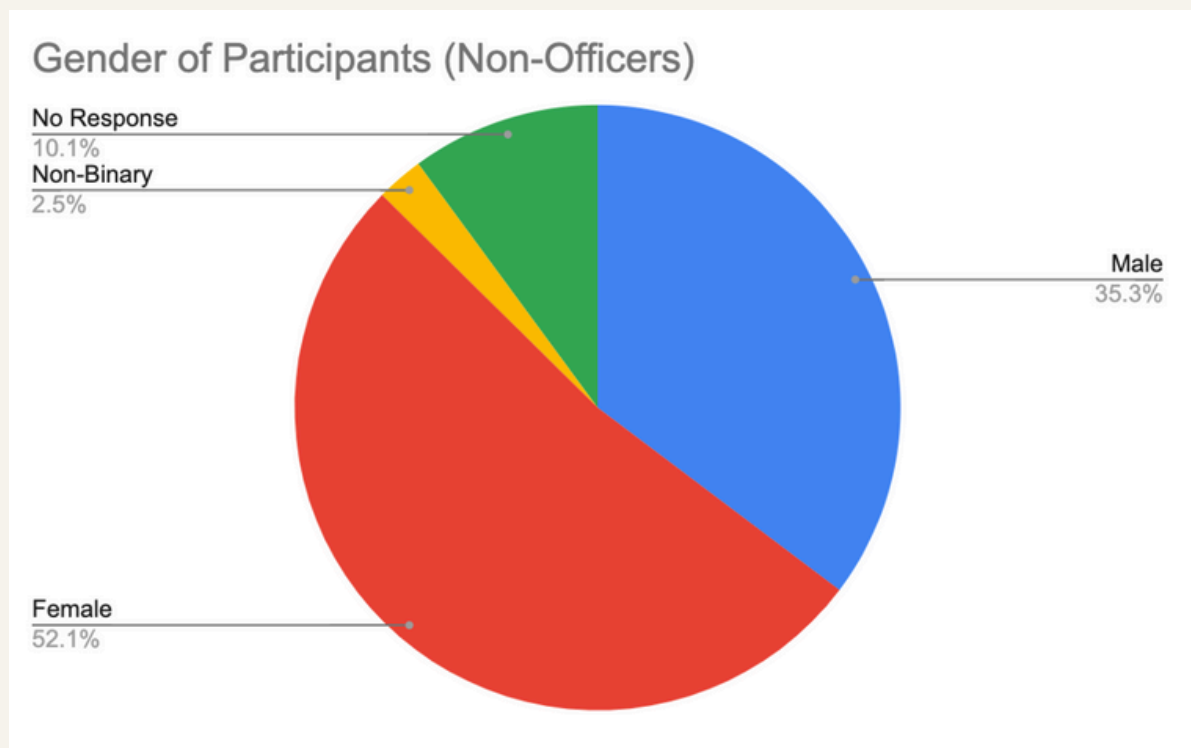


YADD Location	Under 18	18-20	21-24	25-30	31-40	40+	No Response	Number of Participants
San Pedro	0	0	0	0	0	0	10	10
South Los Angeles	2	9	6	2	0	0	0	19
Valley Galpin	0	2	4	2	1	0	0	9
Valley El Nido	0	2	2	3	3	4	0	14
Venice	0	0	2	0	1	1	0	4
Hollywood)	0	6	2	1	0	4	0	13
Westlake	2	13	1	3	5	0	0	24
Boyle Heights	2	2	1	3	1	1	0	10
Northeast/East LA	0	5	3	3	0	0	0	11
South Los Angeles	0	0	3	0	0	2	0	5
Total	6	39	24	17	11	12	10	119

APPENDICES

Appendix A: Participant Demographics

Gender Identity of Participants

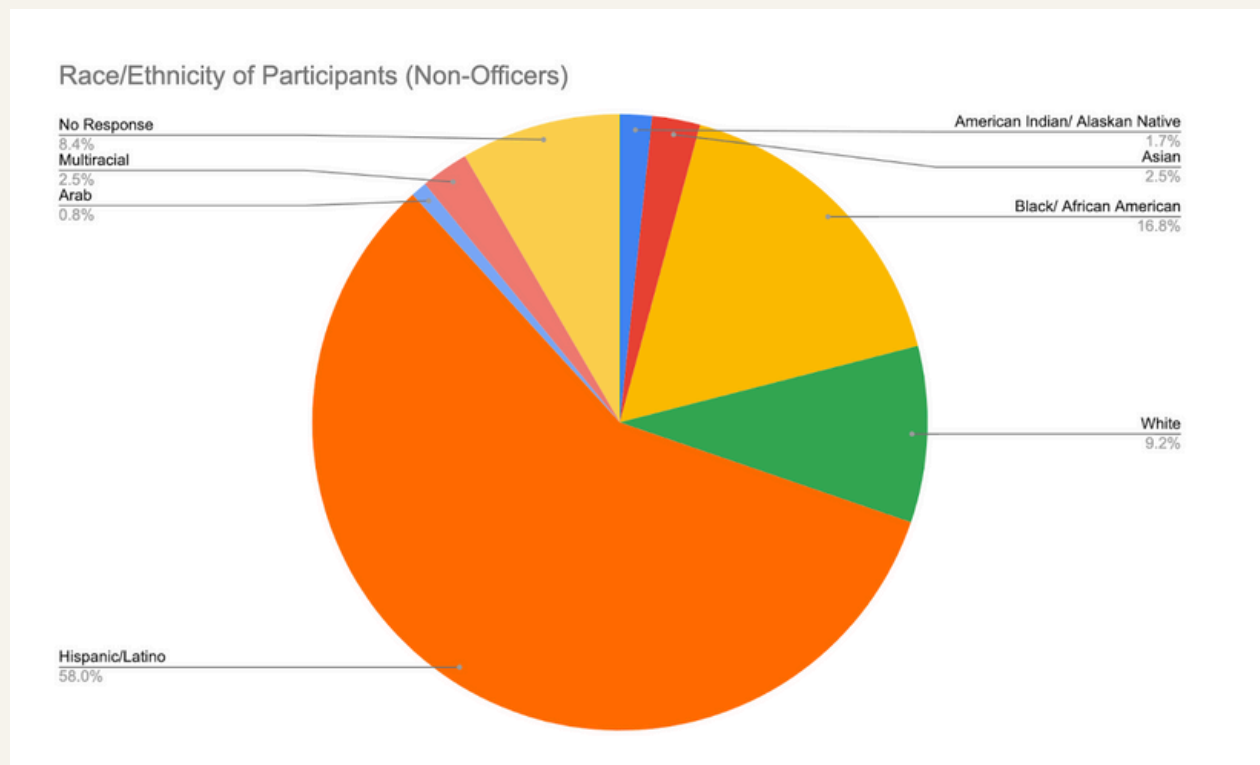


YADD Location	Male	Female	Non-Binary	No Response	Number of Participants
San Pedro	0	0	0	10	10
South Los Angeles	9	9	0	1	19
Valley Galpin	2	5	1	1	9
Valley El Nido	2	11	1	0	14
Venice	1	3	0	0	
Hollywood	3	9	1	0	13
Westlake	13	11	0	0	24
Boyle Heights	5	5	0	0	10
Northeast/East LA	5	6	0	0	11
South Los Angeles	2	3	0	0	5
Total	42	62	3	12	119

APPENDICES

Appendix A: Participant Demographics

Race/Ethnicity of Participants



YADD Location	American Indian/ Alaskan Native	Asian	Black/ African American	White	Hispanic /Latino	Native Hawaiian/ Pacific Islander	Arab	Multi-racial	No Response	# of participants
San Pedro	0	0	0	0	0	0	0	0	10	10
South Los Angeles	0	0	7	0	12	0	0	0	0	19
Valley Galpin	1	0	1	2	5	0	0	0	0	9
Valley El Nido	0	1	0	1	11	0	0	1	0	14
Venice	0	0	1	1	2	0	0	0	0	4
Hollywood	0	1	2	5	3	0	1	1	0	13
Westlake	1	1	1	1	19	0	0	1	0	24
Boyle Heights	0	0	2	1	7	0	0	0	0	10
Northeast/East LA	0	0	1	0	10	0	0	0	0	11
South Los Angeles	0	0	5	0	0	0	0	0	0	5
Total	2	3	20	11	69	0	1	3	10	119

APPENDICES

Appendix B: YADD Conversation Prompts

Group Agreements

In this conversation, you are not representing anyone but yourself (I statements)

We're not here to solve and fix things tonight. This is just the beginning.

We're here to listen from the heart and speak from the heart. (With curiosity and respect).

We are here to speak spontaneously, to be in the moment – try not to think about what you want to say next, but really listen and speak in the moment

We ask that you be lean with your words, leaving space for others to talk – we want to hear from everyone but again, we only have a short time together.

Discussion Questions

- What was your view of the police growing up? And how did your community shape that view? (Possible follow up – Was your community diverse?)
- How have community/ police relationships changed over time and how has your perspective changed over time, if at all? We have a little longer for this one
- Movement Exercise
 - a. Raise a hand if you think you've been misjudged or misunderstood. Raise a hand if you think the media negatively mischaracterizes a group you belong to.
 - b. Raise a hand if you wish people understood you better.
 - c. Raise a hand if you wish community/ police relationships were better.
- So what are the biggest challenges you see when it comes to community/ police relationships?
- If you were the Chief of Police, what would be the first thing you would do to improve community-police relations?

APPENDICES

Appendix C: YADD Participant Recommendations

What are your top recommendations for improving community and police relations?

San Pedro (Officer and and community member recommendations are combined)

- Communication
- Having more communication on both parts from the community and by the police
- Protect my community
- My top recommendations for improving community and police relations would be being more respectful towards each other.
- Transparency of policies and expectations
- More communication with the community and the police.
- Communication, transparency, understanding each person's POV (point of view)

South Los Angeles

COMMUNITY:

- Be proactive in engagement with community.
- Transparency
- Being able to bring the trust of the community together by ensuring police build a relationship more personable
- Police qualifications to include community service hours to ensure that these people promising to protect and serve are civil minded and have the best interests of the community.
- Communication
- To communicate to each other properly
- More outreach to community base organizations and community events
- Communication
- Communication & respect
- More community engagement
- Maybe an introduction to what each party is a part of to get a better understanding of each other.
- Communicate more and interact with one another

OFFICERS:

- Crime prevention
- Trust
- Understanding
- Continuing with activities that include community member and officer engagement.
- More community police events
- Communication and community interaction
- Better communication
- Communication and accountability
- Community events for community to experience police scenarios
- Keep politics out of policing and more officer support
- Make media and people accountable as the police

APPENDICES

Appendix C: YADD Participant Recommendations

Valley

COMMUNITY:

- More community events
- More dialogue
- Having more events like this to build trust and have open communications.
- Federal government involvement/policy, better healthcare systems for community and police departments
- Develop police trainings with community organizations, create public forums where residents can inform crime fighting strategies locally, and invest law enforcement funds in community organizations.
- Honestly I think conversations like this help!

OFFICERS:

- Community meetings
- Making sure the community and the department are in a constant dialogue
- More community meetings
- More interaction with the community
- Better understanding between each other
- More Transparency
- Officer wellness

Venice

COMMUNITY

- More transparency with data -- share that with the community and be more present for the community at events, etc.
- Humanizing police within community
- More specialized units of police, traffic, mental health, etc. as best cops should not have to handle all. More pay so they can live in our communities. And immediate fixing of issues when things go bad. (I.e., if you blow up a neighborhood with fireworks, fix it, don't just investigate and then make recommendations.)

OFFICERS

- Community events
- Communication and incentivize proactive policing
- Communication and trust
- Education, open mindedness, being approachable , open dialogue
- Coming up with events where officers interact with citizens
- Higher income
- Trust
- More transparency, and better communications
- Openness to conversations
- Conversation
- Communication. No zero bail
- Hold the community accountable for actions. Better communications.
- The lack of support from the department to allow us to effectively carry out our job duties.

APPENDICES

Appendix C: YADD Participant Recommendations

Hollywood

COMMUNITY:

- Community relation is key
- More events like these, getting community and police in a space where they can discuss and talk about issues
- Civilian ride-alongs, more of these dialogues (but in different groups of people), continued communication and positive press
- Talks community events
- More representation of police officers in my community
- Getting to know our law enforcement
- Establishing the public view of police officers with an objective point outside of getting defensive that could become the base point of where conversations and trainings derive, increased convergence with off duty cops, making dialogues more common outside of an experiment or report, changing the of the police stations, working with community as much as anything else
- Better marketing and outreach efforts
- Promoting officer storytelling and making sure our officers are able to share their identities. Also, potentially dividing officers publicly between administrative work and law enforcement work.

OFFICERS:

- Communication
- More dialogue
- None great job
- Get rid of social media
- Better communication with the public.
- Really good wouldn't change anything
- Teach the community to respect police
- Respect
- Educating the community why we do the things we do
- More training, more staffing, transparency

APPENDICES

Appendix C: YADD Participant Recommendations

Westlake

COMMUNITY:

- Better communication & better understanding
- Just talking more with the community
- Be more passive towards people
- Just care more for the community
- Increasing funding for police and other agencies to conduct outreach in communities to hire new officers and have resources to build connections with communities.
- Working together with LAPD
- To stop police brutality
- More funding more youth programs
- Better police officers
- Listen to your cops. Maybe work patrol again
- Make people see the good side of cops and what they want to do to help the community in LA.
- To work together not against
- Trust and educate both sides.
- Approaching community individuals in a very empathetic approach and informing folks about their laws and rights because why should the community inform themselves people live paycheck to paycheck and have little to no time to teach their children about laws
- Maybe to respond more faster to the calls and attend them
- Hold community discussions with police supervisors and higher ups, ground patrols, and community members as ground patrols discussed their frustrations with being understaffed in their ability to support the community and the city as a whole.
- More good publicity and bonding between residents
- Have more and advertise these types of conversations more to our communities and those who are willing to listen.
- More police

OFFICERS:

- Holding other identities accountable
- More events for the community
- Give police stations a budget to host community events.
- Educating the community on what police can do and policies
- Better Pay for Police Officers
- Open dialog
- Continue to keep a peace full environment as such to communicate with community members and discuss concerns
- Have more of these events with higher up
- Police and community coming together and talking from both sides about issues. So both sides see the others and understands and can come to an agreement/understanding
- More Officers. This means more time for individual calls, more outreach, and better service in protecting the community.
- Holding some sort of seminars educating the community about policies. It was said that all policies etc. are public, but for those who maybe might not know that those policies are public or for those who might have questions or need policies to be explained in a different manner.

APPENDICES

Appendix C: YADD Participant Recommendations

Boyle Heights

COMMUNITY:

- More civilian involvement.
- Communication
- More social media engagement. For example posting about this event. In order for the community to feel more comfortable and confident to attend the events.
- Having more community events where cops and the community can talk
- I'm not sure but I know there's a lot to it but I did learn a bit

OFFICERS:

- Being able to communicate with those who want to have their voices heard.
- Engagement, footbeats, conversations
- Community engagement programs
- More community involvement on radio calls
- Officer morale and wellness
- Building trust

Northeast/East Los Angeles

COMMUNITY:

- Making the public more aware of what exactly the police go to.
- More police
- Advertising the different events the police community have
- To have people take the opportunity to go on and have an open mind when police officers do volunteer work to talk to the communities. I think police are doing a good job, the opportunities are always there, just not many community members take it.
- More events like this one
- Finding a way to get rid of the fear and tension between police and community.
- Building trust

OFFICERS:

- Inviting more people
- Stopping anti police propaganda
- Trust
- More ride-alongs. So more people see what we are actually doing.
- Trust
- Transparency
- Understanding
- Divisional Days of Dialogue every month
- Open communication
- Community events
- More community events where patrol officers interact with the community.

South Los Angeles

COMMUNITY:

- Building relationships with those in the community, not just those that are willing but unwilling as well - it makes a change.
- More efficient communication

OFFICERS:

- Open mic

APPENDICES

Appendix D: Community Opinion Shift

San Pedro	Yes it brought in a different perspective on how police see regular civilians.
	This conversation didn't change my opinion about policing because I still believe there's still questions un answered
	No, I heard a lot of the same defenses from officers and civilian complaints.
	Not really but I'm more open minded about it
	I believe my opinion on police has always been that they're intended to be there to protect and help our community. I did in fact feel a small minority in change in terms that they go out on the field everyday and sometimes people forget that these police officers have a family, and someone that they need to return home to. I have so much respect to the former officers that were able to communicate their background with me and explain how they felt about certain situations.
	Discussing examples of police brutality does not dismiss the good that police officers provide
South Los Angeles	No but it gave me more insight on what community members see
	Gave me the first platform ever to hear police perspective that work in my community
	No, they kept making rebuttals to our experience and opinions (felt like invalidation)
	yes because i got to know officers perspective on certain situations
	A little. I don't know what officers go through on a daily basis. So more understanding
	No i did not change my opinion about policing.
	I still felt distanced from the officers. Conversation was a bit hard to have.

APPENDICES

Appendix D: Community Opinion Shift

Valley Galpin	Yes. I have more of a respect and appreciation for what the police department does and I am more willing to listen to the experiences of officers
	Yes I see they have opinions
	There was a shift
	Yes, it humanized the officers more.
	Yes, I have received more compassion for the officers.
	Yes, communication is so important to connecting and changing perspectives. Also understanding the differences we share and similarities starts with open dialog but this is just the beginning.
Valley El Nido	I have a very set perspective about policing as a criminal justice major so I understand both perspectives of policing
	Its was a good and important conversation
	Yes, it allowed me to see the officers perspective in situations, which I really enjoyed and learned from.
	Yes, I was able to understand how officers who have had negative experiences with law enforcement attempt to reconcile their work with their lived experience.
	Yeah, I feel like this was very humanizing and also kind of healing for me personally
Venice	Not necessarily- I have a neutral view of the police.
	Yes it created more empathy for police officers
	It helped me recognize them as individuals

APPENDICES

Appendix D: Community Opinion Shift

Westlake	Sorta I understood both ways resident wise and police deputy wise
	I saw all the inside outs of the police
	Yes. I never knew that policing can be a struggle not just mentally but also financially
	I see police in a slightly more positive light
	Yes, they was open
	Am still neutral to police
	Not really I like the police
	Yes. They receive no support from higher ups
	It did there are good cops out there you just have to take the time to understand how they are.
	Yes it did I got more information about how the police system works
	It has because now I know about the officers point of view.
	Yes on how if the people can cooperate with the police things could be so much easier and end well
	My opinion didn't change as I still value and respect the efforts made by police to keep people safe.
	I gained new perspectives from people from different stages and their relationship with the police. I have never experienced any negative encounters with the police but I've seen in social media how they are bad cops
	I respect the efforts made by police
Boyle Heights	Yes it changed the way i see cops and how they do their job
	No it was fun being with police officers
	It did a lot because I use to think police officers were this and that but it's changed today because a lot of things have been learned today so my opinion changed for sure

APPENDICES

Appendix D: Community Opinion Shift

Northeast/East LA	No if anything it got more positive and i respect the officers more
	I still feel the same in a positive way
	It better my understanding as police officers sometimes still get scared while off duty and on duty.
	Yes because I realize the police also feel scared of the community sometimes
	A bit not much, but I did get to see how fear runs on both sides not just the community.
	I believe this conversation definitely opened up perspectives into being more positive.
	Police sometimes don't get the recognition from the community as much as they deserve it.
South Los Angeles	Yes, everyone is human
	My opinion has always been positive. It's a work in progress, but I have faith that human relations can be a big help for many communities throughout L.A.
	Yes, reminded me that they are all people at the start and end of the day

APPENDICES

Appendix E: Link to All Survey Data

https://docs.google.com/spreadsheets/d/19Qrx--RhWT3-_bEWSs4KUj10J9avkIuAAYI7BQ8S3HI/edit?gid=469153340#gid=469153340

Appendix F: Link to Participant Quotes

https://docs.google.com/document/d/e/2PACX1vSajW1S6TCbc80_8VAH4RrWwLb127KXgVRTgbX8WMxJm76YU1tn58pCLtcFrthzg/pub