



NH BLUE AND YOU

DOVER: Creating Community Change Through Connection



- Looking to strengthen community police relationships?
- Have something to say about race and policing?
- Prefer proactive versus reactive?



Join us to make our community more fair, safe, and respectful for everyone.



Tuesday, November 15

5:30 p.m. Welcome

6:00–8:00 p.m. Program

Flight Coffee Co.

Dover, NH

Light refreshments provided

*Wear your
favorite t-shirt!*



**Hosted by Dover Police Department,
Dover Listens, Dover Housing Authority,
and Greater Dover Chamber of Commerce**

Appendix B

A Partnership of Seacoast and Manchester NAACPs, NH Listens, and the NH Association of Chiefs of Police



NH Blue and You: Dover Everyone Welcome!

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- 5:30** **Welcome, registration, refreshments...**
- 6:00** **Opening Remarks –**
Kaity Thompson, Planning Team Member
Chief Colarusso, Dover Police Department
- Background and Group Agreements**
Michele Holt-Shannon, NH Listens
- Share “air time” so everyone gets a chance to be heard
 - Be respectful and use respectful language
 - If you disagree, consider asking a question rather than arguing to prove your point
 - It’s OK to disagree, but don’t personalize it. Focus on the idea, not the person
 - Speak up if the process doesn’t seem fair
 - Personal stories stay in the group unless we all agree we can share them outside of the group
 - If you talk about people who aren’t here, don’t use their names
 - Speak for yourself. Don’t try to speak for “your group”
 - It’s okay to put issues like race and class on the table
 - We all share responsibility for making the group productive
 - Listen to each other
- 6:20** **Round One: Small Group Conversations**
- Name, a few hats you wear in Dover
 - Tell us something about your favorite T-shirt...
 - Share something that has impacted how you see the relationship between communities and police officers...
- Round Two: What is our vision?**
Brainstorm as a group, *What is your vision for a proactive, healthy relationship between a community and its police department?* Each person take a minute to jot down a few words or a phrase to capture your vision, then share with the group.
- 7:00** **Round Three: Let’s look at Dover**
Brainstorm “what’s working” in Dover with respect to community-police relations. Then discuss, What values or sense of duty/mission impact our opinions about these issues?

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Next, spend some time looking at the recommendations compiled from the reports. The planning committee wanted to present a range of opinions regarding police best practices.

- What do you notice about this list of topics?
- What questions do you have for police?
- What questions do you have for community members?

Next, brainstorm "what issues need to be addressed" in Dover, taking into account the views presented in the reports.

Ask people to talk about what they notice about the two lists.

- What more do we need to know?
- Where should we start?

Be ready to share-out key ideas and insights discussed in your group. Based on your group conversation, *"Are there any common-ground thoughts or ideas in this group? If so, what do we want to say at the end of the evening? If not, what diverse points of view do we want to convey?"*

7:40

Reporting out

Each group will be asked to provide a VERY BRIEF summary of their most important findings, concerns or recommendations. If you are asked to speak for your group, please be brief and share what has been compiled by your group, including common ground and divergent views.

Dot Voting and Post-it Names

As we close, we invite you to place your dots on items **important to you** that were shared by the small groups. If you are **interested in working on a next step** to address the issue, write your name on a post-it and place it by the issue.

8:00

Close

Evaluations – thank you for completing these. We appreciate your feedback!
Next steps

Please Note:

We are delighted to have this event covered by the press, local bloggers, and others who wish to record community affairs. We want to balance your interests with our participants' ability to express themselves in a safe environment, share an incomplete thought, or convey a personal story as a part of this process. We respectfully request that all representatives of the media (formal and informal) please ask permission to tape, photograph, identify, or quote an individual participant directly. Attendees who wish to film may do so from our designated film area. Filming may not be done of or by participants from within the small discussion group. This is so we can promote an open exchange of ideas. We are happy to work with media who want to film and photograph large group activities. Thank you!

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Dover, NH: Blue & You

The following action recommendations are synthesized from the Black Lives Matter Platform, the Campaign Zero Local Policy Agenda, and The President's Taskforce on 21st Century Policing. The purpose of this synthesis is for participants to prioritize issues and areas for future collaboration relevant to our local community.

1. **Black Lives Matter: Movement for Black Lives Matter Platform** (<https://policy.m4bl.org/>)
2. **President's Task Force on 21st Century Policing: Final Report of the President's Task Force on 21st Century Policing** (http://www.cops.usdoj.gov/pdf/taskforce/taskforce_finalreport.pdf)
3. **Campaign Zero: 10 Policy Solutions to End Police Violence in America** (<http://www.joincampaignzero.org/solutions/#solutionsoverview>)

TRANSPARENCY, TRUST AND COMMUNITY COLLABORATION

Law enforcement agencies should develop ways to engage community and facilitate participation and collaboration, including ways to increase transparency and build trust.

- Reduce police action that stigmatizes youth and marginalizes their participation in schools and communities - avoid pushing children into juvenile justice system. (21st Century)
- Affirm the voices of youth in community decisions by facilitating youth-led problem solving and develop opportunities for youth/police collaboration and interactions. (21st Century)
- Law enforcement agencies should engage community members in the training process. (21st Century)
- Reinforce the importance of community engagement in managing public safety. (21st Century)
- Students and parents should be included when schools make decisions about curriculum, hiring, firing, and discipline policies. (Black Lives Matter)
- The community should be included in budget creation. (Black Lives Matter)
- When incidents do occur, police should communicate with citizens and media swiftly to promote trust.
- Police officers should reduce the use of offensive or harsh language and strive to always speak to citizens with respect. (21st Century).
- Police should promote public trust by initiating positive, non-enforcement activities to engage with community members, especially in schools. (21st Century)
- The community should be involved in the process of developing and evaluating police policies. (21st Century)
- Police should establish a culture of transparency by making all department policies available for public review. (21st Century)

COMMUNITY REPRESENTATION

The local police department should represent the diversity of the community which it serves.

- Require police departments to develop and implement guidelines for the recruitment and retention of a police force which represents your community, prioritizing the recruitment and hiring of officers of color. (Campaign Zero)
- All law enforcement agencies should report and make available data regarding the composition of their departments including race, gender, and age. (21st Century)
- Law enforcement should strive to create a workforce that is diverse. (21st Century)

ACCOUNTABILITY AND USE OF FORCE

There are a variety of ways to increase police accountability, including body cameras, citizen oversight, and publicly available records.

- Authorize and fund local municipalities and agencies to establish civilian oversight structures, including the power to investigate police misconduct. (Campaign Zero)
- Establish a permanent, independent prosecutor's office with independent investigators that will investigate all cases where police kill or seriously injure a civilian. (Campaign Zero)
- Require police officers to use technology (such as body cameras) that collects audio and visual data of police interactions. Additionally, citizens must be notified that they are being recorded. (21st Century, Campaign Zero)
- If body cameras are used, clear policies should be developed to govern the use and storage of collected data. Citizens should be able to review footage collected and if footage is unavailable, police misconduct procedures must be followed. Police should be unable to view footage before completing initial reports or statements. (Campaign Zero)
- Pass legislation that requires reporting of incidents where police kill or seriously injure people to a publicly available database. (Campaign Zero)
- Pass legislation that requires police departments to report officers who have been found guilty of violating department policy to a publicly available database. (Campaign Zero)
- Pass legislation that prevents any police officer who has been found to commit a felony offense while acting in the line of duty from being employed in law enforcement. (Campaign Zero)
- Prevent law enforcement unions from delaying investigations, obstructing civilian review, or hiding officers' records from public. (Campaign Zero)
- Law enforcement should collect and analyze all demographic data on all detentions. (21st Century)
- Development of new "less than lethal" technology to help control combative suspects. (21st Century)
- Establish a statewide use of force standard, which requires police officers to use the least amount of force necessary, prioritizes de-escalation, and permits use of lethal force to only situations where there is an imminent threat to a life. (Campaign Zero)
- Law enforcement should have clear, publicly-available policies regarding use of force. (21st Century)
- Pass legislation banning police department quotas for tickets and arrests (including similar incentives for number of tickets or arrests). (Campaign Zero, 21st Century)

TRAINING AND CULTURAL COMPETENCY

Many recommendations are focused on increasing police cultural sensitivity and understanding of diverse communities including policy changes and training.

- Adopt and enforce policies prohibiting profiling and discrimination based on race, gender, ethnicity, religion, age, gender identity or expression, sexual orientation, immigration status, disability, housing status, occupation, or language fluency. (21st Century)
- Require consistent racial bias training and bias testing for police officers. (Campaign Zero)
- Law enforcement agencies should establish specific policies regarding the search and seizure procedures of LGBTQ+ individuals. (21st Century)
- Across the board crisis intervention training. (21st Century)
- Officer training should include social interaction, implicit bias, cultural responsiveness, and English language learners. (21st Century)
- Train officers on best practices for dealing with individuals with mental illness, as well as addiction as a disease. (Campaign Zero)

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POLICY CHANGES

Changes should be made to existing policies and/or new policies should be created at the state, local, or institutional level (particularly in police departments).

- End the practice of zero-tolerance policies in schools. (Black Lives Matter)
- Police officers should be removed from schools. (Black Lives Matter)
- End money bail, mandatory fines, fees, court surcharges, and "defendant-funded" court proceedings. (Black Lives Matter)
- Past criminal history should no longer be used to determine eligibility for housing, education, licenses, voting, loans, and employment. (Black Lives Matter)
- Mandate public school curriculum to include the economic, political, and social impacts of colonialism and slavery. (Black Lives Matter)
- Improved protection of the right to vote including automatic voter registration and voting day holidays. (Black Lives Matter)
- Decriminalize consumption of alcohol on streets, cannabis possession, disorderly conduct, trespassing, loitering, disturbing the peace, and spitting. (Campaign Zero)
- Pass legislation that bans racial profiling and addresses enforcement of it. (Campaign Zero)
- Pass legislation that creates teams, including mental health professionals, as primary responders to crisis situations. (Campaign Zero)
- Pass legislation that prohibits police departments from seizing assets from civilians that have not been convicted of a crime. (Campaign Zero)



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Appendix C

Dover Blue and You – 11/15/2016

Group A

What is your vision for a proactive healthy relationship between community and police department?

- Marketing slogan for community – what are three words that could capture the essence “the brand”
- Police department works for the citizens
- Need opportunities to have police department and citizens get to know one another (different awareness and engagement)
- Foster relationships where citizens are comfortable talking with police officers
- Creating conversation opportunities
- Be empowered to be proactive
- Law enforcement visibility – one well (mounted police – approachable/visible)
- Community members encourage other community members to engage with the police department
- Messaging - citizens are welcome to share
- Procedural justice – fair, start with relationship/transparent
- Police want people to feel safe
- What police need to work on is making people feel safe when a citizen/group of citizens want to question authority – why did you (police) do what you did?
- Need to do a better job responding to concerned citizens on social media
- Advertise ways that citizens can engage with police – what ways can citizens engage with them? Can they meet at a coffee shop chat?
- Community presence at organizations – set up booth

What's working in Dover with respect to community police relations – what values impact our opinions?

- Mounted police – there is always someone engaged with an officer sitting on a horse
- Teen center – a good place for youth to be a place that can change attitudes towards police department (appreciate difference/humility)
- Good job in relationships with schools and businesses
- Established a good relationship and close roles between school and officers
- Kids and schools know roles, not sure community knows the police roles
- Transparency of police department (citizens police academy) – great program
- Dear chief letters
- Police always have and justify why they use any force; separate from the reports they write. These are monitored. Early warning system

- Dover is one of the police departments that is accredited nationally – need to meet best practices on a national level.
- Dover does a good job explaining things that happen

Review Reports then... what issues need to be addressed?

- opiate epidemic – starting to enter schools – how does community and police work on this issue together?
- Youth with mental health issues. Police need to be able to identify NH issues and know how to handle their interactions with folk with mental health issues
- Police need appropriate training to handle the social work in general
- Police are always on – mentality of always being recorded. There is a knee jerk reaction to being recorded when they don't want to be. Could use some work around this is not a choice and so they have to be okay with it. Cameras make for accountability on both sides
- Trainings are important – should happen regularly – bring awareness to bias
- What can community members do? Good that we educate youth – citizen engagement and education
- Define what safety can look like

Key Ideas

1. Transparency – Dover does really well with transparency but, could do even better – need to be transparent with everyone – Citizens Academy, Social Media
2. Communication – how do you have confidence in raising an issue with the police? Marketing
3. Engagement – where, how, who to connect (ex. Mounted police and schools)

Group B

Brainstorming healthy relationship

- Transparency – in good and bad situations. Open lines of communication
- Feeling safe
- Friendly demeanor – neighborly, courtesy
- How people are treated doesn't depend on Race, Nationality, class etc.
- Treat everyone fair
- Feel safe that process will be fair to all even if you've done something wrong
- At school:
 - PD be educator to students with behavior and life style choices
 - Goal is not to arrest but to counsel and educate
 - Gain respect by counseling about better choices
 - Foster positive relationships with PD

- Need to foster thought pattern that PD/SRO is there for safety – need police change in school to hold themselves (school) accountable that this is the purpose of SRO
- More patience with ESL students, esp. new to us/Dover students
- Utilize community members to help with translation access
- Understanding cultural norms (i.e. spanking children)
- Mutual understanding about boundaries about parenting vs. corporal punishment/abuse
- Religious Community
 - Muslim friends want to feel welcome despite what they are wearing
 - Religious education for all

What's working?

- Police chief is accessible
- Good communication
- Police are approachable
- Good police presence
- Horses/mounted unit is approachable and good with kids/community
- PD hands on with kids and community - good interaction
- PD are personally invested in Dover
- PD put trust in community – honest relationship between PD and community
- Traffic stops are just traffic stops – not escalated to ICE
- Dove Youth to Youth Program – give youth a purpose/voice
- Teen center – P/u kids and transport to center - allows kids to be kids – community service opportunities
- Youth diversion program vs. court system

Info – what we noticed (n) ?PD (PD) ?comnty member (cm)

- (N) Acknowledgement of Black Lives Matter
- (N) need for community engagement on all levels
- ?PD – can PD come into church environment for conversation and education about role of PD (Q and A session)
- ?Cmnty – Can PD and community get together like “this” more often?
- ?PD – how diverse is Dover PD? – PD response: not a lot of diversity in applicants
- ?PD – is there outward recruiting to have a more diverse force?
- ?PD – if resident sees something wrong can person tell officer or should we call chief or tell another officer? – PD response: yes – tell an officer or chief. High accountability in Dover, zero tolerance for lack of integrity

What needs to be addressed?

- Improving dealing with language and cultural barrier
- Get PD into cultural centers/churches for educational/QandA

- Transparency – no such thing as too much
- Important for PD to reflect the community it serves. Strive for more diversity on the force.

Report Out

1. Transparency

- No such thing as too much
- Good communication in good and bad situations
- Feeling safe
- Treat everyone fairly

2. Cultural Diversity

- Education about different groups/cultures
- Feeling safe
- Important for police department to reflect the community it serves – diversity outreach when hiring

4. Communication/Community engagement

- Open lines of communication
- Feeling safe
- That police are currently and need to continue to be approachable
- Common courtesy both ways

In the school

- School should be accountable for student behavior – SRO is to provide safe environment, mentoring, counseling, role to foster positive relationships
- SRO participation in all aspects of student life
- Education/understanding of cultural norms
- Patience with ESL students and newly immigrated students
- Teen Center is a positive

Group C

What is working in Dover?

- Patrol – visible, available police on bikes and horse back
- DARE
- Teen Center
- Programs in Dover
- Leadership involved in things like coffee with mayor/on boards
- Pursuit of accreditation
- Dover Leadership academy
- Receptive to input
- Community buy in
- Police in schools

Issues in Dover?

- Respect for all – even when multiple incidents
- Drug problem in Dover – system in place
- People are unaware of what police do/don't do
- Balance respect and compassion and enforcing law
- PD looped into national rhetoric
- Opposition to body cameras
- Trust each other to make decisions where/how would these convos happen?

Your Vision of a Healthy Police – Community Relationship

- Community not afraid of police
- Openness to listen/feedback from citizens
- Data – based demographics of calls, stops, nature of incidents
- Transparency
- Events like tonight
- Community engagement and education (trainings – anti-racism etc.) for community by standor program
- Citizen input in police – accountability
- Community support police
- Remember police are people – power dynamics change that perception
- Want those with less power to feel the same way
- Value: dignity, integrity
- Importance of citizen involvement
- Specific issues: addiction impacts our opinions
- Involvement and knowledge of issues
- Involvement in 68 hours creates understanding/passion about issues like affordable housing
- Progressive proactive community
- Have polices/practices in place to protect future
- Sustainability
- Progressive proactive community
- Have polices/practices in place to protect future
- Police able to ID red flags 0 work with and for community proactive
- Community conflict mediation (less reliance on police to fill this role) – avoid “conveyer belt to criminalization”
- More comfort with weapons through convo – minimize weapon presence
- Local department able to push back
- Police peer counseling
- Respond to national problems locally in a way that doesn't lead to unintended consequences

What do you notice? What questions do you have?

- Recommendations are a response to bad things that have happened
- Trust is major theme – lack of and need for
- Transparency = trust
- Community voice = trust
- Importance of youth

- Call for accountability when issues arise
- Not all is in PD power
- Policy
- How can we create a community advisory board?
- Police voice/expertise and community voice = both important
- How do we honor police and community knowledge – collective knowledge?
- Where do the police identify gaps in needs and haves?
- What are police priorities from UST?
- What is the next step after this?
- Can PD reach out to problem areas in non-enforcement ways?
- Ability to create working groups?

Observations about lists

- Bottom up – contrary to action recommendations which are top down

Report Out

- Clarity/opportunity for continued conversation between community and PD – forum
- Transparency and accountability and data
- Acknowledge things are working well
- Local decision – making vs. federal solutions and policies
- Gaps in action recommendation – priorities for us? For PD?

Group D/F

Brainstorm: Your vision

- Residents and police feel supported
- Frequent interaction (2 check)
- Easy communication channels
- Approachable police force (and they are) – open minded, non-judgmental, interactive (1 check)
- Police wear so many hats - support – respect goes both ways (1 check)
- Police acting with integrity – on going training and dialogue
- Avenues for communication, questioning interactions
- Relaxed human interactions – address power dynamic
- Police department know community, community know PD (all elements and sub groups, know all communities within Dover) – cultural/geographical etc.
- Minority interaction training
- How to get to cause instead of addressing just assumption (i.e. opioid crisis, mental health)
- Willingness and interest in getting more information
- Openness from the community – 2 way street
- We are all people – listening, respect

- Professionally managed, latest technology, training – mental illness, opioid crisis, best practices
- Trust
- Accountability

What is working?

- The horses!
- The bikes
- Many avenues of patrolling
- Events – dover night out, harvest fest, holiday parade - makes police more approachable
- Dover Teen Center Partnership/funding
- Resource officer in high school
- New “POP” officer – problem oriented police – respond to problems arising, preventative
- Dover coalition for youth
- Dover PACT program – community parent education based
- Community access recovery – demonstrating support, make public – allows anyone to come to Police Department to come ask for help
- Drug court – focus on recovery, problem solving

What do you notice, what questions do you have?

- In Dover, when hiring do we look at background of police before hiring (yes)
- Citizen input. Oversight
- Police commissioner?
- Is there a list of community numbers police can reach out to? – who can help reach out to specific groups (minority etc.)
- Do minority groups have conversations like this with specific audience
- How do we show community where services are?
- School accreditation – does this happen for police, evaluation process? (YES)

Issues to address:

- Community relations, keep pushing
- Training – the best training, specific (substance use etc)
- Communication to build trust – we did not know about accreditation etc.
- Celebrate successes
- Does PD have training around group thought? (Blue line, us b. them – minimize)
- Bear Cat – Nervous that is escalates things. Flip side: nervous that we need it. Question: Do we need it?
- Communication here: what is the criteria for using the bear cat – builds trust
- Conversations like this with targeted groups - how to? More of?

Report Out:

- Communication – 2 way street/strategic – education of resources and how the PD operates
- Trust – communicating examples of integrity – transparency
- More positive interactions
- Targeted conversations with specific sub cultures
- An abundance of positive examples
- Preventative vs. punitive interactions are happening
- Training – specific (i.e. mental health, groups thought)

Group E

Vision

- Collaboration
- Mutual respect
- Presence
- Proactive on all fronts
 - Hiring process
 - Crime
 - Connection to community
- Approachability
- Two way education
- Communication
- Non-static – evolving
- Civilian social contract/managing militarization
- Professionalization

What's working?

- People motivated to have conversation
- Outstanding leadership
 - Collaborative, community oriented, DARE, PACT
- Strong elected officials
- Sound hiring practices
- Mounted patrol

What needs to be addressed?

- Continue reviewing/paying attention to militarizing, policies, evolving/changing
- Stay aware of how the community is changing
- Neighbors and citizens have a lot work to do – tolerance
- Industry
- Sanctuary city status
- Continued transparency

Group G

Vision

- Respect
- Transparency
- Humanity
- Humility
- Mutual understanding
- Communication
- Pride
- Compassion
- Understanding
- Well supported
- Diverse
- Willingness to participate community and ownership
- Trust – comfort
- No quotas
- Training on disproportionate minority ???
- Open door policy
- Community policy
- Sense of community
- Fun
- Civility
- Education
- Proactive
- Do unto others...
- Golden rule
- Demilitarize
- Understanding of other cultures – mindsets – sensitivity

What is working?

- Community policing (3 dots)
- POP
- Community outreach programs (7 dots)
- Youth engagement (2 dots)
- Innovative
- CALEA – Accreditation (4 dots)
- Emergency preparedness
- Recruitment retention
- Reputation
- Department policies and training (6 dots)
- Friendly (1 dot)
- Community action relationship
- Money
- New state of the art facility (1 dot)

Issues that need to be addressed

- Mutual education – need more, continuous
- More money, more funding, more people, horses – staffing to provide services
- Diversity of the police force
- Transparency/website
- Discussion of oversight

Group H

Vision

- Respect from both sides – mutual
- Professional (police) and know how you're serving – use the "Golden Rule" – Calm
- Open communication – no assumptions
- Honesty about actions (both sides)
- Non forceful presence of the police
- Non-confrontational
- Education
- Community outreach (both sides)
- See people as people – not their role
- Community involved in policy decisions
- Education early on of policy
- See people as people – not their role
- Community involved in policy decisions
- Education early on of police service oriented
- Not take the police for granted
- Recognize shift oriented from punitive to educational

What's working in Dover

- Outreach bureau – y2y, DARE, teen center, community contract, mounted police
- Resource officer – non-threatening presence – open door
- Chief/leadership – open minded and progressive – helpful to other agencies and public

What issues/things we might need to work on in Dover

- Noted: Dover has strong foundation in Community Outreach – always soon for improvement
- Mental health, homelessness, addiction – community policing has role to play. There are resources available but police can introduce people to resources but due o mental health/addiction issues may opt not to take adv.

Of them – absence of some resources that are needed makes hard for people to get the care needed for mental health/addiction issues

- Drug overdose – good law change that police can't arrest for people @ overdose service
- Educate people about policy/law changes
- Falling through the cracks
- More long term evaluation
- Is police force representative of racial demographics in Dover? Gender demographics?
- Kids would benefit from general education about the law, about what police do, possibly co-sponsored/school police events (i.e. police cooking @ BBQ for kids)
- Need to not generalize that 1 police officer behaving badly/not making a good judgment doesn't mean all police officers behave that way.
- Opioid/Heroin overdose issue – are we helping or enabling? How do we address the opioid crisis – i.e. regional, long term, addiction centers
- All ties together, theft etc.
- Surveillance equip, body cams, demos – how are they being used and what's policy use in Dover?

Question

- Is public aware of surveillance? – body cams, traffic cams, drones, etc.
- Do the police want body cams? – Shutting it off? Malfunctions? Casts suspicion on police. Funding? Storage of data? Informing public about body cam usage? Privacy concerns – public/bystanders
- Stance on marijuana/decriminalization? Future plans, MA/ME spill over

Report Out

1. A lot working – outreach, resource officer, our chief
2. Issues
 - Impacts of opioids/addiction
 - Gaps to support mental health, homelessness, addiction
 - Are demographics of Dover (i.e. race and gender) represented in police force
 - Educ of what police do

Group I

To attend to, strengthen or address

- broaden response to opioid crisis
- create citizens advisory board
- inc. cult. Competence
- inc. diversity in DPD
- inc. staffing level

- get body cameras (including exploring of costs)

What works?

- Youth to youth program
- Personal contact/ comm. Re;. (Humanizing police – youth)
- Presence/participation (visibility)
- Education/ e.g. prevention – opioid drugs
- Community outreach
- New police station
- Police out of cars (walk-bike-accessible)

Issues to Address

- Diversity (reflecting community)
- Staffing levels (\$)
- Not so much focus on “low level” drug crimes
- Cultural competency (all kinds)
- Body cameras
- Greater visibility
- Trust concerns

Vision

- Community policing
- Recruiting diversity
- No profiling
- Comm/Police conversations all the time
- Body cameras
- “State of Dover” report
- Personal contact

Youth Voice

Your vision

- Treat police with respect and they will respect us
- Respect and everyone understand boundaries with authority – no abuse of power from police to people, No one should be having to run and fear police
- No one should do bad things police of community
- More of a positive message about police in news = social media
- What stories can we magnify that are good? News – reality – tragedy sells
- Police reaching out to community
- Educate youth about what the rules/laws are and how to be a good citizen
- Sometimes police break laws – that’s hypocritical – a vision that if we have a law, it applies also to police

What’s working

- Community service and outreach- police are working to build relationships in community

- The parking garage for our community are important
- The teen center and having a police there
- We never have to contact the police except when they do outreach. They've been reasonable and they do their job
- Outreach and DARE, they are helping out
- I feel safe
- Cops are doing their job
- Police officers at schools help with student safety
- They are help the youth
- The horses

The values behind what's working

- Safety and security for schools and police (with school shootings)
- A nice town that is clean and not know for being dirty, rather pride in being a good community
- Education – youth learning about being a good citizen
- Important to have police when we need them
- Community service – value in brining community together

Stood Out

- Black Lives Matter – is in it a lot. They do matter. We need to be equal. It's big in our country. Important to pay attention.
- Affirm voices of youth...like that community lets us talk and share our opinion
- Prevent uniform law investigators
- Hiding officers records – yes, should be able to protect police

Questions for police

- Do you know or have an idea of why people thin that cops are racist and more aggressive and violent to people of color
- Immigrants have different experiences than we do, how can there be better immigrant – police relations so immigrants don't have the bad experiences?
- Why are people treated with force more than people deserve?
- How can police not use power they shouldn't use?

Questions for Community

- Why should police be removed from schools?

Issues

- Wrongful persecution
- More outreach to community
- Immigrants – better relationship with police, more understanding of a police roles and less having immigrants treated badly by police
- Racial issues - what we hear from other
- What can we do in a majority white city? Concern for this nation wide
- Donald Trump as president elect – rise in racism
- Sets a bad example for the violent racist things he shares and how that is modeled for us

Report Out

- Working
 - Outreach to community

- Teen center – as part of police department
- DARE and police in school for safety
- Overall, help youth, help us
- Issues – more what we hear, not what we experience, and we are concerned
 - Immigrants in our community have a bad experience with police
 - Racial issues – concern of racism
 - With president elect trump – he says violent and racism things and it is making more violence and racism

Appendix D: Participant Evaluations

This analysis includes 36 evaluations out of 92 total event participants. Of the 92 people who participated, 36 completed the evaluation survey (39%). The following information is generated from those responses although not every respondent answered every question.

- The average age of participants was 44.25 years old. Reported ages ranged from 22 years to 73 years old. (Youth Voice participants did not complete evaluations)
- About half of participants identified as male (44.4 percent) compared to 52.8 percent female. One respondent identified as non-binary.
- Of the respondents reporting race, 75 percent identified as white, 3 percent as black, 18 percent as Asian, and 3 percent as mixed race.
- Though participants had varying levels of education ranging from a high school education through graduate school, the majority of participants (87.9 percent) had earned a Bachelor's degree or Graduate/Professional degree.
- When it came to political leanings, about 15 percent of participants identified as very conservative or somewhat conservative. 9 percent identified as moderate. The about 73 percent identified as liberal or somewhat liberal.
- 92 percent of participants strongly agreed and 8 percent agreed that the conversation was valuable.
- 93 percent of participants strongly agreed and 7 percent agreed that their opinions were respected in this conversation.
- About 97% of the respondents "agree" or "strongly agree" that the conversation helped them gain a better understanding of points of view that are different from their own.
- 100% of respondents indicated the conversation made it likely that they will be involved in the community in the future.
- 100% percent of the respondents agreed or strongly agreed that they met and talked with people from their community whom they did not know before.