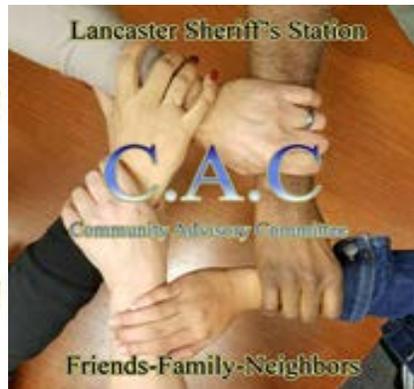


Lancaster Station Community Advisory Committee



2016-2017

Lancaster Sheriff's Station Community Advisory Committee

-A list with the names of the members of the CACs.

1. Pastor Richardson Honore -Seventh Day Adventist Church- 836 E. Ave I, Lancaster (747)206-8305 richardsonhonore@hotmail.com
2. Liza Rodriguez- (Director S.A.R.S./Valley Oasis) Community Member- 44644 27th St. East, Lancaster (323)336-1880 lrodriguez@avdvc.org
3. Dave Mashore- CEO Catalyst Foundation- 44758 Elm Av, Lancaster (661)948-8559 davem@qnet.com
4. Lynde Williams- Community Activist/Neighborhood Watch Captain- 45458 10th Street W. Lancaster (661)-547-9412 lyndewilliams@yahoo.com
5. Manuel Magana- Retired (Active LASD VOP) -38723 156th St. E, LLA (661)264-4134 (661)317-2573 Latino's in Action – no email address
6. Shunnon Thomas – President NAACP (AV Chapter)- 44035 Parkview Lane, Lancaster, CA 93535 (661) 492-5355 shunnon@shunnon.com
7. Dr. Miguel Suarez-Coronado- Community Activist/Youth Mentor- 725 W. Milling Street #115, Lancaster, CA 93536 (661)466-6810 Drmcoronado13@gmail.com
8. Taelor Ross- Student, Antelope Valley College, 42762 25th St. W. Lancaster, CA 93536 (661)202-5767 taelorross99@lasd.org
9. Pastor Brian Johnson, Promises of God, 45410 Mays Court, Lancaster, CA 93535 (661)902-3805 bljohnson32@yahoo.com

Lancaster Station Community Advisory Committee Bios



Dr. Miguel A. Suarez Coronado, a resident of Lancaster since 2004, is an educational/political/social justice activist, as well as a public speaker. Born in Mexico, Coronado is proud to be his family's first-generation college graduate. He holds: an Associate of Arts in Liberal Studies from Victor Valley College; a Bachelors of Arts in Political Science from the University of California Riverside; a Masters of Arts in Educational Counseling from California State University, San Bernardino; and a Doctorate of Education in Educational Leadership Higher Education Administration from Argosy University, Orange County.

Dr. Coronado is the Founder of Suarez-Coronado Agents of Change, a multi-issue organization which helps solve problems Latinos face regarding political inclusion; multiculturalism; immigration; deferred action for childhood arrivals; education; poverty; women rights; gay rights; children's rights; civil rights; human rights; and the expansion and promotion of Latino-owned small businesses in the Antelope Valley.

Coronado is actively involved in the community, serving on the Lancaster Sheriff's Station Community Advisory Committee; Antelope Valley Hospital Healthcare District Advisory Board Member; Chairman of the Antelope Valley Hospital Sub-Committee on Drugs, Alcohol and Tobacco Project; and Vice Chairman of the Lancaster School District Measure L General Obligation Bond. Presently, Coronado serves as guest teacher for the Antelope Valley Union High School District. He also teaches College Success for Victor Valley College, and recruits Mechanical and Electrical Engineering students at the California State University Long Beach, Antelope Valley Campus. .In his spare time, Coronado enjoys running, reading, public speaking, organizing events and spending time with his fiancée, family and friends.



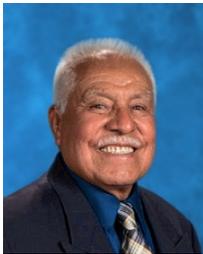
Liza Rodriguez has been an Antelope Valley Resident for the past eight years and is currently Program Director of the Valley Oasis S.A.R.S. (Sexual Assault Response Services) program. She has an extensive background in combatting public safety issues, such as human trafficking and domestic assault, and continues to have an active presence in a number of committees which work to protect the safety of the Antelope Valley community. In addition to serving the Lancaster Sheriff's Station, both as a member of its Community Advisory Committee and station volunteer, Rodriguez is the Board President of Vita Illuminatus, a non-profit which fosters awareness and prevention of human trafficking in the Antelope Valley.

Rodriguez is also passionate about helping protect and educate Antelope Valley youth. She is a member of an Antelope Valley Hospital sub-advisory committee, which provides information regarding making appropriate choices with drugs and alcohol to middle school-aged children. Rodriguez lives in Lancaster, and is a proud mother of seven and grandmother of two with her late husband Michael.



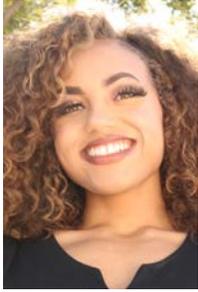
Brian L. Johnson grew up in Lancaster, Ca and Torrance, Ca. As a young man, he searched for identity in a divorced family, and was raised for many years by a single mother. As a teen, getting involved in gangs and drugs became a lifestyle. After losing many friends to violence and poor decision making, he turned to drugs and alcohol to numb the past and current pain. Still lost in the world, distant from his family and on the path of destruction, Brian remained in and out of trouble. Faced with one decision particularly, that would keep him away from home for years, Brian sought refuge in Live Again Recovery Home; A Christian-based camp. Asking for Grace and Mercy, Brian's path began to change as he began his walk with Christ. In the 10 months of recovery, Brian developed a sober mind. Losing friends and some family, some days were harder than others; but steadfast and determined Brian stayed in the Lord.

In November of 2009 ordained a Minister of the Gospel of Jesus Christ and shortly thereafter, in April of 2010, planted a ministry with fellow laborers and installing it as Promises of God Ministry. In September 2012, the Sr. Pastor left sending the Assistant Pastor at the time, Brian Johnson, into steadfast and fervent prayer, Brian Johnson stepped into his call and responsibility as Sr. Pastor of Promises of God Ministry, at the congregation's request. Pastor Johnson serves his community not only as a pastor, but as a mentor to other young men and women who are seeking to change their lives. His church provides outreach to the homeless and to others who are in need.



Mr. Manual "Manny" Magaña is a long time resident of Lake Los Angeles. He is married and has ten children, 25 grandchildren, and five great-grandchildren. He is a retired railroad and farm worker and currently serves as Vice President on the Board of Trustees for the Keppel Union School District. He is very involved with the community, and has worked with numerous non-profit and community organizations dedicated to improving the lives of local residents such as Latinos Americanos En Accion.

Mr. Magana is a Volunteer on Patrol with the Los Angeles County Sheriff's Department. He created the current monthly Lake Los Angeles Business, Neighborhood Watch, and First Five Program groups geared towards our Spanish speaking community of Lake Los Angeles. Additionally, he assists in the coordination of the Annual Lake Los Angeles Cinco De Mayo Parade and Heritage Festival.



Tae'lor Ross is an Antelope Valley resident, and student. She is someone who believes in justice and the maintenance of fairness within our criminal justice system. In order to achieve this ideal, she is a college student studying psychology with an emphasis on administration of justice. Through studying psychology and administration of justice, Tae'lor believes that she can assist in the adjustments that need to be made in the criminal justice system through her future research in the psychology of crime, and how society (particularly law enforcement) handles it. Tae'lor Ross also has an interest in politics, routinely volunteering for AV democratic leaders and other community organizations.



Shunnon Thomas was born in South Los Angeles (formerly South Central) in the late 1960's. He credits desegregation bussing as the reason he escaped the tragic end that many of his friends met due to drugs and gang violence. In high school, Shunnon began his performing career as a professional dancer, studying jazz, ballet, singing and gymnastics -- wherever the jobs took him. Having landed in New York City, he would have to return to California a few short years later, due to a back injury. After years of struggling to get his life back together -- through periods of depression, military service, mental hospitals, homelessness and unemployment -- Shunnon, along with his mother, settled in Lancaster in 1996. By October of 2000, he found a full-time job repairing computers, which he did for 11 years until the store went out of business.

Shunnon began his community service endeavors while employed in the computer repair business. In 2004, he was the victim of a racially motivated knife attack -- by a man whose father was running for mayor. Community representatives rallied together to get the candidate to drop out of the race. One of the supporting groups was the Antelope Valley Branch of the NAACP (AV-NAACP). Shunnon has been an active member of the branch ever since, currently serving as branch president. During the legal proceedings which followed the attack, Shunnon pursued legal courses at Antelope Valley College to better familiarize himself with law and justice protocols. He eventually received his A.A. in Administration of Justice. Shunnon went on to earn his B.A. in Criminal Justice, and then his Masters in Public Administration at CSUB in 2014. He has since been substitute teaching for the Antelope Valley Union High School District and in the Juvenile Detention Centers, and is currently working on an M.S. In Educational Counseling at the University of Laverne. Besides his volunteer work as AV-NAACP branch president, Shunnon is also a member of the Lancaster Sheriff Station Community Advisory Committee (CAC), Volunteer Mediator for the City of Lancaster, and participant in both the Lancaster School District and Eastside Union School District African-American Advisory Committees. A former board member of Community Alternative Law and Mediation (C.A.L.M), Shunnon helped bring Parents, Family and Friends of Lesbian and Gays (PFLAG) to the Antelope Valley.



Lynde Williams has been a resident of the Antelope Valley for over thirty years. Born into a military family, Lynde was exposed growing up to numerous cultures and experiences.

Over her lifetime Lynde began noticing what she perceived to be "social injustices." Whether they were big or small, they would slowly gnaw at her and she felt she had to do something, Lynde became a neighborhood watch block captain and community activist. She began attending city council meetings, town hall meetings, and began speaking for those whose voice she felt were not being heard. She advocated for the LGBTQ community and educated members of the community who were seeking resource information. She went to the Sheriff's Department on numerous occasions to seek information regarding patrol practices, file complaints against personnel she felt had not acted appropriately, and also to commend those deputies she felt were doing a good job in the community. Lynde continues to work with community groups and organizations such as, Paving the Way Foundation which assists people who are on probation or parole with successful re-integration into the community and supportive services. As well as community members who are homeless and/or who have mental illness.



David Mashore, is a resident of the Antelope Valley and CEO of the Catalyst Foundation. Through Catalyst, David works with many of our communities most at risk populations, those who are homeless, suffer from mental illness, and/or struggle with drug and/or alcohol dependency issues. He is the creator of the Lancaster Community Garden and is a Community Activist. David created a program in which he mentors State Prisoners at California State Prison, Los Angeles County. The goal of the program is help the men in the program address the issues that caused them to become incarcerated while they are in prison, so they can align themselves with the supportive services they need upon release.



Dr. Richardson Honore, is a senior pastor at Antelope Valley Seventh-day Adventist Church and a reserve chaplain with the United States Air Force. Through his church he has mentored several young men through a one year leadership program. He was instrumental in coordinating several town hall style meetings within the African American Community starting in 2011-2012 to date. Dr. Honore provides a unique perspective to the CAC as both a military chaplain, and pastor of a local church.

-The dates that the CACs had their monthly meetings in 2017.

Our monthly meetings are scheduled for 6pm on the 1st Tuesday of every month. On occasion they are adjusted due to scheduling conflicts.

1/3/17

2/07/17

3/07/17

4/04/17

5/02/17

6/06/17

No meeting for July

8/01/17

9/05/17

Future meetings scheduled

10/3/17,

11/07/17

12/05/17

During this last year CAC members Sheldon Carter and Kathy Fergione resigned due to work obligations and Dr. Mark Marshall moved out of the area. Additionally, Richardson Honore was on military deployment for 6 months, Manuel Magana had major health issues, Liza Rodriguez' husband died, and Dr. Miguel Coronado was unable to attend meetings for 8 months due to work schedule. So while not all were continuously active in the monthly meetings, one or more CAC members attended all LASD sponsored and/or large scale community sponsored events.

-All reports or recommendations produced by the CACs in 2016 and 2017. See Settlement Agreement ¶ 95

See attached report from Days of Dialogue March 15, 2016 &
June 13, 2017

-All complaints or correspondence by community members regarding LASD that were received by CAC members. See Settlement Agreement ¶ 93;

Lancaster CAC members previously have not provided the station documentation of complaints or correspondence by community members regarding LASD personnel. The station is currently working on a tracking system to log these contacts, complaints, and communications which will be implemented immediately.

-If CAC members have raised community concerns relating to law enforcement efforts to LASD, any documents relating to these concerns and LASD's response. See Settlement Agreement ¶ 93

In January CAC members had questions regarding the Medical Marijuana Laws and how that would impact the schools, smoking marijuana in public place, and arrests. They were read the new law and explained how patrol would handle each of these issues.

CAC member Lynde Williams provided the group some insight in the LGBTQ community and some of the challenges that young people face when they decide to "come out." It was extremely enlightening and helpful for staff members who also shared that information in informal patrol briefings. **Follow-up**-additional information for LGBTQ resources was obtained from Outreach, a local non-profit and LGBTQ Resource Community Center.

In February/March the group discussed at length the new immigration laws and how that would affect Antelope Valley residents as well as those living within Los Angeles County. They were referred to the LASD website and Sheriff McDonnell's message. This continued to be a concern through the month of June when the CAC hosted its last quarterly dialogue. The station addressed questions of several community members at that event and allowed members of a community group to share information of an up-coming immigration information meeting co-hosted by the ACLU.

Follow-up- In addition to our regular monthly Spanish Speaking Neighborhood Watch, and First Five meetings, staff members attended an ACLU community meeting to address the Hispanic Community specifically those who were undocumented and in fear of deportation.

In the March meeting we had a discussion regarding the appropriate terms for addressing minority women. Taelor, Lynde, and Liza explained to the group and LASD staff, terms such as "Women of Color" and why that was so significant in the minority communities we live and work in. We also addressed feedback from the community on the appropriate way to address a person who is transgender or who the officer is not sure what sex they may be. These conversations while not a hotbed of controversy, have been very educational for our personnel and the conversations have allowed various visiting personnel to the meetings, the opportunity to learn things and ask questions in a safe environment.

As we continue to work with members of the LGBTQ and minority communities, it is our goal that both community members and our personnel will feel more comfortable asking questions which will increase knowledge and understanding of our various community cultures, Department Policies and Procedures, and create an environment where all community members feel safe.

In April the group focused on review of the dialogue survey forms. The information from the dialogue was consistent with information gathered in previous events. CAC members continue to report back that although not all community members are happy with the Department, even those they have spoken to who have previously had a bad rapport have not had any recent negative incidents. The group was frustrated with the low turnout despite CAC and Department efforts.

May 2nd, in lieu of the regular meeting the CAC participated in roll playing for the Lancaster/Palmdale Station's Community Academy. This gave the CAC the opportunity to meet

community members attending the academy and to speak to them regarding the role of the Community Advisory Committee and gave them an opportunity to express community issues and concerns.

In June the group discussed the possible upcoming CAC vacancies and how the positions would be filled. They discussed the agenda for quarterly community dialogue which was held on June 14th, and discussed the group's expectations for CAC members.

The CAC was dark in July

For the August meeting CAC members were asked to participate in one of the four events being held for National Night Out. During these events CAC members reported community members were in a festive spirit and there were no individual complaints or concerns brought to their attention regarding LASD personnel. However, there continues to be a desire for more cultural awareness and community engagement.

CAC members have brought ongoing questions regarding the settlement agreement and the progress the Department is making in achieving the goals set. Most recently community members have asked if station personnel had completed the Biased Free Policing training and would it be possible to make the training curriculum available to the public or at least to the CAC members so they could articulate to the public what is being covered.

During the September meeting, CAC members recommitted to the mission of the group. With the addition of new member Pastor Brian Johnson, the CAC members agreed to evenly distribute the work load, by rotating the responsibility for the agenda and minutes each month between members. LASD staff will assist in ensuring the minutes are complete and accurate. Additional CAC positions are expected to be filled in the immediate future.

-A detailed description of how the CACs advertise their public quarterly meetings. See generally Settlement Agreement ¶ 94;

For all station events (including the CAC public quarterly meetings), the Lancaster Station Community Relations staff generates a press release with all the details and purpose of the event/meeting/dialogue. This is sent to both our English and Spanish speaking press and radio stations that have registered with the Department, as well as our Headquarters Media Unit. Additionally, staff post the event to all our social media platforms (Facebook, Twitter, and Nixle. Approximately 1000 flyers are printed and distributed by patrol deputies, school resource deputies, CAC members, and station volunteers. The flyers are posted in areas throughout the city where residents may not receive traditional and/or multimedia information sources. Targeted outreach is also done by CAC members and Sergeant Dawson who notify special interest groups such as the NAACP, T-CAL, and LULAC who have a vested interest in community development.

The CAC maintains its own Facebook page in which they have had the freedom (within reason) to post whatever information they feel would be of interest to the community. All Lancaster and Palmdale Station's community events and dialogues are posted on the CAC's group page as well as through the NAACP's newsletter, and individual CAC member contact lists.

-All documents reflecting feedback—whether produced by the CACs or the Sheriff's Department—given by the community at the public quarterly CAC meetings. See generally Settlement Agreement ¶ 94.

Collecting feedback information from the meetings has been a learning experience for both Department members and CAC members. For several meetings both staff and CAC members passed out questionnaires, arranged them on tables to be picked up as participants entered/left, and even offered to assist help complete them. It was extremely difficult to get any back. Some were left with obviously fabricated information meant to be humorous. Others left them blank.

The dialogues have been the most successful in generating written feedback. Pre and post surveys from the quarterly meetings that were collected by the Lancaster Sheriff's Station have been scanned and are located in Lancaster CAC Documents folder. The following are written comments from the last dialogue.

"I believe these meeting should continue. Also alarm the entire community of these dialogue meetings."

"I think the people at the table should be a mixture of races"

"More outreach to kids"

"Your counter service sucks, Lancaster Station"

"Very Informative"

"It was great."

"Hopefully the word can spread so more people can attend."

Days of Dialogue- CAC Report
March 15, 2016 (see entire report in Lancaster CAC Document file)

Notes from dialogue collected by dialogue facilitator Renata Valree on behalf of Lancaster CAC

Small group summaries-

1. Law Enforcement contact and training around Mental health and illness; 2. Importance of law enforcement and community working together to change communities perception of law enforcement; 3. Importance of using social media to highlight positive images/stories about law enforcement; 4. Educating law enforcement and others on importance of understanding and accepting cultural and religious differences; 5. Importance of advocating for increased funding for mental health training for officers including developing responses protocols to Veteran related PTSD calls; 6. Provided an opportunity to identify shared awareness about how the media continues to create a wedge between the community and law-enforcement; 7. Local government needs to funnel more resources to the community; 8. Law-enforcement needs to update the hiring practices including diversifying the workforce; 9. Law Enforcement needs additional staffing support.

The Post surveys were overwhelmingly positive. Some of the common small group dialogue comments-

1. Dialogue provided an opportunity to gain understanding and a greater respect for law-enforcement; 2. The community appreciated knowing that mental health training for the deputies was being implemented; 3. Community wanted to know what they could do to ensure police officer safety; 4. Community felt that the dialogues should be an on-going civic engagement project; 5. Some community members expressed a desire in receiving facilitation training to be of service to the community; 6. Community would like to see youth focused dialogues; 7. Community would like to see increased opportunities for social engagement between law enforcement and the youth.
8. Provided an opportunity to build trust between community and police; 9. Provided an opportunity for the community to voice their feelings and be heard; 10. Provided an opportunity to increase compassion and change perceptions about law-enforcement; 11. Provided an opportunity to see law enforcement from a very humanistic point of you view; 12. Provided a venue for open and safe communication; 13. Provided an opportunity to learn about various law enforcement response protocols; 14. Provided an opportunity to explore the shared concern that the media creates sensationalism which in turn creates false perceptions and stereotypes;

Dialogue - suggested areas of improvement:

1. Provide two rooms for small group discussion (minimize noise) 2.Future press release should be format focused with an emphasis on interactive engagement component.
3. Community would like to see increased participation from youth and young adults.
4. Community would like to see increased event promotion.

Future dialogue sessions:

1. Dialogue with local government leaders to discuss policy and funding allocation.
2. Dialogue on court system and unfair treatment of minorities
3. Dialogue and public policy agenda setting.



LANCASTER SHERIFF'S STATION DAYS of DIALOGUE

CAC REPORT

June 13, 2017

On June 13, 2017, twenty four community members and thirteen deputies assigned to the Lancaster Sheriff's Station sat down to discuss several topics which have caused tension between communities of color and the law enforcement community entrusted to police them. The conversations were guided by neutral trained facilitators through a National Program, Days of Dialogue. The goal of the program is to create a safe place for both community members and law enforcement officers to discuss and work out sensitive issues which can if left untreated erode public trust.

The following report was presented by Renata Valree on behalf of the Lancaster CAC. It was compiled from the participating facilitator's notes taken at the Dialogue. The following statements were from individual community members and/or deputies participating in the dialogue.

Use of Force:

-Law Enforcement fails to recognize cultural nuances
(communication styles)

-Community members are often profiled based upon the Officers perception of what a "non-threatening" community member should look like.

-If community members fail to conform to the expectations of law enforcements perception of a contributing member of society than the community member is at risk for not only profiling but subject to harassment via unnecessary stops but excessive use of force.

Ex: A young 20-year-old Latino male rides his bike throughout the neighborhood and around the community. He stopped his routine we stopped and asked where he's going. He finds himself having to explain repeatedly to different officers that his bicycle is the only mode of transportation he and his family. Riding his bicycle is the only way he gets to and from the store, to and from the pharmacy, etc. his bicycle is his only mode of transportation to run errands. Just because he doesn't drive a vehicle does not mean he's a criminal or he's a risk to the community.

-If the Sheriff's Department wants to truly institute community policing then they would assign Community officers. Once upon a time there were community officers who were assigned to bike patrol. Those officers made a significant impact in building trust with the community. Officers could be assigned to specific geographic areas. Those officers will then have an opportunity

to get to know the community, establish relationships and make those personal connections.

-It is the front-line community officers that will lay the foundation for restoring faith and trust.

-Law Enforcement needs to do more community education. Educating the community members on their rights or how best to engage with law-enforcement when contact is made would help to lessen the fear of law enforcement and increase the safety for all parties.

-Community members stated that Law Enforcement failed to understand how the behavior of a few rogue officers could imprint a negative and lasting image of Police.

Such imagery only serves to increase both fear and distrust.

-Several Deputies responded in agreement with the community members statement. From the Deputies perspective, the community responds to them according to what they see, hear or read about others engagement or contact with law-enforcement.

-Deputies aren't given a chance to change perceptions because the community members have already formed an opinion about who they are and have already taken the position about how they will engage with the police.

-There should be increased opportunity for the youth in the community to have increased positive contact with law-enforcement.

(A School Deputy) gave an example: there are about five African-American boys riding their bikes. When the youth saw him they quickly disbursed except one youth. When he approached the young man, he asked him why did his friends leave and the response was you're the police. Then after a few minutes of talking to this young man at some point his friends gathered around the patrol car and wanted to know what they were talking about. The Deputy stated he told the youth that they were not in trouble; he simply slowed down to let them pass because they were on their bikes. Once again, there was this misperception and unspoken communication that created unnecessary tension and fear.

Stops, and Searches should not require the appearance of seven officers on scene to respond to a call with a single community member. There is a need to address policy and provide training around this issue.

(Law Enforcement) responded to this comment by stating that as a Deputy, he is not a representative of the "others." He could only speak based on his own experience. He shared with the group that he always explains why he stopped the individual, he asks the community member to keep their hands visible. At the end of the stop his goal is to ensure his safety and the safety of the community member.

-Emotional intelligence training. Officers need to be able to better navigate their responses and reactions to situations.

There is a real need for Officers to be able to better navigate their emotions to ensure a safer outcome.

Stops, Seizures and Searches:

- Best practice is to put your hands on the steering wheel and wait for instructions when pulled over by a police officer
- The high population of the Antelope Valley and open positions in the police department means that they are currently stretched thin on resources
- Neighborhood watches are not active
- Police officers are seeing an increase in crime now that school is out (break ins) -> finding activities for teens to do during the day would help
- The fact that many residents are commuters puts a strain on the police officers when they must look for truant/missing teens and then no one can pick up the teen
- Our group focused most of the conversation on how the community can assist the police officers
- The police officers also spoke about what they look for when pulling people over and the video cam trial period (they got in the way and led to privacy issues for the officers wearing them; however, it did reduce the number of abuse of power reports
- One community member asked the police officers to smile more to make the encounter more pleasant

Bias Free Policing:

- How do the police stay neutral? It's about the crime not race. Race only comes into play when looking for a suspect, then they follow the description provided.
- The group suggested a town hall meeting just on implicit bias.
- What can be expected when a complaint is filed? Complainant is sent a letter that an investigation has started. Officer is called in and a review is conducted. A decision is made. Complainant is mailed a letter and contact information. Specific punishment (if applicable) is not specified in the letter.
- The group asked about alternatives to shooting. -The police officer at the table mentioned that Deputies use rubber bullets, Tasers, negotiators, mental health counselors to de-escalate conflict/potentially high-risk situations.

Community Engagement:

- A suggestion was made that better publicity on positive community contact and outcomes be posed to social media would be as successful tool at de-escalating using force
- Increase opportunity for community and law enforcement to connect in a community event.
- Increase contact with the youth prior to a negative engagement.

- Recognize the importance and need in diversifying personnel and improving community relations
- Train police officers to be more comfortable with residents of a different racial background
- Don't treat every encounter with the community the same.
- View positive community relations as an investment
- Maintain open and honest and continued dialogue with the community.

Recommendations for improving Community and Law Enforcement relations:

- Policy and aggressive tactic reform is needed
- Law Enforcement should perform a departmental assessment annually
- Focus should be on community policing- this means working proactively and building relationships in the face of tension and issues.
- Law Enforcement should partner with a variety of community based/clergy/school and faith based organizations to create a healthier and safer community.
- Building trust between police and the community has to start with our children from an early age.