

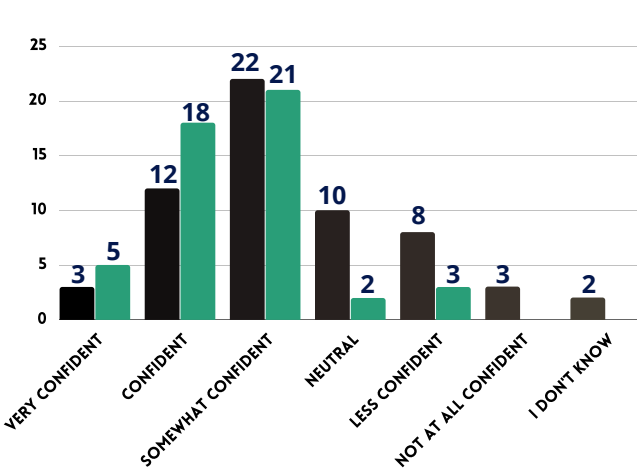
DAYTON POLICE REFORM WORKING GROUP MEMBERS: SURVEY RESULTS

SUMMARY

In order to better understand the experiences and opinions of Dayton Police Reform Working Group Members, two surveys were sent to members of all working groups: the first on September 22nd, 2020 and the second on April 6th, 2021 at the end of the working groups' time together. These surveys were largely the same, with five additional questions about the overall experience added to the second survey. As these were voluntary, they capture two different sets of participants-the pre-survey was completed by 62 members, the post-survey by 50. Below are outlined the demographic differences, as well as the changes in opinions and feedback between the two groups.



QUESTION: HOW CONFIDENT DID YOU FEEL ABOUT THIS PROCESS?



Key:
 Black: Pre-Survey
 Green: Post-Survey

23%
 Overall
 Increase in
 Confidence in
 the Process

POST:

Reasons people were somewhat confident, confident, or very confident:

Follow Through:

- "Lots of great recommendations...biggest concern is follow through."
- "The Commissioner, Mayor, and staff seemed open to the conversation and the recommendations that emerged. Of course, the proof is in the pudding-I'll look forward to seeing implementation."
- "Suspicious about bureaucracy."
- "Great team members; very confident [in] abilities and program implementation by the City."

62% Percentage of people in the Pre-Survey Somewhat Confident or More in the Process

90% Percentage of people in the Post-Survey Somewhat Confident or More in the Process

POST:

Reasons people were somewhat confident, confident, or very confident:

People:

- "Seeming reluctance of most members to prepare for the meeting, speak-up or engage in opening up their differences with what was being said or offered."
- "Everyone had an opportunity to participate."
- "Motivated group of individuals on all committees."
- "I think as a group, we did excellent work. I think The Mayor is committed to change."
- "There were many thoughtful and dedicated folks on the committee...I feel they will ensure the implementation of recommendations approved."
- "Everyone had the opportunity to voice their concerns and I felt listened to."
- "For the most part, participants were able to share information and experiences."

Process:

-
- "Policy is only part of the solution. The culture must change."
- "Many unknowns remain unanswered. Process was very open and transparent though!"
- "I am...hopeful..."
- "lots of time, thought, and intentional discussion"
- "[We] found ways to address conflict and reach resolve quickly. The exchange of ideas was rooted in experiences that were heard and acknowledged."
- "Feel like we had enough time to work through our gaps and develop solid rapport among group members. Building trust and respect helped us have necessary conversations."
- "Integrity of the process boils down to honest attempts to implement."

PRE:

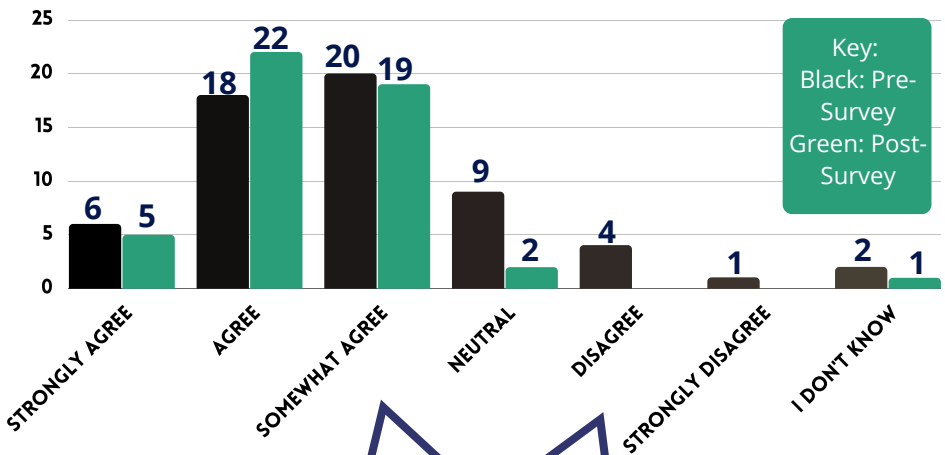
Reasons people were neutral, less confident, or not confident at all:

- "group size is too large...a few vocal participants dominate the conversation"
- Most cited: "progress is too slow/lack of progress/too long"
- "lack of qualified people"/group members lacking a background in law enforcement
- feels like "a quick fix"/not a "commitment from DPD...to effect real change"

POST:

- "individuals without the...background and experience creating policy"
- "many times meetings like these begin and fade with no real action"

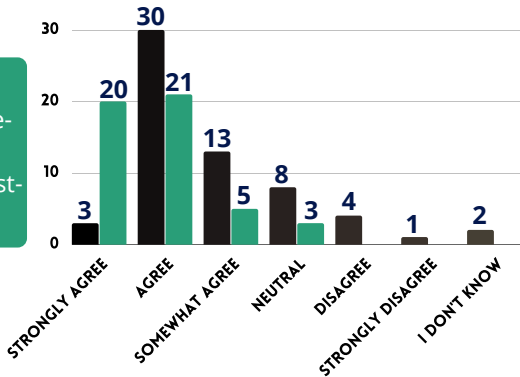
QUESTION: HOW MUCH DO YOU AGREE WITH THE STATEMENT "I BELIEVE I WILL SEE POSITIVE CHANGES IN THE FUTURE AS A RESULT OF THIS WORK?"



12%
Increased belief
in positive
changes as a
result of this
work

QUESTION: HOW MUCH DO YOU AGREE THAT WE HAD THE RIGHT PEOPLE IN OUR WORKING GROUP?

Key:
Black: Pre-Survey
Green: Post-Survey



25%
Increase in Confidence in Working Group Participants

PRE:

Reasons people somewhat agreed, were neutral, disagreed, or strongly disagreed:

Perspective:

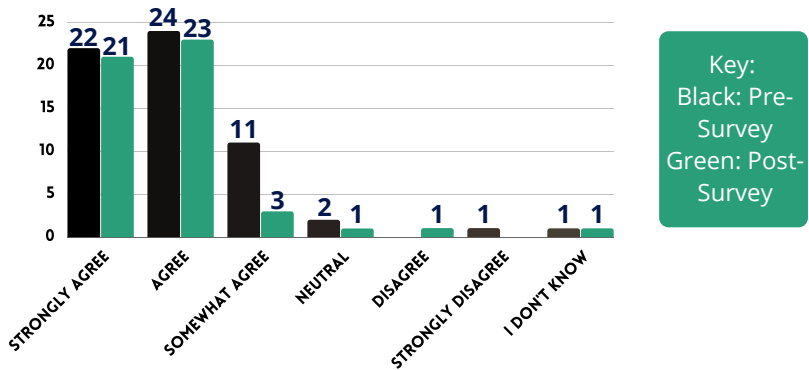
- "You had an activist that accused the police of everything...a Public Defender that had an obvious agenda"
- "the group lacks a balanced perspective...the only people speaking in support of these policies seem to be the police"
- "I strongly believe we need members of the community that do not feel they have experienced proper engagement with our police officers/department"

POST:

Reasons people somewhat agreed or were neutral:

- "We had good people, but there was a select few that understood, articulated opinions, and contributed meaningfully"
- "Some people dropped out early"
- "I felt like we needed a few more people in the system, especially those compassionate with defendants"
- "There were numerous discussions around juvenile issues, yet no juveniles in this process."

QUESTION: HOW MUCH DO YOU AGREE WITH THE STATEMENT "I FELT COMFORTABLE SHARING MY TRUTHS?"



PRE:

Reasons people somewhat agreed, were neutral, or strongly disagreed:

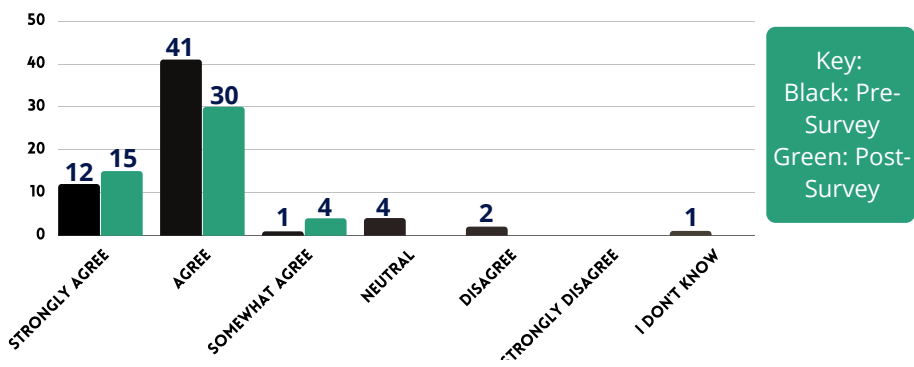
- "Only anti-police people speak out."
- "Still believe that this isn't a space to be honest, transparent and engage in a non-scripted conversation."
- "There have been some defensive comments made at times...causes others to feel as though they should watch what they say."

POST:

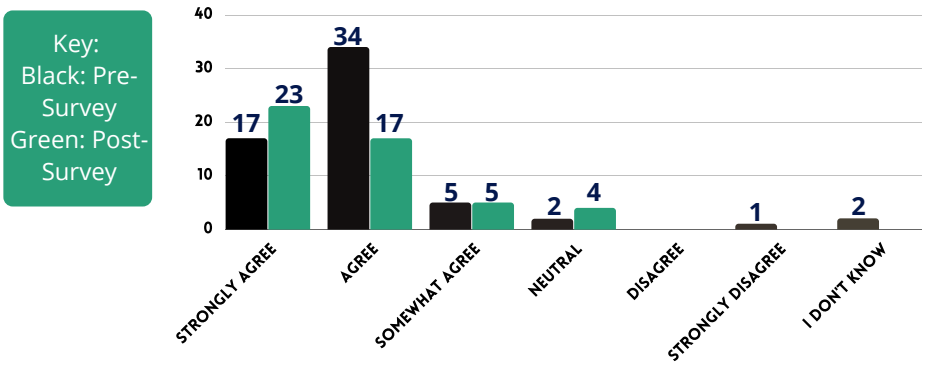
Reasons people somewhat agreed or disagreed:

- "Due to repercussions from other officers and the community."
- "At times it's difficult with Zoom because you want to be mindful of others but at times when you want to say something the group has moved onto a different topic."
- "The time for 'those truths,' are not always appropriate within a GROUP setting. However, I feel that the 'truths' I did share were appropriately received within my Group."

QUESTION: HOW MUCH DO YOU AGREE WITH THE STATEMENT "I FELT LIKE I WILL WORKED WELL WITH MY WORKING GROUP?"



QUESTION: HOW MUCH DO YOU AGREE WITH THE STATEMENT "I FELT WE HAD THE RIGHT STAFF TO HELP SUPPORT THE PROCESS"?



WHAT IS THE MOST IMPORTANT INSIGHT OR TAKE-AWAY FROM THIS PROCESS?

Collaboration:

- "That collaboration is key in making real change and as long as everyone has an open mind we can come together to make a real change."
- "The variety of our community and that we can work together by speaking up and out."
- "That citizens have the power to create change within their city."
- "Conformation [that] the differences of individuals can work together for common good."
- "Dayton has a wonderful population made up of great people. We may appear different but we share similar values. We want the same things."

Communication:

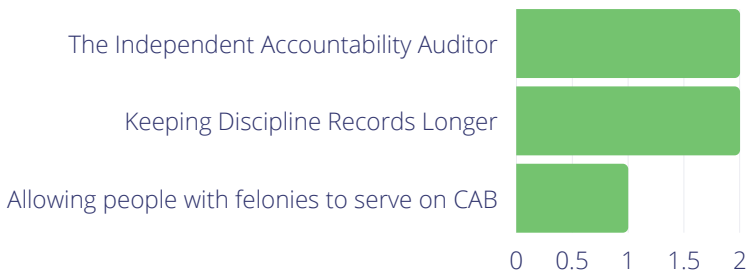
- "Given time and space individuals from diverse backgrounds and belief systems can learn to appreciate another's point of view."
- "The amount of resources that are required for this level of focused, intense work."
- "Recommendations are not implementations...I think every member of every working group...should receive information directly from the City about how the recommendations proposed by their group will be implemented."
- "The contributions we can all make to strengthen community if given a seat at the table and the ability to speak, be heard and have our experiences acknowledged."
- "Communication is critical to foster understanding and compassion."

Room for Growth:

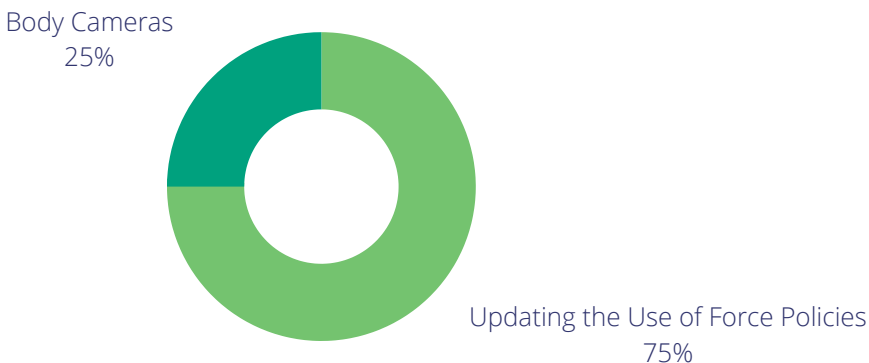
- "DPD is slow to change and forward progress."
- "DPD needs an internal champion to prompt, promote, and walk the walk in community policing....we often were met with what I saw as legal edicts as opposed to real dialogue."
- "The process sensitized me to an awareness that no matter how empathetic I might be towards those who suffer injustice, the position of pain from which white people come is not the same as that of black people (and racial minorities). Racial discrimination exists because it is allowed to exist. We need to demand change, not just hope for it."

IN YOUR OPINION WHAT WAS THE MOST IMPORTANT RECOMMENDATION THAT CAME OUT OF YOUR GROUP?

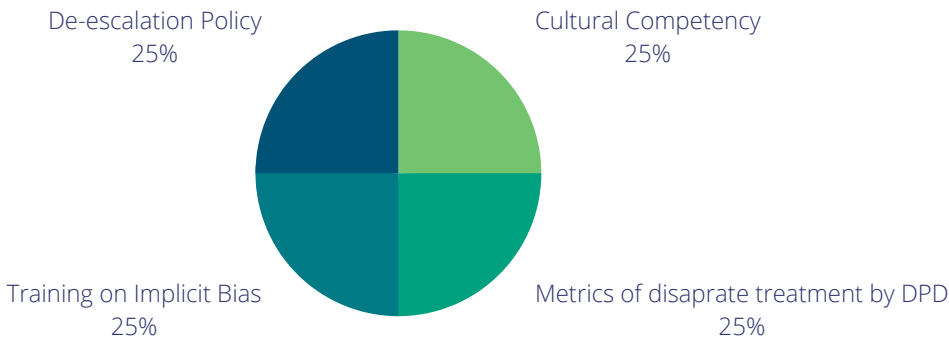
1. OVERSIGHT



2. USE OF FORCE:

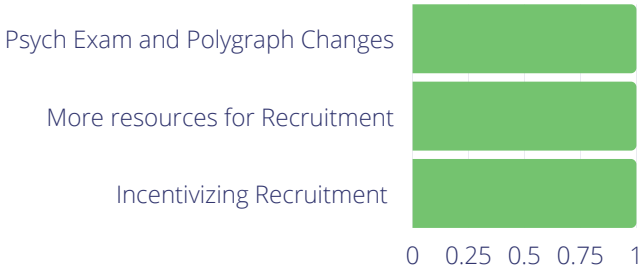


3. TRAINING:



IN YOUR OPINION WHAT WAS THE MOST IMPORTANT RECOMMENDATION THAT CAME OUT OF YOUR GROUP?

4. RECRUITMENT/DISCIPLINE



5. COMMUNITY ENGAGEMENT:

More Collaboration with Police and Community

7.7%

Juvenile Justice Changes
30.8%



Alternative Responder
61.5%

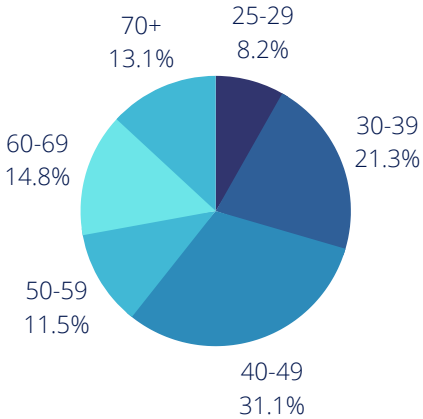


ONE IN TEN PARTICIPANTS SAID THEY COULDN'T PICK JUST ONE AND/OR ALL

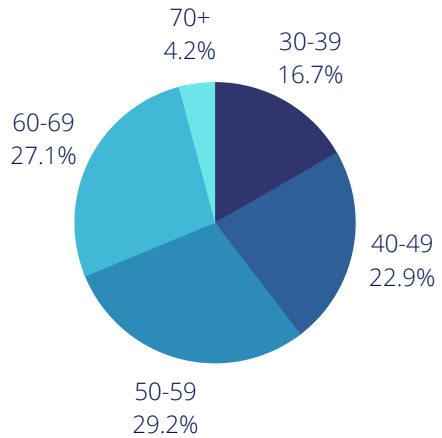
DEMOGRAPHICS

AGE:

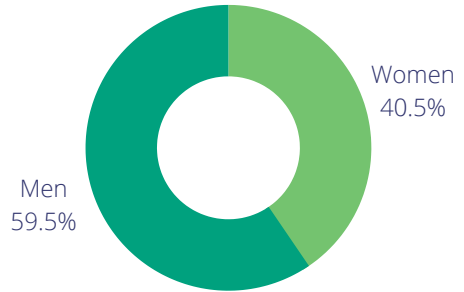
PRE:



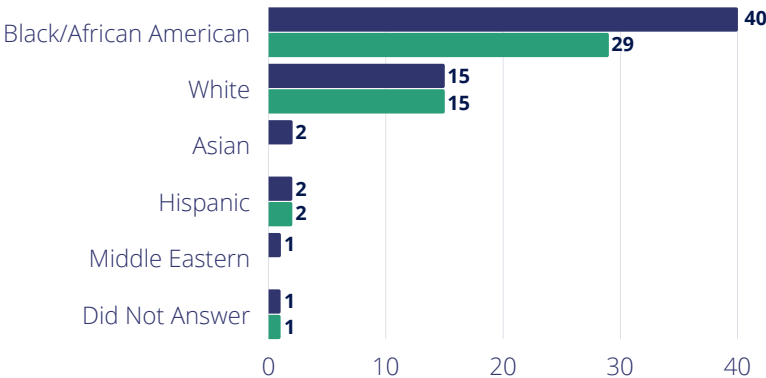
POST:



GENDER:



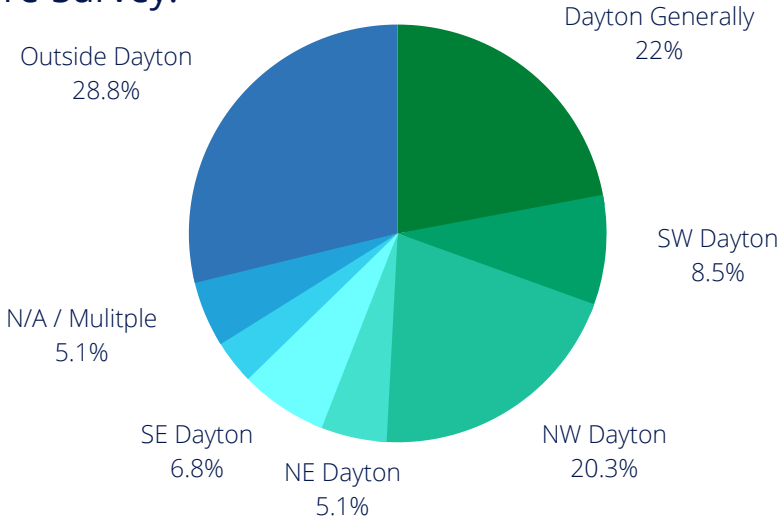
RACE:



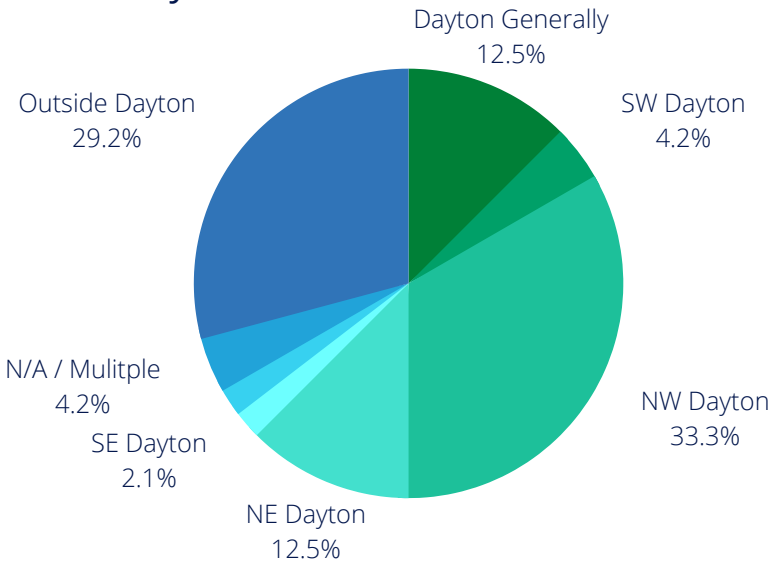
Key:
 Blue: Survey One
 Green: Survey Two

NEIGHBORHOOD:

Pre-Survey:

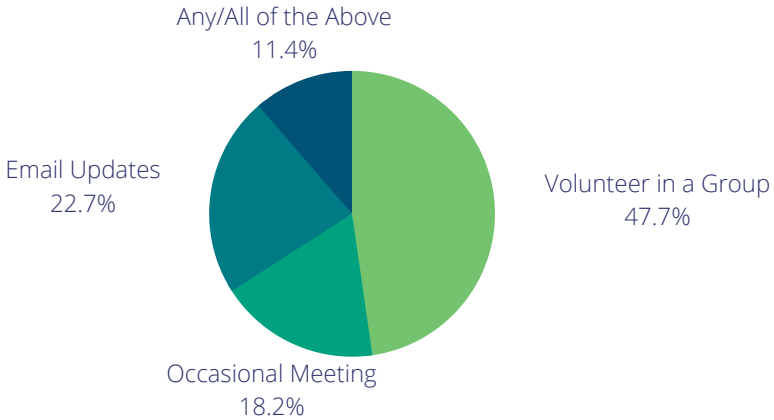


Post-Survey:



From both surveys currently living in Dayton

HOW INVOLVED WOULD YOU LIKE TO BE IN FUTURE PROCESSES?



ANY ADDITIONAL COMMENTS?

- "Thank you for taking seriously the truth that BLM like all lives matter. And not it [is] the time to bring about real change."
- "I am hoping to see genuine change. That this was not just another committee where ideas go to die, but that the efforts of such a large group of people actually come to fruition: that our joint voices are heard."
- "Thank you to our community volunteers and police representatives for their willingness to share opinions and thought in a civil and constructive manner."
- "There are many ways to do this engagement work-the more 'how' it is done is controlled, the more the actual engagement demoralizes people and reduces the promise of our human interactions."
- "Thank you for including me in this process. It has been informative and meaningful. Now it's time to get the work done that we proposed."

METHODS

The quantitative data was analyzed by using a 0-6 equivalent scale for the survey responses: 0 being "I don't know", 1 being "Not at all confident/strongly disagree" to 6 being "Very confident/strongly agree." From there I found the statistical average and the increased percentage between the two values.

The qualitative data was analyzed using a thematic analysis of responses. The two survey groups are not controlled for participants (as they were anonymous) and I did not attempt to reconcile the differences between the two groups. This is acknowledged on the first page of the report.

