



Image Source: Before the Badge (BTB) - Seattle Police Department

Before the Badge

Community-Police Dialogues

2022

Seattle-Citywide

"For me... the deepest, most impactful level of accountability is the officers' accountability to themselves and a framework of being connected to the people that they serve"

"They're just people. We're all just people trying to do our best every day... I really believe that we are all interconnected and that for me to be my best, you have to be your best."

"It's important for us to know the community, but it's also important that the community wants to get to know us... we need to work to bridge the gap, the 'us and them'"

-2022 BTB Dialogue Participants

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Introduction

The Seattle University Crime & Justice Research Center has collaborated with the Seattle Police Department (SPD) since 2015 to conduct the annual Seattle Public Safety Survey as part of the Micro-Community Policing Plans (MCP). Virtual community-police dialogues were conducted in 2021 and 2022 via Zoom videoconference to provide opportunity for community members and police to explore and discuss the Seattle Public Safety Survey results.¹ In 2022, MCP launched an additional set of community-police dialogues focused on building relationships between SPD recruits and community members as recruits progress through Before the Badge (BTB) training. BTB is a new initiative that police recruits experience prior to entering the police academy focused on relational policing and immersing new recruits in community-based experiences. Dialogues are facilitated by Dr. Jacqueline Helfgott, Professor and Director of the Seattle University Crime & Justice Research Center and co-facilitated by the respective precinct-based MCP Research Analyst on the Seattle Police Department's Micro-Community Policing Plans research team comprised of graduate students Katie Kepler (North Precinct), Brandon Bledsoe (South and Southwest Precinct), Ashley Dobbs (East and West Precincts), and undergraduate student Evelyn Madrid-Fierro (Citywide) in the Seattle University Department of Criminal Justice, Criminology & Forensics.

Seattle University conducted 12 virtual BTB community-police dialogues from September through December 2022. The dialogues are conducted as part of the Micro-Community Policing Plans in conjunction with the annual Seattle Public Safety Survey to provide community members the opportunity to engage in conversation with future SPD personnel about the annual Seattle Public Safety Survey results and introduce SPD recruits to the geographical communities they will serve. All who live and/or work in Seattle were eligible to participate in the virtual community-police dialogues, allowing community members to meet, collaborate, and network with the future officers in their precinct.

The results presented in this report show what was discussed in the dialogues, the themes that arose citywide and at the precinct levels, and post-dialogue feedback from participants. The 2022 dialogues involved 104 community members and 128 BTB personnel² who participated in the dialogue sessions conducted from September 2022 - December 2022. The results presented in this report convey the essence of the dialogues and highlight the key themes in the precinct discussions.

¹ The virtual community-police dialogues were implemented in 2021 for the first time. From Prior to 2021, community focus groups were conducted in between survey administrations. The community-police dialogues were implemented upon request of community members who wanted to have more direct engagement with Seattle Police personnel.

² This is the total number of community members and BTB personnel who participated in the 12 dialogues conducted from September-December 2022. Some of the community personnel and many of the BTB personnel attended multiple dialogue sessions.

Outreach

The 2022 MCPP BTB community-police dialogues were advertised through flyers calling for community participants (See Appendix A). The flyers soliciting community members were distributed to the public through the SPD MCPP webpage, the Seattle Police Blotter, Nextdoor, Facebook, LinkedIn, other social media, and email lists used to administer the annual Seattle Public Safety Survey. Outreach was also conducted through interviews with local news media, presentations to community groups within Seattle, and through op-ed articles published in Seattle-specific outlets. BTB participants were required to attend the dialogues as an element of their training.

Participants

Each session included community members and BTB recruits and leaders, including senior officers from training units and the community outreach unit. Community members include those who live or work in Seattle and many were independent stakeholders, such as business owners, contributors to neighborhood councils, and range of otherwise involved community members.

Dialogue Facilitation

Three community-police dialogues were held in the North, South, and Southwest precincts, two in the West precinct, and one in the East precinct (a total of 12 dialogues) on designated Monday nights from 5:30-7:30pm via Zoom video conferencing from September 12 through December 19, 2022. Two community-police dialogues were planned for each precinct, but North, South, and Southwest precincts were assigned an additional dialogue in the month of December. The second East precinct dialogue was cancelled in observance of Indigenous People's Day resulting in only one dialogue for East precinct. The dialogues were facilitated by Dr. Jaqueline Helfgott and co-facilitated by the respective precinct MCPP Research Analyst, while three other Research Analysts took detailed notes, excluding participants' identifiable information.

The dialogues were conducted using a restorative framework with an emphasis on strengthening relationships through sharing personal experiences and developing understanding, mutual trust, and respect.³ All participants were prompted to think

³ The restorative framework used in the dialogues is based on the work of Howard Zehr and other scholars (Zehr, H (2015) *The Little Book of Restorative Justice*, 2nd ed. Good Books; Van Ness, D., and K. H. Strong (2015). *Restoring justice*, 5th ed. New York: Routledge) and is an adaptation of the dialogue framework used in "Citizens, Victims, and Offenders Restoring Justice." (Helfgott, J.B., Lovell, M.L., Lawrence, C.F. (2002). Citizens, Victims, and Offenders Restoring Justice: Accountability, healing, and hope through storytelling and dialogue. *Crime Victims Report*, 6, 3-4+; Helfgott, J.B., Lovell, M.L., Lawrence, C.F., & Parsonage, W.H. (2000). Development of the Citizens, Victims, and Offenders Restoring Justice Program at the Washington State Reformatory. *Criminal Justice Policy Review*, 10, 363-399; Helfgott, J.B., Lovell, M.L., Lawrence, C.F., & Parsonage, W.H. (2000). Results from the pilot study of the Citizens, Victims, and Offenders Restoring Justice Program at the Washington State Reformatory. *Journal of Contemporary Criminal Justice*, 16, 5-31; Lovell, M.L., Helfgott, J.B., & Lawrence, C.F. (2002a). Narrative accounts from the Citizens, Victims, and Offenders Restoring Justice program at the Washington State Reformatory. *Contemporary Justice Review*, 5, 261-272.

about what public safety-related circumstances, harms, and needs inform their perspective about public safety; who is responsible/accountable for public safety; what participants need and how public safety-related harms be repaired; how community members and BTB recruits can work together to reimagine police-community engagement to improve public safety and quality of life at the precinct/neighborhood levels through concrete, creative solutions. Additionally, community participants were asked to think about what they would like to see in new police officers, and what they would like to learn about the new recruits hired by SPD. BTB recruits were asked to think about what they would like to learn about the precincts/neighborhoods they will serve, and what are their most pressing questions about the community.

The following ground rules were established at the beginning of each dialogue to protect the anonymity of the participants and to facilitate a culture of openness and honesty:

- (1) **Help create a safe space** – Use “I” rather than “you” statements, avoid name calling. Allow others to express their thoughts and feelings in the spirit of open dialogue, keeping in mind that there are no “right” or “wrong” feelings.
- (2) **Make space for others to speak** – Avoid crosstalk, interruptions, and try not to dominate the conversation.
- (3) **Maintain confidentiality/privacy** - Do not give personal details about yourself that do not have relevance to the seminar discussions; respect the level of disclosure each participant chooses to maintain; respect the privacy of group members - do not screenshot or take a video of the session.
- (4) **Commitment** -- Please commit to participating in the entire session. However, if at any point you feel uncomfortable, feel free to leave the meeting.

The meetings were not recorded, and participants were asked not to record or photograph sessions. Following a brief introduction, during which the focus and purpose of the dialogues were introduced and the top concerns/themes of the 2021 survey were presented, the dialogues focused on: Expectations and Focus, Reimagining Public Safety and Police-Community Engagement, and Discussion Wrap-up. Community and BTB attendees were invited to share what topics were at the forefront of their minds, what the number one thing is that they wanted to accomplish during the session, and a brief personal backgrounds including what neighborhood community members reside in and what led recruits to applying to SPD. Participants were then asked to share ways they believed the community and members of the police could work together, in concrete ways, to increase public safety and neighborhood quality of life for all. At the conclusion of the sessions, participants were asked to raise topics that remained unaddressed for them and their hopes for moving forward.

Analysis

Research Analysts observed and participated in the dialogues and took written notes, documenting impactful quotations and recurring themes in each of the sessions, while maintaining the privacy of the participants. In addition, participant observation reflection comments were completed by the facilitator and research analysts following the meeting with the purpose of capturing the nuanced tone of the discussion and general feel of each of the sessions. The notes and reflection comments were analyzed using ATLAS.ti⁴ identifying relevant themes measured in the annual Seattle Public Safety Survey, recognizing unique dialogue-specific themes, and noting quotes that reflected these themes. Qualitative data collected through the notes and participant observer comments were also analyzed to identify the most frequently mentioned concrete actions suggested by community and police participants to help improve neighborhood quality of life and safety.

Theme Coding

The dialogue notes and participant observation reflection comments were coded for themes. A code is a word or short phrase that describes something that we and/or the analysis software observe in the data.

Citywide themes are reported as larger categories that encompass several other, more specific subsets of the theme; for instance, 'Police Capacity' encompasses several subsets including '9-1-1 call prioritization, response,' 'Staffing - lack or loss,' Staffing – Recruitment, Training, & Before the Badge,' and 'Other' (for discussions of police capacity that did not specify further).

The creation of subthemes of the larger themes allows for a detailed understanding of the specific topics of discussion, while sorting these by their overarching concept improves our ability to provide a simplified overview of discussed topics. ATLAS.ti software was used to identify these themes in each individual document, calculate frequencies, and rank the prevalence by document, dialogue, and precinct.

The theme categories include 'Politics,' 'Police Legitimacy,' 'Homelessness & (Non-Police) Social Services,' 'Communication,' 'Social Cohesion,' 'Alternative Responses (to calls for service),' 'Education of SPD & Police Practice,' 'Police Capacity,' 'Fear of Crime,' 'Informal Social Control,' 'Crime,' 'MCPD,' and 'Before the Badge.'

⁴ ATLAS.ti is a qualitative data analysis software.

The subcategories of these overarching themes are described in detail in each precinct in which they occur and are briefly displayed below:

| Theme Category | Subcategories |
|--|--|
| Politics | City Politics (City Council, Voting, City Policy) SPD Politics (Police Procedure, Internal Policy, Promotion Procedure) SPD Politics (Unions) |
| Police Legitimacy | Police Accountability Lack of Trust in SPD (-) Legitimacy (Negative, Questioned) (+) Legitimacy (Positive, Support) |
| Homelessness & (Non-Police) Social Services | Homelessness (Encampments, Presence, Need for Support) Non-Police/City Social Services (Use or Need, Non-Police Response to Public Safety) |
| Communication | Community-Police Relationship (Improvement, Building) Community-Police Relationship (Broken) Police Public Relations (PR) (Media, News, Social Media Presence, Formal Communication) Informal Community-Police Communication (Street-Level, Personal Familiarity) |
| Social Cohesion | (-) Social Cohesion (Loss of Community & Desire to Leave) (+) Social Cohesion (Familiarity with Neighbors, Sense of & Desire to Help Community) Neighborhood-Specific Insight |
| Alternative Police Responses (to calls for service) | Alternative Responses (Drugs) Alternative Responses (Homelessness) Alternative Responses (Mental Health Crises) Alternative Responses (General; Desire for Unarmed/CSO Response) |
| Education of SPD | Police Education (CPC/CSO Information/Role, specifically) Police Education (SPD Action, Policy, General knowledge) Police Education (9-1-1 & Crime Reporting, Specifically) Police Education (SPD/Personnel Opinion Sharing) |
| Police Capacity | Police Capacity (9-1-1 call prioritization, response) Police Capacity (Staffing – lack or loss) Police Capacity (Staffing – Recruitment, Training in general) Police Capacity (Other; Capacity in General) Officer/Recruit Capacity (Wellness & Preparedness) SPD Morale |
| Fear of Crime | Fear of Crime (In General & Personal Safety) |
| Informal Social Control | (+) Informal Social Control (Inv. In Pub Safety, Police Collaboration) (-) Informal Social Control (Social Disorganization/Dysfunction) |
| Crime | Crime (Property) Crime (Public Order: Drugs, Threats, Prostitution) Crime (Traffic, Bike, Pedestrian, Transit) Crime (Violent, Guns) Crime (General, Unspecified) |
| MCPP | Use of Data (Survey & Dialogue) Methodology (Outreach, Diversity of Participants, Dialogue Facilitation) |
| Before the Badge | Before the Badge (information, training, role) Recruit Backgrounds Recruit Motivations for Joining SPD (SPD needs officers, love of the community, desire to help improve safety, improve community-police relationship, possess beneficial/relevant skills) Changes in SPD (w/ BTB) Community Expectations and Suggestions (BTB, SPD, CSO) |

Post-Dialogue Survey Feedback

After each dialogue, all participants were invited via email to participate in a post-dialogue survey designed to elicit feedback on their reaction to the topics, participants, facilitation, agenda, technology, and session length. The link to the post-dialogue feedback survey was sent to the same email addresses as the zoom invitation links for the dialogues provided by the participants.

The post-dialogue feedback survey contained open-ended qualitative questions as well as quantitative forced choice and Likert-type items. The qualitative components prompted participants to provide written feedback on what they had hoped to gain, why they participated in the dialogue, what their most prominent takeaway was from the session, topics that were not discussed that they would have liked to address, and other feedback suggestions. These open-ended questions allow participants to explain in their own words how these dialogues can improve, as well as where they may have succeeded or failed in improving the communication between Seattle residents and police personnel. The quantitative components addressed the respondents' interest in participating in future dialogues, their participation in the 2021 Seattle Public Safety Survey, and whether they reviewed the 2021 Survey results. Participants were also asked if they gained what they had hoped to from the meeting they attended, if they felt safe discussing their experiences, and if they would be interested in participating in future dialogues. These questions were measured on a 5-point scale allowing the following responses: definitely not; probably not; might or might not; probably yes; absolutely yes.

Dialogue Satisfaction

The post-dialogue survey also included five quantitative measures of dialogue satisfaction (Length, Agenda, Participants, Technology, and Facilitation), presented with Likert-type scale responses. The mean of these responses is represented as the overall, or total, level of satisfaction with the dialogues, where: 1 = extremely dissatisfied, 2 = moderately dissatisfied, 3 = slightly dissatisfied, 4 = neither satisfied nor dissatisfied, 5 = slightly satisfied, 6 = moderately satisfied, & 7 = extremely satisfied.

Dialogue satisfaction is presented in each section of this report (Citywide, East, North, South, Southwest, & West) with a graph comparing the mean satisfaction of community participants to that of the participating SPD personnel that completed the survey.

Citywide

Crime and Public Safety Concerns

Participants

| Precinct | Community Members <i>N</i> = 104 | Seattle Police Personnel <i>N</i> = 128 | Total <i>N</i> = 232 |
|-----------|-------------------------------------|--|-------------------------|
| East | <i>n</i> = 13 | <i>n</i> = 11 | <i>n</i> = 24 |
| North | <i>n</i> = 33 | <i>n</i> = 27 | <i>n</i> = 60 |
| South | <i>n</i> = 21 | <i>n</i> = 28 | <i>n</i> = 49 |
| Southwest | <i>n</i> = 24 | <i>n</i> = 36 | <i>n</i> = 60 |
| West | <i>n</i> = 13 | <i>n</i> = 26 | <i>n</i> = 39 |

Themes

Top Themes from All 2022 BTB Dialogues

1. Before the Badge - Information/Training, Expectations
2. Communication – Community-Police Relationships (Improvement, Building)
3. Informal Social Control – Neighborhood Insights
4. Education of SPD – SPD Policy, General Knowledge
5. TIE: Police Legitimacy and Police Capacity

The citywide “Top Themes” section displays the top five recurring themes identified for all 12 of the 2022 BTB dialogues conducted across the five precincts. The top 5 themes in the dialogue discussions were: Before the Badge, Communication, Informal Social Control, Education of SPD, with a tie between Police Legitimacy and Police Capacity.

The Before the Badge theme encompasses discussion about the Before the Badge program, recruit backgrounds and motivations for joining SPD, changes in SPD, as well as community expectations & suggestions for the BTB program, SPD, and CSOs.

The Communication theme encapsulates discussions of the Police-Community Relationship in Seattle, SPD Public Relations (formal communication), and importantly, Informal Community-Police Communication (often described as street-level communication where officers are outside of patrol vehicles).

Informal Social control refers to neighborhood-specific insights, positive informal social control (stemming from community involvement in public safety), and negative informal social control (resulting from the discussion of social disorganization/dysfunction).

Selected participant quotes from the dialogues are presented in Appendix E.

Education of SPD includes Education of Crime Prevention Coordinators (CPCs) and Community Service Officers (CSOs), such as their role and function, Education of SPD and police action generally, Education regarding 9-1-1 and Crime Reporting (when and why to call 9-1-1), and Education of SPD by way of opinion sharing (on any topic).

Police Capacity encompasses 9-1-1 Response (Call Prioritization, a Lack of Staffing), Staffing Efforts (Recruitment, Training, & Before the Badge), and 'Other' (for discussions of police capacity that simply referenced police capacity in general).

The theme of Police Legitimacy represents police accountability, lack of trust (in SPD specifically), negative police legitimacy resulting from negative or questioned authority, and positive police legitimacy stemming from support.

These top themes indicate that, overall, those who attended these dialogues and participated, regardless of precinct or date, emphasized a desire to discuss the Before the Badge program, information sharing and relationship building (Communication), Neighborhood-Specific concerns and values (Informal Social Control), the capability and preparedness of SPD specifically (Police Capacity), the Legitimacy of SPD and improve their knowledge of SPD roles, actions, opinions, and 9-1-1 operations (Education).

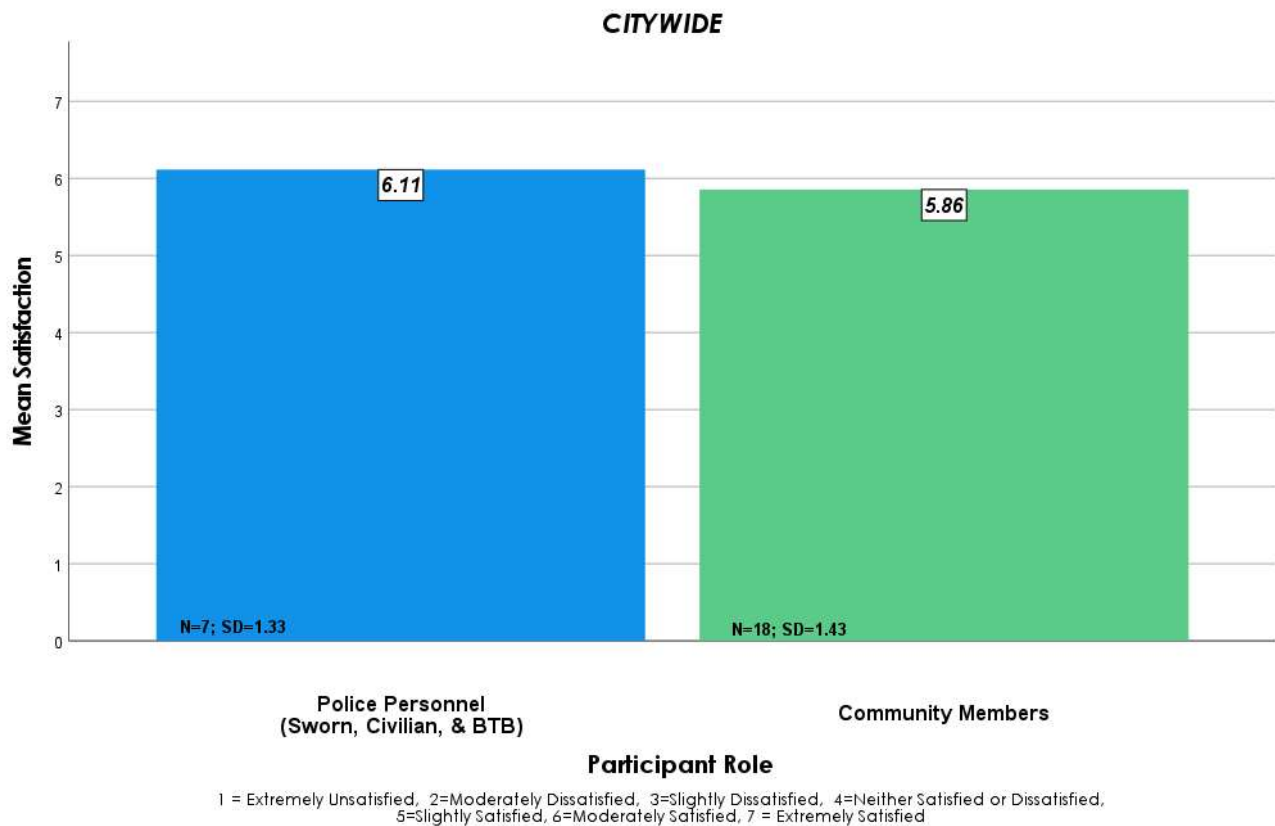
Post-Dialogue Feedback

Satisfaction

Responses to the post-dialogue feedback survey show that participants were satisfied with their experience in the dialogue session. Of the participants who completed the post-survey ($n=37$), 81.1% reported that they gained what they had hoped (24.3% "definitely yes," 56.8% "probably yes"), and 86.5% reported that they felt safe discussing their experiences in their respective dialogue (62.2% "definitely yes," 24.3% "probably yes"). Most (74.4 %) reported that they had read the results of the 2021 Public Safety Survey (55.8% "definitely yes," 18.6% "probably yes") prior to participating in the dialogues and most of the participants (86.1%) indicated that they plan to participate in a future dialogue.

On a Likert scale ranging from 1 (extremely dissatisfied) to 7 (extremely satisfied), participants were mostly satisfied with the dialogues in terms of session's Length, Agenda, Participants, Technology, and Facilitation with an average rating for all participants (community members and police personnel combined) of 5.9 (SD=1.38) with police personnel rating their satisfaction slightly higher (M=6.1, SD=0.48) than did community participants (M=5.9, SD=1.43).

Average Overall Satisfaction with BTB Dialogues



Desired Outcomes

When participants were asked to describe in their own words topics they would like to discuss in future dialogues, they offered a wide range of suggestions. These ideas are represented visually above, consolidated into three main categories: Police & SPD, City & Community, and Crime.⁵



⁵ The nature or implication of 'Abusive' regarding officers (see Police Accountability) is not defined further by the respondent.

East Precinct

Crime and Public Safety Concerns

Participants

| Dialogue Dates | Community Members | Seattle Recruits And SPD personnel |
|--------------------------------|-------------------|---------------------------------------|
| November 28 th 2022 | n= 13 | n=11 |

Themes

| Top Themes from 2022 BTB East Dialogues |
|--|
| 1. Community-Police Relationship (Improvement, Building) |
| 2. (+) Police Legitimacy |
| 3. (+) Social Cohesion |
| 4. Police Education (SPD Policy) |
| 5. Lack of Trust in SPD |

The East Precinct “Top Themes” section displays the top five recurring themes that were identified in the BTB dialogue conducted in the East Precinct. These themes include more specific subsets of the larger categories represented on the larger citywide scale. The top 5 themes represented here include the Improvement & Building of the Community-Police Relationship, Police Legitimacy, Social Cohesion, Police Education (SPD Policy), and Lack of Trust in SPD.⁶ Unfortunately, only one BTB dialogue was held in the East due to scheduling conflicts and holiday observance.

Community-Police Relationships is a subcategory of the Communication theme which includes general discussions about how recruits can build relationships with various communities and the value that strong community-police relationships serve for improving public safety and trust among various populations. In the context of the BTB program, this includes visiting community events and cultural centers, and engaging in meaningful interactions with community members to better understand and appreciate the richness provided by Seattle’s unique diversity.

Positive Police Legitimacy as a theme represents the community’s acceptance of the formal authority of the police as an institution and organizational body with the responsibility and power to protect residents’ welfare. Police agencies that are considered to be legitimate are rewarded with greater community support, engagement, and cooperation. In the East precinct dialogue, community members recognized the shortcomings of SPD, discussed particularly in relation to 2020, but expressed an understanding that the recruits inherited this history and did not contribute to this. The attendees of this meeting communicated optimism in regard to the new recruits and a willingness to embrace the community-centric model of policing demonstrated by the Before the Badge initiative.

⁶ The Theme Category table and Theme Coding section show detailed information on these items.

Positive Social Cohesion as a theme refers to a familiarity with one's neighbors, a sense of and desire to help the community, and an expression of shared values with other community members. Social Cohesion can be considered a form of social capital and collective efficacy, contributes to community members' quality of life, and enables micro-community level problem solving through neighborhood collaboration.

Police Education (SPD Policy) refers to a subset of the larger theme of Education of SPD and indicates that the dialogue in the East Precinct included discussions surrounding SPD procedures and what the role of departmental policy may be in these actions. Policies that community members inquired about included those surrounding hiring, recruitment, and the Before the Badge program, but also those that dictate the visibility of officer badge numbers, bystander intervention training, inter-precinct cooperation, and SPD's policies regarding the enforcement of laws against open drug use.

Lack of Trust in SPD is a theme encompassed in the larger Police Legitimacy category of discussion topics. This theme refers to the community's level of confidence that SPD and the officers that represent it are fair, provide procedural justice, and can be trusted to uphold the rights and well-being of the community. Lack of Trust in SPD is a recurring theme in the East precinct dialogues, including the larger community-police dialogues conducted between May and August of 2022.

Interestingly, while trust in police is a component that typically informs the legitimacy that one would ascribe to the police, in this case, community members communicated a sense of a lack of trust in SPD. This could be due to the presence and focus on the recruits, as they have not yet had a chance to prove themselves trustworthy or untrustworthy, but community optimism in their potential to transform SPD provides them legitimacy, regardless of a level of distrust in the agency overall.

The top East Precinct-specific themes are quite different from the Citywide themes with Community-Police Relationship (Improvement, Building) being the only top theme shared with Citywide. This is not surprising, as the East Precinct had the fewest dialogues of all five precincts with only one BTB dialogue hosted due to scheduling conflicts. This smaller session, however, was highly engaging and allowed for participants to share the circumstance, harms, and needs of their particular neighborhoods with the recruits, benefitting them as they learn more about the community.

Dialogue Specific Themes
East Dialogue 1 – November 28th, 2022

Top Dialogue Specific Themes

1. Positive Community-Police Relations
2. Police Legitimacy
3. (+) Social Cohesion
4. Police Education (SPD Policy)
5. Lack of Trust in SPD

“We’re trying to give them [the recruits] a kind of insight into the different histories of the communities that they’re going to serve.” (SPD)

“This is an opportunity to make some difference in the safety, health, and cleanliness of our community and show support for those that help with that.” (CM)

Reimagining Public Safety and Police-Community Engagement
What do you specifically want and need in your community?

Top Wants and Needs in Communities

1. Advocacy for Alternatives to Police
2. Improved Public Information Sharing
3. Increased Personal Interactions with Individuals, Businesses, & Police
4. SPD Involvement in Public Discussions & City Politics
5. Prioritization of Accountability, Representation, & Trust-Building

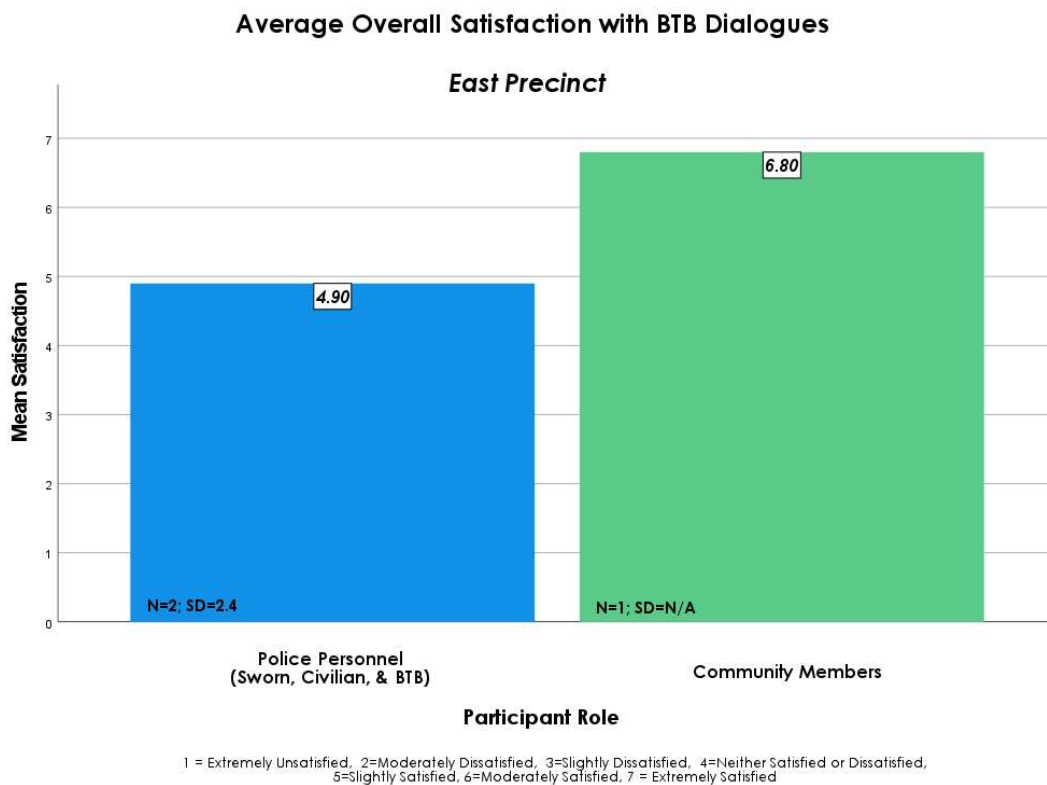
“I think as the new recruits start their career, with changes in the next 3 to 4 years, they’ll be out in their community a lot more than they are today.” (SPD)

“It’s about community – about seeing people as people and making everybody feel safe.” (CM)

Post-Dialogue Feedback

Satisfaction

Of the participants in the East Precinct BTB dialogues who completed the post-dialogue survey and answered the relevant questions ($n=3$), most (two of the three) reported that they gained what they had hoped, and all participants reported that they felt safe discussing their experiences in their respective dialogue. Additionally, all the East Precinct BTB dialogue respondents indicated that they would like to participate in a future dialogue. Responses to the post-dialogue feedback survey for the East Precinct participants show that participants were satisfied with their experience in the dialogue session, regardless of the small group size. The table below represents the average reported satisfaction among the community and police participants.



Desired Outcomes

Regarding the open-ended question asking what participants had hoped to gain from the dialogue, there were three responses recorded from the East Precinct with two comments focused on learning more about the BTB program while one comment expressed the importance of hearing “voices from everyone.”

North Precinct

Crime and Public Safety Concerns

Participants

| Dialogue Dates | Community Members N= 33 | Seattle Police Personnel N= 27 |
|-----------------------------------|----------------------------|-----------------------------------|
| September 12 th , 2022 | n= 8 | n= 9 |
| October 17 th , 2022 | n= 14 | n= 10 |
| December 5 th , 2022 | n= 11 | n= 8 |

Themes

Top Themes from 2022 North Dialogues

1. Recruit Motivations for Joining SPD
2. Community Involvement & Collaboration in Public Safety
3. Community-Police Relationship (Improvement & Building)
4. Before the Badge (General info, Training, & Role)
5. Community Expectations & Suggestions (SPD/CSO/BTB)

The North Precinct "Top Themes" section displays the top five recurring themes that were identified in all three of the 2022 BTB dialogues conducted in the North Precinct. These themes include more specific subsets of the larger categories represented on the more general citywide scale. The top five themes represented here include Recruit Motivations for Joining SPD, Community Involvement & Collaboration in Public Safety, Community-Police Relationship (Improvement & Building), Before the Badge (General info, Training, & Role), and Community Expectations & Suggestions (SPD/CSO/BTB).

The overarching theme of the Before the Badge program includes discussions specifically of the motivations and circumstances that led the recruits to apply to the Seattle Police Department. The recruits were encouraged to share these to provide the community insight into the character of those interested in policing in their neighborhoods. These motivations vary widely and include an awareness of the need in the community, a love of the community, a desire to help improve public safety, an interest in improving the community-police relationship, and unique personal skillsets that will likely benefit the community (such as medical, criminal justice, management, and communication skills).

The theme of Informal Social Control includes discussion topics such as community efforts to be involved in public safety and a willingness or desire to work collaboratively with SPD toward this end. These collaborative efforts include Block Watches, Neighborhood Councils, and participation in Advisory Councils. Community members in the North Precinct dialogues communicated an interest in discussing the responsibility for public safety and sharing this with police in their neighborhoods.

Community-Police Relationships is a subcategory of the Communication theme which includes general discussions about how recruits can build relationships with various communities and the value that strong community-police relationships serve for

improving public safety and trust among various populations. This includes visiting community events and cultural centers and engaging in meaningful interactions with community members to better understand and appreciate the richness provided by Seattle's unique diversity.

Before the Badge (General Info, Training, Role) is a subtheme of the Before the Badge theme category and refers to general knowledge about the program including training, curriculum, and purpose. Community members were often interested in learning more about the new program and the value that it adds to the future of policing. In particular, the history of Seattle's relationship with policing is discussed as a crucial component of the BTB training.

Community Expectations (of recruits, police personnel, and Community Service Officers) are included as a subcategory of the Before the Badge theme, specifically regarding the community's expectations for Before the Badge, and the future of policing and recruits in the city. This includes recommendations for curriculum and training that are not already implemented in the training process, what the community would like to see from officers, and how CSOs can improve their outreach services.

The themes identified within the North Precinct are somewhat aligned with the top Citywide themes as Before the Badge (General Info, Training, Role), and Community-Police Relationships (Improvement, Building) share top five themes. The key difference between the North Precinct and Citywide themes is the presence and prominence of Community-Police Collaborations in Public Safety, Recruit Motivations for Joining SPD, and Community Expectations and Suggestions which appears at the top of the North Precinct themes but is not present on the Citywide top theme list. These unique North Precinct themes display the interest participants have in developing personal relationships and collaborating for public safety.

Dialogue Specific Themes

North Dialogue 1 – September 12th, 2022

Top Dialogue Specific Themes

1. Recruit Motivations for Joining SPD
2. Community Expectations & Suggestions (SPD/CSO/BTB)
3. Before the Badge (General info, Training, & Role)
4. Community Involvement & Collaboration in Public Safety
5. Community-Police Relationship Building

"I want to be in Law Enforcement because I have been seeing issues that community members are bringing up here and I want to help my community and make people feel safer." (BTB)

"They [the recruits] just have to be a different type of police than we're used to, and I'm not saying all police, but some [existing officers] do need to go." (CM)

North Dialogue 2 – October 17th, 2022

Top Dialogue Specific Themes

1. Recruit Motivations for Joining SPD
2. Changes in SPD with BTB
3. Community Involvement & Collaboration in Public Safety
4. Police Legitimacy & Value
5. Before the Badge (General info, Training, & Role)

“I have a [young] child and a child on way – I felt the best way could contribute to the city is to become a police officer.” (BTB)

“I’m 71 and I should not be afraid of SPD... I have a lack of confidence [and] things have happened to cause this– that needs to be addressed.” (CM)

North Dialogue 3 – December 5th, 2022

Top Dialogue Specific Themes

1. Recruit Motivations for Joining SPD
2. Community Involvement & Collaboration in Public Safety
3. Community-Police Relationship Building
4. Informal Community-Police Communication (Street-Level, Personal Familiarity)
5. Before the Badge (General info, Training, & Role)

“I’d love to see our own community in Bitter Lake collaborate with officers – doing things that are proactive and positive...” (CM)

“I want to be that person who can talk to people, to be the person who can possibly change someone’s life.” (BTB)

Reimagining Public Safety and Police-Community Engagement

What do you specifically want and need in your community?

Top Wants and Needs in Communities

1. Recruits with Open Minds & A Lack of Prejudgment
2. Reduction of Fear & Tolerance for Disorder
3. Increased Resources for Drug Addiction, Mental Health, & Homelessness
4. Racial Reconciliation Efforts
5. Police Participation & Change

"I'm hearing a lot of mentions of 'be the change' so I want to hear more on what that means, how it will be measured, and why you feel the changes are needed?" (CM)

"I came here for this job - SPD will be the forefront for change in policing." (BTB)

"I just want to say thank you to SPD for the participation... I just thank you from the bottom of my heart for being here... This rebuilds our community." (CM)

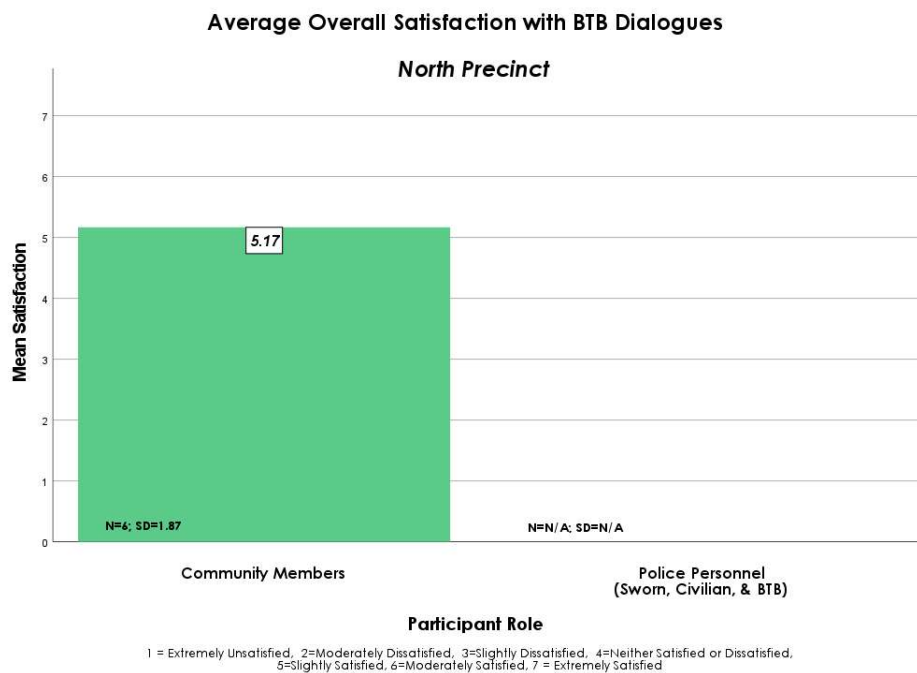
Post-Dialogue Feedback

Satisfaction

Of respondents in the North Precinct who took the post-dialogue survey and answered the relevant questions ($n=7$), 57.2% reported that they gained what they had hoped (28.6% "definitely yes," 28.6% "probably yes") and 100% reported that they felt safe discussing their experiences in their respective dialogue with SPD recruits.

Further, the majority (75%, $n=8$) of North Precinct post-dialogue survey respondents reported that they had read the results of the 2021 Public Safety Survey. Additionally, the majority (85.7%, $n=7$) of the North Precinct BTB dialogue respondents indicated that they would like to participate in a future dialogue.

Responses to the post-dialogue feedback survey for the North Precinct show that participants were satisfied with their experience in the dialogue session overall. On a Likert scale ranging from 1 (extremely dissatisfied) to 7 (extremely satisfied), participants were 'somewhat satisfied' with the dialogues in terms of session's Length, Agenda, Participants, Technology, and Facilitation with a mean rating for all responding community participants of 6.63 ($SD=1.87$). Unfortunately, given the small number of active SPD participants that attend the Before the Badge dialogues, there is insufficient data to report the satisfaction of the SPD personnel that attended these meetings in the North Precinct.



Desired Outcomes

Regarding the open-ended question asking what participants had hoped to gain from the dialogue, seven participants offered comments in North precinct with four participants indicating that they wanted to learn more about the goals and direction of BTB and be introduced to the new recruits. Three comments expressed general interest in connecting with others in the community and getting to know North precinct better to create a safer, more cohesive environment. This result is supported by the reported top dialogue-specific themes, as three of the top subthemes were elements of the Before the Badge category, and one subtheme is an aspect of Increased Social Cohesion.

South Precinct

Crime and Public Safety Concerns

Participants

| Dialogue Dates | Community Members N= 21 | Seattle Police Personnel N= 28 |
|-----------------------------------|----------------------------|-----------------------------------|
| September 19 th , 2022 | n= 7 | n= 11 |
| November 7 th , 2022 | n= 12 | n= 8 |
| December 12 th , 2022 | n= 2 | n= 9 |

Themes

| Top Themes from 2022 BTB South Dialogues |
|---|
| 1. Community-Police Relationship (Improvement, Building) |
| 2. Informal Community-Police Communication (Street-Level, Personal Familiarity) |
| 3. Before the Badge (General info, Training, & Role) |
| 4. Community Expectations (BTB, SPD, CSOs) |
| 5. Neighborhood-Specific Insights |

The South Precinct “Top Themes” section displays the top five recurring themes that were identified in all three of the 2022 dialogues conducted in the South Precinct. These themes include more specific subsets of the larger categories represented on the more general citywide scale. The top 5 themes represented here include Building Community-Police Relationships, Informal Community-Police Communication, Before the Badge, Community Expectations, and Neighborhood-specific Insights.

Community-Police Relationships is a subcategory of the Communication theme which includes general discussions about how recruits can build relationships with various communities and the value that strong community-police relationships serve for improving public safety and trust among various populations. This includes visiting community events and cultural centers and engaging in meaningful interactions with community members to better understand and appreciate the richness provided by Seattle's unique diversity.

Informal Community-Police Communication is also a subcategory of the Communication theme which is specific to personal interactions that include getting to know individual community members on a personal level. This subcategory is focused on personal interactions opposed to Community-Police Relationships which is primarily made up of familiarity with communities.

Before the Badge (General Info, Training, Role) is a subtheme of the Before the Badge theme category and refers to general knowledge about the program including training, curriculum, and purpose. Community members were often interested in learning more about the program and the value that it adds to the future of policing. In particular, the history of Seattle's relationship with policing is discussed as a crucial component of the BTB training.

Community Expectations (BTB, SPD, CSO) is included as a subcategory of the Before the Badge theme, specifically regarding the community's expectations for Before the Badge, and the future of policing and recruits in the city. This includes recommendations for curriculum and training that are not already implemented in the training process, what the community would like to see from patrol officers, and how community service officers can improve their services.

Neighborhood-Specific Insight as a subtheme of Social Cohesion represents information that community members provided to recruits about their neighborhoods. This provided the recruits with an opportunity to learn more about unique elements of various neighborhoods within South precinct which included diversity, safety, and historical contexts of how the neighborhood has changed over time.

The South Precinct-specific top themes closely align with the Citywide top themes list with Community-Police Relationships (Improvement, Building), Before the Badge (General Info, Training, Role), and Neighborhood-Specific Insights all sharing top themes in South Precinct and Citywide. Community Expectations (BTB, SPD, CSO) and Informal Community-Police Relationship (Street-Level, Personal Familiarity) were themes present in South Precinct but not in Citywide. This could be potentially due to South Seattle residents feeling more disconnected from the precinct and expecting improved personal relationships with officers in the future.

Dialogue Specific Themes

South Dialogue 1 – September 19th, 2022

Top Dialogue Specific Themes

1. Community-Police Relationships (Improvement, Building)
2. Informal Community-Police Communication (Street-Level, Personal Familiarity)
3. Police Capacity (Staffing – Lack, Loss, Budget)
4. Community Expectations (BTB, SPD, CSO)
5. SPD Morale

“What I found [in SPD] is a lot of great officers and while they may not be feeling their finest, they are pretty positive, and it wasn't necessarily the culture I was expecting.” (BTB)

“Police are short staffed – Unless it's shots fired, the feeling is the police aren't there for lower-level stuff - all low-level crime is for us to deal with.” (CM)

South Dialogue 2 – November 7th, 2022

Top Dialogue Specific Themes

1. Before the Badge (General Info, Training, Role)
2. Community-Police Relationships (Improvement, Building)
3. Police Accountability
4. Informal Community-Police Communication (Street-Level, Personal Familiarity)
5. MCPP Method (Outreach, Diversity of Participants, Dialogue Facilitation)

"You're coming into an [institution] where the issues are systemic..."

It will take time, but patience, prudence, wisdom, and justice on your part will go a long way...you are essential to this [trust] process working." (CM)

"We can learn how to be less intimidating and more relatable and show that we are a part of the community."

I think that would make people feel more comfortable and like they can approach us." (BTB)

South Dialogue 3 – December 12th, 2022

Top Dialogue Specific Themes

1. Community Expectations (BTB, SPD, CSO)
2. Community-Police Relationships (Improvement, Building)
3. Recruit Backgrounds
4. Informal Community-Police Communication (Street-Level, Personal Familiarity)
5. Before the Badge (General Info, Training, Role)

"I want to help people and really just meet them where they are and hopefully make some positive impact on their life." (BTB)

"It's really important to be able to catch ourselves, check ourselves, and then change ourselves when we need to [to counteract implicit biases]." (CM)

Reimagining Public Safety and Police-Community Engagement

What do you specifically want and need in your community?

Top Wants and Needs of Communities

1. Improved Leadership from SPD
2. Officers Considered to be Community Members (Humanization)
3. Increased Foot Patrol
4. Police Accountability
5. Officers Attend Community Events

“Once we humanize each other, there’s a lot more in common that we have to talk about.” (CM)

“We are asking the recruits to become leaders when they get out there because it’s not possible with the amount of hours to teach veteran officers what we’re teaching these recruits.” (SPD)

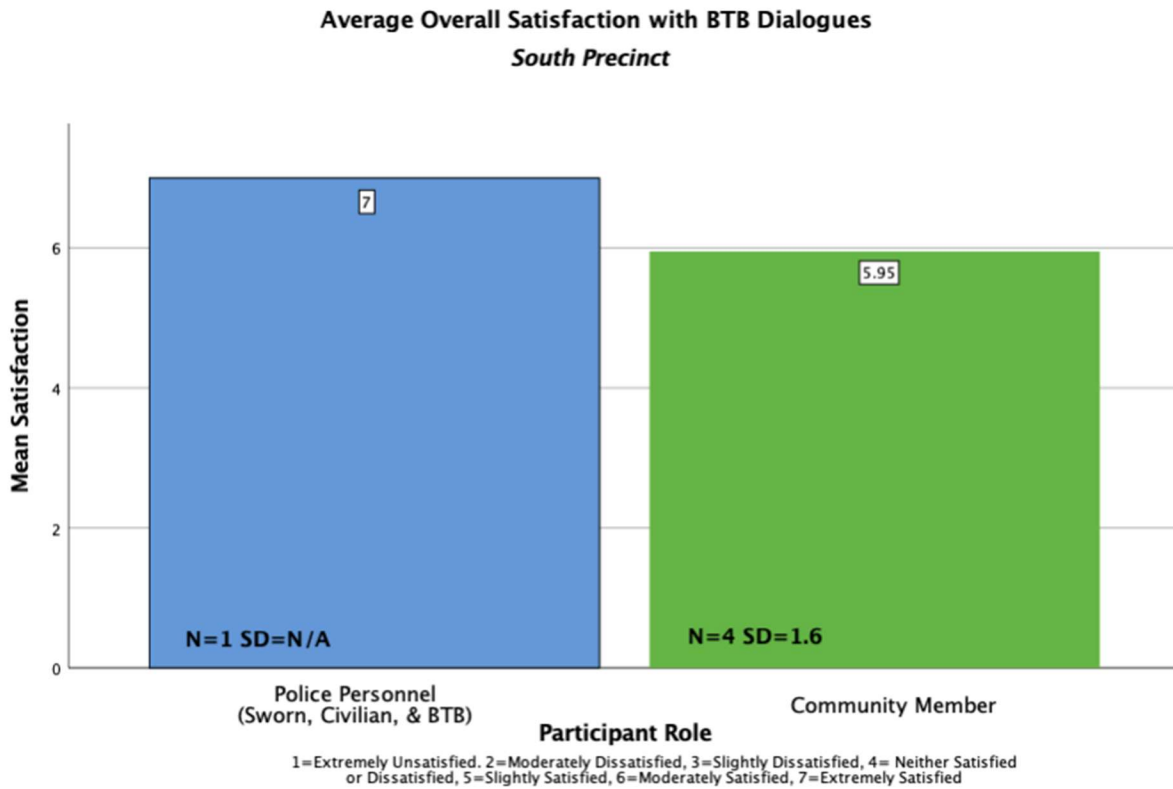
Post-Dialogue Feedback

Satisfaction

Of respondents in the South Precinct that took the BTB post-dialogue survey and answered the relevant questions ($n=5$), 80% of respondents reported that they gained what they had hoped in their Before the Badge dialogue session (20% “definitely yes,” 60% “probably yes”). Similarly, 80% of attendees reported that they felt safe discussing their experiences in their respective dialogue (40% “definitely yes,” 40% “probably yes”), with 1 participant reporting that they “probably” did not feel safe expressing their perspective in this setting. In terms of MCPP participation, 60% of South Precinct BTB post-dialogue survey respondents reported that they had read the results of the 2021 Public Safety Survey and 80% reported taking the 2022 survey ($n=5$). Responses to the post-dialogue feedback survey for the South Precinct show that the responding Community and Police participants in the South precinct were the second most satisfied and engaged respondents of this research initiative (in the context of MCPP survey and dialogue participation).

On the Likert scale ranging from 1 (extremely dissatisfied) to 7 (extremely satisfied), BTB session participants were satisfied with the dialogues in terms of its Length, Agenda, Participants, Technology, and Facilitation, reporting an average rating for all participants (community members and police personnel combined) of 6.2, or “moderate” satisfaction. Notably, the findings here are limited in their insight into SPD personnel perspectives, as only 1 participant from an SPD role completed all the survey items that inform the average Overall Satisfaction value. However, respondents were

particularly satisfied with the facilitation of the South precinct BTB dialogues, reporting an average satisfaction value of 6.8, where 7 indicates extreme satisfaction ($n=5$, $SD=0.45$).



Desired Outcomes

Regarding the open-ended question asking what participants had hoped to gain from the dialogue, the survey received five responses from the South Precinct participants. Three responses focused on increasing understanding between community members and SPD, while one emphasized the need to understand the importance of mental illness. One comment also described a general need for hope, and willingness to offer their voice to the discussion. This result is reflected in the top themes for South precinct as Community-Police Relationship (Improvement, Building) was the top subtheme across all three dialogues.

Southwest Precinct

Crime and Public Safety Concerns

Participants

| Dialogue Dates | Community Members N= 24 | Seattle Police Personnel N= 36 |
|-----------------------------------|----------------------------|-----------------------------------|
| September 26 th , 2022 | n= 12 | n= 19 |
| November 14 th , 2022 | n= 6 | n= 8 |
| December 19 th , 2022 | n= 6 | n= 9 |

Themes

| Top Themes from 2022 BTB Southwest Dialogues |
|---|
| 1. Recruit Backgrounds |
| 2. Before the Badge (General Info, Training, Role) |
| 3. Officer/Recruit Capacity (Wellness & Preparedness) |
| 4. Neighborhood-Specific Insights |
| 5. Community-Police Relationships (Improvement, Building) |

The Southwest Precinct's "Top Themes" section displays the top five recurring themes that were identified in all three of the 2022 dialogues conducted in the Southwest Precinct. These themes include more specific subsets of the larger categories represented on the more general citywide scale. The top 5 themes represented here include Recruit Backgrounds, Before the Badge (General Info, Training, Role), Officer/Recruit Capacity (Wellness & Preparedness), Neighborhood-Specific Insights, and Community-Police Relationships (Improvement, Building).

Recruit Backgrounds is incorporated in the larger overarching theme category of Before the Badge and refers to personal backgrounds of new recruits. This includes where they grew up, familiarity with Seattle communities, previous occupations, family life, and any other personal information that recruits felt comfortable sharing. This provided the opportunity for community members to get to know future officers on a personal level and begin developing relationships. These discussions were also often supplemented with insight about why recruits decided to become police officers and the unique experiences that each recruit brings to SPD.

Before the Badge (General Info, Training, Role) is also a subtheme of the Before the Badge theme category and refers to general knowledge about the program including training, curriculum, and purpose. Community members were often interested in learning more about the program and the value that it adds to the future of policing. In particular, the history of Seattle's relationship with policing is discussed as a crucial component of the BTB training.

Officer/Recruit Capacity (Wellness and Preparedness) is a subcategory of the Police Capacity theme and includes discussions about personal steps that recruits [will] take to ensure that they maintain physical and psychological wellness and the importance it will serve in their careers. Recruits often mentioned exercise, personal hobbies, and

fulfilling ways they spend their free time. This also provided the opportunity for community members to learn about the wellness component of the Before the Badge curriculum.

Neighborhood-Specific Insights as a subtheme of Social Cohesion represents information that community members provided to recruits about their neighborhoods. This provided the recruits with an opportunity to learn more about unique elements of various neighborhoods within South precinct which included diversity, safety, and historical contexts of how the neighborhood has changed over time.

Community-Police Relationships is a subcategory of the Communication theme which includes general discussions about how recruits can build relationships with various communities and the value that strong community-police relationships serve for improving public safety and trust among various populations. This includes visiting community events and cultural centers and engaging in meaningful interactions with community members to better understand and appreciate the richness provided by Seattle's unique diversity.

The Southwest Precinct-specific top themes are similar to those of the South Precinct and are also closely aligned with the overarching Citywide top themes. Before the Badge (General Info, Training, Role), Community-Police Relationships (Improvement, Building), and Neighborhood-Specific Insights were identified within the top five most prominent themes in Southwest Precinct and Citywide. Interestingly, Recruit Backgrounds is reported as the most prominent theme in Southwest displaying the community's interest in getting to know SPD recruits on a personal level and developing relationships. Additionally, Officer/Recruit Capacity (Wellness & Preparedness) was a top theme in Southwest Precinct, differing from Citywide.

Dialogue Specific Themes

Southwest Dialogue 1 – September 26th, 2022

Top Dialogue Specific Themes

1. Before the Badge (General Info, Training, & Role)
2. Recruit Backgrounds
3. Officer/Recruit Capacity (Wellness & Preparedness)
4. Alternative Responses (Mental Health/Social Crises)
5. Community-Police Relationship (Improvement, Building)

"This is going to take policing into the future - they are getting training that officers have never received before.

I think things are going to take a turn for the better." (CM)

"There is such a big emphasis on officer wellness because if you're not able to take care of yourself, how are you going to take care of your community?" (BTB)

Southwest Dialogue 2 – November 14th, 2022

Top Dialogue Specific Themes

1. Recruit Motivations for Joining SPD
2. Before the Badge (General Info, Training, & Role)
3. Police Capacity (Staffing – Lack, Loss, Budget)
4. Neighborhood-Specific Insights
5. Officer/Recruit Capacity (Wellness & Preparedness)

"De-escalation is a big area in our training. For sure in the academy, they get de-escalation training and through all their training with SPD." (SPD)

"Every neighborhood is different, and I think it's important to get to know the micro-neighborhoods within West Seattle and within the Southwest precinct." (CM)

Top Dialogue Specific Themes

1. Recruit Backgrounds
2. Changes in SPD
3. Neighborhood-Specific Insights
4. Officer/Recruit Capacity (Wellness & Preparedness)
5. Community-Police Relationship (Improvement, Building)

"I want recruits to know that there's a big problem in public safety with deploying the right resources for the right situation." (CM)

"We are taking the time to get to know the community and their needs, and take a step back to listen.

Not listen to respond, but to listen to actually hear." (BTB)

Reimagining Public Safety and Police-Community Engagement

What do you specifically want and need in your community?

Top Wants and Needs in Communities

1. Improved Communication with SPD
2. Alternative Responses (Mental Health/Social Crises)
3. Police Accountability
4. Officers Considered to be Community Members (Humanization)
5. Community-Police Collaborations for Public Safety

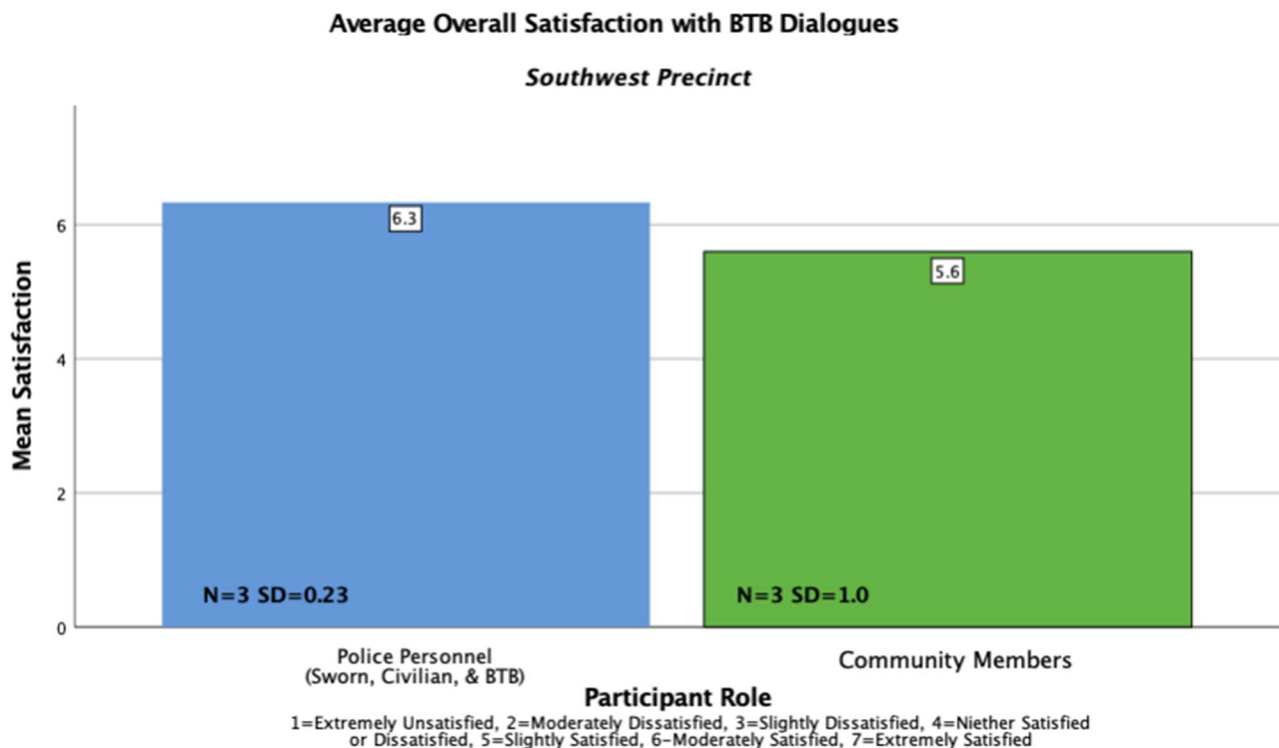
"We need to change how we are viewed as police...we want to be that change and build relationships so that it is not you all versus us." (SPD)

"I just wanted to say to the recruits that one of the things that is helpful is if we [can] know [that] something is still - it's still on somebody's radar." (CM)

Post-Dialogue Feedback

Satisfaction

Satisfaction of respondents in the Southwest Precinct that took the post-dialogue survey and answered the relevant questions ($n=6$), 83.4% reported that they gained what they had hoped (16.7% “definitely yes,” 50% “probably yes), and 66.7% reported that they felt safe discussing their experiences in their respective dialogue (16.7% “definitely yes,” 50% “probably yes). Further, the majority (85.8%) of Southwest Precinct post-dialogue survey respondents reported that they had read the results of the 2021 Public Safety Survey ($n=7$; 42.9% “definitely” or “probably yes,” respectively). All (100%) of the Southwest Precinct dialogue respondents ($n=6$) indicated that they would like to participate in a future dialogue (66.7% “definitely yes,” 33.3% “probably yes”). Finally, responses to the BTB post-dialogue feedback survey for the Southwest Precinct show that community participants were satisfied with the experience, overall. On a Likert scale ranging from 1 (extremely dissatisfied) to 7 (extremely satisfied), participants were satisfied with the dialogues in terms of session's Length, Agenda, Participants, Technology, and Facilitation with an average rating for community and police participants of 6, or moderate satisfaction ($n=6$, $SD=.76$).



Desired Outcomes

In response to the open-ended question asking what participants had hoped to gain from the dialogue, there were six responses submitted in Southwest Precinct. Three comments were submitted from BTB recruits expressing a general interest in learning more about the communities they will be serving. Three comments submitted by community members focused on meeting new recruits and learning about the challenges they are facing as they enter their new career, with one comment expressing “peace of mind” knowing that change is coming, and that SPD is receiving recruits. These responses can be seen in the top subthemes of the Southwest dialogues as the top two subthemes are elements of the Before the Badge category, and Neighborhood-Specific Insights was the fourth most relevant subtheme.

West Precinct

Crime and Public Safety Concerns

Participants

| Dialogue Dates | Community Members N= 13 | Seattle Police Personnel N= 26 |
|----------------------------------|------------------------------------|---|
| October 3rd, 2022 | n= 9 | n= 16 |
| November 21 st , 2022 | n= 4 | n= 10 |

Themes

| Top Themes from 2022 BTB West Dialogues |
|---|
| 1. Officer/Recruit Capacity (Wellness & Preparedness) |
| 2. Police Education (SPD Policy) |
| 3. Alternative Response (Drugs) |
| 4. Police Education (CSO Information/Role) |
| 5. Crime (Public Order) |

The West Precinct's “Top Themes” section displays the top five recurring themes that were identified in all three of the 2022 dialogues conducted in the West Precinct. These themes include more specific subsets of the larger categories represented on the more general citywide scale. The top 5 themes represented here include Officer/Recruit Capacity (Wellness, & Preparedness), Police Education (SPD Policy), Alternative Response (Drugs), Police Education (CSO), and Crime (Public Order).

Officer and Recruit (Wellness & Preparedness) is a subcategory of the Police Capacity theme and includes discussions about personal steps that recruits [will] take to ensure that they maintain physical and psychological wellness and the importance it will serve in their careers. Recruits often mentioned exercise, personal hobbies, and fulfilling ways they spend their free time. This also provided the opportunity for community members to learn about the wellness component of the Before the Badge curriculum.

Police Education (SPD Policy) refers to a subset of the larger theme of Education of SPD and indicates that the dialogues in the West Precinct included discussions surrounding SPD procedures and what the role of departmental policy may be in these actions.

Alternative Response (Drugs) is a subtheme within the larger theme category of Alternative Police Responses to Calls for Service. This theme includes community discussions of existing or potential responses to calls for service that can supplement or replace a sworn officer response. Mentioned alternatives include mental health professionals, Community Service Officers, social workers, and other local community resources.

Police Education of Community Service Officers (CSO) is a subtheme within the larger Education of SPD theme category and refers to community questions and SPD information sharing about CSOs. Specifically, information regarding the CSOs' role, function, capacity, training, and staffing was discussed.

Crime (Public Order) is a subtheme of Crime that encompasses dialogue discussions of drugs, threats, and prostitution within the community. These offenses may disrupt a neighborhood, create social disorder and fear, and are often associated with other criminal or antisocial behaviors.

The West Precinct top themes are the most nuanced from the Citywide level as none of the top themes are shared between the lists. This displays unique needs in West precinct as participants primarily focused on learning more about SPD practices, alternative responses to drug use, and concerns about public order crime. The results in West Precinct show the value in conducting precinct-level dialogues to highlight the unique needs of every community which will be a useful guide for BTB recruits as they begin their careers.

Dialogue Specific Themes
West Dialogue 1 – October 3rd, 2022

Top Dialogue Specific Themes

1. Crime (Public Order)
2. Alternative Response (Drugs)
3. Police capacity (Lack or Loss of Staffing)
4. (+) Social Cohesion
5. Police Education (SPD policy)

“Not drug use like smoking pot. [My issue is with] people doing fentanyl and meth right out in public.

This just terrorizes citizens.” (CM)

“I live in the city [and] my family likes to go downtown a lot –

My perspective is that I live here and I want to make the city safe for everyone” (BTB)

“I would really hope that recruits would try to be like ‘the guy on the beat’ - I think that's what people are looking for and it makes it feel like a ‘neighborhood.’” (CM)

West Dialogue 2 – November 21st, 2022

Top Dialogue Specific Themes

1. Recruit Capacity (Psychological Training & Preparedness)
2. Police Education (CSO)
3. Police Education (SPD policy)
4. Police Education (911)
5. Alternative Response (Drugs)

“Seattle really invests in training, and they always have.

But the Before The Badge training is really giving recruits a heads up about what's going on in the community and they'll hit the road [prepared].” (SPD)

“This is not my area of expertise, but I think I counted thirteen police cars on one block lined up to deal with this one person...

What are some systems to help prevent this many officers from showing up for a relatively small issue?” (CM)

Reimagining Public Safety and Police-Community Engagement

What do you specifically want and need in your community?

Top Wants and Needs in Communities

1. Tangible Change & Concrete Steps Toward Improved Public Safety
2. Collaboration between SPD & City Council
3. Reductions in Gun & Drug crime
4. A More Friendly & Accessible Police Dept.
5. Alternative Responses (Mental Health & Behavioral Crises)

*"It would be wonderful to see patrol officers on the street, just saying hello and as a part of the community. Not just when something bad is going on."
(CM)*

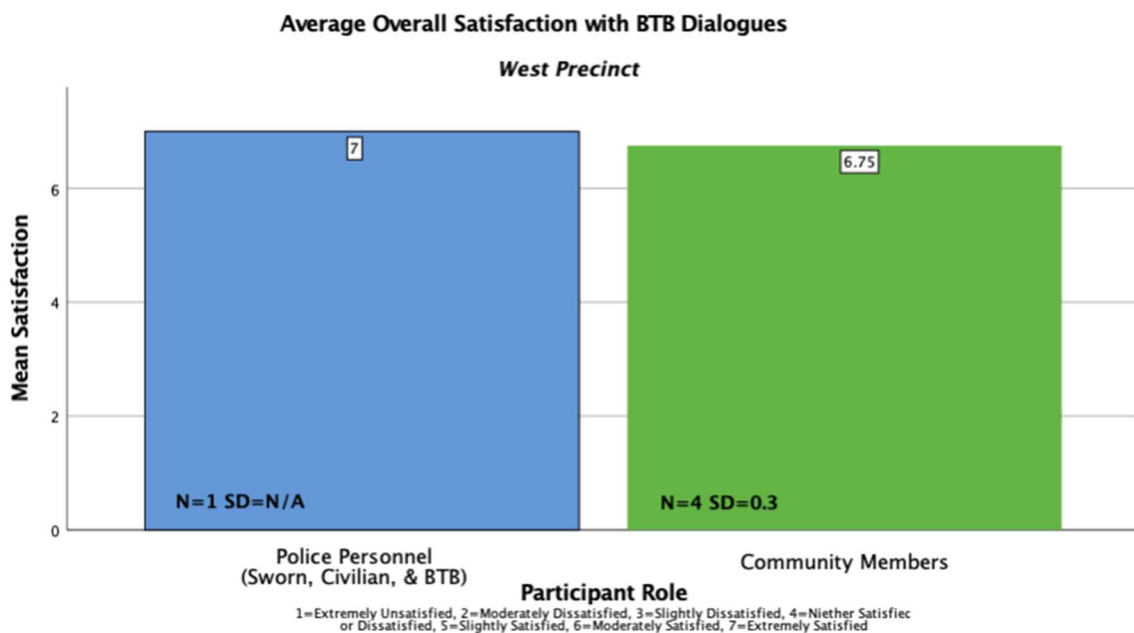
*"Meetings like this help to come up with a plan that identifies issues and ways to initiate an action plan."
(SPD)*

Post-Dialogue Feedback

Satisfaction

Of respondents in the West Precinct that took the post-dialogue survey and answered the relevant questions ($n=5$), 100% reported that they gained what they had hoped in their BTB recruit dialogue meeting (60% "definitely yes," 40% "probably yes"). 80% of respondents from the West precinct also reported that they felt safe discussing their experiences in their respective dialogue (60% "definitely yes," 20% "probably yes") with the remaining 20% of respondents reporting that they "may or may not" have felt safe sharing in the dialogue context ($n=6$). In terms of MCPP participation, 100% of West Precinct BTB post-dialogue survey respondents reported that they had read the results of the 2021 Public Safety Survey and 83.3% reported taking the 2022 survey ($n=6$). Additionally, all (100%) of the participants of the West Precinct dialogues ($n=5$) indicated that they would probably be interested in attending another dialogue.

Finally, responses to the BTB post-dialogue feedback survey for the West Precinct show that community participants were extremely satisfied with the experience, overall. On a Likert scale ranging from 1 (extremely dissatisfied) to 7 (extremely satisfied), participants were satisfied with the BTB dialogues in terms of session's Length, Agenda, Participants, Technology, and Facilitation with an average rating for community and police participants of 6.75, or moderate to extreme satisfaction ($n=5$, $SD=0.28$). Notably, the findings here are limited in their insight into SPD personnel perspectives, as only 1 participant from an SPD role completed all of the survey items that inform the average Overall Satisfaction value in the West precinct.



Desired Outcomes

Regarding the open-ended question asking what West Precinct participants had hoped to gain from the dialogue, five responses were submitted. Four comments expressed support for recruits and interest in learning more about them, including what brought them to SPD and what challenges they are facing as they enter their new role. One comment was left from a recruit focused on learning more about the community they will be serving.

Concluding Comments

Results from the 2022 MCPP BTB Community-Police Dialogues show that the community members and BTB representatives who participated in the dialogues were satisfied with the experience and interested in participating in additional dialogues to continue the conversations.

For instance, it is notable that, compared to the larger MCPP community-police dialogues, community members reported an increase in gaining what they had hoped to (by 11.2%), feelings of safety in the discussion (by under 1%), and a desire to participate in future BTB dialogues (by 34.4%)⁷. This indicates that these smaller dialogues provide attendees with an intimate setting to address public safety, and this is valued by the vast majority of those who attend.

Further, the themes identified citywide and in the five Seattle Police Precincts from the 12 Before the Badge dialogues conducted in 2022 offer information reflecting real-time community concerns at the precinct and micro-community (neighborhood) levels. The sharing of these concerns supplement and support the findings from the 2021 annual Seattle Public Safety Survey. Additionally, the analysis of the Before the Badge dialogues highlight the nature of the conversation between community members and BTB recruits and reflect community-police engagement at the citywide, precinct, and neighborhood levels.

The MCPP BTB Community-Police Dialogues also offer opportunity for BTB recruits to be acquainted with community members in the precincts they will be serving and develop personal, lasting relationships.

We give a special and sincere thanks to the community members and BTB representatives who participated in this dialogue series. We deeply appreciate the willingness to engage in meaningful, but sometimes painful or distressing, discussions, as well as the time commitment to attend these meetings in full.

⁷ 2021 Citywide Post-Dialogue findings report that 69.9% of respondents gained what they had hoped to, 85.7% felt safe expressing their experiences in this setting, and 51.7% were interested in participating in another dialogue ($n=60$).

The following BTB Citywide findings, using the same methodology, report that 81.1% of respondents gained what they had hoped to, 86.5% felt safe expressing their experiences in this setting, and 86.1% were interested in participating in another dialogue ($n=37$).

Community-Police Dialogues: Before the Badge



We want to hear...
YOUR Ideas
YOUR Concerns
YOUR VISION FOR SPD RECRUITS



This is **YOUR opportunity** to be a part of the SPD training process

Engage in a conversation with community members from your precinct/neighborhood and SPD police recruits. The Seattle University Crime & Justice Research Center collaborates with the SPD to host these dialogues as part of the Micro-Community Policing Plans on designated **Mondays 5:30-7:30PM** via Zoom

If you live and/or work in Seattle: **SIGN UP TODAY**
<https://publicsafetysurvey.org/index.html>



CRIME & JUSTICE RESEARCH CENTER

**Questions?
Contact Dr. Jaqueline Helfgott:**

Email:
jhelfgot@seattleu.edu
Phone #:
+1 (206) 296-5477

Appendix B – 2022 BTB Community-Police Dialogue Agenda



SPD MICRO-COMMUNITY POLICING PLANS “BEFORE THE BADGE” (BTB) COMMUNITY-POLICE DIALOGUES

GROUND RULES

- (1) **Help create a safe space** – Use “I” rather than “You” statements, avoid name calling, Allow others to express their thoughts and feelings in the spirit of open dialogue keeping in mind that there are no “right” or “wrong” feelings .
- (2) **Make room for others to speak** – Avoid crosstalk, interruptions, and try not to dominate the conversation.
- (3) **Maintain confidentiality/privacy** - Do not give personal details about yourself that do not have relevance to the seminar discussions; respect the level of disclosure each participant chooses to maintain; respect the privacy of group members - do not screenshot or take a video of the session.
- (4) **Commit to participating** -- Please commit to participating in the entire session. However, if at any point you feel uncomfortable, feel free to leave the meeting.

Please note: Facilitators reserve the right to mute or remove participants on a case-by-case basis if ground rules are violated during the session in ways that obstruct the dialogue.

PURPOSE

- **Information sharing:**
 - To introduce the Seattle Police Department’s Micro-Community Policing Plans, the annual Seattle Public Safety Survey, and the “Before the Badge” program.
 - To introduce SPD BTB to the communities they will serve.
- **Restorative dialogue:**
 - For **community participants** – *What would you like to see in new police officers who serve your neighborhood? What would you like to learn about the new recruits hired by SPD?*
 - For **recruits** – *What would you like to learn about the precincts/neighborhoods you will serve? What is your most pressing question about the community?*
 - For all -
 - *What public safety-related circumstances, harms, and needs inform your perspective about public safety?*
 - *Who is responsibility/accountable for public safety?*
 - *How can public safety-related harms be repaired?*
 - *How can community members and BTB recruits work together to reimagine police-community engagement to improve public safety and quality of life at the precinct and neighborhood levels through concrete, creative solutions?*

AGENDA

5:30-5:45pm: Welcome – Ground rules & Purpose; Overview of the SPD MCPP, Seattle Public Safety Survey, BTB

5:45-6:15pm: Introductions and Expectations – *What is the #1 thing you hope to accomplish? What would you like to see happen in this conversation to consider it a success?*

6:15-7:15pm: Public Safety and Police-Community Engagement – Q&A and Dialogue

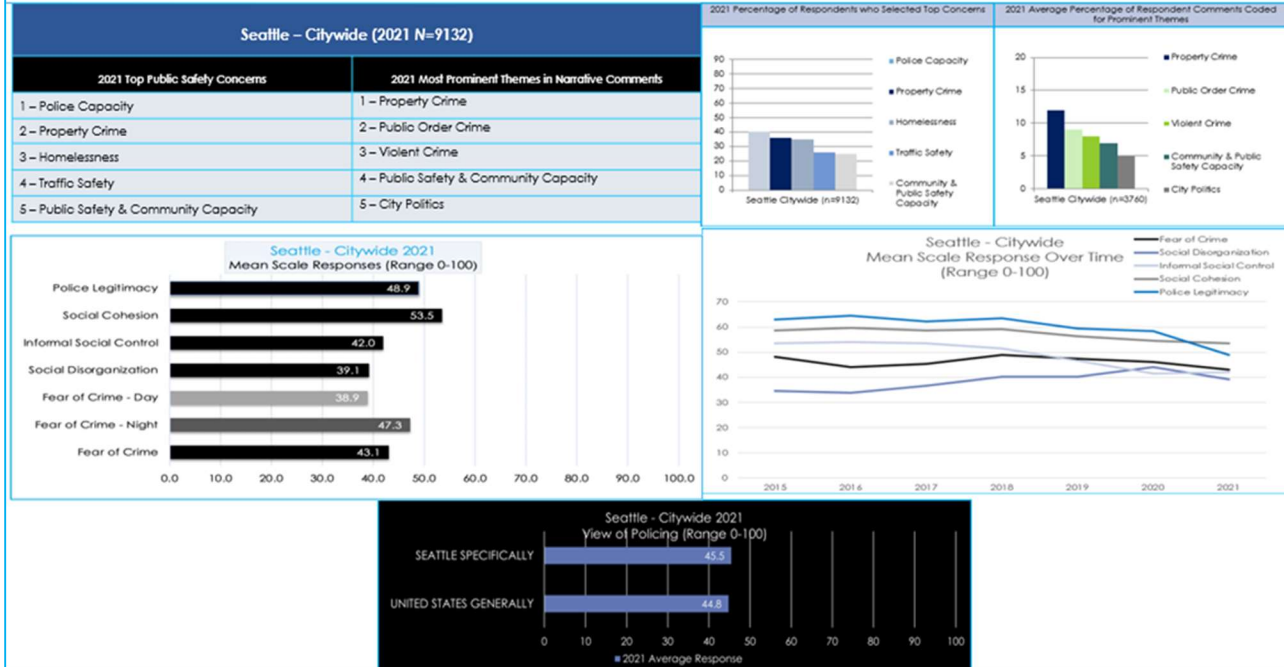
7:15-7:30pm: Wrap-up discussion – *What topics were addressed/unaddressed for you during the dialogue?*

Appendix C – Average Overall Satisfaction by Precinct Values

| BTB Participant Mean Total Satisfaction | | | | |
|--|--|-------------|----------|-----------------------|
| Total Satisfaction | | | | |
| Precinct | Participant Role | Mean | N | Std. Deviation |
| East | Police Personnel (Sworn, Civilian, & BTB) | 4.9 | 2 | 2.40 |
| | Community Member | 6.8 | 1 | . |
| | Total | 5.5 | 3 | 2.02 |
| North | Police Personnel (Sworn, Civilian, & BTB) | | 0 | |
| | Community Member | 5.2 | 6 | 1.87 |
| | Total | 5.2 | 6 | 1.87 |
| South | Police Personnel (Sworn, Civilian, & BTB) | 7.0 | 1 | . |
| | Community Member | 5.9 | 4 | 1.61 |
| | Total | 6.2 | 5 | 1.47 |
| Southwest | Police Personnel (Sworn, Civilian, & BTB) | 6.3 | 3 | .23 |
| | Community Member | 5.6 | 3 | 1.00 |
| | Total | 6.0 | 6 | .76 |
| West | Police Personnel (Sworn, Civilian, & BTB) | 7.0 | 1 | . |
| | Community Member | 6.8 | 4 | .30 |
| | Total | 6.8 | 5 | .28 |
| Total | Police Personnel (Sworn, Civilian, & BTB) | 6.1 | 7 | 1.33 |
| | Community Member | 5.9 | 18 | 1.43 |
| | Total | 5.9 | 25 | 1.38 |

Appendix D – Dialogue Presentation Materials

Seattle Public Safety Survey Results 2021- *Citywide Concerns*



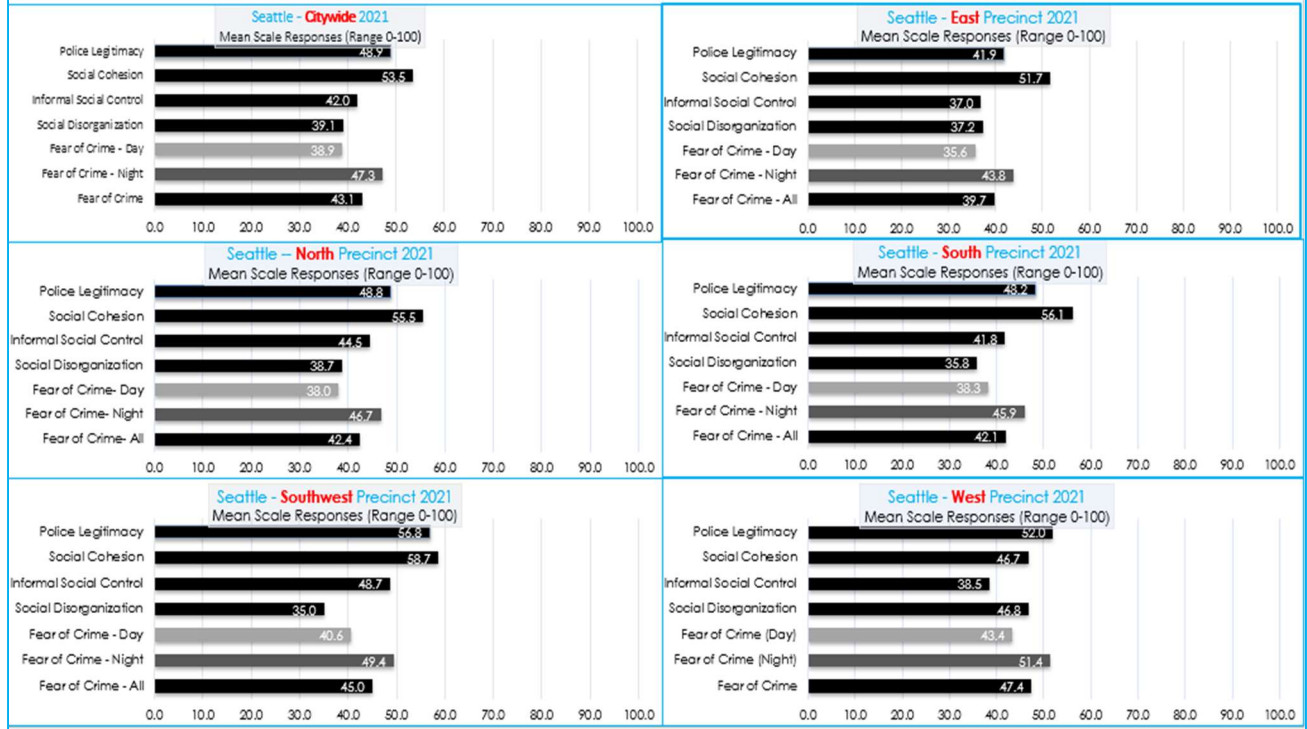
Seattle Public Safety Survey Results 2021 - *Precinct Concerns*

| Seattle – Citywide (2021 N=9132) | | Seattle – East Precinct (2021 N=1826) | |
|--|--|--|--|
| 2021 Top Public Safety Concerns | 2021 Most Prominent Themes in Narrative Comments | 2021 Top Public Safety Concerns | 2021 Most Prominent Themes in Narrative Comments |
| 1 – Police Capacity | 1 – Property Crime | 1 – Police Capacity | 1 – Property Crime |
| 2 – Property Crime | 2 – Public Order Crime | 2 – Property Crime | 2 – Public Order Crime |
| 3 – Homelessness | 3 – Violent Crime | 3 – Homelessness | 3 – Violent Crime |
| 4 – Traffic Safety | 4 – Public Safety & Community Capacity | 4 – Traffic Safety | 4 – Public Safety & Community Capacity |
| 5 – Public Safety & Community Capacity | 5 – City Politics | 5 – Public Safety & Community Capacity | 5 – Police Legitimacy |

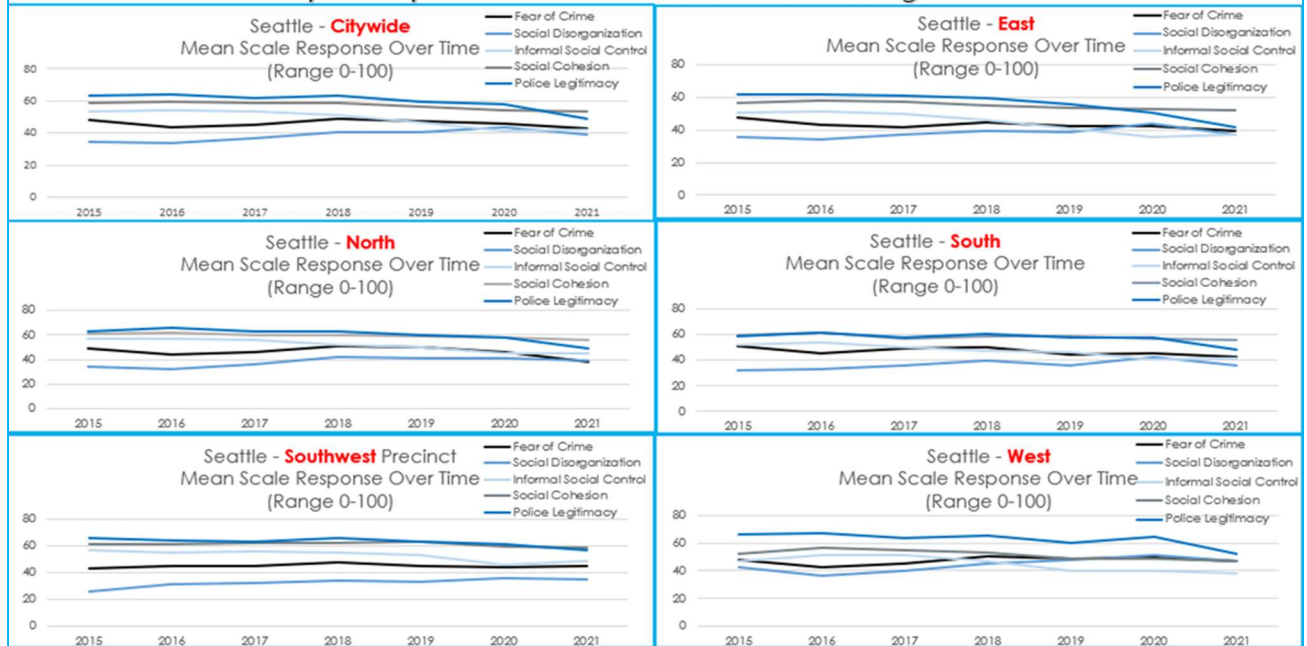
| Seattle – North Precinct (2021 N=3235) | | Seattle – South Precinct (2021 N=1177) | |
|--|--|--|--|
| 2021 Top Public Safety Concerns | 2021 Most Prominent Themes in Narrative Comments | 2021 Top Public Safety Concerns | 2021 Most Prominent Themes in Narrative Comments |
| 1 – Police Capacity | 1 – Property Crime | 1 – Police Capacity | 1 – Violent Crime |
| 2 – Homelessness | 2 – Public Order Crime | 2 – Property Crime | 2 – Property Crime |
| 3 – Property Crime | 3 – Violent Crime | 3 – Homelessness | 3 – Public Order Crime |
| 4 – Traffic Safety | 4 – Public Safety & Community Capacity | 4 – Drugs & Alcohol | 4 – Traffic Safety |
| 5 – Public Safety & Community Capacity | 5 – Police Capacity | 5 – Public Safety & Community Capacity | 5 – Public Safety & Community Capacity |

| Seattle – Southeast Precinct (2021 N=1124) | | Seattle – West Precinct (2021 N=1761) | |
|--|---|--|--|
| 2021 Public Safety Concerns | 2021 Prominent Themes in Narrative Comments | 2021 Top Public Safety Concerns | 2021 Most Prominent Themes in Narrative Comments |
| 1 – Police Capacity | 1 – Property Crime | 1 – Police Capacity | 1 – Property Crime |
| 2 – Property Crime | 2 – City Politics | 2 – Property Crime | 2 – Public Order Crime |
| 3 – Homelessness | 3 – Public Order Crime | 3 – Homelessness | 3 – City Politics |
| 4 – Traffic Safety | 4 – Traffic Safety | 4 – Drugs & Alcohol | 4 – Public Safety & Community Capacity |
| 5 – Public Safety & Community Capacity | 5 – Police Capacity | 5 – Public Safety & Community Capacity | 5 – Police Capacity |

Seattle Public Safety Survey Results 2021- Precinct Scale Ratings



Seattle Public Safety Survey Results 2021- Precinct Scale Ratings Over Time



Appendix E – Participant Quotes

| Additional 2022 Dialogue Quotes (Citywide) | |
|--|--|
| Community Member | Before The Badge Recruits |
| "It seems like right now we have reached a head in terms of [community] distrust of police and a police distrust of the community." | "I want the city to be vibrant and happy and I think that just comes with having more police presence and being there and building relationships with everyone." |
| "I'm trying to imagine if I were an officer and I put on a uniform, and every day I went to work people yelled insults at me... At what point do I lose the capacity to be open and present?" | "I definitely want to take notes from him [an officer in the CID] and make connections with the community like he did because it obviously had a very positive impact." |
| "The one thing I think you need to understand is that we have gunshots here pretty much every month, and we have drug trafficking right out on the streets." | "I think that people remember their interactions with law enforcement, and I hope I can make it a positive one." |
| "I want to welcome the recruits and I am excited to see that you are young and come from diverse backgrounds and are committed to the community." | "I just think if we all try to learn about each person as an individual, then we [will] do a better job of not letting bias control how we feel about [others]." |
| "We do not have a supportive council member. We do not have a responsive council member. Nothing has ever been responded to. And we really do appreciate the support of the police in trying to address this and mitigate this." | "[The] role of CSOs is to replace officers on calls that do not pose a danger and provide services for people. CSOs serve as an alternative which allows officers to respond to other calls." |
| "You're sending a law enforcement response [for a clinical problem] and sometimes, yes, that person broke the law, but the root of the problem is either mental health or physical health or in chemical dependency." | "My family is very supportive [of me], they know that this is where I'm meant to be. They weren't surprised when I told them [I wanted to be an officer]." |
| "Our community wants to see this program in action, which will take time." | "I look forward to going into the communities and just leaving a positive impact on everybody that I interact with." |
| "We have a vibrant downtown core that is now like half empty. We have more people living down here than ever before, but our businesses aren't as healthy. There's not as much foot traffic. I've certainly seen an increase [in] open-air drug use and drug markets." | "It's important for us to know the community, but it's also important that the community wants to get to know us... A lot of people just don't care to get to know us, so we need to work to bridge the gap, the 'us and them.'" |
| "Every neighborhood is different. You'll find community at a social center, sometimes it's a coffee shop, sometimes it's somebody's house. It's different in every neighborhood." | "I love this community and I'm noticing changes and want to do what I can to contribute to creating better relationships between officers and the community" |
| "I am gonna stand up for SPD when they are blamed for City action because they are not the ones that did anything to put us in the crisis that we're in." | "I wanted to work for Seattle because I feel like there's such a great need [here] and there is a positive change that's going on... and I wanted to be a part of that." |
| "To the recruits, remember when you go to a call, no matter what it is, they're somebody's child, mother, father, daughter... Look at them as human beings, no matter what you show up for." | "CSOs are not sworn officers and try to assist officers in any way they can. They can attend community events, hand out food, etc. there is not a lot of overlap currently between their roles [CSO & Sworn Officers]." |
| "I no longer feel safe walking in my neighborhood, and I think a big portion of that is just how the city has evolved over the last few years." | "I think what excites me the most is making relationships with people in the community, getting to know people, and seeing what works and what doesn't work" |