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

Before the Badge

Community-Police Dialogues 2023

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

Principal Investigator:
Jacqueline B. Helfgott, PhD

Research Analysts:
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Eden Sedgwick (South), and Zachary Dar (Citywide)

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CRIME & JUSTICE RESEARCH CENTER

Contents

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 (MCPP). in 2021, virtual MCPP community-police dialogues were implemented to provide opportunity for community members and police to explore and discuss the Seattle Public Safety Survey results.[1] In 2022, MCPP launched an additional set of community-police dialogues focused on building relationships between SPD recruits and community members as recruits progress through

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[1] The virtual community-police dialogues were implemented in 2021 for the first time. 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.

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 MCPP Research Analyst on the Seattle Police Department's Micro-Community Policing Plans research team comprised of undergraduate and graduate students Ana Carpenter (East/West), Elaria Zakhary (North), Quinn Priebe (Southwest), Eden Sedgwick (South), and Zachary Dar (Citywide) in the Seattle University Department of Criminal Justice, Criminology & Forensics.

Seattle University conducted 19 virtual BTB community-police dialogues from February through December 2023. 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 2023 dialogues involved 134 community members and 160 SPD/BTB personnel[2] who participated in the dialogue sessions conducted from February 2023 - December 2023. The results presented in this report convey the essence of the dialogues and highlight the key themes in the precinct discussions.

Outreach

The 2023 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 a range of otherwise involved community members.

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[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.

Dialogue Facilitation

Four community-police dialogues were held in the North, South, West, and East precincts, with only three being held in Southwest due to a lack of recruits during the scheduled session week (a total of 19 dialogues) on designated Monday nights from 5:30-7:30pm via Zoom video conferencing from February 27 through December 18, 2023. The dialogues were facilitated by Dr. Jaqueline Helfgott and co-facilitated by the respective precinct MCPP Research Analyst, while two to 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 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

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[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.

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. Closed caption transcripts were recorded for each of the Zoom sessions. 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, closed caption transcriptions, and reflection comments were analyzed using ATLAS.ti[4] 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,' 'MCPP,' and 'Before the Badge.'

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[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 2022 Seattle Public Safety Survey, and whether they reviewed the 2022 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 N = 134	Seattle Police Personnel N= 160	Total N = 294
East	n = 23	n = 32	n = 55
North	n = 43	n = 22	n = 65
South	n = 22	n = 33	n = 55
Southwest	n = 25	n = 34	n = 59
West	n = 21	n = 39	n = 60

Themes

Top Themes from All 2023 BTB Dialogues
1. 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)
2. Before the Badge (information, training, role)
3. Informal Community-Police Communication (Street-Level, Personal Familiarity)
4. (+) Social Cohesion (Familiarity with Neighbors, Sense of & Desire to Help Community)
5. Community Expectations and Suggestions (BTB, SPD, CSO)

The citywide "Top Themes" section displays the top five recurring themes identified for all 19 of the 2023 BTB dialogues conducted across the five precincts. The top 5 themes in the dialogue discussions were: Before the Badge Information, Informal Community-Police Communication, Social Cohesion, Community Expectations and Suggestions, as well as Recruit Motivations for Joining SPD.

The Before the Badge theme includes 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. This encompasses three of the top sub-themes of this year.

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).

Social Cohesion refers to neighborhood-specific insights, as well as positive (Familiarity with Neighbors, Sense of & Desire to Help Community) and negative (Loss of Community & Desire to Leave) social cohesion.

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), comfortability with their community and a desire to help it (Social Cohesion), to share their expectations and suggestions, and learn more about the recruits and their backgrounds.

Post-Dialogue Feedback

Satisfaction

At the end of the dialogue, participants were asked the following questions on a 100-point scale: 0 being extremely dissatisfied and 100 being extremely satisfied. Participants' satisfaction with achieving what they had hoped from attending the dialogues: Among the *(n=68)* respondents who answered this question, the average score on a 0 to 100-point scale was 79.972%. Participants' comfort in discussing their experiences: Among the *(n=67)* respondents who answered this question, the average score on a 100-point scale was 87.976%. Participation in the 2022 Seattle Public Safety Survey: Of the *(n=46)* respondents who answered this question, the average score on a100-point scale was 72.128%. Willingness to participate in future dialogues: Among the *(n=71)* respondents who answered this question, the average score on a 100-point scale was 86.978%. Consideration of the dialogue experience as a success: Among the *(n=71)* respondents, the average score on a 100-point scale was 80.154%. Satisfaction with the dialogue's length: Among the *(n=72)* respondents, the average score on a 100-point scale was 80.964%. Satisfaction with the technology used in the dialogue: Among the*(n=68)* respondents, the average score on a 100-point scale was 88.832%. Satisfaction with the agenda of the dialogue: Among the *(n=71)* respondents, the average score on a100-point scale was 83.326%. Satisfaction with the facilitation of the dialogue: Among the *(n=70)* respondents, the average score on a 100-point scale was 88.366%. Satisfaction with the participants in the dialogue: Among the *(n=70)* respondents, the average score on a 100-point scale was 80.958%. Satisfaction with the overall experience of the dialogue: Among the *(n=69)* respondents, the average score on a 100-point scale was 85.132%.

2023 Post-Dialogue Survey Satisfaction by Question & Precinct

Total Satisfaction

Question	What Precinct dialogue did you participate in?	N	Mean	Std. Deviation
Gained	East	10	74.9	24.085
	North	19	87.74	15.151
	South	14	85.79	24.017
	Southwest	15	78.13	21.479
	West	10	73.30	24.707
	Total	68	79.97	21.889
Safe	East	8	82.00	20.695
	North	21	87.81	18.107
	South	14	92.07	23.381
	Southwest	14	86.00	22.539
	West	10	87.00	22.371
	Total	67	86.98	21.419
22 Survey	East	6	83.33	40.825
	North	14	63.71	49.185
	South	8	63.00	51.080
	Southwest	10	69.60	48.044
	West	8	81.00	37.064
	Total	46	72.12	45.239
Participating	East	11	82.00	20.496
	North	21	92.05	15.065
	South	14	88.21	26.027
	Southwest	15	82.73	20.009
	West	10	89.90	16.258
	Total	71	86.98	19.571
Success	East	10	76.60	25.522
	North	21	83.95	19.252
	South	14	88.57	26.017
	Southwest	16	71.25	32.411
	West	10	80.40	21.459
	Total	71	80.15	24.932
Length	East	11	82.55	18.135
	North	21	83.57	20.407
	South	14	82.79	25.535

	Southwest	16	80.31	19.404
	West	10	75.60	22.087
	Total	72	80.96	21.114
Technology	East	10	94.10	9.504
	North	19	88.47	16.386
	South	13	88.23	23.746
	Southwest	16	89.06	17.199
	West	10	84.30	14.268
	Total	68	88.83	16.221
Agenda	East	11	81.18	22.851
	North	21	88.33	17.696
	South	13	83.54	24.179
	Southwest	16	83.38	14.854
	West	10	80.20	22.720
	Total	71	83.32	20.460
Facilitation	East	11	81.18	20.307
	North	21	93.76	11.593
	South	13	96.46	5.797
	Southwest	15	83.73	21.519
	West	10	86.70	17.017
	Total	70	88.37	15.247
Participants	East	11	68.18	21.963
	North	21	90.71	15.179
	South	13	83.00	23.917
	Southwest	15	74.60	25.914
	West	10	88.30	19.201
	Total	70	80.96	21.2348
Experience	East	11	77.73	21.406
	North	21	90.43	13.519
	South	13	95.09	6.6640
	Southwest	14	79.21	21.484
	West	10	83.20	14.505
	Total	69	85.13	15.516

Citywide Averages
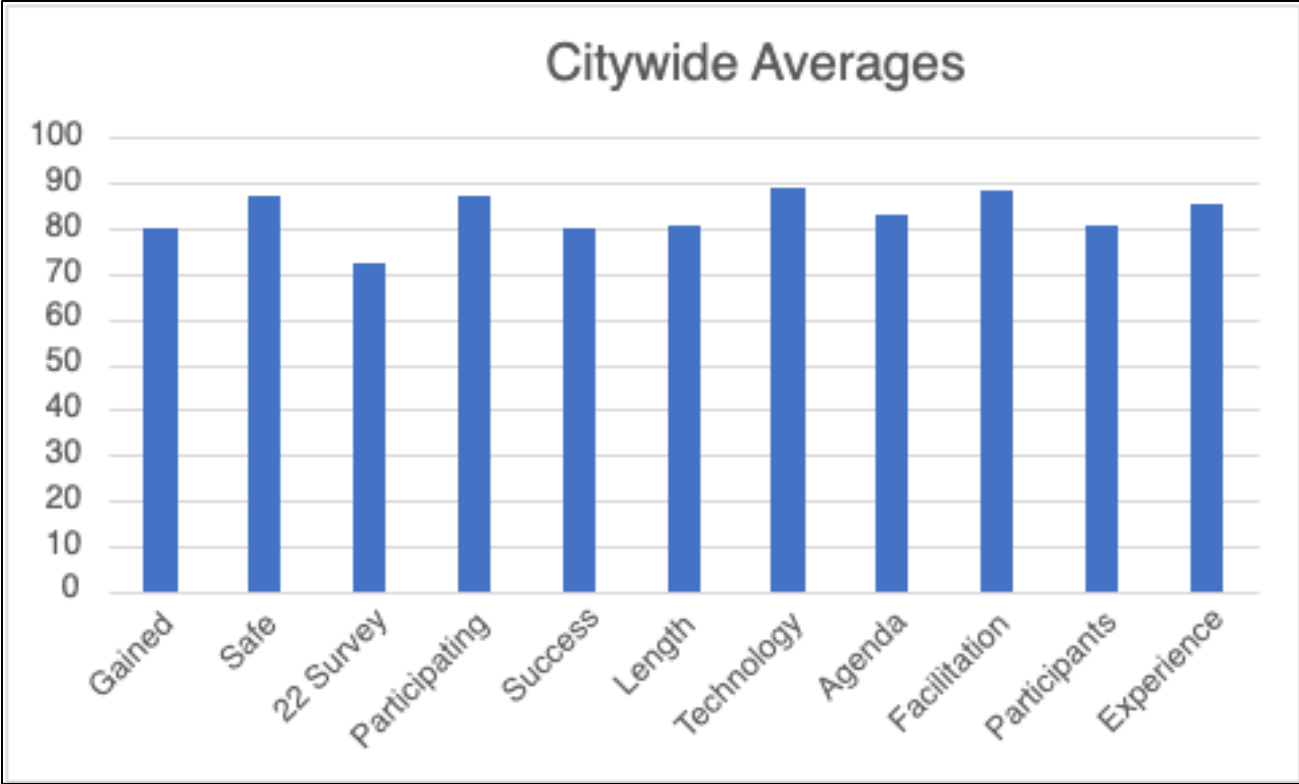
Desired Outcomes

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]

Police & SPD

BTB & Recruits
- Community Engagement Strategies
- Recruit Bias & Influences
- Recruit Capacity to Speak Up/Out
- Recruit Perspectives
- Strategies for Recruits to Make Change
  - Details on Community Integration
  - SPD Support of Recruits to Make Change & Address Issues Raised

Accountability
- Statistics for Community Members
- SPD-Specific History
- Institutional Racism & Impact on Policing
- Accountability for 'Abusive' officers

Communication
- Community Service Officer (CSO) Accessibility
- Relationship Building (Tangible Efforts & Progress)
- Crime Prevention Services

City & Community

Community Involvement Opportunities
- Events & Meetings (More & Better Advertisement)
- Youth Involvement in Public Safety Discussions

Politics
- Prosecution of Repeat Offenders
- Involvement of City Council (in These Meetings)

Human Services & Public Health
- Mental Health & Addiction Services
- Homeless Services
- Park Safety Improvement

Crime

Violent Crime
- Guns & Other Violence

Public Order Crimes
- Prostitution
- Drugs

Fear of Crime
- Behavioral Changes (Due to Fear)

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[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
March 22nd, 2023	n= 7	n=11
May 8th, 2023	n= 5	n= 8
November 6th, 2023	n=8	n=6
December 18th, 2023	n= 3	n= 7

Themes

Top Themes from 2023 BTB East Dialogues
1. Before the Badge (information, training, role)
2. 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)
3. Community Expectations and Suggestions (BTB, SPD, CSO)
4. Police Education (SPD/Personnel Opinion Sharing
5. Recruit Backgrounds

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 Before the Badge (information, training, role), 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), Community Expectations and Suggestions (BTB, SPD, CSO), Police Education (SPD/Personnel Opinion Sharing, and Recruit Backgrounds.

Before the Badge (information, training, role) refers to a subset of the larger theme of Before the Badge and indicates discussions surrounding information sharing on the Before the Badge program, from both the recruit's point of view and SPD personnel.

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) refers to a subset of the large theme of Before the Badge and indicates discussions about why recruits are joining the Seattle Police Department, what skills they possess to make them qualified, and share how/why they are going to build community relationships and improve public safety as police officers.

Community Expectations and Suggestions (BTB, SPD, CSO) refers to a subset of the large theme of Before the Badge and indicates discussions about what the community expects from the recruits, SPD, and CSO's. These discussions also include suggestions community members have.

Police Education (SPD/Personnel Opinion Sharing) 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 personnel experiences and what the role of departmental policy may be in their experience. Questions that community members inquired about included those surrounding hiring, recruitment, and the Before the Badge program, but also those that dictate changes in SPD, culture of policing, and advice and suggestions to community members and recruits. Recruit Background refers to a subset of the large theme of Before the Badge and includes discussions about the backgrounds of recruits.

The top East Precinct-specific themes are similar to the Citywide themes with 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), Before the Badge (information, training, role), and Community Expectations and Suggestions (BTB, SPD, CSO) theme(s) shared with citywide. The East Precinct-specific themes differ from Citywide theme(s) of Informal Community-Police Communication (Street-Level, Personal Familiarity) and (+) Social Cohesion (Familiarity with Neighbors, Sense of & Desire to Help Community).

Dialogue Specific Themes
East Dialogue 1 – March 22nd, 2023

Top Dialogue Specific Themes
1. Before the Badge (information, training, role)
2. 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)
3. Recruit Backgrounds
4. Community Expectations and Suggestions (BTB, SPD, CSO)
5. (-) Legitimacy (Negative, Questioned)

I don't really know the precincts that well, besides what I hear on the news, so it will be kind of nice to get a different view from what the

"I know firsthand as a community member, the struggles that police officers are faced with; however, with that being said, I work 7 days a week, I work overtime, and anybody that encounters me will never say to you that I've ever been rude to them. I have stressors as well - community members are dealing with the same thing. It doesn't give officers an excuse as to why they can't be approachable and why they can't at least speak to somebody." (CM)

"I think the new recruits are going to do a lot to help us improve the police agency." (SPD)

East Dialogue 2 – May 8th, 2023

Top Dialogue Specific Themes
1. Before the Badge (information, training, role)
2. Community Expectations and Suggestions (BTB, SPD, CSO)
3. (Police Education (SPD/Personnel Opinion Sharing)
4. Neighborhood-Specific Insight
5. (-) Legitimacy (Negative, Questioned) *tied with* Police Education (SPD Action, Policy, General knowledge)

"I'm glad to be here, and I'm hoping to hear just kind of what's on the hearts and minds of the community, and just to see where they're at so we can understand and learn more and be able to police better" (SPD Recruit)

"Sometimes the energy that some of the officers have displayed to the community isn't the best, you know, for anyone really. So just come into it with open mind, and not so much ego, I guess the best way I can say it is leave the tough guy stuff at home." (CM)

East Dialogue 3 – November 6th, 2023

Top Dialogue Specific Themes
1. Before the Badge (information, training, role)
2. Police Education (SPD/Personnel Opinion Sharing
3. (+) Informal Social Control (Inv. In Pub Safety, Police Collaboration)
4. 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
5. (+) Social Cohesion (Familiarity with Neighbors, Sense of & Desire to Help Community)

"I want to see curiosity, respect, and a questioning of your own biases as new recruits." (CM)

"The police's job is largely to protect and serve - street-level, one-on-one community based policing is the best answer" (SPD Recruit)

Top Dialogue Specific Themes
1. 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
2. Before the Badge (information, training, role)
3. Recruit Backgrounds
4. Community Expectations and Suggestions (BTB, SPD, CSO)
5. (+) Legitimacy (Positive, Support)

"A piece of advice, please do not wait to get to know the community until you get out on the street. Please do be proactive and try to get out in the community. Beforehand and get to know the landscape of the city. I know you don't know where you're going to be assigned but at least It shows that you're really interested in working with the community by coming out." (CM)

"My interactions (with police) as a privileged white person have been pretty positive but I have found some of the things that we observed in 2020, since I've been paying more attention, disturbing."(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. Increase of Informal and Formal community-police
2. Understand and Respect Each Other (Community and Police)
3. Increase Involvement in the Community by Police (e.g. Community Center Sports and Community-Police Programs for Youth)
4. Increase of Media Coverage and Informal Communication about BTB Program
5. Change in SPD and SPD Culture

"It's almost like a fresh start (BTB Program). It's a brand new relationship and like all relationships, they take a lot of work. Once we get more people through this pipeline and people start hitting the streets. I think that that communication is going to improve dramatically." (SPD Recruit)

"We're here for you. We're here to serve you, and we're not here to over-police or be brutal, or anything like that, that old way of policing has been gone for a long time, and that's just not acceptable, anymore." (SPD)

Post-Dialogue Feedback

Satisfaction

At the end of the dialogue, participants were asked the following questions on a 100-point scale: 0 being extremely dissatisfied and 100 being extremely satisfied. Participants' satisfaction with achieving what they had hoped from attending the dialogues: Among the (n=10) respondents who answered this question, the average score on a 0 to 100-point scale was 74.90%. Participants' comfort in discussing their experiences: Among the(n=8) respondents who answered this question, the average score on a 100-point scale was 82%. Participation in the 2022 Seattle Public Safety Survey: Of the (n=6 respondents who answered this question, the average score on a100-point scale was 83.33%. Willingness to participate in future dialogues: Among the(n=11) respondents who answered this question, the average score on a 100-point scale was 82%. Consideration of the dialogue experience as a success: Among the (n=10) respondents, the average score on a 100-point scale was 76.60%. Satisfaction with the dialogue's length: Among the (n=11) respondents, the average score on a 100-point scale was 82.55%. Satisfaction with the technology used in the dialogue: Among the(n=10) respondents, the average score on a 100-point scale was 94.10%. Satisfaction with the agenda of the dialogue: Among the (n=11) respondents, the average score on a100-point scale was 81.18%. Satisfaction with the facilitation of the dialogue: Among the(n=11) respondents, the average score on a 100-point scale was 81.18%. Satisfaction with the participants in the dialogue: Among the (n=11) respondents, the average score on a 100-point scale was 68.18%. Satisfaction with the overall experience of the dialogue: Among the (n=11) respondents, the average score on a 100-point scale was 77.73%

Question	N	Mean	SD
Did you gain what you had hoped from participating in the Community-Police Dialogue? (Gained)	10	74.90	24.085
Did you feel safe discussing your experience in the context of the Community-Police Dialogue? (Safe)	8	82	20.695
Did you participate in the 2022 Seattle Public Safety Survey? ('22 Survey)	6	83.33	40.825
Would you be interested in participating in a future Community-Police Dialogue? (Participating)	11	82	20.496
Do you consider the dialogue experience a success in terms of meeting your needs for participation? (Success)	10	76.60	25.522
How satisfied were you with the Community Police Dialogue's length? (Length)	11	82.55	18.135

How satisfied were you with the Community Police Dialogue's technology? (Technology)	10	94.10	9.504
How satisfied were you with the Community Police Dialogue's agenda? (Agenda)	11	81.18	22.851
How satisfied were you with the Community Police Dialogue's facilitation? (Facilitation)	11	81.18	20.307
How satisfied were you with the Community Police Dialogue's participants? (Participants)	11	68.18	21.963
How satisfied were you with the Community Police Dialogue's overall experience? (Experience)	11	77.73	21.406
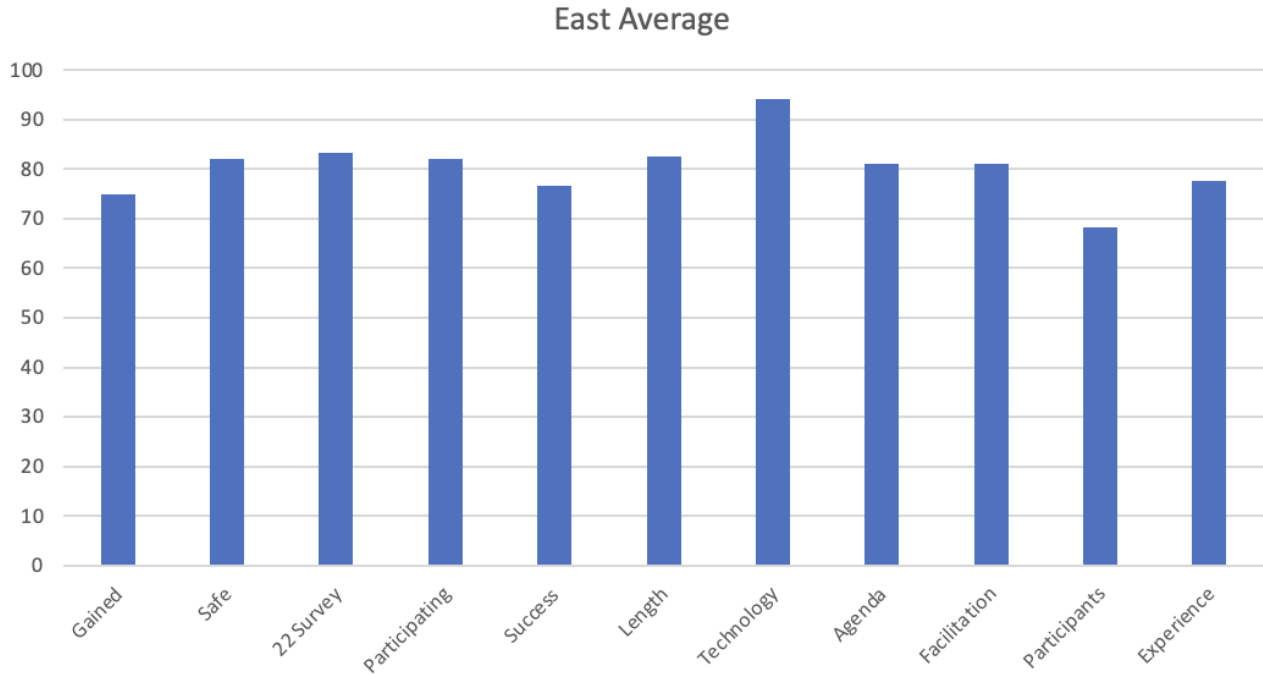
East Average

Desired Outcomes

Regarding the open-ended question asking what participants had hoped to gain from the dialogue, the respondents from the East Precinct addressed both specific and general goals for future meetings. The general theme(s) from respondents were to gain more information on the Before the Badge program, increase familiarity with SPD personnel and recruits, and to be aware of insights from East precinct.

North Precinct

Crime and Public Safety Concerns

Participants

Dialogue Dates	Community Members N=	Seattle Police Personnel N=
March 27th, 2023	*n= 16*	*n= 6*
May 1st, 2023	*n= 7*	*n= 5*
September 25th, 2023	*n= 14*	*n= 6*
November 13th, 2023	*n= 6*	*n= 5*

Themes

Top Themes from 2023 North Dialogues
1. Recruit Motivations for Joining SPD
2. Social Cohesion (Familiarity with Neighbors, Sense of & Desire to Help Community)
3. Recruit Background
4. Before the Badge (General Info, Training, & Role)
5. Police Legitimacy (Positive, Support)

The North Precinct "Top Themes" section displays the top five recurring themes that were identified in all three of the 2023 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, Social Cohesion (Familiarity with Neighbors, Sense of & Desire to Help Community), Recruit Background, Before the Badge (General info, Training, & Role), and Police Legitimacy (Positive, Support).

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 mental health training, medical, criminal justice, management, and communication skills).

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.

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 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.

The theme of Positive Police Legitimacy represents a positive opinion towards police, and support (in SPD specifically) while in a staffing shortage. The North community members that participated in the dialogue expressed their support in numerous ways. Negative police legitimacy resulting from negative or questioned authority, and positive police legitimacy stemming from support.

The themes identified within the North Precinct are somewhat aligned with the top Citywide themes as Recruit Motivation for Joining SPD, Positive Social Cohesion, and Before the Badge (General Info, Training, & Role) share top five themes. The key difference between the North Precinct and Citywide themes is Recruit Background, and Police Legitimacy (positive, Support) 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 hearing recruits prior experience and their support to SPD.

Dialogue Specific Themes

North Dialogue 1 – March 27th, 2023

Top Dialogue Specific Themes
1. Recruit Backgrounds
2. Recruit Motivations for Joining SPD
3. Community-Police Relationship Building
4. Social Cohesion (Familiarity with Neighbors, Sense of & Desire to Help Community)
5. Police Legitimacy (Positive, Support)

"I want to be more involved in the community in a bigger way." (SPD)

"I'm here to support the Before the Badge program, because i feel it's inspiring." (CM)

"We need more interaction and support between the community and SPD." (CM)

"While I was fireman we always worked in conjuction with the police department, I always admired those guys and their professionalism." (SPD)

North Dialogue 3 – May 1st, 2023

Top Dialogue Specific Themes
1. Alternative Responses
2. Before the Badge (General Info, Training, & Role)
3. Crime (Public Order: Drugs, Threats, Prostitution)
4. Recruit Motivation for Joining SPD
5. Neighborhood-Specific Insight

"But also we need more health professionals. we need more community service officers to be able to help when they can" (SPD)

"I've been here for about 30 years, and I am really interested in alternative responses to police." (CM)

"There's still negative things that go on. But now there's resources for people to talk to, for people that are going through issues." (CM)

"We can't just throw these people away and throw away the key. They need to get help and arresting our way out is not gonna happen." (SPD)

North Dialogue 3 – September 25th, 2023

Top Dialogue Specific Themes
1. Before the Badge (General Info, Training, & Role)
2. Police Legitimacy (Positive, Support)
3. Recruit Motivation for Joining SPD
4. Social Cohesion (Familiarity with Neighbors, Sense of & Desire to Help Community)
5. Alternative Responses (Mental Health Crises)

" I would say to the new recruits. Thank you for even wanting to step into this role." (CM)

"When it comes to mental health, we are definetly trained seriously in that area." (SPD)

Top Dialogue Specific Themes
1. Social Cohesion (Familiarity with Neighbors, Sense of & Desire to Help Community)
2. Fear of Crime (Personal Safety)
3. Recruit Background
4. Neighborhood-Specific Insight)
5. Recruit Motivations for Joining SPD

"How can communities help police get back to a state of higher lawfulness?" (SPD)

"I'm a long-term Seattle resident... I'd like to change things for the better" (CM)

"How can we help these people? Community members, police department, all of us. we are all human beings." (CM)

"In this life, this is our time. This is our generation. What can we all do good for the common good?" (CM)

"But I think it is important to know, when dealing with anybody to understand where they might be coming from, and what they may have gone through in life to get where they are." (SPD)

"We want to be the future of this department and we're investing our all in the city in the department." (SPD)

Reimagining Public Safety and Police-Community Engagement

What do you specifically want and need in your community?

Top Wants and Needs in Communities
1. Increase of Informal Community-Police Communication (Street-Level, Personal Familiarity)
2. Increased Resources for Drug Addiction, Mental Health, & Homelessness
3. Understand and Respect Each Other (Community and Police)
4. Increase Involvement in the Community by Police
5. Share the Dialogue to Others

"I think a lot of us believe that they should not be going on calls that aren't really emergencies." (CM)

"Police officers are not psychologists." (CM)

Post-Dialogue Feedback

Satisfaction

At the end of the dialogue, participants were asked the following questions on a 100-point scale: 0 being extremely dissatisfied and 100 being extremely satisfied. Participants' satisfaction with achieving what they had hoped from attending the dialogues: Among the (n=19) respondents who answered this question, the average score on a 0 to 100-point scale was 87.74%. Participants' comfort in discussing their experiences: Among the(n=21) respondents who answered this question, the average score on a 100-point scale was 87.81%. Participation in the 2022 Seattle Public Safety Survey: Of the (n=14) respondents who answered this question, the average score on a100-point scale was 63.71%. Willingness to participate in future dialogues: Among the(n=21) respondents who answered this question, the average score on a 100-point scale was 92.05%. Consideration of the dialogue experience as a success: Among the (n=21) respondents, the average score on a 100-point scale was 83.95%. Satisfaction with the dialogue's length: Among the (n=21) respondents, the average score on a 100-point scale was 83.57%. Satisfaction with the technology used in the dialogue: Among the(n=19) respondents, the average score on a 100-point scale was 88.47%. Satisfaction with the agenda of the dialogue: Among the (n=21) respondents, the average score on a100-point scale was 88.33%. Satisfaction with the facilitation of the dialogue: Among the(n=21) respondents, the average score on a 100-point scale was 93.76%. Satisfaction with the participants in the dialogue: Among the (n=21) respondents, the average score on a 100-point scale was 90.71%. Satisfaction with the overall experience of the dialogue: Among the (n=21) respondents, the average score on a 100-point scale was 90.43%

Question	N	Mean	SD
Did you gain what you had hoped from participating in the Community-Police Dialogue? (Gained)	19	87.74	15.151
Did you feel safe discussing your experience in the context of the Community-Police Dialogue? (safe)	21	87.81	18.107
Did you participate in the 2022Seattle Public Safety Survey? ('22 Survey)	14	63.71	49.185
Would you be interested in participating in a future Community-Police Dialogue? (Participating)	21	92.05	15.065
Do you consider the dialogue experience a success in terms of meeting your needs for participation? (Success)	21	83.95	19.252
How satisfied were you with the Community Police Dialogue's length? (Length)	21	83.57	20.407
How satisfied were you with the Community Police Dialogue's technology? (Technology)	19	88.47	16.386
How satisfied were you with the Community Police Dialogue's agenda? (Agenda)	21	88.33	17.696
How satisfied were you with the Community Police Dialogue's facilitation? (Facilitation)	21	93.76	11.593
How satisfied were you with the Community Police Dialogue's participants? (Participants)	21	90.71	15.179
How satisfied were you with the Community Police Dialogue's overall experience? (Experience)	21	90.43	13.519
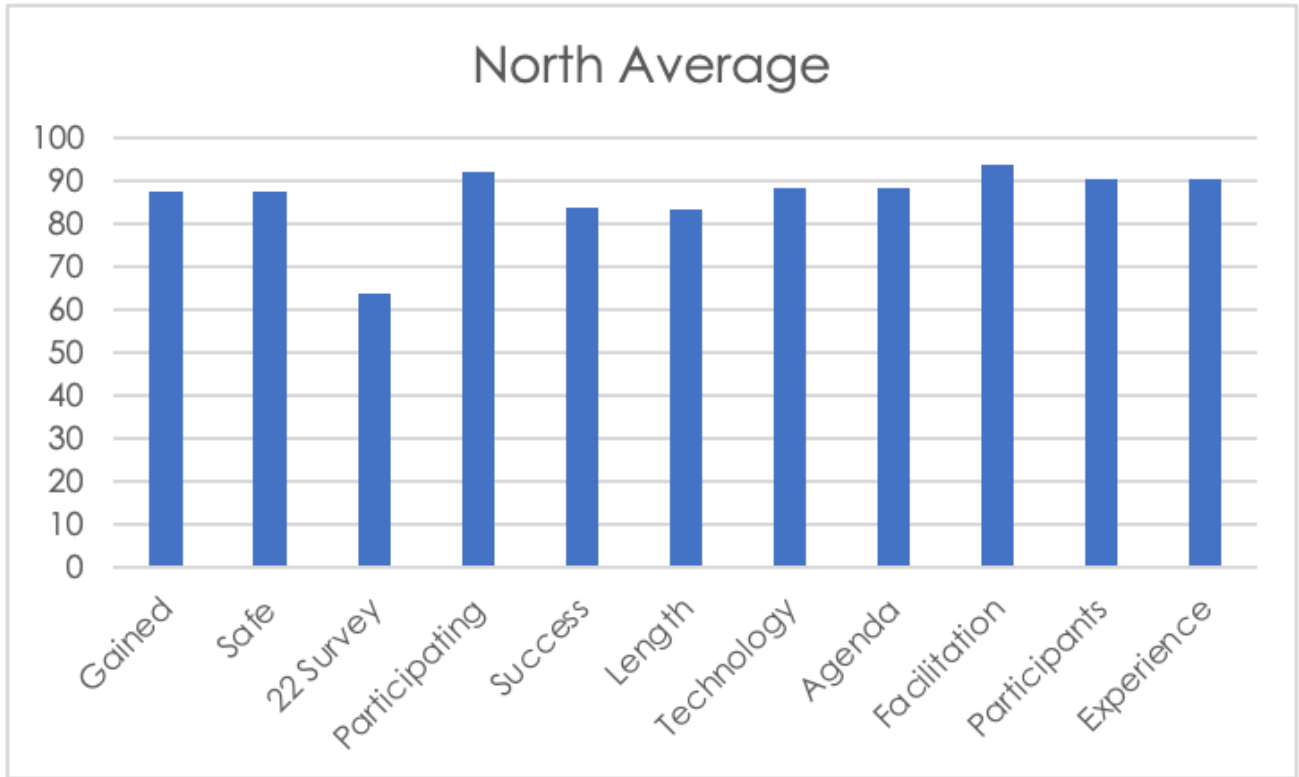
North Average

Desired Outcomes

Regarding the open-ended question asking what participants had hoped to gain from the dialogue, the respondents from the North Precinct addressed both specific and general goals for future meetings. These included, meeting the recruits, discussing mental health issues, community advise for recruits, and learning more about recruiting.

"Other's perspectives and opinions and hear the recruits' comments." (CM)

"I want to meet the new recruits and share with them about mental health issues." (CM)

South Precinct

Crime and Public Safety Concerns

Participants

Dialogue Dates	Community Members N=	Seattle Police Personnel N=
February 27th, 2023	*n= 6*	*n= 10*
April 3rd, 2023	*n= 9*	*n= 8*
October 2nd, 2023	*n= 4*	*n= 9*
November 27th, 2023	*n= 3*	*n= 6*

Themes

Top Themes from 2023 BTB South Dialogues
1. Informal Community-Police Communication (Street-Level, Personal Familiarity)
2. Community-Police Relationship (Improvement, Building)
3. 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)
4. Before the Badge (General info, Training, & Role)
5. Community Expectations & Suggestions (BTB, SPD, CSOs)

The South Precinct "Top Themes" section displays the top five recurring themes that were identified in all three of the 2023 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: Informal Community-Police Communication, Building Community-Police Relationships, Recruit Motivations for Joining SPD, Before the Badge, and Community Expectations.

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.

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.

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) is a subtheme of the Before the Badge category and refers to

discussions surrounding why recruits are specifically joining the Seattle Police Department, what skills they possess to make them qualified, and how/why they are going to build community relationships and improve public safety as police officers.

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.

The South Precinct-specific top themes mimic the Citywide top themes list with respect to almost all of the categories, including: Informal Community-Police Relationship (Street-Level, Personal Familiarity), 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), Before the Badge (General Info, Training, Role), and Community Expectations and Suggestions (BTB, SPD, CSO). The theme of Building and Improving Community-Police relationships, however, was not present in the Citywide top themes list.

Dialogue Specific Themes
South Dialogue 1 – February 27th, 2023

Top Dialogue Specific Themes
1. Informal Community-Police Communication (Street-Level, Personal Familiarity)
2. Recruit Backgrounds
3. 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)
4. Community-Police Relationships (Improvement, Building)
5. Community Expectations & Suggestions (BTB, SPD, CSOs)

South Dialogue 2 – April 3rd, 2023

Top Dialogue Specific Themes

1. I Community-Police Relationships (Improvement, Building)
2. (+) Informal Social Control (Inv. In Pub Safety, Police Collaboration)
3. Informal Community-Police Communication (Street-Level, Personal Familiarity)
4. Before the Badge (General Info, Training, Role)
5. Community Expectations & Suggestions (BTB, SPD, CSOs)

"If we're going to complain, we also need to get involved and be part of the solution." (CM)

"Everybody has a story, and being able to respect that and understand that is so important. " (BTB)

"I think we can overcome that fear in all directions, not just with the cops, but by knowing each other better, and taking time to learn about each other." (CM)

South Dialogue 3 – October 2nd, 2023

Top Dialogue Specific Themes

1. Crime (Public Order: Drugs, Threats, Prostitution)
2. Community-Police Relationships (Improvement, Building)
3. Homelessness (Encampments, Presence, Need for Support)
4. Informal Community-Police Communication (Street-Level, Personal Familiarity)
5. Police Capacity (Staffing—Lack or Loss)

"I would love to see this [homelessness] get more attention--like actual active criminal activity and people who are refusing shelter when they're offered it." (CM)

"Looking at issues like homelessness, drug addiction, and mental illness, to me, indicates that people's basic fundamental needs are not being met. We need to work towards meeting those needs as best as we can and meeting people where they're at." (BTB)

Top Dialogue Specific Themes

1. Informal Community-Police Communication (Street-Level, Personal Familiarity)

2. Before the Badge (General Info, Training, Role) Community-Police Relationships (Improvement, Building)

3. 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)

4. Community-Police Relationships (Improvement, Building)

5. Community Expectations & Suggestions (BTB, SPD, CSOs)

"With community alliance, a good police force can do anything." (CM)

"We all still can connect with that shared humanity factor. I think that's what all of these community organizations are pointing to--come into the community, get to know people, move into the city, send your kids to school. In our shared humanity is where we can really see and connect with each other's needs." (CM)

"When you see community members supporting you, it makes you feel good about what you're doing--like you're doing the right thing and you're a valuable part of the community." (BTB)

Reimagining Public Safety and Police-Community Engagement

What do you specifically want and need in your community?

Top Wants and Needs of Communities

1. Increased Police Engagement with the Community (e.g., Community Events, Informal Communication with Local Businesses, etc.)

2. Increased Police Presence (e.g., Patrols)

3. Compassionate/Respectful/Informed Policing

4. Police Accountability

5. Increased Police Engagement with the Community (e.g., Volunteering, Getting Acquainted with the Community Outside of Work)

"I'd love to see police out with their partner, their kids, and their friends--out there when it's not required and not part of their job duty." (CM)

"You [police] need to know the culture that you're coming into and the challenges that might be there." (CM)

Post-Dialogue Feedback

Satisfaction

At the end of the dialogue, participants were asked the following questions on a 100-point scale, ranging from 0 (extremely dissatisfied) to 100 (extremely satisfied). Participants' satisfaction with achieving what they had hoped from attending the dialogues: Among the *(n=14)* respondents who answered this question, the average score on a 0 to 100-point scale was *85.79%*. Participants' comfort in discussing their experiences: Among the *(n=14)* respondents who answered this question, the average score on a 100-point scale was *92.07%*. Participation in the 2022 Seattle Public Safety Survey: Of the *(n=8)* respondents who answered this question, the average score on a 100-point scale was *63%*. Willingness to participate in future dialogues: Among the *(n=14)* respondents who answered this question, the average score on a 100-point scale was *88.21%*. Consideration of the dialogue experience as a success: Among the *(n=14)* respondents, the average score on a 100-point scale was *88.57%*. Satisfaction with the dialogue's length: Among the *(n=14)* respondents, the average score on a 100-point scale was *82.79%*. Satisfaction with the technology used in the dialogue: Among the *(n=13)* respondents, the average score on a 100-point scale was *88.23%*. Satisfaction with the agenda of the dialogue: Among the *(n=13)* respondents, the average score on a 100-point scale was *83.54%*. Satisfaction with the facilitation of the dialogue: Among the *(n=13)* respondents, the average score on a 100-point scale was *96.46%*. Satisfaction with the participants in the dialogue: Among the *(n=13)* respondents, the average score on a 100-point scale was *83%*. Satisfaction with the overall experience of the dialogue: Among the *(n=13)* respondents, the average score on a 100-point scale was *95.08%*.

Question	N	Mean	SD
Did you gain what you had hoped from participating in the Community-Police Dialogue? (Gained)	14	85.79	24.017
Did you feel safe discussing your experience in the context of the Community-Police Dialogue? (Safe)	14	92.07	23.381
Did you participate in the 2022 Seattle Public Safety Survey? ('22 Survey)	8	63.00	51.080
Would you be interested in participating in a future Community-Police Dialogue? (Participating)	14	88.21	26.027
Do you consider the dialogue experience a success in terms of meeting your needs for participation? (Success)	14	88.57	26.017
How satisfied were you with the Community Police Dialogue's length? (Length)	14	82.79	25.535
How satisfied were you with the Community Police Dialogue's technology? (Technology)	13	88.23	23.746
How satisfied were you with the Community Police Dialogue's agenda? (Agenda)	13	83.54	24.179
How satisfied were you with the Community Police Dialogue's facilitation? (Facilitation)	13	96.46	5.797
How satisfied were you with the Community Police Dialogue's participants? (Participants)	13	83.00	23.917
How satisfied were you with the Community Police Dialogue's overall experience? (Experience)	13	95.09	6.664

South Average
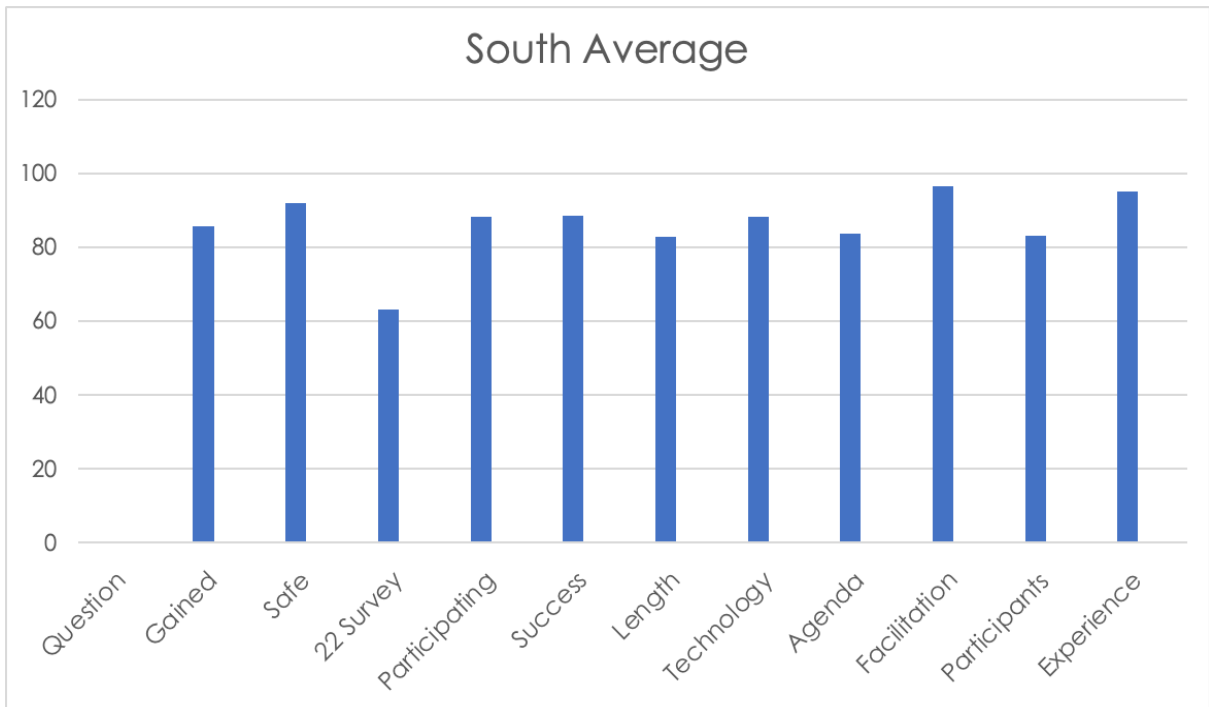
Desired Outcomes

With respect to the open-ended question asking what participants had hoped to gain from the dialogues, respondents from the South Precinct addressed both specific and general goals for future meetings. These included meeting the recruits, discovering more about new recruit motivations for joining the Seattle Police Department, discussing how new recruits are being trained, and connecting with fellow community members.

"I wanted to show up as a concerned community member, welcome the new recruits, and learn intersections of needs and interests." (CM)

"It was encouraging to hear specifics about training to address stress, adrenaline, anger, and confronting fellow officers, if needed." (CM)

Southwest Precinct

Crime and Public Safety Concerns

Participants

Dialogue Dates	Community Members N=	Seattle Police Personnel N=
March 6th, 2023	n= 6	n= 11
April 10th, 2023	n= 6	n= 13
October 16th, 2023	n= 13	n= 10

Themes

Top Themes from 2023 BTB Southwest Dialogues
1. BTB (BTB info, Training, Role, etc.)
2. Recruit Backgrounds
3. Positive Informal Social Control (Community-Police Collaborations)
4. Informal Community-Police Communication (Street-Level, Personal Familiarity)
5. Community Expectations & Suggestions (SPD/CSO/BTB)

The Southwest Precinct's "Top Themes" section displays the top five recurring themes that were identified in all three of the 2023 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 BTB (BTB info, Training, Role, etc.), Recruit Backgrounds, Positive Informal Social Control (Community-Police Collaborations), Informal Community-Police Communication (Street-Level, Personal Familiarity), and Community Expectations & Suggestions (SPD/CSO/BTB).

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.

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.

Positive Informal Social Control is a subcategory the Informal Social Control theme which refers to neighborhood-specific insights (stemming from community involvement in public safety). It relates to the degree by which the community collaborates and works constructively with SPD to address issues in their community or other unspecific areas.

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

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.

The Southwest Precinct-specific top themes are closely aligned with the overarching Citywide top themes. Recruit backgrounds, Before the Badge (General Info, Training, Role), Informal Community-Police Communication (Street-Level, Personal Familiarity), and Community Expectations and Suggestions (BTB, SPD, CSO) were identified within the top five most prominent themes in Southwest Precinct and Citywide. Interestingly, Positive Informal Social Control (Community-Police Collaborations) is reported as the 3rd most prominent theme in Southwest displaying the community's interest in getting to know SPD personnel and work to collaborate and address issues in the community and other areas.

Dialogue Specific Themes
Southwest Dialogue 1 – March 6th, 2023

Top Dialogue Specific Themes
1. Before the Badge (General Info, Training, & Role)
2. Informal Social Control (Community-Police Collaborations)
3. Positive Social Cohesion (Familiarity with Neighbors, Sense of Community, Appreciation of Diversity)
4. Community-police Relationship (Improvement, Building)
5. Recruit Backgrounds

"They [the recruits] are getting a chance to get to know the communities before they go out there and hopefully they're gonna make relationships." (SPD)

"I just want to learn how these new recruits are actually going to meet people, connect with people, hear their back stories and hear about recovery too." (CM)

"I would hope these new police officers would learn about institutional racism and being culturally competent...you have to change the culture of policing" (CM)

"They are being taught, and I guarantee you they are being taught...I think this is the first time that policing is going to change in Seattle, and I get what you're saying." (SPD)

Southwest Dialogue 2 – April 10th, 2023

1. Recruit Backgrounds
2. Improve Community-police relationship ('Us vs. Them' & Bridging the Gap)
3. Police Capacity (Staffing - Lack, Loss, Budget)
4. Recruits are Community Members & Humanization
5. BTB (BTB info, Training, Role, etc.)

"So I know that we need more mental health professionals to help out and assist, because sometimes wearing this uniform is triggering enough." (SPD)

"There's there's just kind of a of sense that we don't have enough police officers to respond to our needs." (CM)

"You're part of the community, even though you're a police officer... because you're part of the community you have a job to do." (CM)

"Other police departments will see these changes...and they'll be able to see our results and say, yes, this is what we need to implement into our training as well." (SPD)

Top Dialogue Specific Themes
1. BTB (BTB Info, Training, Role, etc.)
2. Informal Community-police Communication (Street-Level, Personal Familiarity)
3. Community Expectations & Suggestions (SPD/CSO/BTB)
4. Positive Informal Social Control (Community-Police Collaborations)
5. SPD Morale

"I know we're short of police officers. How can I, as an individual, and my neighbors in the community help improve public safety in Seattle?" **(CM)**

"The before the badge project really gives us the opportunity to understand the reality of the job from the very beginning, so while we're optimistic and we have high morale, we're not. Coming into it with rose-colored glasses..." **(SPD)**

"This program is really about getting them [the recruits] out into communities that they may not be familiar with, may not be comfortable with, and and having those positive conversations and engagement with folks." **(SPD)**

"Get to know your crime prevention coordinators, they can tell you a whole lot about what's going on in different communities like ours." **(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. Increased Community-Police Collaboration
2. Increase of Informal Community-Police Communication (Street-Level, Personal Familiarity)
3. Improving the Community-Police Relationship ('Us vs. Them' & Bridging the Gap)
4. Change in SPD and SPD Culture
5. Alternative responses (Mental Health/Social Crises)

"We talk about, you know, being on different sides and both kind of reaching towards each other to bridge that gap...every day I go to sleep. Every day I wake up, I'm going to think about my part and and helping to bridge that gap."
(CM)

"The reason why I became an officer is because I want to help facilitate that change that everybody wants to see." (SPD)

Post-Dialogue Feedback

Satisfaction

At the end of the dialogue, participants were asked the following questions on a Likert 100-point scale: 0 being extremely dissatisfied and 100 being extremely satisfied. Participants' satisfaction with achieving what they had hoped from attending the dialogues: Among the (n=15) respondents who answered this question, the average score on a 0 to 100-point scale was 78.13%. Participants' comfort in discussing their experiences: Among the (n=14) respondents who answered this question, the average score on a 100-point scale was 93.50%. Participation in the 2022 Seattle Public Safety Survey: Of the (n=10) respondents who answered this question, the average score on a 100-point scale was 69.60%. Willingness to participate in future dialogues: Among the (n=15) respondents who answered this question, the average score on a 100-point scale was 82.73%. Consideration of the dialogue experience as a success: Among the (n=16) respondents, the average score on a 100-point scale was 71.25%. Satisfaction with the dialogue's length: Among the (n=16) respondents, the average score on a 100-point

scale was 80.31%. Satisfaction with the technology used in the dialogue: Among the (n=16) respondents, the average score on a 100-point scale was 89.06%. Satisfaction with the agenda of the dialogue: Among the (n=16) respondents, the average score on a 100-point scale was 83.38%. Satisfaction with the facilitation of the dialogue: Among the (n=15) respondents, the average score on a 100-point scale was 83.73%. Satisfaction with the participants in the dialogue: Among the (n=15) respondents, the average score on a 100-point scale was 74.60%. Satisfaction with the overall experience of the dialogue: Among the (n=14) respondents, the average score on a 100-point scale was 79.21%.

Question	N	Mean	SD
Did you gain what you had hoped from participating in the Community-Police Dialogue? (Gained)	15	78.13	21.479
Did you feel safe discussing your experience in the context of the Community-Police Dialogue? (Safe)	14	86.00	22.539
Did you participate in the 2022 Seattle Public Safety Survey? ('22 Survey)	10	69.60	48.044
Would you be interested in participating in a future Community-Police Dialogue? (Participating)	15	82.73	20.009
Do you consider the dialogue experience a success in terms of meeting your needs for participation? (Success)	16	71.25	32.411
How satisfied were you with the Community Police Dialogue's length? (Length)	16	80.31	19.404
How satisfied were you with the Community Police Dialogue's technology? (Technology)	16	89.06	17.199
How satisfied were you with the Community Police Dialogue's agenda? (Agenda)	16	83.38	14.854
How satisfied were you with the Community Police Dialogue's facilitation? (facilitation)	15	83.73	21.519
How satisfied were you with the Community Police Dialogue's participants? (Participants)	15	74.60	25.914
How satisfied were you with the Community Police Dialogue's overall experience? (Experience)	14	79.21	21.484

Southwest Average
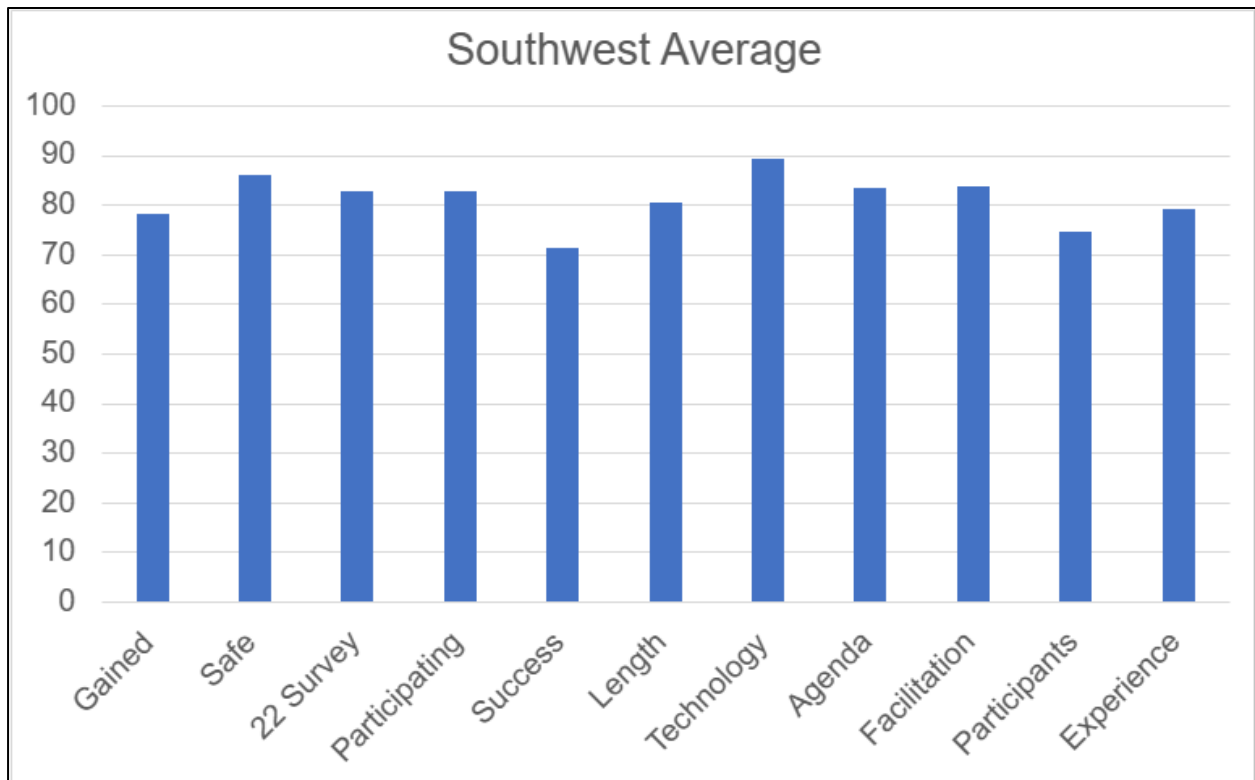
Desired Outcomes

In response to the open-ended question asking what participants had hoped to gain from the dialogue, there were nine responses submitted in Southwest Precinct. These comments expressed an interest in meeting the new SPD recruits, understanding more about the Before the Badge program, building a stronger community-police relationship, and a general interest in learning more about Southwest Seattle communities.

Additionally, in response to a question asking what participant's number one take-away from the experience was, fourteen respondents answered with comments expressing their views of diversity and quality among new recruits, noting that portions of the dialogue did not follow pre-established dialogue rules, and that they felt the new recruits wanted to hear from the community.

Another question asking if there were topics not covered during the current dialogue that participants would like to see discussed in future dialogues prompted ten responses. In their comments, respondents expressed that they wanted to know more about the recruits future training, recruits' plans for their future career, and noted that more topics that recruits could knowledgably comment on and others related to concerns from minorities should be brought up in future meetings.

In response to a final open-ended question regarding feedback to improve the community police dialogues, thirteen participants responded with comments ranging from increasing the diversity of the dialogue participants, establishing clearer dialogue rules and regulating comments made by participants, and including more emphasis on crime statistics.

West Precinct

Crime and Public Safety Concerns

Participants

Dialogue Dates	Community Members N=	Seattle Police Personnel N=
March 13th, 2023	n=5	n=11
April 24th, 2023	n= 7	n= 10
October 30th, 2023	n=4	n=11
December 11th, 2023	n= 5	n= 7

Themes

Top Themes from 2023 BTB West Dialogues
1. 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)
2. Recruit Backgrounds
3. Before the Badge (information, training, role)
4. Neighborhood-Specific Insight
5. Community Expectations and Suggestions (BTB, SPD, CSO)

The West Precinct's "Top Themes" section displays the top five recurring themes that were identified in all three of the 2023 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 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), Recruit Backgrounds, Before the Badge (information, training, role), Neighborhood-Specific Insight, and Community Expectations and Suggestions (BTB, SPD, CSO).

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) refers to a subset of the large theme of Before the Badge and indicates discussions about why recruits are joining the Seattle Police Department, what skills they possess to make them qualified, and share how/why they are going to build community relationships and improve public safety as police officers.

Recruit Background refers to a subset of the large theme of Before the Badge and includes discussions about the backgrounds of recruits.

Before the Badge (information, training, role) refers to a subset of the larger theme of Before the Badge and indicates discussions surrounding information sharing on the Before the Badge program, from both the recruit's point of view and SPD personnel.

Neighborhood-Specific Insight is a subset of the larger theme Social Cohesion which describes discussions about community members specific concerns and insights about the neighborhood(s) they work or live in.

Community Expectations and Suggestions (BTB, SPD, CSO) refers to a subset of the large theme of Before the Badge and indicates discussions about what the community expects from the recruits, SPD, and CSO's.

The top West Precinct-specific themes are similar to the Citywide themes with 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), Before the Badge (information, training, role), and Community Expectations and Suggestions (BTB, SPD, CSO) theme(s) shared with citywide. The West Precinct-specific themes differ from Citywide theme(s) of Informal Community-Police Communication (Street-Level, Personal Familiarity) and (+) Social Cohesion (Familiarity with Neighbors, Sense of & Desire to Help Community).

Dialogue Specific Themes
West Dialogue 1 –March 13th, 2023

Top Dialogue Specific Themes
1. 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)
2. Recruit Backgrounds
3. Neighborhood-Specific Insight
4. Before the Badge (information, training, role)
5. Alternative Responses (Mental Health Crises)

"I want to know the history and perspectives of the community so when I am on patrol, I know what to look for and how I could help."
(BTB Recruit)

"What I what I'd like to see more of when it comes to police involvement, is addressing the crisis on our streets, whether it's the untreated mental illness, addiction, or homelessness for any reason"
(CM)

"If we have relationships out in the community, we're going to have a safer community for us to work in because we know each other and have each other's back." (SPD)

West Dialogue 2 –April 24th, 2023

Top Dialogue Specific Themes
1. 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
2. Before the Badge (information, training, role)
3. Recruit Backgrounds
4. Neighborhood-Specific Insight
5.Informal Community-Police Communication (Street-Level, Personal Familiarity)

> "I used to see foot traffic by the police, but I don't think they do that anywhere anymore. I don't see the same faces regularly, like I used to and sort of miss that." (CM)

> "When we distance ourselves from each other, it's easier to dehumanize each other because we don't see the other person" (CM)

> "[SPD] really is embracing the community and we are learning how to better view the community as people and to interact on like a relational level with higher emotional intelligence, and that's really important." (BTB Recruit)

> "I want you not to become disheartened or discouraged if you don't see the kind of change you want or believe in immediately, because some habits are hard to break and you're going to be setting a new precedent" (CM)

West Dialogue 3 – October 30th, 2023

Top Dialogue Specific Themes
1. 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
2. Recruit Backgrounds
3. Before the Badge (information, training, role)
4. Community Expectations and Suggestions (BTB, SPD, CSO)
5. Officer/Recruit Capacity (Wellness & Preparedness)

> *"I'm really excited, and I think most people in our neighborhood are, about the new community focus of the police department but I think that we need to get more community in that community focus." (CM)*

> *"I didn't like the police before. I'm shocked I'm even in the same room with them. But every [BTB recruit that has come in, they're coming for the right reasons. They want to be the change." (CM)*

> *"When it comes to selecting new recruits, we're looking for diversity, not only in race and sex, but diversity in experience and education and life." (SPD)*

> *"There's currently not a residency requirement to be a Seattle police officer. I agree with you on the merits of living where you police and there's some really strong arguments for that." (SPD)*

West Dialogue 4 – December 11th, 2023

Top Dialogue Specific Themes
2. 1. 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
2. Recruit Backgrounds
3. Neighborhood-Specific Insight
4. Community Expectations and Suggestions (BTB, SPD, CSO)
5. Crime (Public Order: Drugs, Threats, Prostitution)

"The alleys are used as a place to do drugs and a place to relieve themselves. So, you know, it's really heartbreaking because it's the most beautiful place in the world, Pioneer Square." (CM)

"There are consistent drugs and money trading hands in front of that drugstore almost every day. We had a drug overdose and I watched a person go into a body bag and an ambulance take it away." (CM)

"We meet in the African-american community, the central, the CID, which is a international district. We also meet with the, Middle Eastern community. Latino and, also the native, American community as well." (SPD)

"As a new recruit that Seattle has, I hope to be able to better support a lot of these unhoused issues that I feel have been a general theme in this meeting." (BTB Recruit)

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

Top Wants and Needs in Communities
1. Increase Formal and Informal Community-Police Communication
2. Understand and Respect Each Other (Community and Police)
3. Increased Resources for Drug Addiction, Mental Health, & Homelessness
4. Change in SPD and SPD Culture
5. Alternative responses (Mental Health/Social Crises)

> *"My main source of information about crime right now is next door. I would actually recommend that all the recruits set up a next door account to the places they're going to be patrolling." (CM)*

> *"I'm looking more so to hear from the community. I didn't really get to do that in the military." (BTB Recruit)*

> *When I moved to Seattle, I couldn't believe what a safe city it was. Sadly, in the past few years, I have felt afraid to go out to Walgreens at night. Or afraid to go to an ATM at night. (CM)*

Post-Dialogue Feedback

Satisfaction

At the end of the dialogue, participants were asked the following questions on a 100-point scale: 0 being extremely dissatisfied and 100 being extremely satisfied. Participants' satisfaction with achieving what they had hoped from attending the dialogues: Among the (n=10) respondents who answered this question, the average score on a 0 to 100-point scale was 73.30%. Participants' comfort in discussing their experiences: Among the(n=10) respondents who answered this question, the average score on a 100-point scale was 87%. Participation in the 2022 Seattle Public Safety Survey: Of the (n=8) respondents who answered this question, the average score on a100-point scale was 81%. Willingness to participate in future dialogues: Among the(n=10) respondents who answered this question, the average score on a 100-point scale was 89.90%. Consideration of the dialogue experience as a success: Among the (n=10) respondents, the average score on a 100-point scale was 80.40%. Satisfaction with the dialogue's length: Among the (n=10) respondents, the average score on a 100-point scale was 75.60%. Satisfaction with the technology used in the dialogue: Among the(n=10) respondents, the average score on a 100-point scale was 84.30%. Satisfaction with the agenda of the dialogue: Among the (n=10) respondents, the average score on a100-point scale was 80.20%. Satisfaction with the facilitation of the dialogue: Among the(n=10) respondents, the average score on a 100-point scale was 86.70%. Satisfaction with the participants in the dialogue: Among the (n=10) respondents, the average score

on a 100-point scale was 88.30%. Satisfaction with the overall experience of the dialogue: Among the (n=10) respondents, the average score on a 100-point scale was 83.20%.

Question	N	Mean	SD
Did you gain what you had hoped from participating in the Community-Police Dialogue? (Gained)	10	73.30	24.707
Did you feel safe discussing your experience in the context of the Community-Police Dialogue? (Safe)	10	87	22.371
Did you participate in the 2022 Seattle Public Safety Survey? ('22 Survey)	8	81	37.064
Would you be interested in participating in a future Community-Police Dialogue? (Participating)	10	89.90	16.258
Do you consider the dialogue experience a success in terms of meeting your needs for participation? (Success)	10	80.40	21.459
How satisfied were you with the Community Police Dialogue's length? (Length)	10	75.60	22.087
How satisfied were you with the Community Police Dialogue's technology? (Technology)	10	84.30	14.268
How satisfied were you with the Community Police Dialogue's agenda? (Agenda)	10	80.20	22.720
How satisfied were you with the Community Police Dialogue's facilitation? (Facilitation)	10	86.70	17.017
How satisfied were you with the Community Police Dialogue's participants? (Participants)	10	88.30	19.201
How satisfied were you with the Community Police Dialogue's overall experience? (Experience)	10	83.20	14.505
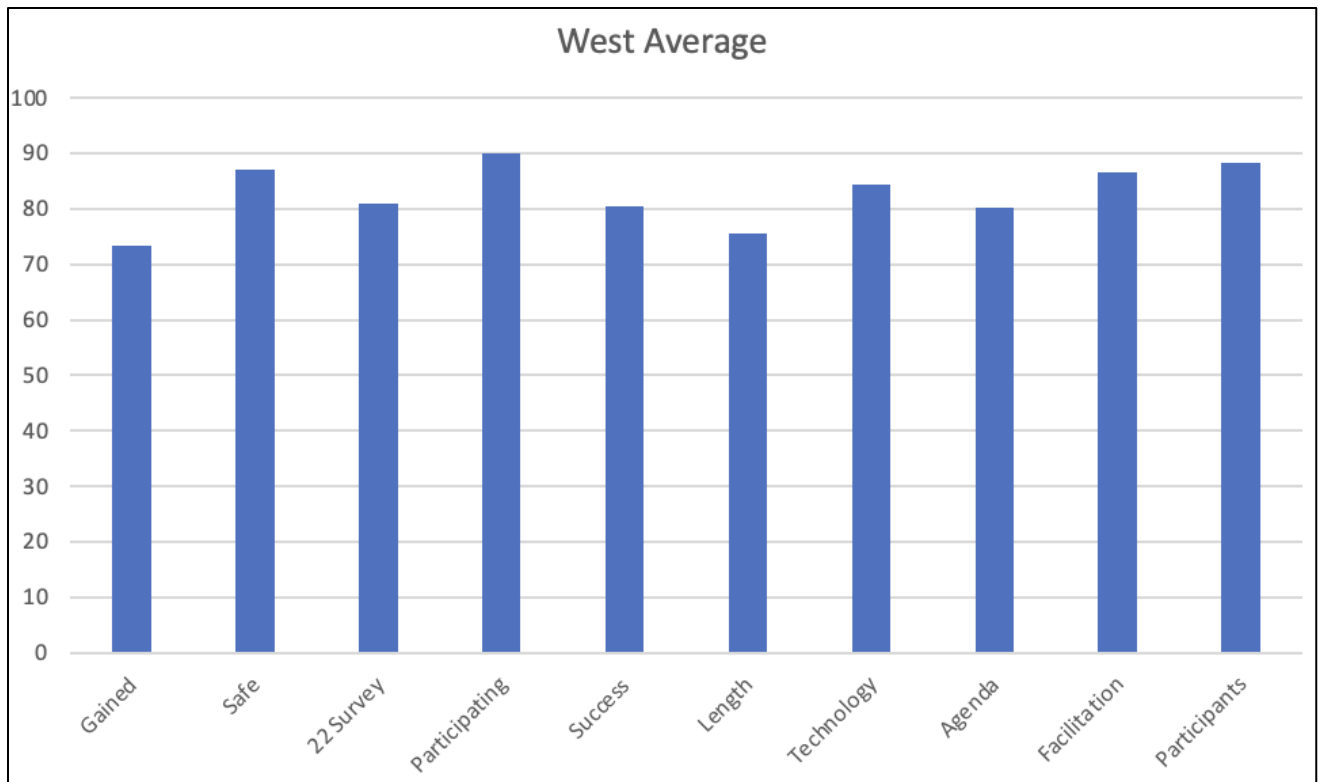
West Average

Desired Outcomes

Regarding the open-ended question asking what participants had hoped to gain from the dialogue, the respondents from the West Precinct addressed both specific and general goals for future meetings. The general theme(s) from respondents were to gain more information on the Before the Badge program, increase familiarity with public safety in West Precinct, and build relationship between community members and SPD.

"I want to be more involved in community policing. I hope to learn more about SPD." (CM)

"I hope to learn about other neighborhoods with things in common and build a dialogue with others outside my comfort zone." (CM

Concluding Comments

Results from the 2023 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 10%), feelings of satisfaction with the '22 Public Safety Survey Results (by almost 20%), and feelings of success in the BTB dialogues (by 6%)[6]. 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 19 Before the Badge dialogues conducted in 2023 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 2022 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.

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[6] 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).

Appendix B – 2023 BTB Community-Police Dialogue Agenda

SEATTLEU.
CRIME & JUSTICE RESEARCH CENTER

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

Precinct	ParticipantRole	Total Satisfaction		
		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 2022- *Citywide Concerns*

Seattle – Citywide (2022 N=10331)	
2022 Top Public Safety Concerns	**2022 Most Prominent Themes in Narrative Comments**
1 – Property Crime	1 – Public Order Crime
2 – Police Capacity	2 – Property Crime
3 – Homelessness	3 – Traffic Safety
4 – Traffic Safety	4 – Fear of Crime
5 – Community & Public Safety Capacity	5 – Violent Crime

Seattle - Citywide 2022 Mean Scale Responses (Range 0 100)

Police Legitimacy	45.6
Social Cohesion	54.8
Informal Social Control	43.9
Social Disorganization	38.9
Fear of Crime - Day	38.6
Fear of Crime - Night	47.3
Fear of Crime	42.9

Seattle - Citywide 2022 View of Policing (Range 0 100)

SEATTLE SPECIFICALLY	41.1
UNITED STATES GENERALLY	42.0

Seattle Public Safety Survey Results 2022- *Precinct Concerns*

Seattle – Citywide (2022 N=10331)		Seattle – East Precinct (2022 N=2162)	
2022 Top Public Safety Concerns	**2022 Most Prominent Themes in Narrative Comments**	**2022 Top Public Safety Concerns**	**2022 Most Prominent Themes in Narrative Comments**
1 – Property Crime	1 – Public Order Crime	1 – Property Crime	1 – Public Order Crime
2 – Police Capacity	2 – Property Crime	2 – Police Capacity	2 – Property Crime
3 – Homelessness	3 – Traffic Safety	3 – Traffic Safety	3 – Violent Crime
4 – Traffic Safety	4 – Fear of Crime	4 – Community and Public Safety Capacity	4 – Public Safety & Community Capacity
5 – Community & Public Safety Capacity	5 – Violent Crime	5 – Homelessness	5 – Traffic Safety

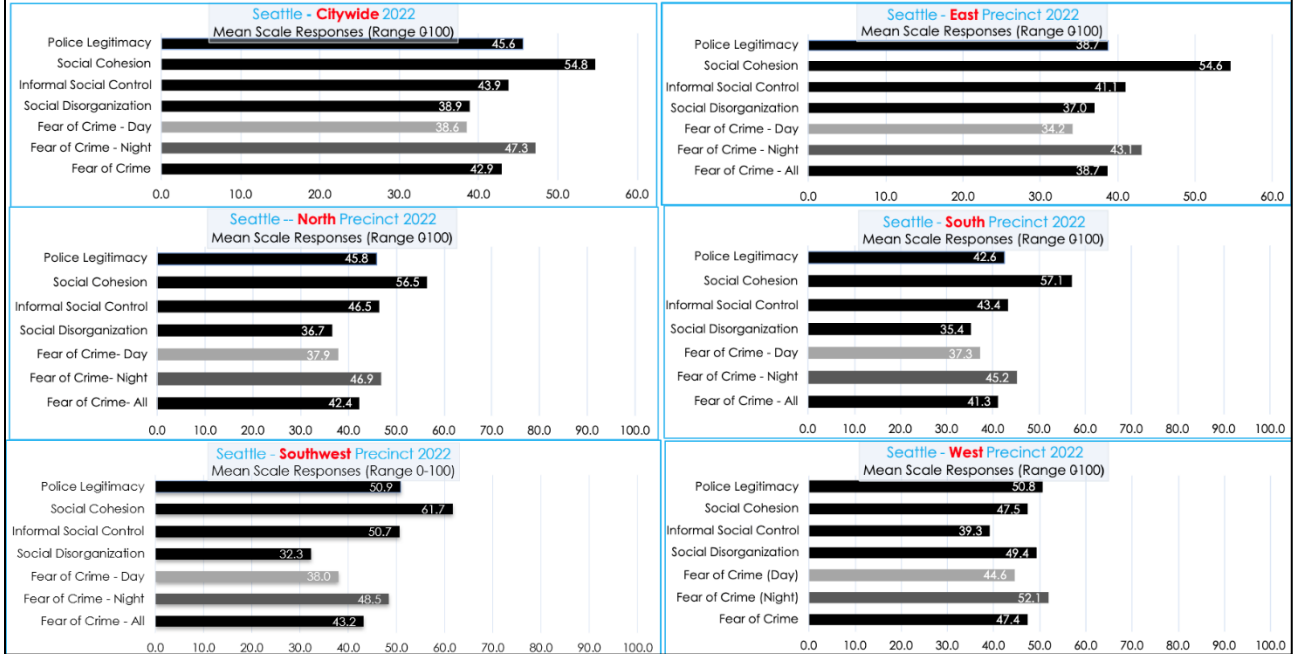| Seattle – North Precinct (2022 N= 3370)		Seattle – South Precinct (2022 N=1275)	
2022 Top Public Safety Concerns	**2022 Most Prominent Themes in Narrative Comments**	**2022 Top Public Safety Concerns**	**2022 Most Prominent Themes in Narrative Comments**
1 – Property Crime	1 – Public Order Crime	1 – Property Crime	1 – Public Order Crime
2 – Police Capacity	2 – Property Crime	2 – Police Capacity	2 – Traffic Safety
3 – Homelessness	3 – Traffic Safety	3 – Traffic Safety	3 – Violent Crime
4 – Traffic Safety	4 – Fear of Crime	4 – Homelessness	4 – Property Crime
5 – Community & Public Safety Capacity	5 – Lawlessness	5 – Community & Public Safety Capacity	5 – Infrastructure/Neglect of City

Seattle – Southwest Precinct (2022 N=1197)		Seattle – West Precinct (2022 N=2328)	
2022 Public Safety Concerns	**2022 Prominent Themes in Narrative Comments**	**2022 Top Public Safety Concerns**	**2022 Most Prominent Themes in Narrative Comments**
1 – Property Crime	1 – Traffic Safety	1 – Property Crime	1 – Public Order Crime
2 – Police Capacity	2 – Public Order Crime	2 – Police Capacity	2 –Property Crime
3 – Traffic Safety	3 – Violent Crime	3 – Homelessness	3 – City Politics
4 – Homelessness	4 – Property Crime	4 – Drugs and Alcohol	4 – Lawlessness
5 – Community & Public Safety Capacity	5 – City Politics	5 – Traffic Safety	5 – Public Safety & Community Capacity

Seattle Public Safety Survey Results 2022- *Precinct Scale Ratings*

Seattle - **Citywide** 2022
Mean Scale Responses (Range 0-100)

Scale	Value
Police Legitimacy	45.6
Social Cohesion	54.8
Informal Social Control	43.9
Social Disorganization	38.9
Fear of Crime - Day	38.6
Fear of Crime - Night	47.3
Fear of Crime	42.9

Seattle - **East** Precinct 2022
Mean Scale Responses (Range 0-100)

Scale	Value
Police Legitimacy	36.7
Social Cohesion	54.6
Informal Social Control	41.1
Social Disorganization	37.0
Fear of Crime - Day	34.2
Fear of Crime - Night	43.1
Fear of Crime - All	38.7

Seattle -- **North** Precinct 2022
Mean Scale Responses (Range 0-100)

Scale	Value
Police Legitimacy	45.8
Social Cohesion	56.5
Informal Social Control	46.5
Social Disorganization	36.7
Fear of Crime- Day	37.9
Fear of Crime- Night	46.9
Fear of Crime- All	42.4

Seattle - **South** Precinct 2022
Mean Scale Responses (Range 0-100)

Scale	Value
Police Legitimacy	42.6
Social Cohesion	57.1
Informal Social Control	43.4
Social Disorganization	35.4
Fear of Crime - Day	37.3
Fear of Crime - Night	45.2
Fear of Crime - All	41.3

Seattle - **Southwest** Precinct 2022
Mean Scale Responses (Range 0-100)

Scale	Value
Police Legitimacy	50.9
Social Cohesion	61.7
Informal Social Control	50.7
Social Disorganization	32.3
Fear of Crime - Day	38.0
Fear of Crime - Night	48.5
Fear of Crime - All	43.2

Seattle - **West** Precinct 2022
Mean Scale Responses (Range 0-100)

Scale	Value
Police Legitimacy	50.8
Social Cohesion	47.5
Informal Social Control	39.3
Social Disorganization	49.4
Fear of Crime (Day)	44.6
Fear of Crime (Night)	52.1
Fear of Crime	47.4

Seattle Public Safety Survey Results 2022- *Precinct Scale Ratings Over Time*

Seattle - **Citywide** Mean Scale Response Over Time (Range 0-100)

Seattle - **East** Mean Scale Response Over Time (Range 0-100)

Seattle - **North** Mean Scale Response Over Time (Range 0-100)

Seattle - **South** Mean Scale Response Over Time (0-100)

Seattle - **Southwest** Precinct Mean Scale Response Over Time (0-100)

Seattle - **West** Mean Scale Response Over Time (Range 0-100)
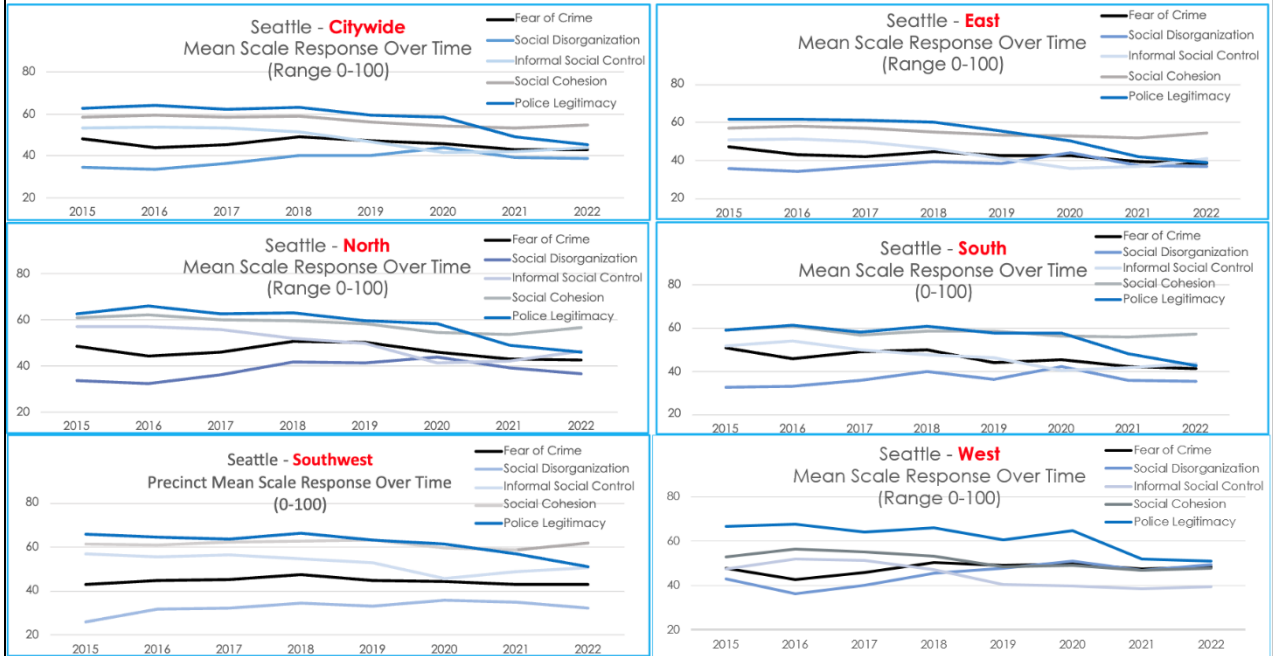
Appendix E – Participant Quotes

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"