



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

Before the Badge

Community-Police Dialogues

2024

Seattle-Citywide

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Introduction

The *Seattle Police Department's Micro-Community Policing Plans* (SPD MCPP) is a collaboration between the Seattle University Crime & Justice Research Center (SU CJRC) and the Seattle Police Department.¹ The SPD MCPP is comprised of the annual Seattle Public Safety Survey and virtual Community-Police Dialogues. Two types of Community-Police Dialogues are conducted annually – *MCPP Community-Police Dialogues* and *MCPP Before the Badge Dialogues*. The *MCPP Community-Police Dialogues* bring together community members and police personnel to learn about the results of the annual Seattle Public Safety Survey results and to engage in dialogue about neighborhood public safety concerns. The *Before the Badge Community-Police Dialogues* bring together community members and new police recruits in SPD's "Before the Badge" (BTB) Training Program² to provide opportunities for both community members and new SPD recruits to learn about the SPD MCPP and the annual Seattle Public Safety Survey results and to engage in dialogue about what community members would like to see in new recruits and what recruits would like to learn about Seattle neighborhoods and community public safety concerns.

The SPD MCPP Research Team conducted 8 virtual BTB community-police dialogues from February through December 2024. 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 with 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 dialogues, allowing community members to meet, collaborate, and network with the future officers in their precinct.

The MCPP and BTB Community-Police Dialogues were facilitated by Dr. Jacqueline Helfgott, Seattle University Professor of Criminal Justice, Criminology and Forensics/Director of the Seattle University Crime & Justice Research Center and co-facilitated by MCPP Research Analysts on the Seattle Police Department's Micro-Community Policing Plans research team - Kierra Lee (East/North), Rafail Markodimitrakis (South/Southwest/North), Ava Getz (West/North), and Talia Friedman

¹ The SPD MCPP was launched in 2014 with the first Seattle Public Safety Survey administered in 2015. In 2021, virtual MCPP community-police dialogues were implemented to provide the opportunity for community members and police to explore and discuss the Seattle Public Safety Survey results. Prior to 2021, focus groups were conducted in Seattle neighborhoods and the dialogues were launched in response to community feedback expressing interest in communicating directly with SPD personnel. 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 Before the Badge (BTB) training. Information about the SPD MCPP including the original implementation report and annual Seattle Public Safety Survey and MCPP Community-Police Dialogue Reports are available on the SPD MCPP website: <https://www.seattle.gov/police/information-and-data/data/mcpp-about>

² BTB is a 4-week training program that introduces new SPD recruits to relational policing and immerses them in community-based experiences prior to entering the Washington State Basic Law Enforcement Academy (BLEA). Information about the SPD BTB Training and prior BTB Community-Police Dialogue Reports are available on the SPD BTB Website: <https://www.seattle.gov/police/community-policing/before-the-badge>

(Citywide/North) who are students in the Seattle University Department of Criminal Justice, Criminology & Forensics.

The results presented in this report show what was discussed in the 2024 BTB Community Police Dialogues, the themes that arose citywide and at the precinct levels, and post-dialogue feedback from participants. The 2024 BTB Community-Police Dialogues involved 80 community members and 89 SPD/BTB personnel³ who participated in the dialogue sessions conducted from January 2024 - December 2024. The results presented in this report convey the essence of the dialogues and highlight the key themes in the precinct discussions.

Method

Outreach

The 2024 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, X, 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 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, BTB training staff, and other SPD personnel including command staff, officers, and civilian personnel. Community members include those who live and/or work in Seattle.

Dialogue Facilitation

Eight community-police dialogues were on designated Monday nights from 5:30-7:30pm via Zoom video conferencing January through April 2024 and September through December 2024.⁴ 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.

The dialogues were conducted using a restorative framework with an emphasis on strengthening relationships through sharing personal experiences and developing

³ This is the total number of community members and BTB personnel who participated in the 8 dialogues conducted from September-December 2024. Some of the community personnel and many of the BTB personnel attended multiple dialogue sessions.

⁴ BTB recruits participated in the BTB Community-Police Dialogues in the January – April and September-December dialogues. These dialogues were specific to the BTB recruits. Recruits who entered the BTB training May through August 2024 participated in the more general, precinct-specific MCPP Community-Police Dialogues that included a broader range of SPD personnel to engage in dialogue with community members about the Seattle Public Safety Survey and precinct and neighborhood-based concerns. Results from the 2024 SPD MCPP Dialogues are presented in a separate report that will be available on the SPD MCPP Website: <https://www.seattle.gov/police/information-and-data/data/mcpp-about>

understanding, mutual trust, and respect.⁵ All participants were emailed an agenda (See Appendix B) prior to the dialogue. 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.

Ground rules were established at the beginning of each dialogue and were emailed to participants prior to the session:

- (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) **Commitment to participating** - Please commit to participating in the entire session. However, if at any point you feel uncomfortable, feel free to leave the meeting.
- (5) **Please have your video on** - This is important to keep the conversation personal and accountable and as close to an in-person dialogue as we can do in a digital space.

The sessions were not video and/or audio-recorded and participants were asked not to record or take screen shots of the Zoom session. Closed caption transcripts were recorded for the purpose of theme analysis. Before beginning the session, community participant names were changed to first names only by the MCPP RA co-facilitator and participants were informed that the closed caption transcripts were being recorded for research purposes, were asked to remove their last names from their

⁵ 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.

Zoom profiles, and informed that participant last names showing would be removed from Zoom profiles visible to the group.

The sessions began with a brief introduction on the purpose of the dialogues, the SPD MCPP, and the citywide results of the 2023 Seattle Public Safety Survey (See Appendix C). 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 to consider the dialogue a success, and a brief personal backgrounds including what neighborhood community members reside in and what led recruits to applying to SPD. After the introductions, the facilitator raised questions and comments noted by the participants in their introductions and posed additional questions aligned with the focus of the dialogues – to introduce recruits and community members to each other for the purpose of mutual understanding. Questions posed to recruits included - *What is your background? What do you uniquely bring to the Seattle Police Department? How will you work with the community to improve public safety? What are you learning in the BTB training program?* Community members were asked questions including - *What would you like to see in new recruits as they become officers? What would you like to share about your neighborhood public safety concerns to help recruits better understand Seattle and Seattle neighborhoods? What are your suggestions for new recruits as they begin their careers to help meet the needs of the community?* All participants were asked - *How can new recruits and community members work together to improve public safety? How can dialogue participants improve areas shown in the 2023 Seattle Public Safety Survey that need improvement such as community perception of police legitimacy, social cohesion, informal social control, perceptions of social disorganization, and fear of crime?* Additional SPD personnel participants (command staff/BTB training personnel, crime prevention coordinators, liaisons, and officers) were asked questions including – *What advice would you offer new recruits to help improve community-police engagement? What are new SPD recruits learning in the BTB training?*

Analysis

MCPP 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 closed caption transcripts were analyzed using ATLAS.ti⁶ 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 reviewed to identify the most frequently mentioned concrete actions suggested by community and police participants to help improve neighborhood quality of life and safety.

⁶ ATLAS.ti is qualitative data analysis software: <https://www.atlasti.com>

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.

Post-Dialogue Survey

After each dialogue, the dialogue facilitator sent all participants an email including links that were shared during the dialogue, contact information to SPD BTB staff and SPD personnel who participated in the dialogue, and were invited via email to participate in a post-dialogue survey via a Qualtrics⁷ designed to elicit feedback on their reaction to the topics, participants, facilitation, agenda, technology, and session length (See Appendix D). 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 communication between Seattle community members and police personnel. The quantitative components addressed the respondents' interest in participating in future dialogues, their participation in the 2023 Seattle Public Safety Survey, and whether they reviewed the 2023 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.

⁷ Qualtrics is a cloud-based subscription online survey and experience management software platform: <https://www.qualtrics.com/>

The post-dialogue survey also included five quantitative measures of dialogue satisfaction (Length, Agenda, Participants, Technology, and Facilitation), presented with visual analogue scale response option.

Results

All Dialogues

Themes were identified in the dialogues that reflect the nature of the conversation in the sessions as a whole and in the individual sessions. Post=survey results provide information about the extent to which participants considered the experience a success and feedback from participants on the experience. Themes discussed in the 2024 dialogues were *Politics, Police Legitimacy, Homelessness & (Non-Police) Social Services, Communication, Social Cohesion, Alternative Responses, Education of SPD & Police Practice, Police Capacity, Fear of Crime, Informal Social Control, Crime, MCPP, and Before the Badge.*

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)
MCPD	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)

Participants

A total of 169 community members and police personnel participated in the 2024 dialogues. Table 2 shows the participants in each of the 8 dialogues.

Date (2024)	Community Members	Seattle Police Personnel & Recruits	Total
January 8 th	<i>n</i> = 12	<i>n</i> = 10	<i>n</i> = 22
February 5 th	<i>n</i> = 9	<i>n</i> = 9	<i>n</i> = 18
March 11 th	<i>n</i> = 8	<i>n</i> = 8	<i>n</i> = 16
April 1 st	<i>n</i> = 8	<i>n</i> = 10	<i>n</i> = 18
September 9 th	<i>n</i> = 13	<i>n</i> = 11	<i>n</i> = 24
October 7 th	<i>n</i> = 8	<i>n</i> = 12	<i>n</i> = 20
November 4 th	<i>n</i> = 8	<i>n</i> = 13	<i>n</i> = 21
December 2 nd	<i>n</i> = 14	<i>n</i> = 16	<i>n</i> = 30
Total	<i>N</i> = 80	<i>N</i> = 89	<i>N</i> = 169

Themes

The top five themes discussed in the 2024 BTB Community-Police Dialogues were community-police relationship building, recruit backgrounds, social cohesion, recruit motivations for joining SPD, and BTB Training. Quotes examples from the dialogues are presented in Appendix E.

Top Themes from All 2024 BTB Dialogues

1. Community-Police Relationship Building
2. Recruit Backgrounds
3. (+) Social Cohesion
4. Recruit Motivations for Joining SPD
5. Before the Badge (BTB)

REIMAGINING PUBLIC SAFETY AND POLICE-COMMUNITY ENGAGEMENT- CITYWIDE

"For me, Downtown is getting out of hand and I can't wait for the day when somebody will show up"- CM

"[We]re making sure that we're having a lot of social contacts... [and are] going out in the community, talking to people, saying hi"- SPD Recruit

"...police officers [are] constantly re-arresting the same people or they can't hold the... it's got to be the worst thing to see somebody who should be locked up whos is back on the street in hours" CM

"Myself and other recruits are definitely gonna wanna adopt policing with compassion, also enforcing the law..."- SPD Recruit

"We love seeing [officers] around here, especially when I'm walking around..."- CM

Community Policing

Improved Communication

Understanding Community Fear of Crime

Compassionate Police Responses

Informal Police-Community Interactions

"We're trying to look forward and [ask] how we can get better? And then somebody else had mentioned [make] relationships"- SPD Personnel

"...I want an instant report. I want to be offered an instant [report] number so I can file a report and... then I feel like something's been done"- CM

"...to hear from [a] community member saying that they're afraid to use... the transit system, that's something that's concerning to me"- SPD Recruit

"...put a lens of curocity on when you become a police officer"- CM

"I think being able to learn and engage with people is going to be very helpful"- SPD Recruit

Community Policing reflects dialogue about how recruits could work to improve relationships with the community, with marginalized groups, and with residents, business owners, and others in the geographical areas across the city. These conversations included discussions about how recruits could visit and participate in community events and cultural centers and engage in meaningful interactions with community members to better understand and appreciate the richness provided by Seattle's unique diversity.

Recruit Backgrounds is incorporated in the larger overarching theme category of Before the Badge and refers to the 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 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 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.

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 BTB training.

These top themes indicate that, overall, those who attended these dialogues and participated, regardless of their neighborhood or date of participation, emphasized a desire to discuss the current state of community-police relationships, comfortability with their community and a desire to help it (Social Cohesion), and interest in learning more about the recruits and their backgrounds, as well as a desire to discuss the Before the Badge program.

Reimagining Public Safety and Police-Community Engagement Citywide

What do you specifically want and need in your community? Participants were asked in the dialogues about what they would like to see in their neighborhoods and in new recruits as they complete their training and become officers to reimagine and improve public safety. The top wants and needs expressed to reimagine public safety and police-community engagement were community policing, improved communication, understanding community fear of crime, compassionate police responses, and informal police-community interactions.

REIMAGINING PUBLIC SAFETY AND POLICE-COMMUNITY ENGAGEMENT- CITYWIDE

"For me, Downtown is getting out of hand and I can't wait for the day when somebody will show up"- CM

"[We]re making sure that we're having a lot of social contacts... [and are] going out in the community, talking to people, saying hi"- SPD Recruit

"...police officers [are] constantly re-arresting the same people or they can't hold the... it's got to be the worst thing to see somebody who should be locked up whos is back on the street in hours" CM

"Myself and other recruits are definitely gonna wanna adopt policing with compassion, also enforcing the law..."- SPD Recruit

"We love seeing [officers] around here, especially when I'm walking around..."- CM

Community Policing

Improved Communication

Understanding Community Fear of Crime

Compassionate Police Responses

Informal Police-Community Interactions

"We're trying to look forward and [ask] how we can get better? And then somebody else had mentioned [make] relationships"- SPD Personnel

"...I want an instant report. I want to be offered an instant [report] number so I can file a report and... then I feel like something's been done"- CM

"...to hear from [a] community member saying that they're afraid to use... the transit system, that's something that's concerning to me"- SPD Recruit

"...put a lens of curocity on when you become a police officer"- CM

"I think being able to learn and engage with people is going to be very helpful"- SPD Recruit

Top Wants and Needs in Communities

1. Community-Policing
2. Improved Communication
3. Understanding Community Fear of Crime
4. Compassionate Police Responses
5. Informal Police-Community Interactions

Satisfaction

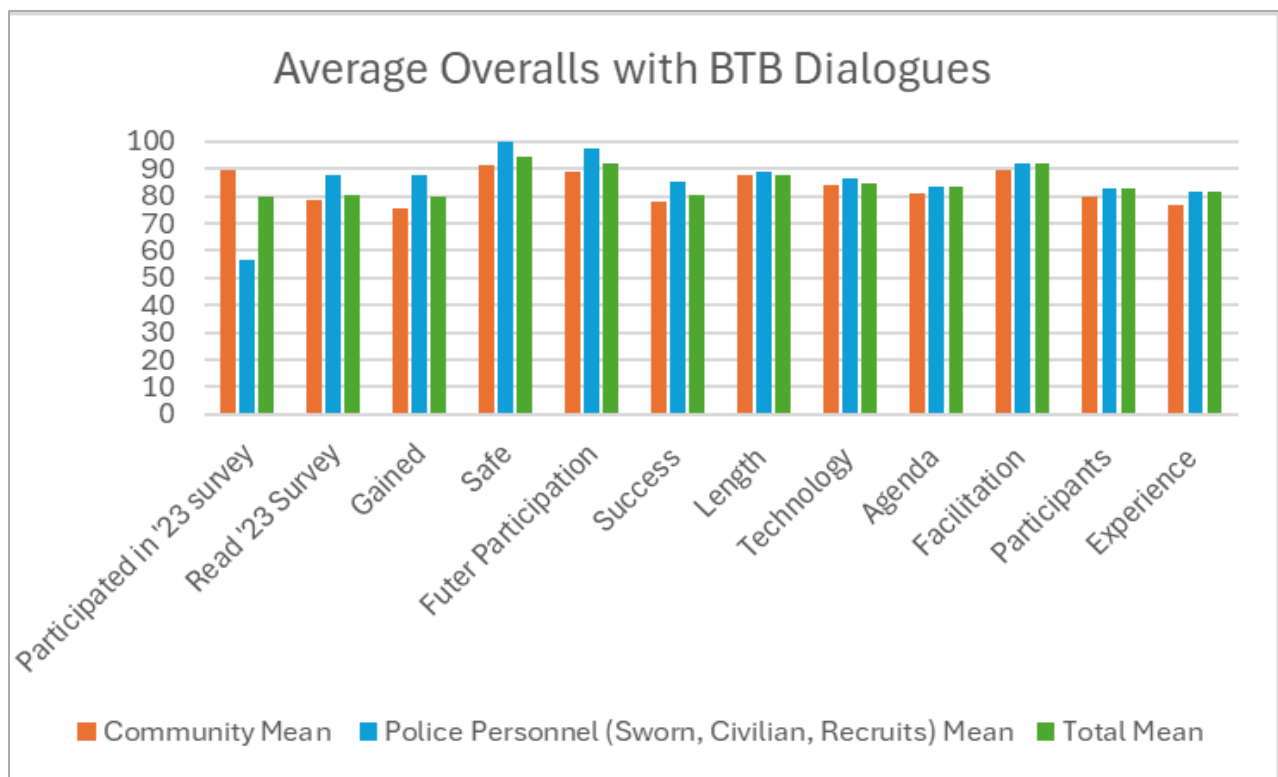
Following participation in the dialogue, participants were sent a follow-up email providing links to information shared in the sessions and a link to complete a follow-up survey. Participants were asked a series of questions about their satisfaction with aspects of the dialogue on a 100-point scale: 0 being extremely dissatisfied and 100 being extremely satisfied.

Participants who completed the post-dialogue survey largely considered the experience a success ($M=81.4$, $SD=23$) with police participants rating the experience higher than community participants. Participants' satisfaction with achieving what they had hoped from attending the dialogues: Among the ($n=23$) respondents who answered this question, the mean rating for Police participants was 88, and the mean rating for Community Member participants was 75. Participants' comfort in discussing their experiences. Among the ($n=23$) respondents who answered this question, the mean rating on a 100-point scale for Police was 100 and the mean rating for Community Member participants was 91. Participation in the 2023 Seattle Public Safety Survey: Of the ($n=21$) respondents who answered this question, the mean rating for Police Representatives on a 100-point scale was 57, while Community Member participants mean rating was 89. Willingness to participate in future dialogues: Among the ($n=23$) respondents who answered this question, the mean rating for Police Representatives on a 100-point scale was 98, and the mean rating for Community Member participants was 89. Consideration of the dialogue experience as a success: Among the ($n=23$) respondents, the mean rating for Police Representatives on a 100-point scale was 85, and the mean rating for Community Member participants was 77.

Satisfaction with the dialogue's length: Among the ($n=23$) respondents, the average score for Police Representatives on a 100-point scale was 88.63%, and the average score for Community Member participants was 87.60%. Satisfaction with the technology used in the dialogue: Among the ($n=23$) respondents, the average score for Police Representatives on a 100-point scale was 86.25%, and the average score for Community Member participants is 84.07%. Satisfaction with the agenda of the dialogue: Among the ($n=23$) respondents, the average score for Police Representatives on a 100-point scale was 88.75%, and the average score for Community Member participants is 81.07%. Satisfaction with the facilitation of the dialogue: Among the ($n=23$) respondents, the average score for Police Representatives on a 100-point scale was 96.5%, and the average score for Community Member participants was 89.73%. Satisfaction with the participants in the dialogue: Among the ($n=23$) respondents, the average score of Police Representatives on a 100-point scale was 87.63%, and the average score for Community Member participants was 80.07%. Satisfaction with the overall experience of the dialogue: Among the ($n=23$) respondents, the average score for Police Representatives on a 100-point scale was 90.38%, and the average score for Community Member participants was 76.8%.

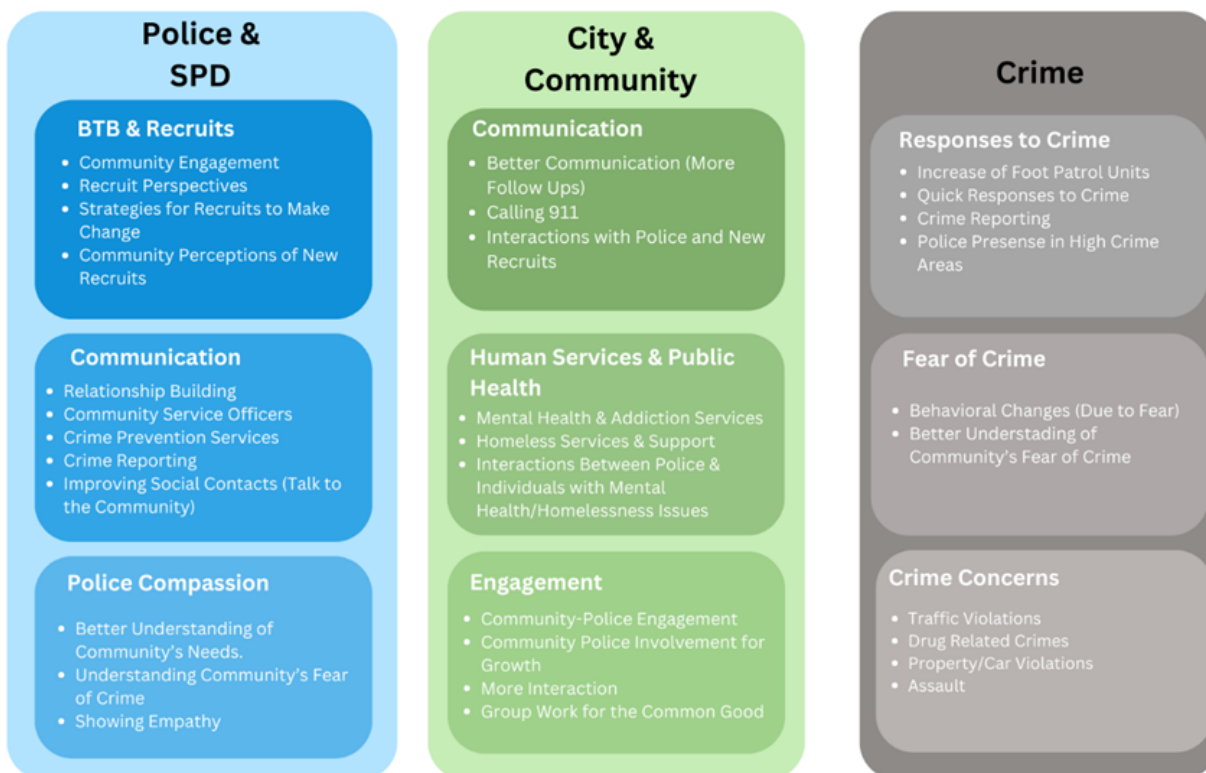
Survey Question	Group	Mean	n	Standard Deviation (SD)
Have you participated in the annual Seattle Public Safety Survey?	Community	89.27	15	17.96
	Police	56.67	6	47.52
	Total	79.95	21	31.91
Have you read the results of the annual Seattle Public Safety Survey?	Community	78.5	14	27.77
	Police	83.88	8	34.57
	Total	80.45	22	29.71
Did you gain what you had hoped from participating in the "Before the Badge" Community-Police Dialogue?	Community	75.27	15	25.9
	Police	87.5	8	23.15
	Total	79.52	23	25.15
Did you feel safe discussing your experience in the context of the "Before the Badge" Community-Police Dialogue?	Community	91.13	15	11.21
	Police	100	8	0
	Total	94.22	23	9.93
Would you be interested in participating in a future "Before the Badge" Community-Police Dialogue?	Community	88.73	15	24.17
	Police	97.5		7.071
	Total	91.78	23	20.14
Do you consider the dialogue experience a success in terms of meeting your needs for participation?	Community	77.93	15	24.24
	Police	85	8	22.1
	Total	80.39	23	23.27
How would you rate your satisfaction with the following aspects of the Community-Police Dialogue - Length?	Community	87.6	15	12.85
	Police	88.63	8	12.41
	Total	87.96	23	12.42
How would you rate your satisfaction with the following aspects of the Community-Police Dialogue - Technology?	Community	84.07	15	18.01
	Police	86.25	8	14.57
	Total	84.83	23	16.58

How would you rate your satisfaction with the following aspects of the Community-Police Dialogue - Agenda?	Community	81.07	15	16.97
	Police	88.75	8	17.27
	Total	83.74	23	17.09
How would you rate your satisfaction with the following aspects of the Community-Police Dialogue - Facilitation?	Community	89.73	15	13.25
	Police	96.5	8	9.9
	Total	92.09	23	12.4
How would you rate your satisfaction with the following aspects of the Community-Police Dialogue - Participants?	Community	80.07	15	23.59
	Police	87.63	8	19.01
	Total	82.7	23	21.97
How would you rate your satisfaction with the following aspects of the Community-Police Dialogue – Overall Experience?	Community	76.8	15	20.67
	Police	90.38	8	11.19
	Total	81.52	23	18.85



Desired Outcomes

When participants were asked to describe topics they would like to discuss in future dialogues, they offered suggestions focused on what police and community members could each do to improve public safety and what police and community could do together to address crime and public safety concerns.



Individual Dialogues

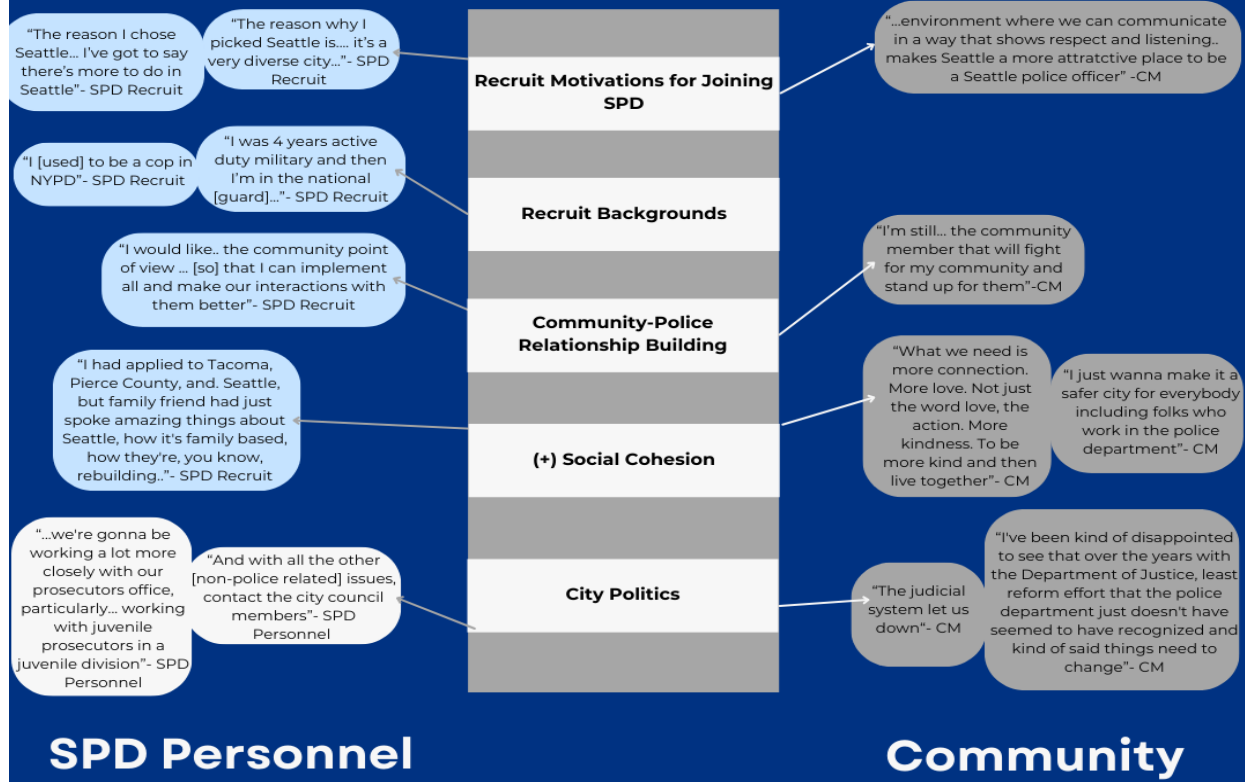
January 8th, 2024 Dialogue

Community Members	Seattle Recruits And SPD personnel
n= 12	n=10

Themes

Top Themes from January 8th, 2024 Dialogue
1. Recruit Motivations for Joining SPD
2. Recruit Backgrounds
3. Community-Police Relationship Building
4. (+) Social Cohesion (Tied)
4. City Politics (Tied)

TOP DIALOGUE SPECIFIC THEMES JANUARY 8TH, 2024



The "Top Themes" section from the January 8th, 2024 dialogue displays the top five recurring themes that were identified in this BTB dialogue. These themes include more specific subsets of the larger categories represented on the larger 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), Community-Police Relationship Building, Positive Social Cohesion (familiarity with neighbors, sense of and desire to help community), and City Politics. Positive Social Cohesion and City Politics were tied in the number of times they were mentioned within this dialogue.

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 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.

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.

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.

City Politics is included in the category of politics in Seattle. This includes information on the city council, voting, and current and past city politics. Community members, as well as SPD personnel, discuss boundaries and laws that are set in the community, and how it impacts public safety, communities, and SPD capacity.

The top themes identified for this dialogue 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), Positive Social Cohesion (familiarity with neighbors, sense of & desire to help community), Recruit Backgrounds, and Community-Police Relationship Building shared with citywide. The specific theme for this dialogue date that differs from Citywide theme(s) is City Politics (City Council, Voting, City Policy).

Reimagining Public Safety and Police-Community Engagement

What do you specifically want and need in your community?

Top Wants and Needs in Communities

1. Communication
2. Understanding Community Fear of Crime
3. Community-Policing
4. Increased Follow-Ups After Communication
5. Police Responses to Mental Health

REIMAGINING PUBLIC SAFETY AND POLICE-COMMUNITY ENGAGEMENT- JANUARY 8TH, 2024

"We haven't figured out a way to make a mutually valued environment where we can communicate in a way that shows respect and listening and solve some of these problems and to make Seattle a much more attractive place to be a Seattle police officer"-

CM

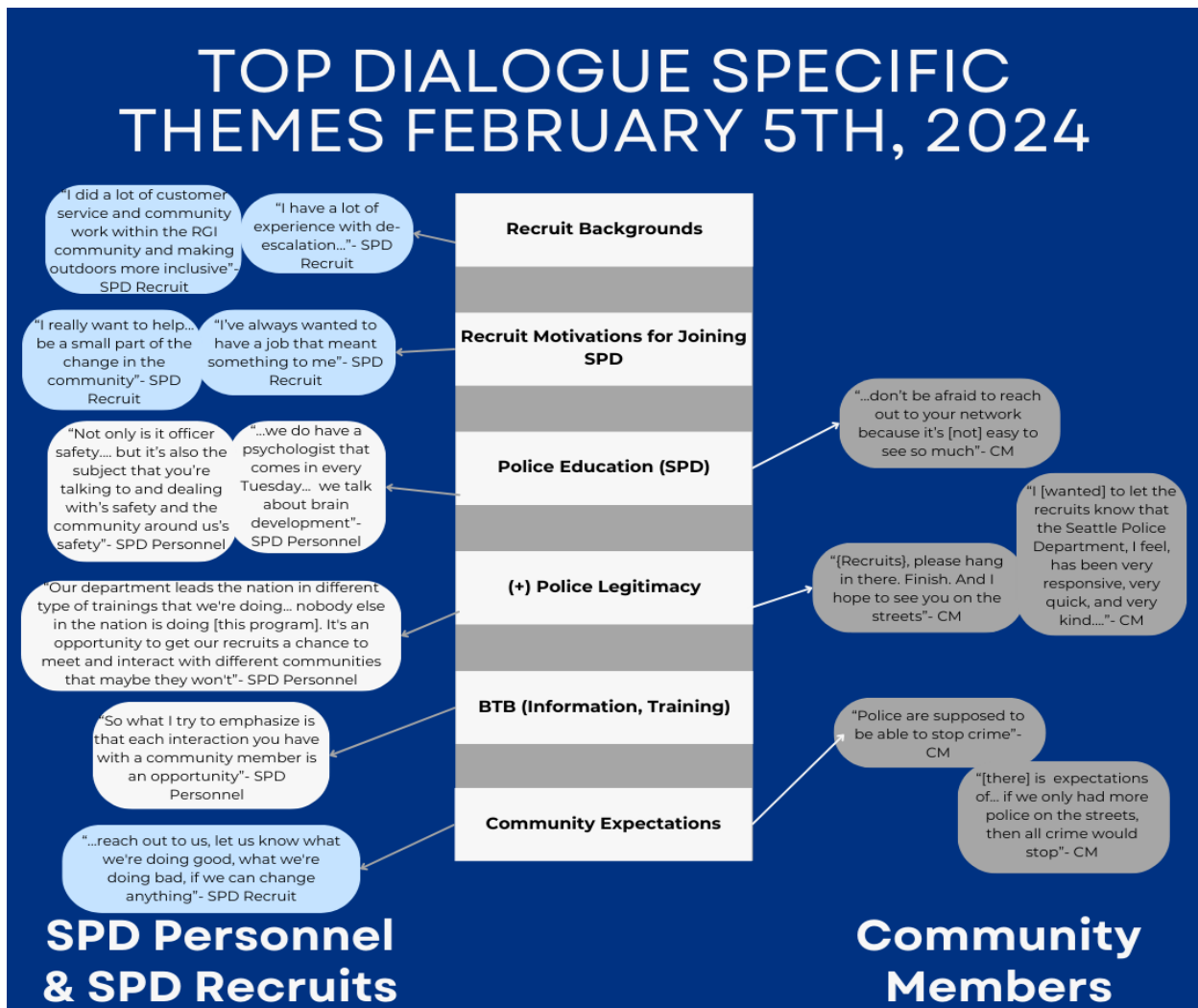
"..."I'll continue to help bridge the gap between the community and SPD"- SPD Personnel

"But I do have concerns about how police officers interact with folks with mental health issues or mental health emergencies or medical emergencies"- CM

Community Members	Seattle Recruits And SPD personnel
n= 9	n= 9

Themes

Top Themes from February 5 th , 2024 Dialogue
1. Recruit Backgrounds (Tied)
1. Recruit Motivations for Joining SPD (Tied)
2. Police Education (SPD)
3. (+) Legitimacy (Tied)
3. Before the Badge (BTB) (Tied)
3. Community Expectations (Tied)



The “Top Themes” section of the February 5th dialogue displays the top six recurring themes that were identified in the BTB dialogue conducted on this date. These themes include more specific subsets of larger categories. The top 6 themes represented here include Recruit Backgrounds, Recruit Motivations for Joining SPD, Police Education (SPD), Positive Police Legitimacy, Before the Badge (Information, Training, Role), and Community Expectations.

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.

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.

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 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.

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.

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.

The top specific themes for this dialogue date 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 Recruit backgrounds theme(s) shared with citywide. The specific themes for this dialogue date that differ from Citywide

theme(s) of Police Education (SPD action, policy, & general knowledge), Positive Police Legitimacy (positive, support), and Community Expectations (BTB, SPD, CSO).

Reimagining Public Safety and Police-Community Engagement

What do you specifically want and need in your community?

Top Wants and Needs in Communities

1. Community Policing
2. Communication
3. Understanding Community Fear of Crime
4. Police Response to Individuals with Disabilities
5. Police Compassion

REIMAGINING PUBLIC SAFETY AND POLICE-COMMUNITY ENGAGEMENT- FEBRUARY 5TH, 2024

"I'm just really looking to see how I can come in and help... Looking to hear the different perspectives, from the community members, you know, there, you know, how policing has impacted their lives for the, you know, the best and the worst"- SPD Recruit

"And what I'm looking for the new recruits to connect more with the with the community and also to... as a human being to work together for the common good and then also to be healthy..."- CM

"[What] I expect to get from this program is just to hear some different ideas from the community and what their expectations are and the things that they're concerned about"- SPD Recruit

March 11th, 2024 Dialogue

Community Members	Seattle Recruits And SPD personnel
n= 8	n= 8

Themes

Top Themes from March 11th, 2024 Dialogue
1. (+) Social Cohesion
2. Informal Community-Police Communication (Tied)
3. Officer/Recruit Capacity (Wellness and Preparedness) (Tied)
4. (+) Informal Social Control (Tied)
5. (+) Legitimacy (Tied)
6. Community-Police Relationship Building (Tied)



The "Top Themes" section of the March 11th dialogue displays the top six recurring themes that were identified in the dialogue that occurred on this date. These themes include more specific subsets of the larger categories represented. The top 6 themes represented

here include Positive Social Cohesion, Informal Community-Police Communication, Officer/Recruit Capacity, Informal Social Control, Positive Police Legitimacy, and Community-Police Relationship Building.

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.

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.

Officer/Recruit Capacity (Wellness and Preparedness) is a subcategory of the Police Capacity theme and includes discussions about personal steps that recruits [will] take to ensure that they maintain physical and psychological wellness and the importance it will serve in their careers. This provided the opportunity for community members to learn about the wellness component of the Before the Badge curriculum.

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.

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.

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.

The top themes identified for this dialogue are similar to the Citywide themes are Community-Police Relationship Building (improvement, building) and Positive Social Cohesion (familiarity with neighbors, sense of & desire to help community). The specific themes for this dialogue date that differs from Citywide theme(s) are Informal Community-Police Communication (street-level, personal familiarity), Officer/Recruit Capacity (wellness, preparedness), Positive Informal Social Control (invest in public safety, police collaboration), and Positive Police Legitimacy (positive, support).

Reimagining Public Safety and Police-Community Engagement

What do you specifically want and need in your community?

Top Wants and Needs in Communities

1. Community Policing
2. Police Compassion
3. Understanding Community Fear of Crime
4. Informal Community Policing
5. Communication

REIMAGINING PUBLIC SAFETY AND POLICE-COMMUNITY ENGAGEMENT- MARCH 11TH, 2024

“What is it that you think that the community can do to help you, but also, also interested in understanding what's it what will it take to give you the courage to raise your hand when you see something happening that you think really shouldn't be happening among your colleagues”- CM

“...what I want to get out of this is I want to see what the community wants from policing and what questions they have”- SPD Personnel

“...the most important thing to hear when you have like non police personnel and police for us personnel in the same conversation. Is just what the civilian.. expectations of the police are because everyone has a different idea what law enforcement should be doing with their time...”- SPD Recruit

April 1st, 2024 Dialogue

Community Members	Seattle Recruits And SPD personnel
n= 8	n= 10

Themes

Top Themes from April 1 st , 2024 Dialogue
1. Informal Community-Police Communication
2. Before the Badge (BTB)
3. (+) Social Cohesion
4. (+) Informal Social Control (Tied)
5. Community-Police Relationship Building (Tied)



The “Top Themes” section from the April 1st, 2024 dialogue displays the top five recurring themes that were identified in this BTB dialogue. These themes include more specific subsets of the larger categories represented on the larger citywide scale. The top 5 themes represented here include Informal Community-Police Communication, Before the Badge (information, training, and role), Positive Social Cohesion (familiarity with neighbors, sense of and desire to help community), Positive Informal Social Control, and Community-Police Relationship Building. Positive Informal Social Control and Community-Police Relationship Building were tied in the number of times they were mentioned within this dialogue.

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.

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.

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.

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.

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

The top themes identified for this dialogue are similar to the Citywide themes are Community-Police Relationship Building (improvement, building), Before the Badge (information, training, role), and Positive Social Cohesion (familiarity with neighbors, sense of & desire to help community). The specific themes for this dialogue date that differs from Citywide theme(s) are Informal Community-Police Communication (street-level, personal familiarity), Officer/Recruit Capacity (wellness, preparedness) and Positive Informal Social Control (invest in public safety, police collaboration).

Reimagining Public Safety and Police-Community Engagement

What do you specifically want and need in your community?

Top Wants and Needs in Communities

1. Community Policing
2. Communication
3. Police Compassion
4. Understanding Community Fear of Crime
5. Foot Patrol and More Informal Police Presence

REIMAGINING PUBLIC SAFETY AND POLICE-COMMUNITY ENGAGEMENT- APRIL 1ST, 2024

"I'm most interested in how homelessness is, homeless people are treated by police and community"- CM

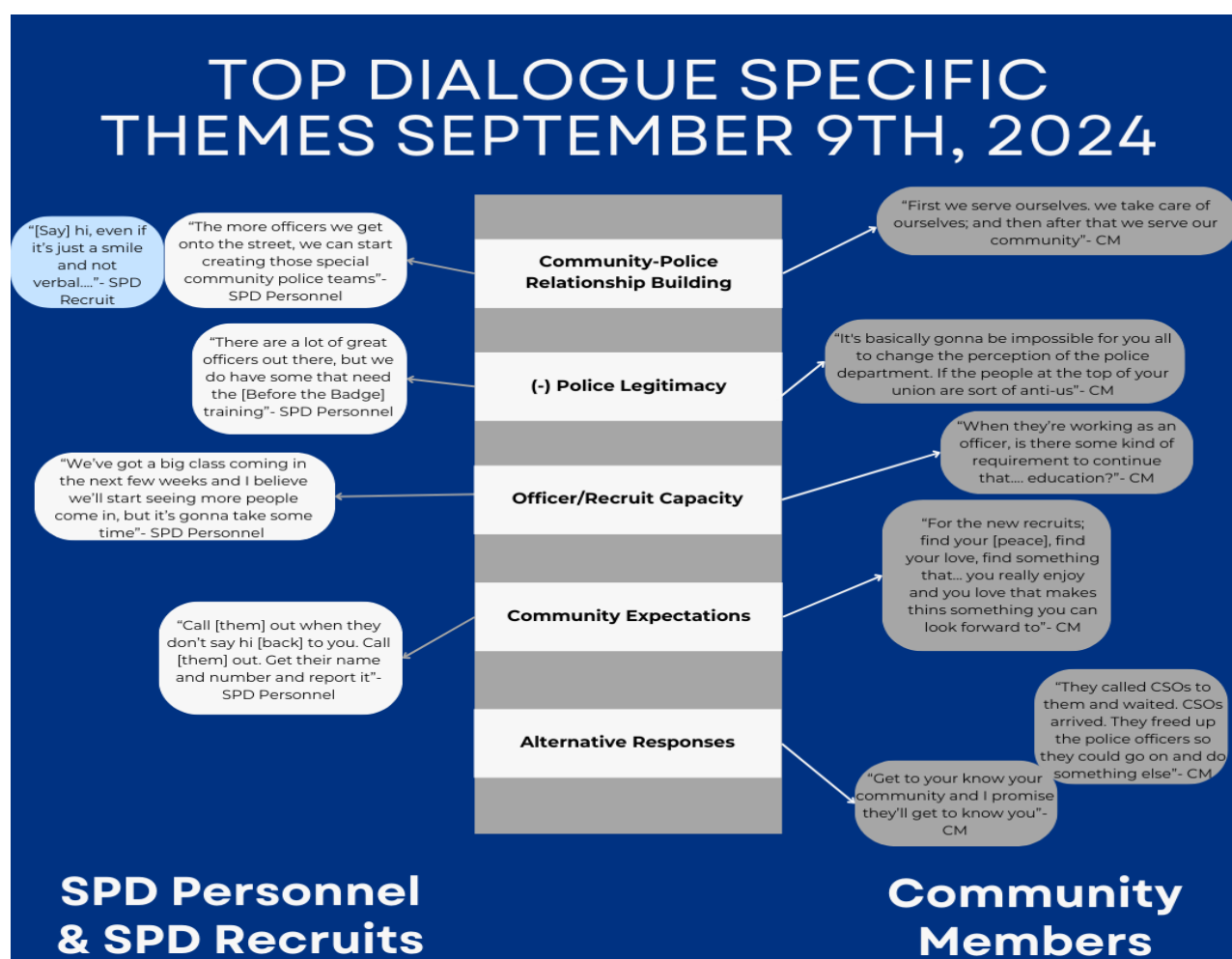
"...I think [that] empathy has a major part [of compassion]. People, a lot of times when they call police officers,.... they're typically not having the best day... I think a lot of times it would help to keep that in mind, even if I'm having a bad day"- SPD Recruit

"...we've got a huge challenge in humanizing the police to the broader residential population, especially in vertical neighborhoods where it's not quite so easy to just engage because you're walking on the street and in terms of an earlier question I think foot patrol I'll be so happy when we're staffed to the level where we can have aggressive foot patrol again. It was critical. It was wonderful"- CM

Community Members	Seattle Recruits And SPD personnel
n= 13	n= 11

Themes

Top Themes from September 9 th , 2024 Dialogue
1. Community-Police Relationship Building
2. (-) Legitimacy
3. Crime (Tied)
3. Officer/Recruit Capacity (Wellness and Preparedness) (Tied)
4. Community Expectations (Tied)
5. Alternative Responses (Tied)



The "Top Themes" section of the September 9th dialogue displays the top six recurring themes that were identified during the dialogue on this date. These themes include more specific subsets of the larger categories represented on the larger citywide scale. The top 8 themes represented here include Community-Police Relationship Building, Negative

Police Legitimacy, Crime, Officer/Recruit Capacity, Community Expectations, and Alternative Responses.

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.

Negative Police Legitimacy represents the community's lack of acceptance of the formal authority of the police as an institution and organizational body with the responsibility and power to protect residents' welfare. The attendees of this meeting communicated doubt about current feelings towards the police.

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

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

Alternative Responses encapsulates a desire for the community to seek out alternative forms of general policing responses.

The top theme identified for this dialogue are similar to the Citywide themes is Community-Police Relationship Building (improvement, building). The specific themes for this dialogue date that differs from Citywide theme(s) are Negative Police Legitimacy (negative, questioned), Crime, Officer/Recruit Capacity (wellness, preparedness), Community Expectations (BTB, SPD, CSO), and Alternative Responses (general; desire for unarmed/CSO response),

Reimagining Public Safety and Police-Community Engagement

What do you specifically want and need in your community?

Top Wants and Needs in Communities

1. Community-Policing
2. Informal Community-Police Interactions
3. More Foot Patrol Units
4. More Follow-Ups/Communication from SPD
5. Increased Police Presence

REIMAGINING PUBLIC SAFETY AND POLICE-COMMUNITY ENGAGEMENT- SEPTEMBER 9TH, 2024

**"We wish that we had a just
[better] policing"- CM**

**"Prior to the pandemic, we [had] a
Community Police team, which
was very engaged with the
neighborhood"- SPD Personnel**

**"I grew up with police officers in
my neighborhood just walking
around being a part of the
community And I came out here,
and it wasn't the same thing"-CM**

Community Members	Seattle Recruits And SPD personnel
n= 8	n= 12

Themes

Top Themes from October 7 th , 2024 Dialogue
1. Community-Police Relationship Building
2. (-) Legitimacy
3. Alternative Responses (Tied)
4. (+) Legitimacy (Tied)
5. (+) Informal Social Control



The "Top Themes" section for the October 7th, 2024, dialogue displays the top five recurring themes that were identified in this BTB dialogue. These themes include more specific subsets of the larger categories represented on the larger citywide scale. The top 5 themes represented here include Community-Police Relationship Building, Negative Police Legitimacy, Alternative Responses to Policing Efforts, Positive Police Legitimacy, and Positive Informal Social Control.

Community-Police Relationship Building 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.

Negative police legitimacy results from negative or questioned authority of the law enforcement institution. It relates to the amount of trust that is held by the community for the police.

Alternative Responses for the general capacity is a subcategory of Alternative Police Responses (calls to service). It encapsulates a desire for the community to seek out alternative forms of general policing responses, which may or may not include the use of Community Service Officers (CSO).

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.

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.

The top theme identified for this dialogue are similar to the Citywide themes is Community-Police Relationship Building (improvement, building). The specific themes for this dialogue date that differs from Citywide theme(s) are Negative Police Legitimacy (negative, questioned), Alternative Responses (general; desire for unarmed/CSO response), Positive Police Legitimacy (positive, support), and Positive Informal Social Control (invest in public safety, police collaboration).

Reimagining Public Safety and Police-Community Engagement

What do you specifically want and need in your community?

Top Wants and Needs in Communities

1. Community-Policing
2. Informal Community-Police Interactions
3. Foot Patrol
4. More Follow-Ups/Communication from SPD
5. Increased Police Presence

REIMAGINING PUBLIC SAFETY AND POLICE-COMMUNITY ENGAGEMENT- OCTOBER 7TH, 2024

**"I wanna believe in a better future
where we can work closer
together as community members
and police"- SPD Recruit**

**"They did a block party not too long
ago, and a few officers showed up,
and I thought that was really cool just
to be engaged in the community. I
think that's huge"- CM**

**"The goal of this [Before the
Badge] program is that once the
recruits get done with their
training, they're going to form
relationships in the community"-
SPD Personnel**

**"...the best thing we can do to
increase our legitimacy or
community relations [is to] get out
of your car. It's talk to people"-
SPD Recruit**

November 4th, 2024 Dialogue

Community Members	Seattle Recruits And SPD personnel
n= 8	n= 13

Themes

Top Themes from November 4 th , 2024 Dialogue
1. Community-Police Relationship Building
2. Lack of Trust in SPD (Tied)
3. Alternative Responses (Tied)
4. Recruit Motivations for Joining
5. Recruit Backgrounds



The "Top Themes" section from the November 4th, 2024 dialogue displays the top five recurring themes that were identified in this BTB. These themes include more specific

subsets of the larger categories represented on the larger citywide scale. The top 5 themes represented here include Community-Police Relationship Building, Lack of Trust in the Seattle Police Department, Alternative Responses to Policing Efforts, Recruits Motivations for Joining the Seattle Police Department, and Recruit Personal Backgrounds. Lack of Trust in the Seattle Police Department and Alternative Responses to Policing are tied in the number of times they were brought up in this dialogue.

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.

Lack of trust in SPD is within the category of Police Legitimacy. This theme considers the relationships between community members and the Seattle Police Department and considers this strain as a representation of disconnection between the police and community members.

Alternative Responses for the general capacity is a subcategory of Alternative Police Responses (calls to service). It encapsulates a desire for the community to seek out alternative forms of general policing responses, which may or may not include the use of Community Service Officers (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 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.

The top themes identified for this dialogue are similar to the Citywide themes are Community-Police Relationship Building (improvement, building), Recruit Motivations for Joining SPD (SPD needs officers, love of the community, desire to help improve public safety, improve community-police relationship, possess beneficial/relevant skill), and Recruit Backgrounds. The specific themes for this dialogue date that differs from Citywide theme(s) are Lack of Trust in SPD and Alternative Responses (general; desire for unarmed/CSO response).

Reimagining Public Safety and Police-Community Engagement

What do you specifically want and need in your community?

Top Wants and Needs in Communities

1. Community-Policing
2. Increased Police Presence
3. Compassionate Police Responses
4. Improved SPD PR
5. Better Leadership from SPD

REIMAGINING PUBLIC SAFETY AND POLICE-COMMUNITY ENGAGEMENT- NOVEMBER 4TH, 2024

**"The quality of the interaction
with the officers is really
important"- CM**

**"...just be comfortable around [police]
[and the] communication will be more
effective and a lot of people could be
helped that way"- SPD Recruit**

**" [The] lack of leadership we feel
hurts us on the ground in terms of
that one-to-one relationship. And
so we're just trying to figure out
how we can best get around that"-
CM**

Community Members	Seattle Recruits And SPD personnel
n= 14	n= 16

Themes

Top Themes from December 2 nd , 2024 Dialogue
1. Recruit Backgrounds
2. Recruit Motivations for Joining SPD
3. Police Capacity (Other; Capacity in General)
4. Community-Police Relationship Building
5. Community Expectations and Suggestions



The "Top Themes" section of the December 2nd dialogue displays the top five recurring themes that were identified in the dialogue on this date. These themes include more

specific subsets of the larger categories represented. The top 5 themes represented here include Recruit Backgrounds, Recruit Motivations for Joining SPD, Community-Police Relationship Building, and Community Expectations and Suggestions.

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.

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.

Police Capacity serves as a larger category that encapsulates the physical and emotional capacities of officers. The physical capacity- or number of officers in the department- is considered for this theme.

Community-Police Relationship Building 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.

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.

The top themes identified for this dialogue are similar to the Citywide themes are Community-Police Relationship Building (improvement, building), Recruit Motivations for Joining SPD (SPD needs officers, love of the community, desire to help improve public safety, improve community-police relationship, possess beneficial/relevant skill), and Recruit Backgrounds. The specific themes for this dialogue date that differs from Citywide theme(s) are Lack of Trust in SPD and Alternative Responses (general; desire for unarmed/CSO R med/CSO response).

Reimagining Public Safety and Police-Community Engagement

What do you specifically want and need in your community?

Top Wants and Needs in Communities

1. Community-Policing
2. Community-Police Collaboration
3. Officer Wellness
4. Compassionate Police Responses
5. Better Leadership from SPD

REIMAGINING PUBLIC SAFETY AND POLICE-COMMUNITY ENGAGEMENT- DECEMBER 2ND, 2024

"I'd like to get the opportunity to create bridges and create opportunities where we can create a conversation outside of this meeting"- CM

**"...[this program] opens doors for me to continue to be curious, to get out to know those communities better when I am out on the street, and leaning on my ability to be able to communicate with people and build relationships"-
SPD Recruit**

"I think we'd all like to see is the police going in and out of businesses and talking with business owners"- CM

Concluding Comments

Results from the 2024 MCPP BTB Community-Police Dialogues show the themes in the dialogue sessions and the post-survey feedback. The top overarching themes citywide were Community-Police Relationships, Recruit Backgrounds, Positive Social Cohesion, Recruit Motivations for Joining SPD, and Before the Badge. Post-dialogue survey results showed 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.

The BTB Community-Police Dialogues offer the opportunity for BTB recruits to be acquainted with community members in the precincts they will be serving and develop lasting relationships aligned with relational policing in Seattle. The themes that arose in the 2024 dialogues show that the dialogues offer community members and recruits an opportunity to learn about the Seattle Police Department's Micro-Community Policing Plans, to discuss the results from the annual Seattle Public Safety Survey, and to engage in dialogue about issues that matter to recruits and community members. The range of themes identified in the 2024 dialogues (recruit backgrounds and motivations, compassionate police response, relationship building, police legitimacy, officer and community wellness, alternative response to public safety, informal social control, fear of crime, police training, social cohesion and other themes) show that the BTB Community-Dialogues offer a unique space within which new Seattle Police recruits can learn about the community they will serve at the neighborhood level and build relationships at the early stage of their training.

Special thanks to the community members and BTB representatives who participated in this dialogue series. It is clear from the results that those who participated in the 2024 BTB Community-Police Dialogues were largely satisfied with the experience and had. 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.



BEFORE THE BADGE

COMMUNITY POLICE DIALOGUES

November 4, 5:30pm - 7:30pm

December 2, 5:30pm - 7:30pm

Meet and learn about Seattle Police Department's newest recruits
Help recruits learn about Seattle neighborhoods
Share your vision and views on public safety in Seattle with new recruits

Join these dialogues via Zoom! All who live and work in Seattle are invited.



REGISTER NOW
PUBLICSAFETYSURVEY.ORG



Questions? Contact Dr. Jacqueline Helfgott
jhelfgot@seattleu.edu 206.296.5477

Seattle Police Department Micro-Community Policing Plans
Seattle University Department of Criminal Justice and Criminology

SEATTLE
UNIVERSITY

CRIME & JUSTICE
RESEARCH CENTER

Appendix B – 2024 BTB Community-Police Dialogue Agenda



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

GROUND RULES

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

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

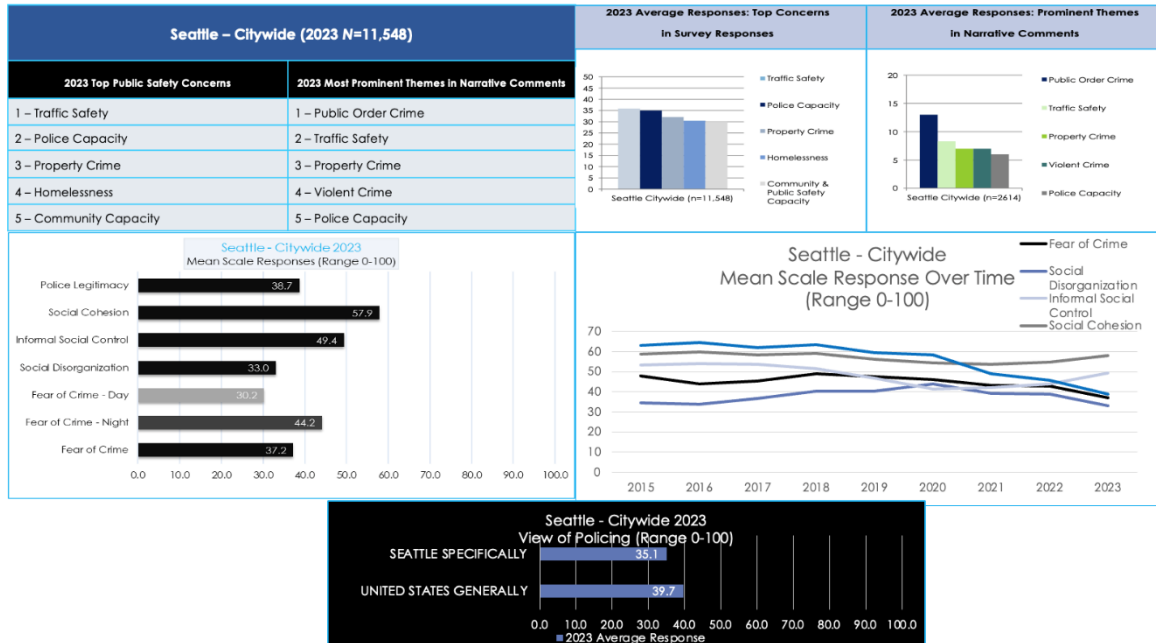
5:45-6:15pm: Introductions and Expectations – What is the #1 thing you hope to accomplish? What would you like to see happen in this conversation to consider it a success?

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 – Dialogue Presentation Materials

Seattle Public Safety Survey Results 2023 - Citywide Concerns



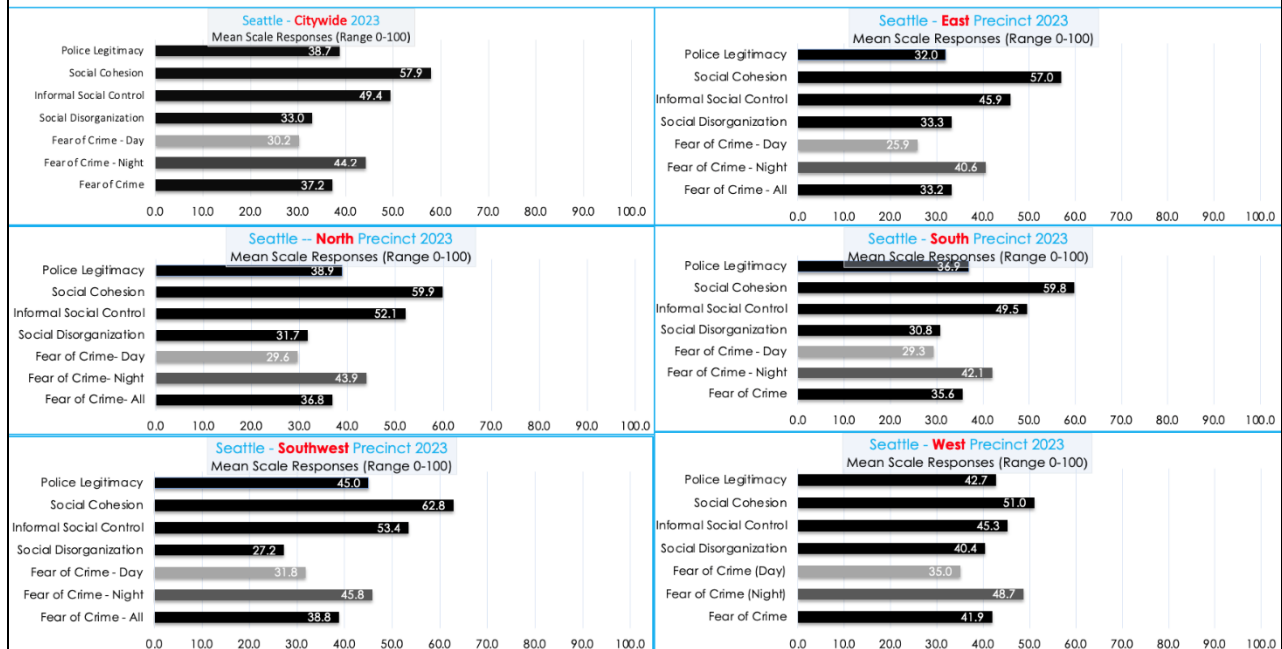
Seattle Public Safety Survey Results 2023 - Precinct Concerns

Seattle – Citywide (2023 N=11,548)		Seattle – East Precinct (2023 N=2334)	
2023 Top Public Safety Concerns	2023 Most Prominent Themes in Narrative Comments	2023 Top Public Safety Concerns	2023 Most Prominent Themes in Narrative Comments
1 – Traffic Safety	1 – Public Order Crime	1 – Traffic Safety	1 – Public Order Crime
2 – Police Capacity	2 – Traffic Safety	2 – Community Capacity	2 – Behavioral Crisis (Tie)
3 – Property Crime	3 – Property Crime	3 – Police Capacity	2 – Violent Crime (Tie)
4 – Homelessness	4 – Violent Crime	4 – Property Crime	3 – Traffic Safety (Tie)
5 – Community Capacity	5 – Police Capacity	5 – Homelessness	3 – City Politics (Tie)

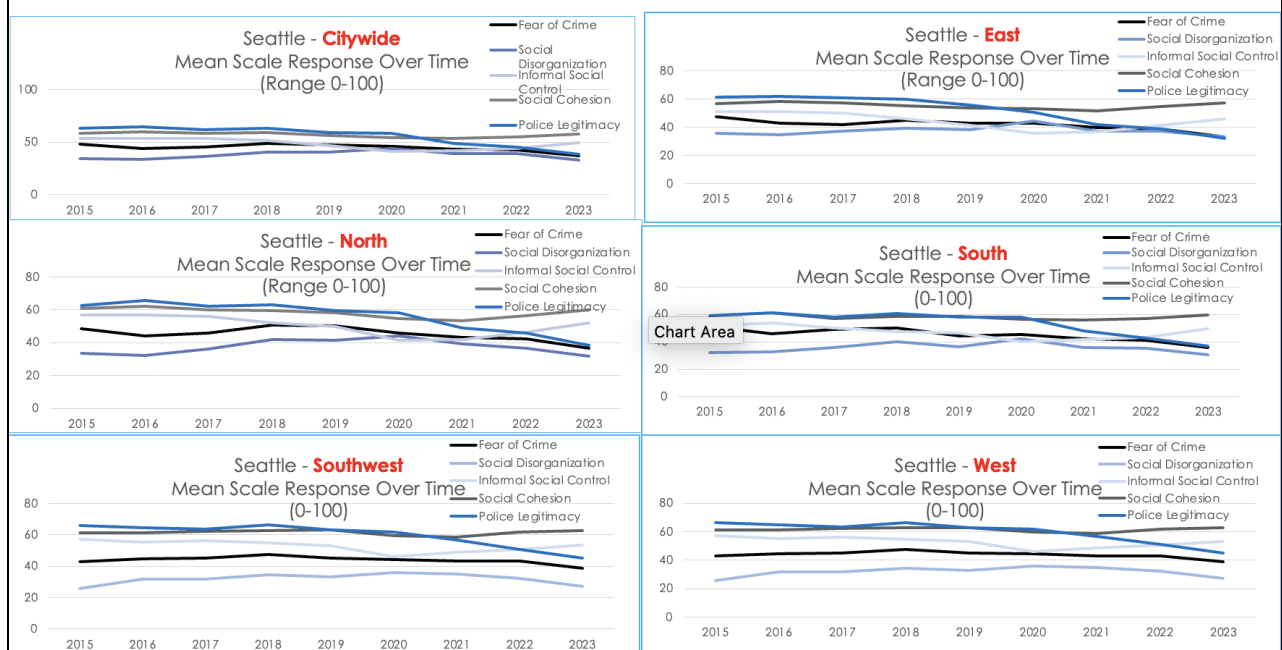
Seattle – North Precinct (2023 N= 4097)		Seattle – South Precinct (2023 N= 1396)	
2023 Top Public Safety Concerns	2023 Most Prominent Themes in Narrative Comments	2023 Top Public Safety Concerns	2023 Most Prominent Themes in Narrative Comments
1 – Police Capacity	1 – Public Order Crime	1 – Traffic Safety	1 – Fear of Crime
2 – Traffic Safety	2 – Fear of Crime	2 – Police Capacity	2 – Public Order Crime
3 – Homelessness	3 – Traffic Safety	3 – Community Capacity	3 – Violent Crime
4 – Property Crime	4 – Property Crime	4 – Property Crime	4 – Traffic Safety
5 – Community Capacity	5 – Violent Crime	5 – Homelessness	5 – Property Crime

Seattle – Southwest Precinct (2023 N= 1474)		Seattle – West Precinct (2023 N=2247)	
2023 Public Safety Concerns	2023 Prominent Themes in Narrative Comments	2023 Top Public Safety Concerns	2023 Most Prominent Themes in Narrative Comments
1 – Police Capacity	1 – Traffic Safety	1 – Police Capacity	1 – Public Order Crime
2 – Traffic Safety	2 – Property Crime	2 – Property Crime	2 – Violent Crime (Tie)
3 – Property Crime	3 – Public Order Crime	3 – Traffic Safety	2 – City Politics (Tie)
4 – Homelessness	4 – Violent Crime	4 – Homelessness	3 – Traffic Safety
5 – Community Capacity	5 – Police Capacity	5 – Drugs & Alcohol	4 – Police Capacity

Seattle Public Safety Survey Results 2023 - Precinct Scale Ratings



Seattle Public Safety Survey Results 2023 - Precinct Scale Ratings Over Time



Appendix D – 2024 BTB Community-Police Dialogue Post-Survey

Introduction

The purpose of this survey is to invite participants of the Seattle Police Micro-Community Policing Plans "Before the Badge" Community-Police Dialogues to provide feedback about the experience. We appreciate your taking the time to complete this short survey.

Background

Which of the following groups best represents you and your role in the Community-Police Dialogue?

Police Personnel - Sworn

Police Personnel - Civilian

Police Personnel - BTB Recruit

Police Personnel - BTB Community Service Officer

Community Member

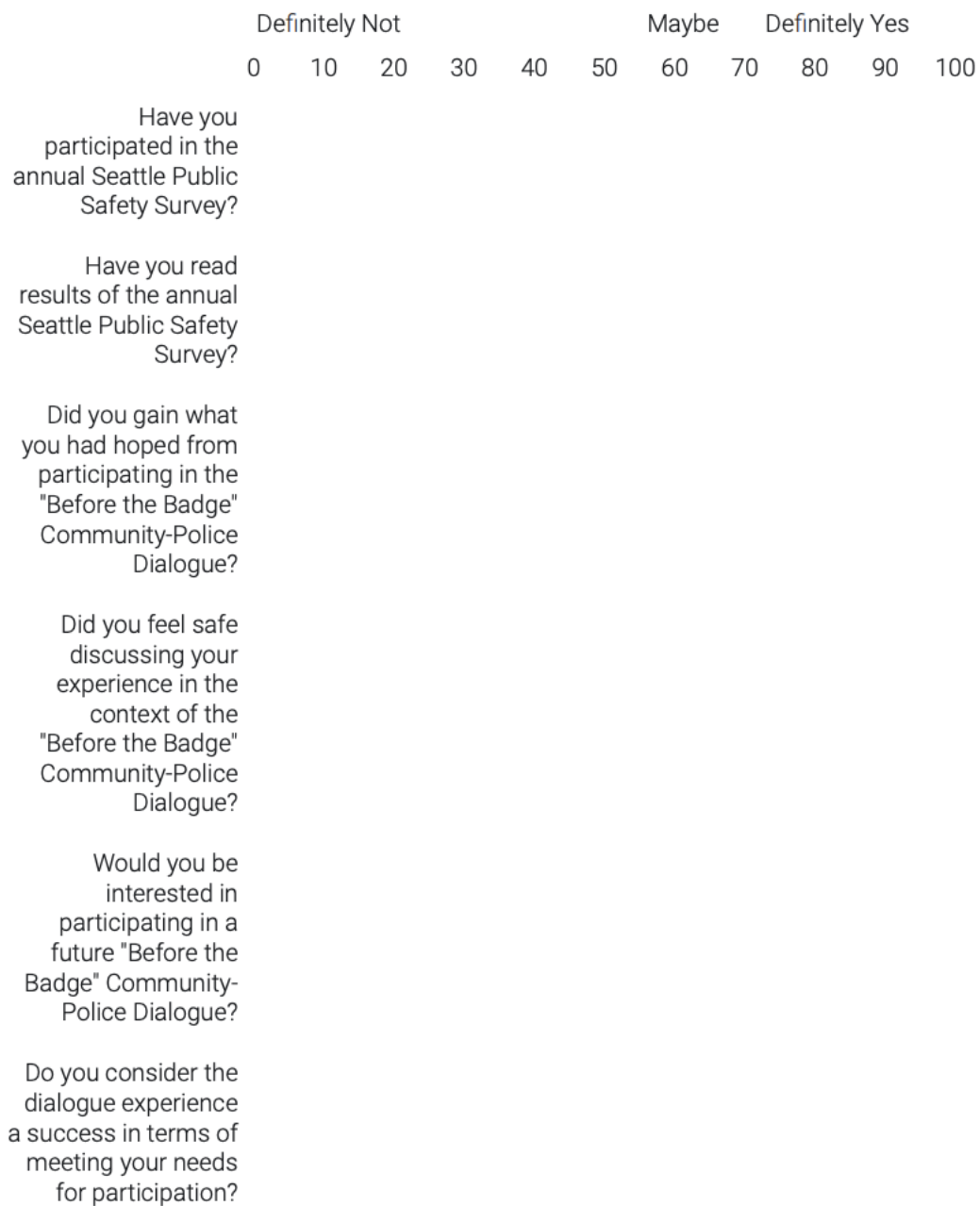
Other - Please describe

Why did you participate in the BTB Community-Police Dialogue? What did you hope to gain from the experience?

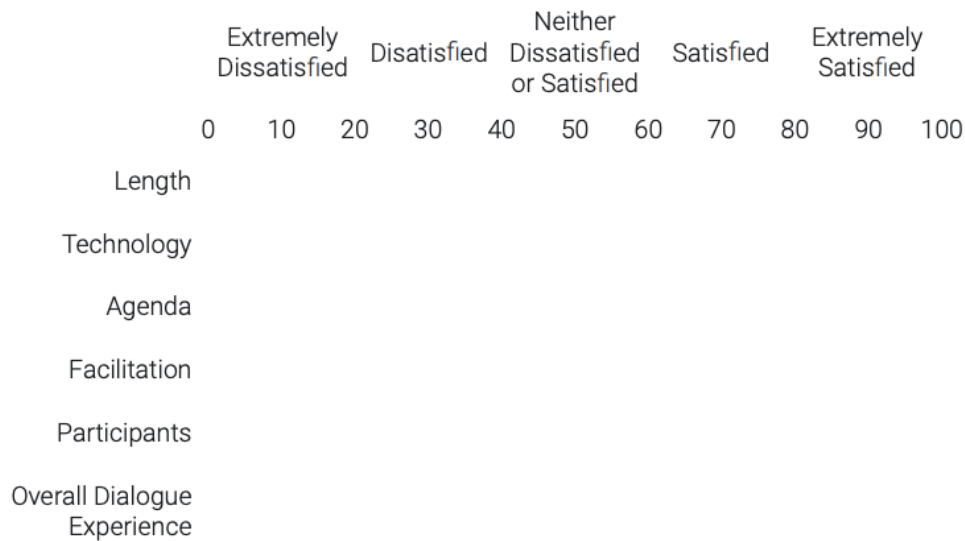
Which Community-Police Dialogue did you participate in?

Satisfaction

On a scale of 100, from "Definitely Not" (0) to "Definitely Yes" (100), please respond to the following questions by sliding the bar to the desired level:



How would you rate your satisfaction with the following aspects of the Community-Police Dialogue where 0 is "Extremely Dissatisfied" and 100 is "Extremely Satisfied"? Please slide the bar to the desired level.



What was your #1 take-away from the experience of participating in the Community-Police Dialogue?

Are there topics that were not discussed in the dialogue that you would like to see discussed in future dialogues?

What feedback do you have to improve the Community-Police Dialogue?

Demographics

Which races do you identify yourself with? Select all that apply

African American/Black

Alaska Native/American Indian

Asian/Native Hawaiian (Including Pacific Islander)

Caucasian/White

None of these. I identify as:

Prefer not to respond

Do you identify as an ethnic Hispanic or Latino/Latina?

Yes

No

Prefer not to respond

With which gender do you identify? Select all that apply.

Woman

Man

Transgender

Non-binary/Non-conforming

None of these. I identify as

Prefer not to respond

What is your highest level of education

No high school diploma

High school diploma or equivalent

Some college

Associate's Degree

Bachelor's Degree

Graduate Degree

How old are you? Please respond with your numeric age.

Appendix E – Participant Quotes

Additional 2024 Dialogue Quotes (Citywide)		
Community Member	SPD Personnel	BTB Recruit
"...my interactions with police officers the last 1, one or 2 years has been a lot more positive."	"I'm still [me], the community member that will fight for my community and stand up for them. That's... still my first priority. And I'll continue to help, bridge the gap between the community and SPD."	"And what I would like to get out the meeting is, you know, the community point of view and you know stuff that I can implement in all and make our interactions with them better."
"Just [some] simple engagement. Was meant the world to him and I think, you know. That.... would be brilliant if you know. Just everyone engages like that and that doesn't get ignored."	"Change has already come...I've seen the community in embrace the police and call me or text me or email me and ask for the police to show up to their events. So we're on our way."	"I felt that if that could work in a situation where somebody is having a mental health crisis, then de-escalation is definitely a valid way to go about interacting with just, you know, people that don't have those same issues. And so it's a really powerful tool that SPD I've noticed really emphasizes even today..."
"I absolutely appreciate what's going on [in] Before the Badge and how we teach people to interact with others"	"Our next steps is that we're gonna be pulling in current officers, particularly the ones that are field trained officers to go through areas in the community engagement areas of the Before the Badge program. We are going to be, then having other officers who aren't field training officers go through the Before the [Badge] program."	"I moved to the city a few years ago and I ended up falling in love with it. It's a beautiful place to stay at."
"We have a lot of community-minded people in this area and we used to have a good relationship with police in the community police team, and it would be really nice to get the numbers back so we can get that relationship back again."	"...officers every Saturday have been going up [to a football league] and they love it; and some of those people didn't care for the police before, but everyone counts on them coming. They engage with them, they walk around the field, [and] they talk with them..."	"I did get a lot of feedback from my peers. And I really trust these guys and we take like hold their opinion and high regard. And they were kind of against me coming here, but I really wanted to give it a try because I know that [when] a major negative happens, it's usually followed by a major positive."
"I can hear very good new recruit. Talking about compassion, talking about care, talking about love and connection. We know we are human beings. We all need that."	"You'll be [an] effective officer based on the relationships that you have in that community."	"I moved here three months ago for this position. I applied only to [SPD]. It's the only police department I want interested in."
"...We have to come together as a community to take our community back."	"[I asked an officer] why do you talk to so many people? Why do you stay behind and keep talking? Because he wants to build a relationship with the community. And that is what they're being taught."	"I prefer doing police [work]... than border patrol [because] you can socialize more versus being out in the desert."
"...I've had really, really positive interactions with SPD and knowing that they've been going for three years... I can tell that there are the changes that have been made, the things that are adding to training has made a huge difference- very positive for me."	"...I really appreciate that Before the Badge opened up the doors I've been down in for now 2 years, and it's been going great."	"I want to be known as somebody who's reliable... and so that extends out into the community as well."
"...stay up to date, keep your skills sharpened, keep your knowledge, ask a lot of questions, and there's a difference between constructive criticism and complaints."	"...the youth joined the department to help someone, and maybe helping [may be] putting somebody in jail, helping [may be] finding shelter, helping [may be] giving a snack to somebody."	"[In] law enforcement, and especially in a city like Seattle, you get the opportunity to not only learn how to help people and be that type of first responder, but then you actually get to do it every day..."
"Once [officers] passed Before the Badge and their academy... when they're working as an officer, is there some kind of requirement to continue [social] education?"	"...we go down every month to juvenile detention and we talk with those guys and girls and.... [build] some type of [rapport] on there, and finding out ways that we can better serve our younger people out there..."	"I joined Seattle PD to actually string along that success and string along that knowledge that I have."
"I like the word communication. I like to have as much communication as possible with the recruits."	"Our recruits are learning new techniques that maybe the [field training officers] don't understand."	"...I don't expect to graduate and know everything- know exactly what to do all the time. [I plan to] just graduate academy and learn as we go. Just soak everything up like a sponge."
"...if we have more community help... we have. a better chance at solving [crime]."	"...remember the purpose why you can to [SPD], right? You got to remember that purpose because things are going to derail you."	"That's what I have learned... as a police officer; when I face someone who has been suffering [from] mental and physical problems, how to treat them."
"My message here, I encourage officers to... find out, where are their meetings in the community?"	"When these recruits get out there... they remember... one of the things we do is follow up."	"Ultimately my goal is to really get to know the community, and if I can make one person's life a little bit better every day, I feel like I'm doing a good job."