

Lawrence Citizen Survey

Gauging citizen interaction,
engagement, safety and support
with their
Lawrence Police Department

Possibility Policing

Envisioning a world where everyone is
empowered to do their jobs with
Compassion, Love, Dignity and Respect
for *all* people,
everywhere,
all the time.

~Allegro's working mission statement

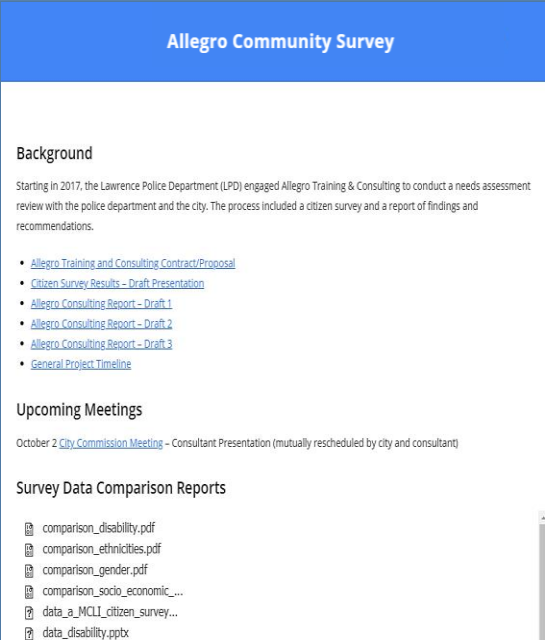
Allegro Citizen Survey

Background

- Starting in 2017, the Lawrence Police Department (LPD) engaged Allegro Training & Consulting to conduct a needs assessment review with the police department and the city. The process included a citizen survey and a report of findings and recommendations.
- Survey and reporting information is available here: <https://lawrenceks.org/police/allegro/>

Consultant Perspectives

- Citizen Survey Results Guide to Data:
 - In depth PowerPoint
 - “COMPARISON_” = raw data comparing cultures
 - “DATA_a_MCLI” full survey or specific cultures
 - “REPORT_” per culture with scrubbed citizen comments
- LPD Needs Assessment Report Guide:
 - Allegro Consulting Report Draft 2”: In-depth Report
 - Allegro Consulting Report Draft 3”: Condensed Report



Allegro Community Survey

Background

Starting in 2017, the Lawrence Police Department (LPD) engaged Allegro Training & Consulting to conduct a needs assessment review with the police department and the city. The process included a citizen survey and a report of findings and recommendations.

- [Allegro Training and Consulting Contract/Proposal](#)
- [Citizen Survey Results - Draft Presentation](#)
- [Allegro Consulting Report - Draft 1](#)
- [Allegro Consulting Report - Draft 2](#)
- [Allegro Consulting Report - Draft 3](#)
- [General Project Timeline](#)

Upcoming Meetings

October 2 [City Commission Meeting](#) - Consultant Presentation (mutually rescheduled by city and consultant)

Survey Data Comparison Reports

- 📄 [comparison_disability.pdf](#)
- 📄 [comparison_ethnicities.pdf](#)
- 📄 [comparison_gender.pdf](#)
- 📄 [comparison_socio_economic...](#)
- 📄 [data_a_MCLI_citizen_survey...](#)
- 📄 [data_disability.pptx](#)

Citizen Survey

Development and Outreach

Based on the four planks of a Multi-Cultural Leadership Initiative:

MC Recruiting & Hiring	MC Officer & Civilian Development	MC Citizen & Community Development	MC ROI and Measurements
-----------------------------------	--	---	--------------------------------

Input on survey language: Independent Community Review Board, Police Department Multicultural Leadership Committee, NAACP, City Communications

Survey Research

Methodology and Considerations

- **Purposefully long survey** so that only serious respondents would spend time taking it and only take it once
- **Two fundamental questions answered immediately:**
 - Q: What is the overall interaction and engagement with LPD on a scale from 1-10 (10 being excellent)?
 - A: The average for all cultures was between 5-7.5**
 - Q: Are your experiences based on personal experiences, peers and community, local social media, national social media, etc.? Was opinion based “locally” or “globally” to determine if they were speaking about the LPD or Law Enforcement in general.
 - A: For the majority of respondents, their opinions stem from local LPD and or peer/community experience. (Slide 10)**

Citizen Survey Outreach

Citizen Survey: 774 respondents (includes 5 Spanish language survey respondents)

- **Allegro Outreach:** Informal citizen interviews, association/organization attendance and outreach for survey (i.e. Justice Matters, **LAC and Ecumenical Ministers Fellowship (EMF)**, Willow, The Care Center, **Independence, Inc.**, City Commission Meetings, **Lawrence Public Library**, KU and **Haskell Indian Nations University** events of relevance, BLM, **Sisters with a Purpose**, Equity Team for Lawrence Public Schools, **the Housing Authority**, Just Food, Neighborhood Associations, LMH Equity Team, **Chamber of Commerce**), **El Centro**, **St. Johns**, etc...
- **City Outreach:** water bill insert, social media, bus placards, instruction video

Citizen Survey: Culture Comparisons on Questions Relating to LKPD Interactions & Perception of Bias								
Group	Overall Interactions With LKPD* (1)	LKPD is a Positive Presence in my Community (6)	LKPD Communicates Respectfully with my Community (6)	LKPD Bias Against You/Your Community (16)	Existence of Bias by Individual Officers (17)	Need for Healing between LKPD & Group (18)	Accessibility For Police Career* (27)	Inherent Obstacles To Police Career (28)
White (483)	7	67%	75%	20%	59%	65%	6	59%
Black (21)	6	39%	57%	52%	74%	86%	5	70%
Hispanic (22)	6	46%	59%	55%	71%	68%	5	67%
Mixed Race (38)	6	45%	58%	47%	51%	58%	4	64%
Native American Alaskan Native (41)	7	52%	56%	44%	65%	68%	4	66%
LGBTQIA (92)	6	56%	59%	42%	61%	79%	4	76%
Transgender & Non-Binary (17)	5	59%	53%	47%	60%	63%	4	81%
Disabled (75)	6	51%	58%	46%	64%	72%	5	59%
Low Socio (235)	7	59%	67%	29%	64%	70%	5	59%
High Socio (321)	7	69%	75%	19%	56%	60%	6	58%
Data as of 2023-10-27. All percentages are rounded to the nearest whole number. *Based on a 5-point Likert scale (1=Strongly Dislike, 5=Strongly Like).								

Citizen Engagement/Safety/Trust/ Interaction with LPD

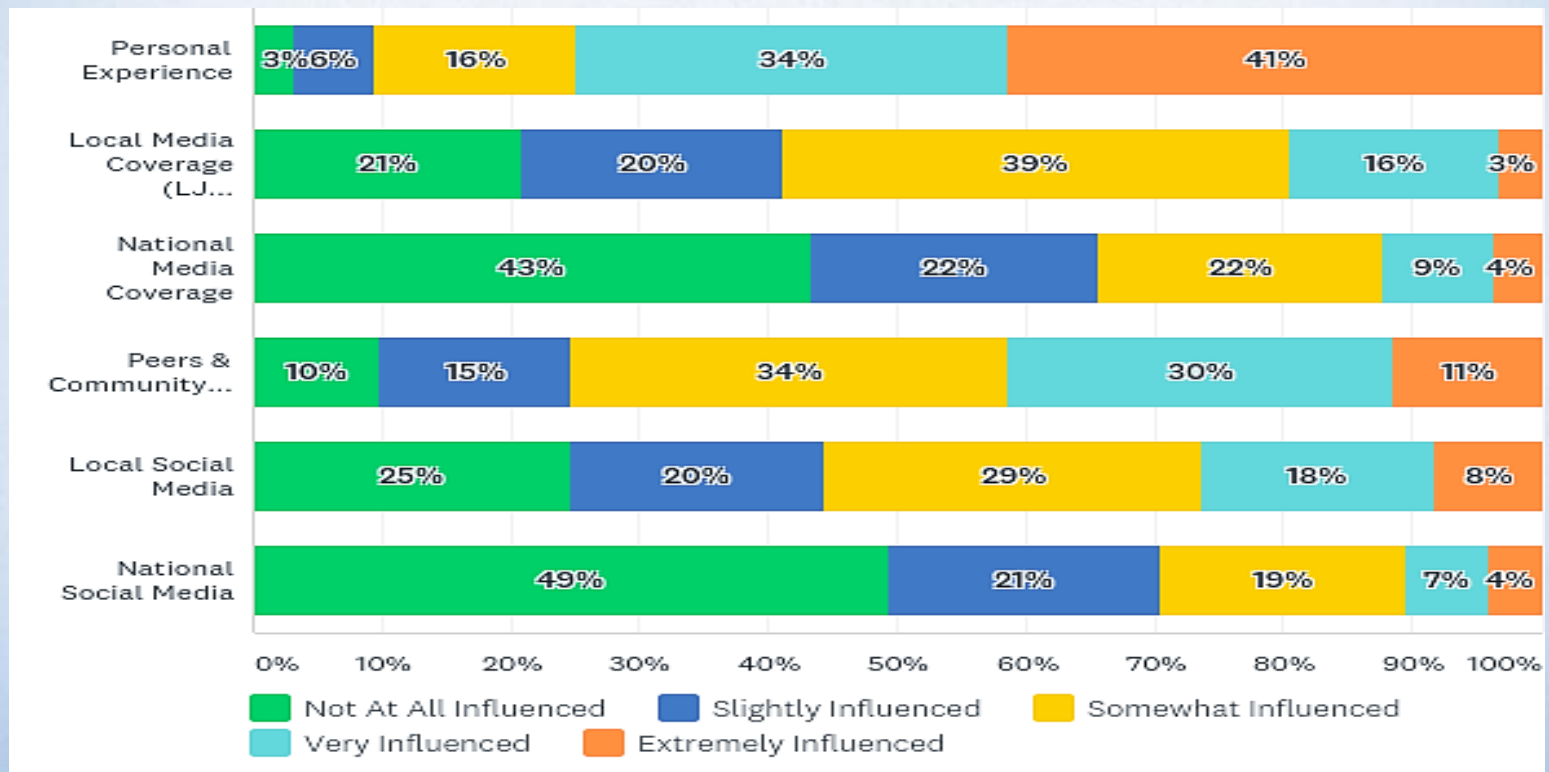
Segment 1, Questions 1-11

On a scale of 1-10 (1 being extremely negative and 10 being extremely positive) rank your interaction(s) with the Lawrence Police Department. **Responses ranged from 5 to 8 with the overall average being 7.**

- 8 = Jewish, Asian American, Spanish Speaking
- 7 = Women, Men, White, Alaskan/Native, all Socio Economic levels, Students
- 6 = LTGBTQIA+, Black, Middle Eastern, Disability, Hispanic/Latinx, Mixed Race
- 5 = Transgender

Citizen Engagement/Safety/Trust/Interaction with LPD

On a scale from not at all influenced to extremely influenced, how much do the following influence your perceptions of the LKPD?



Segment 2: Best Practices to “Protect and Serve”

Questions 12-15

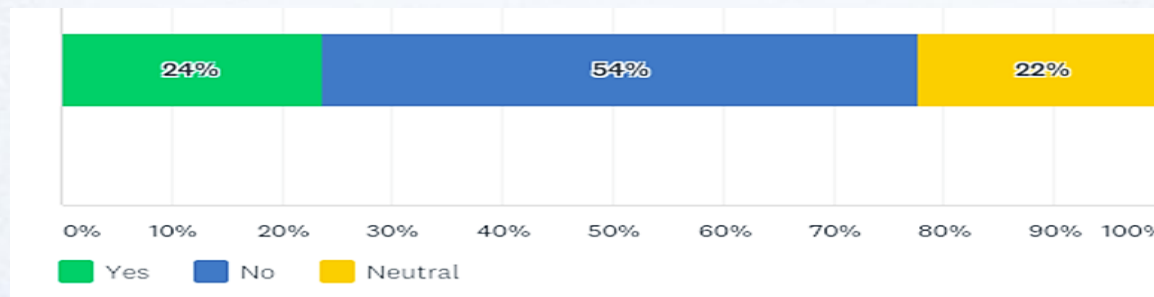
All Citizens Overwhelmingly in Favor of following practices:

- **Mandatory officer stress and emotional health and safety training and techniques...**stress mgmt., on-the-job exercise (**95%**)
- Conflict resolution, crisis mediation, de-escalation training (87%)
- **Anti-bias training...**all identities (**93%**)
- **Cross-cultural communication training...**communicating effectively with different cultures (**93%**)
- Tactical Training. i.e. responsible use of force (87%)
- Use of Body Cams (85%),
- Community/Relationship based policing. i.e. coffee with cops, foot patrol (86%)
- Data Collection from Traffic stops (75%)
- **Citizens least in favor of use of Tactical Equipment.** i.e. guns, tasers, batons, rescue vehicles (**63%**)

Potential Bias in Policing

Segment 3, Questions 16-18

- Do you think that the LKPD is biased against you and people you know? (641 respondents)

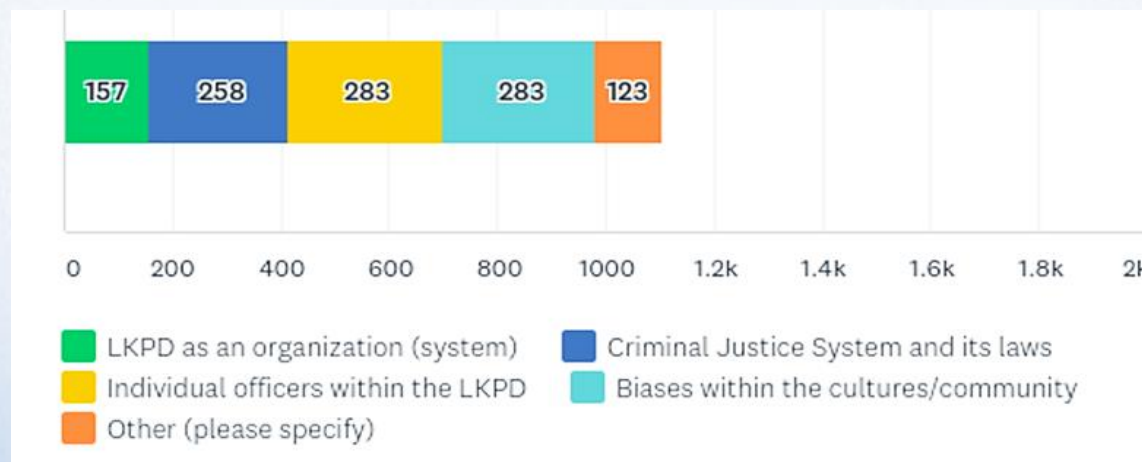


- Cultural comparisons: answered yes

Trans gender	LGBTQIA+	Native Am/Alaskan Native	Black	Hispanic/Latinx	Mixed race	White	Asian	Disabled	High Socio	Low Socio
63%	79%	69%	52%	55%	47%	20%	36%	46%	19%	37%

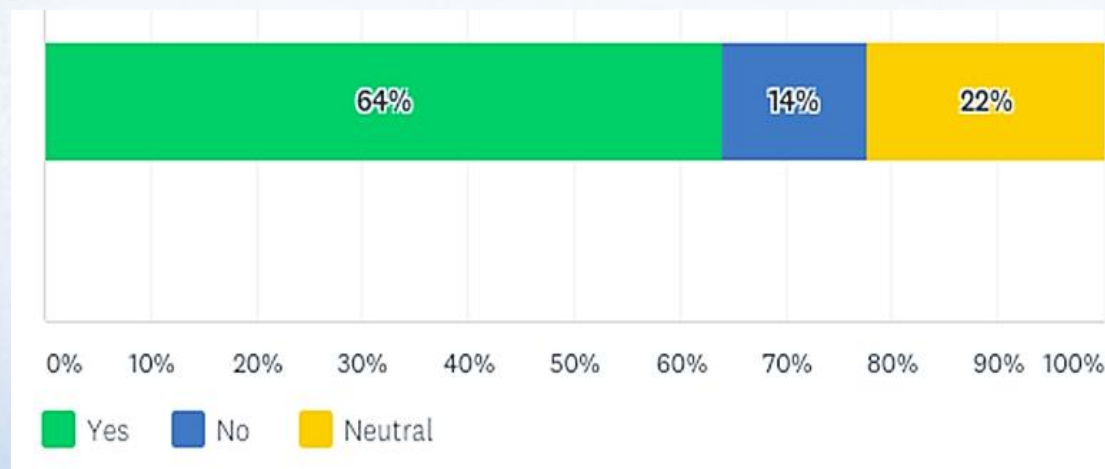
Potential Bias in Policing

- If you feel there are biases that impact certain communities and the LKPD, where do the biases originate? (475 respondents)



Potential Bias in Policing

- Do you think there is a need for healing the relationship between police and marginalized communities? (634 respondents)



Allegro Recommendations

MC Recruiting and Hiring	MC Officer and Civilian Staff Development	MC Citizen and Community Development	MC ROI and Measurements
<p>Continue to develop strategic plan for multicultural recruiting and hiring (include strategies for healing relationships with historically marginalized cultures)</p> <hr/> <p>Continue to expand the hiring and recruiting standards to be inclusive of all identities Focus on Police Officer representation that mirrors the demographics of the community (i.e. women and men)</p> <div data-bbox="102 715 511 939" style="border: 1px solid black; padding: 5px;"> <p>Utilize dashboards to be transparent about officer demographics Increase communication with the public on the process for hiring and recruiting new police officers</p> </div> <hr/> <p>Continue to develop relationships with multi-cultural communities Work with non-traditional college majors for recruiting</p>	<p>Allocate resources to develop and maintain mandatory officer stress, emotional health and safety training/techniques (i.e. Blue Courage, on-the-job fitness, HeartMath de-escalation device in vehicles)</p> <hr/> <p>Cross-cultural experts/training officers develop & co-lead in-depth, strategic multicultural training, including history of policing</p> <hr/> <p>Strategically “root out” systemic, endemic systems of oppression and discrimination of marginalized and vulnerable cultures/identities</p> <hr/> <p>Provide opportunity for citizen participation in MC Leadership training</p> <hr/> <p>Increase individual MCLI Intelligence and Emotional Intelligence</p>	<p>Develop MCLI systems to increase engagement, officer accessibility, approachability and visibility to include: -moving beyond “professional” and “respectful” to “friendly” -more personal presence in the community and events - increased foot patrol get to know the citizens</p> <div data-bbox="971 611 1392 839" style="border: 1px solid black; padding: 5px;"> <p>Host interactive community events, conversations and education such as Citizen/LPD Forum Series, Conversations for healing, Citizens rights education, community/police engagement</p> </div> <hr/> <p>Continue to examine citizen safety measures and transparency (i.e. body cameras, traffic stop data collection, tactical training, de-escalation training)</p> <hr/> <p>Consider citizen’s views on tactical equipment practices.</p>	<p>Create a Multicultural Leadership Initiative Strategic Plan -immediately -allocate resources -easy public access</p> <hr/> <p>Provide easily accessible, transparent information on Dashboards & Scorecards for Planks 1-3.</p> <hr/> <p>Develop leadership team comprised of Lawrence multicultural experts to develop integrative strategic plan to work cooperatively with the police, the City, schools, colleges, humanist and faith communities, non-profits, multi-cultural organizations and community businesses</p> <hr/> <p>Develop strategies for Tangible Systemic Change</p>

© 2018 Allegro publications

www.allegrotraining.com

beth@allegrotraining.com