



*Deep Listening. Fostering Trust. Bridging Communities.*

## Madison Police & Resident Listening Circle #2

November 28, 2018

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## Executive Summary

The second Police & Resident Listening Circle was hosted at the Sherman Avenue United Methodist Church on November 28, 2018. Madison police officers and residents participated in several listening circles each led by trained facilitators from the Zeidler Center. During the facilitated conversation, each participant was given the opportunity to respond to two rounds of questions focused on building trust between residents and police:

1. *"Describe a time when part of your identity (i.e. your race, your job, etc.) was being profiled or stereotyped. What was the experience and how did it make you feel?"*
2. *"What do you wish others would know about who you really are?"*

After this structured discussion session, participants were then invited to speak in the Connected Conversation. The Connected Conversation is an open conversation designed to encourage participants to follow up with each other by discussing what was heard during the Facilitated Dialogue. To initiate the discussion, facilitators were invited to ask the following questions:

*"What are some ways that we as a community can ensure that others are treated fairly despite perceived differences? How might this change the way law enforcement happens in our community?"*

*"What would be one thing that you think could help increase trust between officers and residents?"*

*"What have others said in this conversation that triggers new thoughts for you? Did you hear common themes or concerns from others?"*

*"What next steps are important for you in moving this conversation forward?"*

During the first question, many participants shared stories of being stereotyped based on their race. Several other participants shared experiences of being stereotyped for working as police officers or for their gender identity. Other participants identified age or physical appearance as the source. The vast majority of participants expressed negative sentiment, frustration and exhaustion from these experiences. Some emphasized that these types of experiences are disappointing, but common.

For the second question, many participants expressed emotional and personality characteristics that are either unseen or misunderstood by others. Some participants shared

formative childhood or personal experiences that influenced who they are today. Other participants shared personal interests. Two participants shared they do not feel like any aspect of who they are is hidden from others. Finally, one participant said they wished others knew the challenges they faced in their line of work.

During the Connected Conversation, most listening circles were structured around a question and answer format. The majority of discussion focused on follow up comments from the question rounds. Other discussion focused on youth perception of police officers, personal stories and insights on racial profiling, and feelings on the use of guns. Other participants expressed appreciation for the opportunity to dialogue with one another. At the conclusion of the event, participants expressed positive sentiment in their parting words, suggesting they all had a good experience engaging each other in discussion.

**Questions about this dialogue may be directed to:**

Zeidler Center for Public Discussion

(414) 239-8555

[office@zeidlercenter.org](mailto:office@zeidlercenter.org)

## Listening Circle Analysis

**Question Round One:** *"Describe a time when part of your identity (i.e. your race, your job, etc.) was being profiled or stereotyped. What was the experience and how did it make you feel?"*

Many of the stories shared focused on race. Other participants shared experiences of being stereotyped for being a police officer or for their gender identity. Some participants described age or physical appearance as being the cause for stereotyping. The vast majority of participants expressed negative sentiment, frustration and exhaustion from these different experiences. Some participants described these experiences as disappointing, but common. These attitudes are described in the following sections based on the type of stereotyping shared by participants.

### 1.1 Race

Participants described a variety of stories of being racially profiled or stereotyped by others. These stories included workplace, community and educational experiences. Nearly all of the participants shared that these experiences negatively impacted them. A few of the words participants used to describe their feelings of these encounters were: frustrated, angry, mad, uncomfortable, tiring, afraid, and hurtful.

*"... The details are unclear to me, but it was between me and a black woman. I can't remember the details, but the comment she made stuck with me. She called me a blue-eyed devil. I was shocked. This was a new experience to be disliked, for it to be so personal. My blue eyes had only been the source of compliments, that they looked kind. And then to be attacked for this trait. I wondered, 'what is this about?'"*

*"I grew up in Milwaukee in a mixed-race family—I'm Latino and White. Growing up mixed race, people often don't consider me Latino. I'm stuck in limbo between both races. At school people say, 'Cool, cool,' in Puerto Rico, 'Oh, gringo.' It's frustrating--you try to fight it a little, but it's tiring."*

This last quote displays a complexity of racial stereotyping and profiling. It may be perceived as both positive and negative in the story shared below.

*"My first job interview right out of grad school was with a friend, a white woman. Because of my mixed race, they thought I could work with students there. I felt like this was my dream job, but my co-workers knew. I heard them. They liked that I looked white. It was difficult, I had conflicting feelings. Did I really earn it? It was at a school. A black*

*male hired me. I felt indebted to him. He made sure students of color were reached out to, but his boss acted like I shouldn't be there..."*

## 1.2 Being a police officer

Several participants described stories about being stereotyped or profiled for their work as a police officer. These experiences were described by most participants as common, but still upsetting. All of the participants described these experiences as ultimately negative.

*"...I'm very white, and Madison is a big city for me, coming from rural Wisconsin. When I get stereotyped, it's definitely the police uniform. So I'm always on edge – 'Here we go. What's going to happen?' Someone screamed the most racist things at me for a half hour this week. It's really jarring. But it's like we're not supposed to be disturbed. Once a rotation or once a week this kind of thing happens..."*

*"...People see me only for what I wear but this is not who I am. I don't want people to see me only by my work, as a cop only."*

The comment below highlights the complexity of being stereotyped for more than one identifier simultaneously.

*"I can't pinpoint a single incident. Stereotyping just happens regularly – at least every week – because of the uniform. I've been called a 'tyrannical fascist pig.' And it's more complex wearing the uniform as a man of color. A lot of people are really angry, they'll call me a 'House N\*\*\*\*\*' or an 'Uncle Tom' ... You get to the point where you wonder, 'Why should I care about you, if you don't care about me?'..."*

## 1.3 Gender

A few female participants shared stories of times they were stereotyped or profiled for their gender. All of these female participants shared that these experiences were negative for them.

*"I remember being back in high school gym class and the football coach yelling loudly, 'Not only is she pretty she can also catch a football!' It was horrible coming from this jock football coach and sexist..."*

One participant mentioned the specific stereotypes and challenges they face working in a generally male-dominated line of work.

*"...If I take control and step up to talk first, I'm seen as a pushy. Two ways I get typecast: as a secretary or being a b-----. There's a seeming conflict between appearing*

to be competent and not being competent. If I say to someone, 'I sent you an email and you didn't respond,' I'm not feminine. It makes me feel angry, frustrated. The anger comes from living day and night in this conflict. I look for confirmation and then sometimes I see it when it doesn't exist."

#### 1.4 Age

One participant shared an experience of being profiled due to their age while searching for jobs.

*"...I guess there was this one time, when I was in my mid-50s. I had been a nurse but I got laid off so I was looking for a job. At that age, trying to get a job – I was discriminated against. I applied for so many jobs and got really upset about it. One time when I got rejected again, I just stood up for myself and I said, 'I'm sick of this! It's not right.' I called them up and said that. And the next day I got the job. Just because I'm older doesn't mean anything."*

#### 1.5 Physical appearance

One participant shared an experience of being profiled due to their hairstyle.

*"I was working as an undercover officer and had long hair, a scruffy beard and a goatee. I went to a bank to cash my work check and the clerk refused me service. The clerk did not believe it was me (with Photo ID), that I stole the check, and finally told me they can refuse service to anyone."*

#### 1.6 Privilege

One participant commented on their privilege as a white, educated, male. This participant shared that they have not experienced feeling stereotyped.

*"You talked about privilege...well I've been endowed with super privilege. I'm white, educated, a boy...the whole shebang. So, I haven't had any experiences where I've felt any stereotyping at all. Even in High School, I was a long-haired dope-smoking punk, and that's not a stereotype. That's just a description. When I graduated, there were only 6 or 8 students of color out of 2,000, so I had really limited contact. But anyway, things were just easy because of who I've known. When I was looking for a job, my father just made a call. It was easy to fit in at Stephen's Point. I was able to get away with a lot. Do I feel guilty? No – I don't know why I should feel guilty about it. All the problems I hear of from other people are anecdotal. I question whether it's even true. "*



## Question Round Two: “What do you wish others would know about who you really are?”

Many participants expressed emotional and personality characteristics that are unseen or misunderstood by others. Some participants shared formative childhood or personal experiences that influenced who they are today. Other participants shared personal interests. Two participants shared they do not feel like any aspect of who they are is hidden from others. One participant said they wished others knew the challenges they faced in their line of work while another shared their concern for other social issues.

### 2.1 Misunderstood or unseen emotions

Several participants shared positive emotional characteristics of themselves that do not have the opportunity to be seen, or are otherwise misunderstood by others. These included aspects such as intentions behind doing what they do, reasons for particular responses, and inner challenges.

*“To know that I am more vulnerable than I seem to be. I identify with the duck on the surface of the water but underneath he’s kicking furiously...Also, when I’m angry it’s because I’m scared, tired, and can’t say what’s on my mind...”*

*“If they knew more about introverts—we get a lot of the short stick. It’s hard to process because I’m a really deep person. Sometimes my silence can be taken as aloof and that I don’t care...”*

*“When I put this uniform on, I have to fulfill my duty. But I wish people knew I still have emotions, a duty, and thoughts...”*

*“People think I’m really confident, that I just fit into the mold of what an elected representative is. But I’m actually pretty introverted, so my job is really challenging for me...”*

### 2.2 Childhood experiences

Several participants shared about childhood experiences that others do not readily know about them. Many of these experiences were challenges faced and formative experiences that have been integrated into who they are or why they do what they do today.

*“To know that because I’m bilingual and I didn’t learn English until 3<sup>rd</sup> grade because I came from refugee camp. I always felt self-conscious about my language. I have to process in my head before I can talk and it slows down things for me in meetings, etc...”*

*"I'm the oldest of eight. My mom had four kids by the time she was eighteen. I took care of my mom and my siblings. I am still trying to figure out how to take care of myself, there is a lot of pain."*

*"I moved to Chicago as a pre-teen and a police officer befriended me and was sex trafficking me. I didn't feel like I could tell anyone especially the police. Despite my own experience about people I see them (police) as being people and not all bad."*

*"One thing I wish people knew is that it is extraordinary that I'm here. I am the first woman in my family to learn to read. There are women in my family who were married at 8 years old. I barely escaped..."*

One participant shared a positive childhood experience of dreaming for the future.

*"When I was a little girl, I dreamed about being a cop. I have a passion for criminal justice."*

## **2.3 Personal experiences**

A few participants shared personal experiences such as challenges in adulthood, work specialties and family tragedy.

*"I have worked here (MPD) over thirty years and ten of those years were in the drug unit. How drug overdoses impact families and kids. Now it's not a criminal justice thing, it's a medical issue."*

*"I went to rehab and I signed a contract. I got a whole lot of my life back because before I was just doing me, and now I'm trying to be me. I want to be known as a father and grandfather."*

This participant shared how their experiences influenced their intention and motivation for their work.

*"About my experiences. I wish they knew I went into this field to help people, I didn't go in for the money. I wish people knew more about me as a person instead of seeing just that I'm blue. I wish everyone would come to these circles. I've had family die because of law enforcement and family die in the line of duty as law enforcement. I came to make a difference and try to make a change."*

## **2.4 Personal interests**

Two participants shared about their personal interests and hobbies outside of work:

*"I am a wife, I have two dogs at home that I love. I would like people to see that I'm more than a police officer..."*

*"I am a dog lover. I spend huge amounts of time researching old stoneware and have two crocks I want to die with. I'm married. My life is pretty boring - I walk my dog most days because I work nights. I'm very laid back."*

## **2.5 Nothing about themselves is hidden from others**

Two participants shared that they had a challenging time thinking of a response to this question. They both shared that they feel no aspect of themselves is hidden from others.

*"I don't know, I think people know me. There isn't anything hidden...There are preconceptions and drawbacks. But with me, what you see is what you get. Life is good. I'm comfortable in the skin I'm in."*

*"It's hard for me to respond. I do feel as though I live as myself and live openly. I have interesting things in my past including run-ins with the law. There is nothing I am hiding inside..."*

## **2.6 Work challenges**

One participant shared a desire for other people to know some of the emotional challenges of working as a police officer.

*"People should know about this job behind the patch and badge. This job takes a little piece of you every day. You're sad when people are sad. You feel terrible when people die. You feel terrible when babies die. You try to impact the positive things in people's lives and in some little way it has. But the job takes a toll. I wish people understood this."*

## **2.7 Concerns**

One participant shared that they are concerned not only about profiling and stereotypes, but also about other social issues such as food security.

*"I am, as evidenced by being here today, concerned about profiling and stereotypes. But it's not a one-way problem. I'm part of a population concerned about problems of violence, homelessness, prejudice – and I don't know what to do about it. I volunteer at a local community center and there's a nonstop flow of homeless people coming in. There's not enough food, and no lack of people on the margins. But the papers are just selling ink. They're salacious, just trying to get sold. I feel vulnerable for the amount of crime and it seems to be on the upswing."*

**Connected Conversation:** *“What are some ways that we as a community can ensure that others are treated fairly despite perceived differences? How might this change the way law enforcement happens in our community? What would be one thing that you think could help increase trust between officers and residents? What have others said in this conversation that triggers new thoughts for you? Did you hear common themes or concerns from others? What next steps are important for you in moving this conversation forward?”*

This unstructured part of the session allowed participants to have their questions answered and follow up on topics of particular interest. Most of the discussion focused on follow up questions from the question rounds. Other discussion focused on youth perceptions of police, personal stories and insights on racial profiling, and feelings on the use of guns. Other participants expressed appreciation for the opportunity to dialogue with one another. These discussions were largely structured around a question and answer format.

### 3.1 Follow up questions and comments

In some listening circles, police officers answered questions about their thoughts on the future of policing. These questions were based on comments shared throughout the dialogue.

*[Resident] “I had a question for the police officer who didn’t want a firearm. Do you think we’ll ever get to the point where we won’t have to carry guns?”*

*[Police] “You know in England you have to get permission to carry a gun from a supervisor and then they have to run back and get it for you...I had to reconcile myself with having to carry it. Some people say well it’s part of our tool belt. But, will we ever see the day we won’t have to carry guns? As long as we’re in this position, I don’t think we’re gonna see a day when there’s no guns. But what’s important is what’s behind the gun.”*

### 3.2 Youth perceptions of police officers

In one of the listening circles, participants discussed how to help youth form more positive perceptions of police officers and the challenges faced with pursuing options to accomplish this goal. Conversation led to discussing the challenges that youth today face in their everyday lives.

*“The people who should really be here are the ones who don’t come. You should do this in schools so kids can know police and know that you care about people. It’s a shame because you’re just trying to help us.”*

*“I appreciate that. What grade would you have to start with? By high school they already have their opinions.”*

*"There would be a lot of pushback against doing it in schools. There are youth fighting to keep EROs (Education Resource Officers) out of schools because they don't feel safe with us there. They find it distracting and the parents would push back, too."*

*"It's all how they're brought up. They might not be taught good morals."*

The above comment spurred discussion on challenges that youth face today.

*"They experience a lot of peer pressure. A lot of these kids come from broken homes like I did. But hardworking people don't deserve to feel scared. "*

*"Kids don't get to start with a clean slate. Their family's low income, there's no options – they don't see college as an option."*

*"Not all kids are the problem. The majority of crime is done by one group of kids. And everyone assumes it's all black kids."*

### 3.3 Race

In some groups, personal stories of racial stereotyping were discussed. In one particular discussion the question of which race is shot more by police officers arose and was disagreed on.

*[Resident] "I want to talk about an incident when there was an explosion and this stocky blonde guy bangs on my door and starts yelling – I don't know him, and he doesn't go away so I call the police. They argue with me about my phone number and then they send 3 cops. It turns out it was a neighbor dispute and he drives away very fast and I wonder what if he had been black...how would it have been different?"*

*[Police] "I hear you. If you listen to the media, you would think that white officers shoot black men more often, but the stats show that Caucasians are shot more than African American males. I can tell you that the people I work with are honest and I believe in my heart that they would treat all people the same. MPD officers will turn in other officers if unethical."*

*[Resident] "Not to argue with you, but I hardly ever hear about white men being killed. I am not arguing, but is the percentage accurate based on population? You spoke so well about your peers but there was the Tony Robinson case. I believe there is bias, implicit bias. I see how bias has infected me – I think it is important to dig deep. Everyone has prejudice."*

### 3.4 Guns

In some groups there was discussion on the necessity of guns in policing.

*"What is the necessity for the police to be armed and how can they be more integrated into the community?"*

*"If we lived in a society where everyone trusts one another more. But there is violence, there is not an easy answer for that. You get into (policing) to make a positive change. I didn't get into it to die. There are a lot of guns out there and you need to protect yourself."*

*"I don't hunt. I don't like guns. I don't carry a gun when I am not working and when I wake up, I'm hoping I don't have to use it. But in a mass shooting situation, I'd risk my life and take action. I could do it. I don't carry off duty and if something happened, I'd call 9-1-1."*

*"It's the badge and the gun and I'm like no it's the guns. I ran because I was scared..."*

### **3.5 General comments**

Many groups shared comments about participating in the experience of the dialogue, the current state of crime in their community, and otherwise general comments.

*"There was a shooting in my community a few weeks ago and I was on edge. As soon as I left my complex area, I felt it. We are thinking about doing a candle light vigil. What can the police and the community do to make the good will?"*

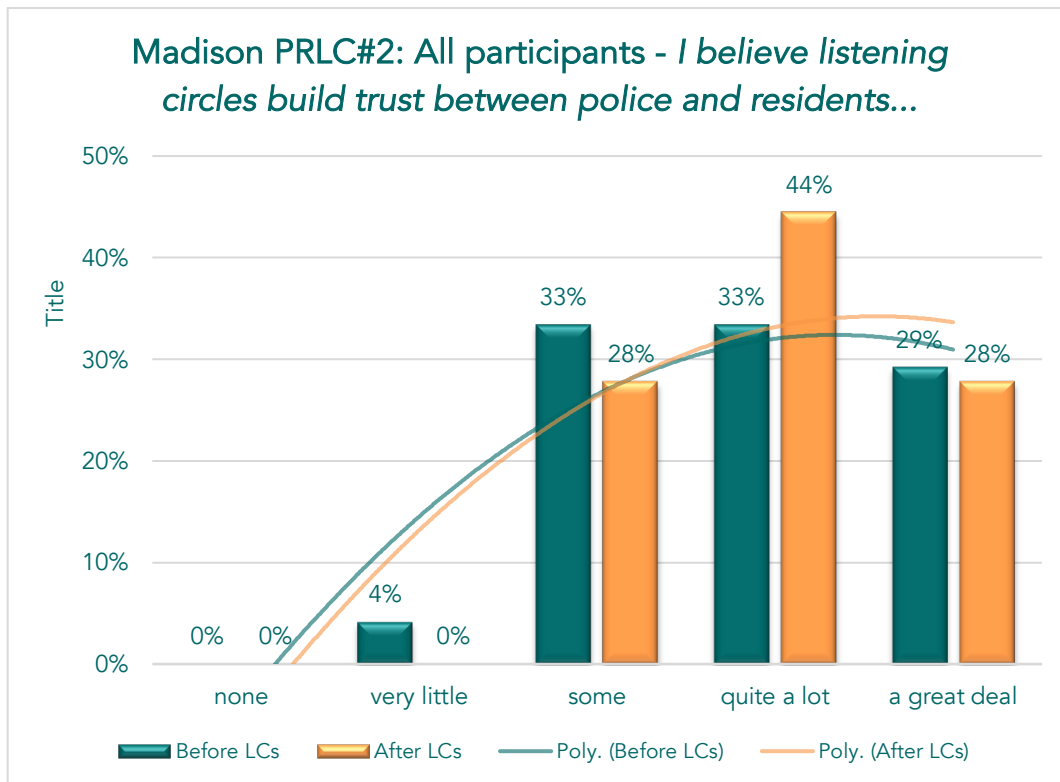
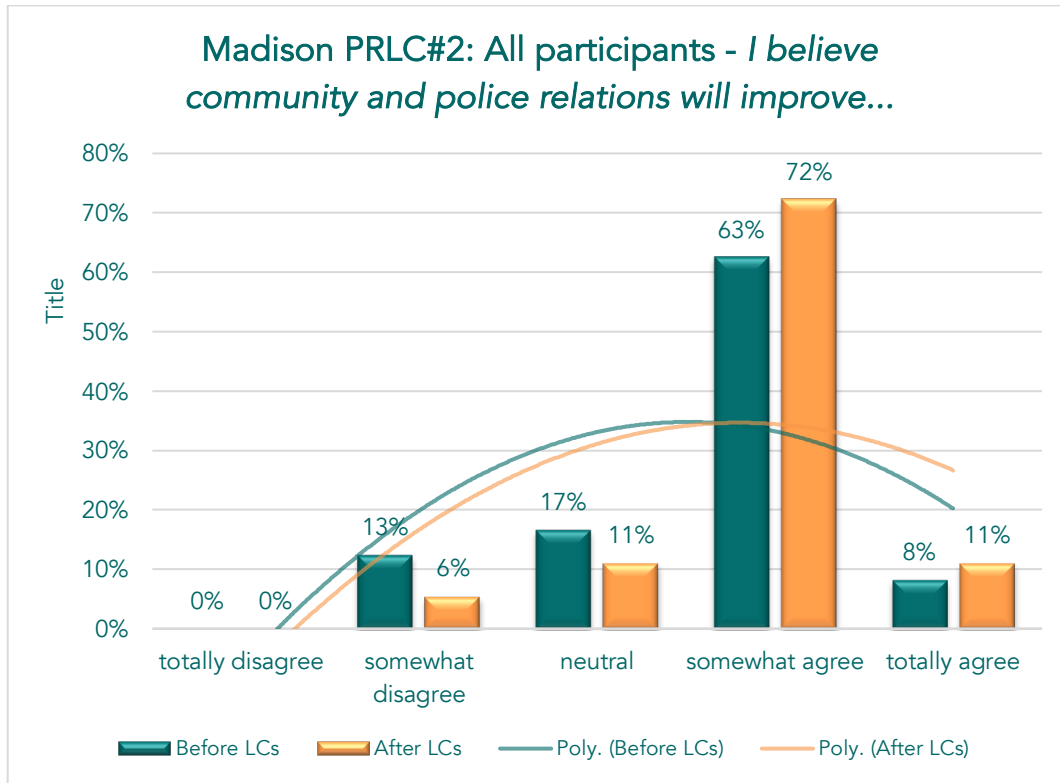
*"I wanted to thank everyone; I appreciate the powerfulness of the circle, everyone's vulnerability."*

*"I'm grateful. This was impressive, this experience. It was much more deeply felt than I expected. Your stories rock me. The commonality, the individuality that all comes out. I've enjoyed getting to know you all. I just want to say, I am the only man here, and I am with all these powerful women. I can't say how impressed I am by you all, and I wish women were more appreciated."*

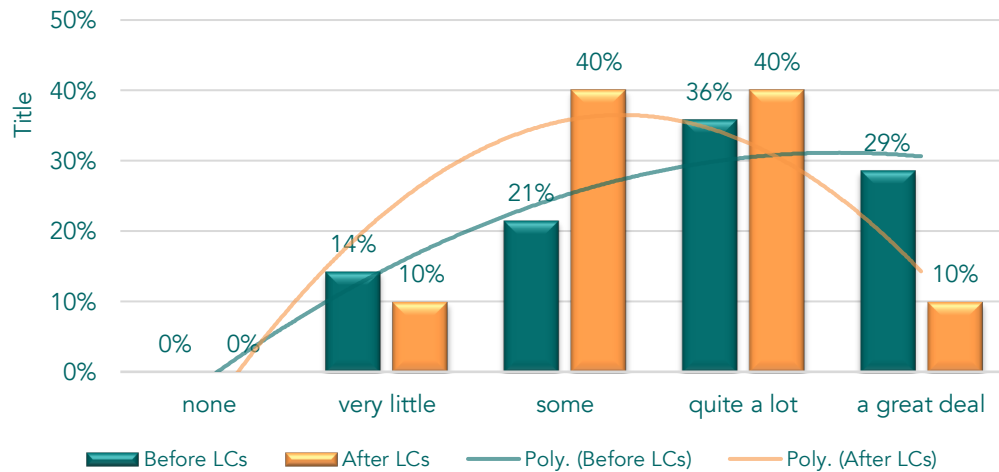
### **3.6 Parting words**

The vast majority of participants provided positive feedback about their experience in their discussion groups. Participants generally expressed a sense of gratefulness and unity. One participant shared that they wished there had been more diversity represented and another shared that they are still concerned and do not know what the solution is. Overall, participant responses indicated they enjoyed the opportunity to hear from one another in their listening circles.

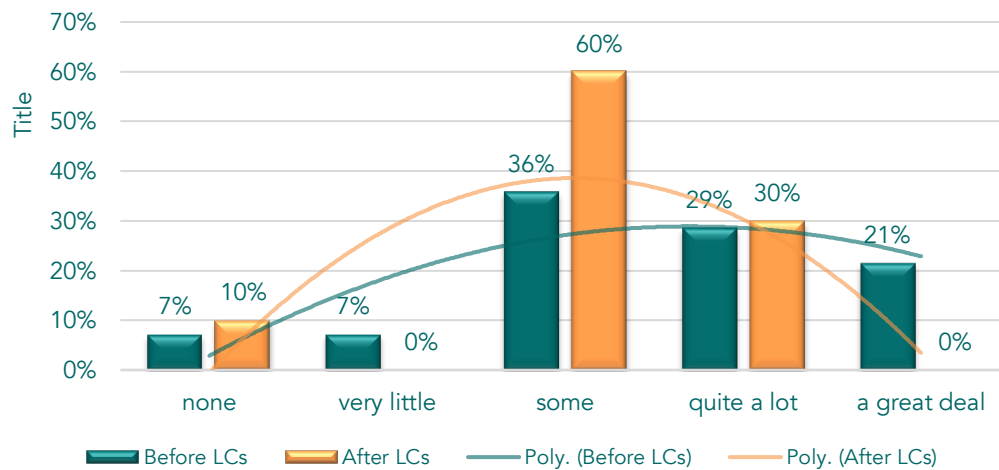
## Feedback Forms



### Madison PRLC#2: Resident participants - *I can count on police to support my neighborhood...*



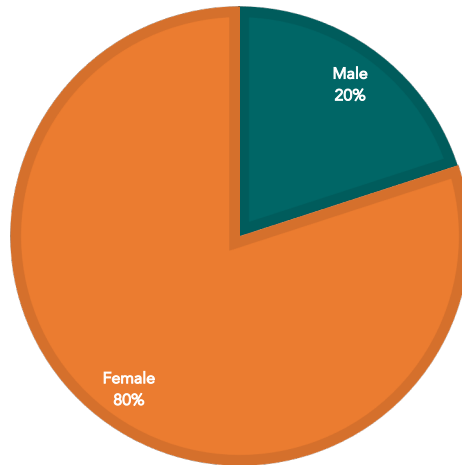
### Madison PRLC#2: Resident participants - *I trust the police...*





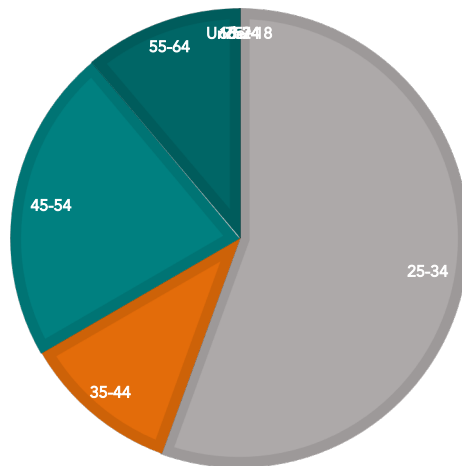
### Madison PRLC#2: Resident participants - Gender

■ Male ■ Female



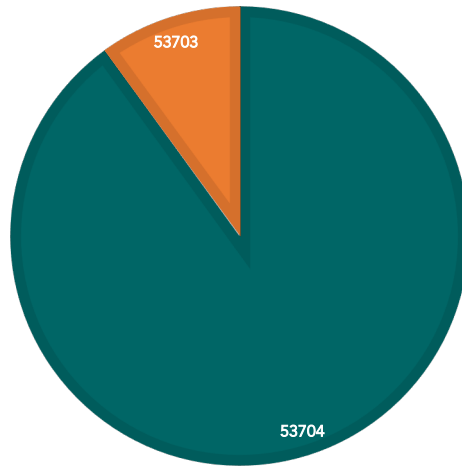
### Madison PRLC #2: Resident participants - Age

■ Under 18 ■ 18-24 ■ 25-34 ■ 35-44 ■ 45-54 ■ 55-64 ■ 65-74 ■ 75+



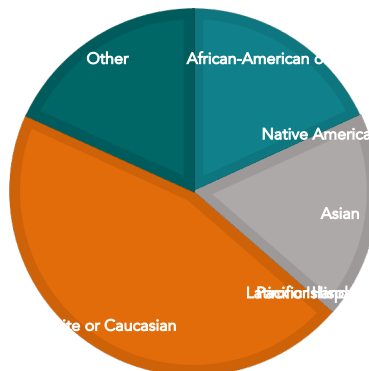
## Madison PRLC#2: Resident participants - Zip Code

■ 53704 ■ 53703



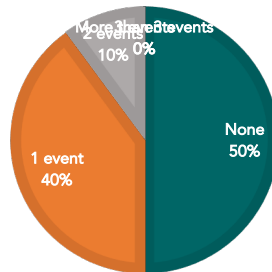
## Madison PRLC#2: Resident participants - Race/Ethnicity

■ African-American or Black ■ Native American ■ Asian  
 ■ Pacific Islander ■ Latinx or Hispanic ■ White or Caucasian  
 ■ Other



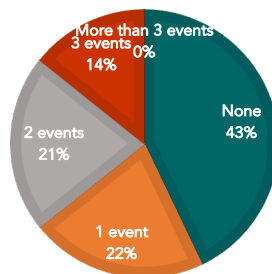
**Madison PRLC#2: PO participants - *How many Police and Resident Listening Circles have you attended so far?***

■ None ■ 1 event ■ 2 events ■ 3 events ■ More than 3 events



**Madison PRLC#2: Resident participants - *How many Police and Resident Listening Circles have you attended so far?***

■ None ■ 1 event ■ 2 events ■ 3 events ■ More than 3 events



***What was the most satisfying or valuable about this experience? What, if anything, did you learn about the police/community today?***

- Seeing cops as people; sharing vulnerability, humans
- Learned that some are as unhappy with the system as some of the residents are. Also learned some of them are too rigid and too scared of the people in the community they are policing.
- Having some listen to your battles and being vulnerable
- Talking with officers
- The sharing of people's experiences. Everyone opened up and was vulnerable. The police are scared while on duty too.

- It was powerful to hear the police's perspectives and vulnerabilities. It made me see the person beyond the uniform. That means a lot.
- It was good to have the opportunity to sit and talk together
- They were generally honest
- We are all human and no one is perfect, not even myself
- It was valuable hearing how the officers felt isolated in their roles
- Hearing what the community thinks about why we do what we do --> UOF issues
- Met some nice people
- Vulnerability
- Being able to learn and share with others
- Being able to hear community members talk about their perceptions and opinions
- Being able to talk with the community that I serve
- The depth of the discussion
- Sharing

<p><i>What questions or concerns are you leaving with?</i></p>
--

- Will this maintain the mojo needed to keep this going?
- How do we get more youth and residents of... to participate?
- Can we keep this momentum going?
- How can we get more people to come?
- How do we bridge the gap between perception vs. reality?
- N/A would like to return
- Would like to see a restorative justice aspect to these circles
- What commitment do the police really have to make real changes?
- More healing to do. Opening up means opening wounds
- Officers will always have guns
- How can we get more people who have negative interaction with police have a circle process like this?
- I wonder if all Madison police officers will be required to attend these value sessions?
- We hardly had any time to discuss
- None
- None

<p><i>What's the most important suggestion you have for future dialogues, or steps going forward?</i></p>
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- How do community members "talk" with our officers?
- How to build trust
- Biases
- Race in policing
- What law enforcement and the community can do to better know and understand each other?
- Community violence, values, challenges
- How to train officers to treat youth better, youth-led citizen, service of police

- What steps to take to heal if one doesn't know how?
- How did police interaction make you feel?
- How can you create empathy?
- Systemic racism vs individualized racism
- Implicit bias
- Coming together in general
- I am not sure

## Annexes

**Question Round One:** “Describe a time when part of your identity (i.e. your race, your job, etc.) was being profiled or stereotyped. What was the experience and how did it make you feel?”

### 1.1. Race

- First job I had freshly out of college after my degree in higher education. I worked at a technical college in an advisor position. I started in a beginning position and got promoted to full-time advancement to health care. Because my position came through a grant my salary was on public record. I was the only minor there and everyone else was white. A few coworkers made comments about my salary because I was young and making more than them. They would always try to accuse me of things—being late, questioning what I did to qualify, etc. I didn’t know how to take it. I felt very uncomfortable but could not respond. After that I started getting micromanaged by them and got complaints from the team on the quality of my work. If I was late, they made things hard; they didn’t know where I was! Part of my job was to attend conferences, meetings, etc. After 1-1/2 years I couldn’t take it and I wrote an email to my supervisor and a lot of other staff members and told them what was going on. I had gotten to the point of mental breakdown and couldn’t sleep.
- Working at a homeless resource center, the first time I was called racist I felt angry and defensive. At that point it made me introverted and reflect on the perspective I bring. How do I justify myself in this job as a person in authority and power? It helped me adjust to that and the emotions that boil up wanting to push back and trying to prove I’m not and being called out about it.
- My first job interview right out of grad school was with a friend, a white woman. Because of my mixed race, they thought I could work with students there. I felt like this was my dream job, but my co-workers knew. I heard them. They liked that I looked white. It was difficult, I had conflicting feelings. Did I really earn it? It was at a school. A black male hired me. I felt indebted to him. He made sure students of colors were reached out to, but his boss acted like I shouldn’t be there. I followed my own ethical guidelines, but my boss would try to get me to fall in line since he got me the job. He pulled me aside under a stairwell and cornered me, “you need to fall in line.” He was irate I wouldn’t pull for him. It was at a high school, and he wanted me to share details about a student—it was a whole thing about a sexual assault. It felt bad. I wanted to be seen for who I am.

- This was over twenty years ago. I was new at my job [as a police officer]. The details are unclear to me, but it was between me and a black woman. I can't remember the details, but the comment she made stuck with me. She called me a blue-eyed devil. I was shocked. This was a new experience to be disliked, for it to be so personal. My blue eyes had only been the source of compliments, that they looked kind. And then to be attacked for this trait. I wondered what is this about? The devil part...holy crap. How can I be called an evil person for what I thought was doing the right thing? I don't remember the particulars, the reality is that you go through this job and get used to things. We interact with more people of color than not, and judgements for and enact immediately. You get used to it and build up a shell. Sometimes they [judgements] are spoken, sometimes they are not. You know. I get it. Stereotyping happens frequently. But it's professional, I don't take it personally.
- I grew up in Milwaukee in a mixed race family—I'm Latino and White. Growing up mixed race, people often don't consider me Latino. I'm stuck in limbo between both races. At school people say "Cool, cool," in Puerto Rico, "Oh, gringo." It's frustrating--you try to fight it a little, but it's tiring.
- I am from Israel and people assume I am from Mexico. One time when I was in the Southwest, I decided not to visit a friend who lived in the country. I have poor night vision and thought I might go to the wrong house. And I remembered what happened to Sandra Bland and I was afraid that the police would think I was Mexican. I was not confronted but I was afraid and cancelled my plans.
- I moved from Pakistan to California. I didn't talk much and my 2<sup>nd</sup> grade teacher sent me to ESL. I had a 6<sup>th</sup> grade reading level. Then in grad school my graduate advisor told me to find another lab. The teacher and professor presumed I was incompetent.
- I am a privileged white male, no stress and no one sees you as having problems. I feel some people don't have a fair chance because of stereotypes and boundaries.
- I was a victim of domestic violence and my husband made a false accusation of me. I was upset in court and held in contempt of court. As a black female married to a white male, I feel the court's response was racial bias. The experience was very hurtful to me as a mother.
- I got married and it didn't work out well, she had contact with the police and accused me of things I didn't do – the police believed her because I had violence in my background and I am black. In Chicago, you can go to the penitentiary for anything – I stay away from a lot of things and try to avoid police contact. This is the first time I have been sitting with police and not been cuffed.
- This was about a year and a half ago during spring elections, I went to my polling--same one as of five years--and handed them my driver's license. The older lady working looked at it and me and said, "Well you aren't allowed to vote. Your address doesn't match [your id]." I answered that it doesn't have to match, as long as I'm registered, and she argued with me. I looked at the woman next to her, who said, "Yes she is." The first woman said, "Well she shouldn't be allowed." I was in shock. I voted, and went home and told my husband, who is white. He said that maybe she was confused. His doubt made me doubt. I was in complete agony; not sure about my own instincts. I told my friends and they were like, "that's racist voter suppression." I was like, "I know!" I cried. I was mad I had to report this. I was mad at my husband, he said he was feeling badly all week. He said he didn't want to believe it was

true. So this is me as an adult, fully aware of my rights--I'm a community organizer. I know, and they did that to me. What about folks who don't know? How many people did that woman turn away?

- I went to Tulane University in New Orleans and was able to study abroad. I was living in France and was picking out face cream products and I looked different. They stopped me and made me take out all of the stuff out of my bag. I didn't have to experience it (here in the US), you know. I now know what other people must feel like.
- I grew up in a small town in Waunakee and was adopted at birth and the only Black person in that town. Growing up other than the random racism I faced, I got undeserved stereotypes as an African American not just from white, but black. I was caught in the middle about who I was supposed to be. I went into my profession as a reporter and the publication I work for takes an anti-police stance. However, not all the things I'm asked to write about I agree with. I didn't grow up with altercations from P.O. I'm pigeon-holed into, "Oh he's a young Black guy; he thinks..." The stereotypes pissed me off.

## 1.2 Being a police officer

- That is a loaded question. Being a male and Caucasian, I have not experienced profiling because of my race. As a police officer I am profiled due to the bias against police officers. My job is newsworthy – if I drop the "f bomb" during a call, MPD will do an investigation and release to public. That doesn't happen to someone who works in the private sector.
- I had an experience outside my job. Most officers have officer friends, but I try to be a normal person and I don't tell people I am a cop. I had been going to a gym for a long time and once I got to know people, I did tell them I was a cop. Once I bumped into someone and someone else said "police brutality" and they all laughed and thought it was a joke. I was really bummed. People see me only for what I wear but this is not who I am. I don't want people to see me only by my work, as a cop only.
- 20 years changes things. When I started, I wanted to save the world. But police don't show up because things are happy. I had this experience when I would show up for trainings in town. We have to wear our gear and gun, because you don't know what's going to happen, so they knew. They'd ask why are you signed up? Well, because I wanted to meet other people. Everybody's eyes went down, no one wanted to sit and talk to me. Maybe they did not feel comfortable. I could feel it. They did not like the police. It took 2-3 days to warm up, but by the end of week we were friends. It is possible to build bridges. I'm there to help people. I hope people in the community here know that. I felt isolated. Alone. I thought I might not come back. I didn't fit in. It's a hard feeling to have. I want to say I'm sorry that these things happened to you [points to others in the circle]. It's real. It affects you. It's hard to forget and forgive.
- I can't pinpoint a single incident. Stereotyping just happens regularly—at least every week—because of the uniform. I've been called a "tyrannical fascist pig." And it's more complex wearing the uniform as a man of color. A lot of people are really angry, they'll call me a "House N\*\*\*\*\*" or an "Uncle Tom," and because I'm ambiguous, people think I'm Filipino or Puerto Rican or something. I have to try to not take it home, but sometimes I lash out at

my kid. You get to the point where you wonder, "Why should I care about you, if you don't care about me?" It was hard to get used to Madison. I grew up in a bigger city that's much more diverse and was the adopted child of a single parent household. It's different here. But I also see that the guys I work with here, I don't see things like fraud or police brutality from them. They're dedicated officers.

- I have the same magical ability to walk around and not feel like I'm treated differently—I'm very white, and Madison is a big city for me, coming from rural Wisconsin. When I get stereotyped, it's definitely the police uniform. So I'm always on edge—"Here we go. What's going to happen?" Someone screamed the most racist things at me for a half hour this week. It's really jarring. But it's like we're not supposed to be disturbed. Once a rotation or once a week this kind of thing happens. I just get silent. I don't talk back. I stay calm, get through, and leave—like anything else, I find a way to calm down. My girlfriend tells me to leave it at the door and not take it home with me.
- SET Team crowd commander and people were protesting the shooting of an unarmed black man in our community. Protesters blocked traffic on a major roadway and a cancer patient had to get through to go to treatment. I tried negotiating with one of the protesters who said, "You kill all black men." That was very frustrating and if an MPD officer is involved in a shooting then we are all held responsible for that event.

### 1.3 Gender

- My job as a police officer for 23 years. Being female in the P.O. department was hard—it took a long time to justify why we belonged—it was the old general guard. I came from a social work background; trying to experience that as a woman in male-dominated field was difficult. The more we became exposed the more of our bad stuff we had to work through. I was bashing my head, but now younger people are coming in. I don't have to carry this. As a younger cop I felt I had to prove myself—now I don't.
- My story is a little similar to the other P.O., the first thing is that I come as a woman, a young woman who doesn't have kids, white. But what happens to me is based on a perspective and the conflicts I face with this. If I take control and step up to talk first, I'm seen as a pushy. Two ways I get typecast: as a secretary or being a b----. There's a seeming conflict between appearing to be competent and not being competent. If I say to someone, "I sent you an email and you didn't respond," I'm not feminine. It makes me feel angry, frustrated. The anger comes from living day and night in this conflict. I look for confirmation and then sometimes I see it when it doesn't exist.
- I remember being back in high school gym class and the football coach yelling loudly, "Not only is she pretty she can also catch a football!" It was horrible coming from this jock football coach and sexist. It's an assumption that as a young female with large breasts...layers of degradation from an old man. I was sexually harassed, groped, had a slew of negative attention given and this continued beyond me. It's a bad feeling to be objectified and you don't like that you don't even like who you are.



- I want to start off by saying that I have a lot of privilege as a white woman, and that's important to recognize. I ran for local office several years ago, back when I had three little boys. It's hard. I was knocking on doors in the winter with a newborn strapped to my chest. One day, I went up to a house with a Russ Feingold bumper sticker on the car in the driveway, so I made some assumptions that I probably shouldn't have. An older man answered the door and said that I shouldn't be running for office--it was my job to stay home and care for kids. I was stunned. I said back, "Would you say that to my husband?" This conversation really weighed on me. Weeks later, I went back to his house. The same man answered the door and he was impressed that I was there again. He said I was tenacious and apologized for his behavior earlier. This is one of my experiences as a woman.
- I was a victim of domestic violence and my husband made a false accusation of me. I was upset in court and held in contempt of court. As a black female married to a white male, I feel the court's response was racial bias. The experience was very hurtful to me as a mother.

#### 1.4 Age

- I haven't really experienced anything like that. I guess there was this one time, when I was in my mid-50s. I had been a nurse but I got laid off so I was looking for a job. At that age, trying to get a job--I was discriminated against. I applied for so many jobs and got really upset about it. One time when I got rejected again, I just stood up for myself and I said, "I'm sick of this! It's not right." I called them up and said that. And the next day I got the job. Just because I'm older doesn't mean anything.

#### 1.5 Physical appearance

- I was working as an undercover officer and had long hair, a scruffy beard and a goatee. I went to a bank to cash my work check and the clerk refused me service. The clerk did not believe it was me (with Photo ID), that I stole the check, and finally told me they can refuse service to anyone.

#### 1.6 Privilege

- You talked about privilege...well I've been endowed with super privilege. I'm white, educated, a boy...the whole shebang. So I haven't had any experiences where I've felt any stereotyping at all. Even in High School, I was a long-haired dope-smoking punk, and that's not a stereotype. That's just a description. When I graduated, there were only 6 or 8 students of color out of 2,000, so I had really limited contact. But anyway, things were just easy because of who I've known. When I was looking for a job, my father just made a call. It was easy to fit in at Stephen's Point. I was able to get away with a lot. Do I feel guilty? No--I don't know why I should feel guilty about it. All the problems I hear of from other people are anecdotal. I question whether it's even true.

## Question Round Two: “What do you wish others would know about who you really are?”

### 2.1 Misunderstood or unseen emotions

- To know that I am more vulnerable than I seem to be. I identify with the duck on the surface of the water but underneath he’s kicking furiously. I feel “humilidad” (humility) and I want to give of myself and some people don’t understand it takes a lot of energy. Also, when I’m angry it’s because I’m scared, tired, and can’t say what’s on my mind. I want to do a better job with thinking about that with others also. We all have a lot of stuff.
- If they knew more about introverts—we get a lot of the short stick. It’s hard to process because I’m a really deep person. Sometimes my silence can be taken as aloof and that I don’t care. I’m an empath and I take in others’ energy and mine. I actually don’t see where the boundaries are—I’m navigating how I can show up and use my voice. I wish I could tell people I’m working hard being silent here—give me a minute to show up.
- I’m trying to figure this out for myself. I was spinning different scenarios of this when I first saw the question when we were eating. I sit here and think—I’m empathetic and it scares me to let go. I did a career change to social work to focus on people that have struggled with pain. The fear aspect—I’m trying to explore that side of me.
- I’ll put it out there. Even though I’m in law enforcement I’m caring, kind, I care about people from all walks of life. I don’t think I’m better than anyone. I help people. I want to see the community come together, I want to see peace. It’s hard to see community. When I’m off duty and caught speeding it scares me, even though I’m a cop. It’s hard to gauge them and intimidating when someone is in uniform and has a gun. I’ve been good at not speeding, by the way. I’m not sure I should be a cop. [Laughs]. Sometimes you gotta laugh. You can’t take yourself too seriously.
- When I put this uniform on, I have to fulfill my duty. But I wish people knew I still have emotions, a duty, and thoughts...I’m really compassionate, especially towards victims. It might be easier for me because I come from a diverse background. We have an issue here in Madison where we’re incarcerating and arresting a lot of African American men. But at the same time, victim rates are staggering too. It haunts me. Victims need to be heard. I really care about them and want to empower them. They need restitution. Everybody hears it—I’m guilty of it too—of making stereotypes, profiling, all of that, with guys who might be perpetrators, and what this has to do with gender, profession, race, a look... all of that.
- People think I’m really confident, that I just fit into the mold of what an elected representative is. But I’m actually pretty introverted, so my job is really challenging for me. But I think this makes me better, because I’m more empathetic as someone who’s just more observant. I wish people knew there was more to me than just the title. I had to step outside of what was comfortable, in order to do good for the community. And when I did that, both me and my community become stronger, just because it’s hard. Having relationships with people who are different from me helps me grow.
- What do I want people to know? I’m not a mean person! I come across that way with my voice because it’s loud. They don’t like me until they get to know me. I’ve had this voice for 75 years and it’s not going to change now! I feel awful because I know I’m not mean. It’s just

my voice. I care about people. I'm a really nice person. At Christmas I do a lot of baking for the elderly. But they have the right to their opinion, there's nothing to do about that.

- It's really hard to wear this uniform and not feel like other police officers. One of the first questions I was asked was why you want to do this. I don't really like guns but every time I came up with reasons not to do it, I had more reasons to do it. I was raised by a teacher and farmer and I believe in trying to help people. I want people to know that I'm here to help and that I that I'm also scared 90% of the time. But that it's ok to be scared.
- I want people to know that I'm a compassionate human being and I care about things. I'm not a soulless robot, coming in and coming out, and it's devastating to see kids terrified of me. They've grown up learning that police are bad. Teenagers are afraid to give statements because they think we'll shoot them. Toddlers keep their hands up the whole time. But it's always for the benefit of kids. That's what I really care about. I want to make the world a better place. When I was a sophomore in college, I saw police doing different things. I wanted to look beyond face value and figure out why there are issues in the community. Nobody sees this or notices it, they just see the uniform, and I just experience unsolicited hate.

## 2.2 Childhood experiences

- I was born in India and moved here when I was two. I struggled a lot, but I also feel privileged. I finally just said, "f\*\*\* it. I am who I am." I get to play a role where I feel real. For better or worse, I feel lucky. I also look at this journey as invisible: I grew up in Waukesha as the brown girl. It was a toxic experience, really toxic. One thing I wish people knew is that it is extraordinary that I'm here. I am the first woman in my family to learn to read. There are women in my family who were married at 8 years old. I barely escaped. My parents are progressive for my culture, but my mother was deeply depressed. She was caged, angry, trapped. She was never able to reach her full potential. I see now my Mom saved my life. She was honest. When I was too young to understand, she told me that my cousin was retarded because she was beaten by her parents because she wasn't a boy. Then, of course, she still let me go to their house, but that's all she could do. She could sound warnings to me. I am so grateful. She's amazing: stubborn, shy, but fierce. I was protective of myself, but in my late 20s I hit my stride. I married my husband who is a feminist, my life has become what she couldn't have, but now that I'm free she started to heal. She freed me, and that's how she can be free.
- When I was a little girl, I dreamed about being a cop. I have a passion for criminal justice.
- I hate when I have to talk about myself. This is really hard. So I feel like the only way to answer is to go super personal. The reason I've put myself behind the scenes as the caregiver, the listener, to make sure things go well for others, was that growing up in Madison I was the only non-white person, except a Native American girl in my school. I didn't even know I wasn't white. I was much darker back then, with a baby afro. I didn't even know who my dad was. My cousins knew, and they were mean about it. Then I found out. Not until I was an adult I realize why I was trying to be invisible. At prom, I was at this girl's house with a bunch of friends and she didn't know I heard, but her parent pulled her aside and said, "why did you let [name of participant] come? She's not allowed. Why are you friends with her?" My

grandfather said I could only be part of the family as long as I looked white. I moved to Louisiana and found acceptance there. It was different being around more people who were black. It was hard to move back. I wish people knew I wasn't white. My Mom is from Norway and my Dad is African American. I wish I could claim that, but I can't. I've found more positions behind the scenes to be in. I wish that more people felt included, that people were willing to be part of the circle.

- I'm the oldest of eight. My mom had four kids by the time she was eighteen. I took care of my mom and my siblings. I am still trying to figure out how to take care of myself, there is a lot of pain.
- I came from a never wanting family. I grew up with my father and grandfather working.
- I moved to Chicago as a pre-teen and a police officer befriended me and was sex trafficking me. I didn't feel like I could tell anyone especially the police. Despite my own experience about people I see them [police] as being people and not all bad.
- To know that because I'm bilingual and I didn't learn English until 3rd grade because I came from refugee came. I always felt self-conscious about my language. I have to process in my head before I can talk and it slows down things for me in meetings, etc. I feel like I don't want to be judged as different and I feel like just because English is not my first language doesn't mean I'm not capable of doing my job or speaking in a non-intellectual way.

## 2.3 Personal experiences

- I have worked here (MPD) over thirty years and ten of those years were in the drug unit. How drug overdoses impact's families and kids. Now it's not a criminal justice thing, it's a medical issue.
- I went to rehab and I signed a contract. I got a whole lot of my life back because before I was just doing me and, now I'm trying to be me. I want to be known as a father and grandfather.
- About my experiences. I wish they knew I went into this field to help people I didn't go in for the money. I wish people knew more about me as a person instead of seeing just that I'm blue. I wish everyone would come to these circles. I've had family die because of law enforcement and family die in the line of duty as law enforcement. I came to make a difference and try to make a change.

## 2.4 Personal interests

- Being a good community leader and role model for others. Stuff like this is a good example – sitting here talking to youth.
- I would record myself giving a speech about some steps that people could do to make it safer. I would post the video online and spread the word about the different aspects of being bad, stranger danger, etc. These are some things I could do.
- One thing that I try to do is educate both kids and adults on how to behave so that you can avoid problems. For instance, I would invite you guys to be careful with your phones, looking down and people just come behind you and come and rob you. So, I always tell people to

be aware of what is happening around you, be vigilant. And I say that to everyone you know, because I see so many cases of stolen phones and stolen bags like that!

## 2.5 Nothing about themselves is hidden from others

- It's hard for me to respond. I do feel as though I live as myself and live openly. I have interesting things in my past including run-ins with the law. There is nothing I am hiding inside. I wish I would be accepted for who I am—I am direct. I don't understand all the nonverbal signs—I speak the truth and I understand that I might scare people.
- I don't know, I think people know me. There isn't anything hidden. When I think I can deal with it, it's fine. Would I want her [woman participant who stereotyped] to like me? Yes. But it's not that big of a deal. Professionally, it limits me. There are preconceptions and drawbacks. But with me, what you see is what you get. Life is good. I'm comfortable in the skin I'm in. Professionally? I can separate that from who I am. It isn't in my control. You can be hypercritical. You can quit. But I believe there is a role for police in society. We don't always agree on what that is, which is a discussion that should happen, but I believe there should be police.

## 2.6 Work challenges

- People should know about this job behind the patch and badge. This job takes a little piece of you every day. You're sad when people are sad. You feel terrible when people die. You feel terrible when babies die. You try to impact the positive things in people's lives and in some little way it has. But the job takes a toll. I wish people understood this.

## 2.7 Concerns

- I am, as evidenced by being here today, concerned about profiling and stereotypes. But it's not a one-way problem. I'm part of a population concerned about problems of violence, homelessness, prejudice—and I don't know what to do about it. I volunteer at a local community center and there's a nonstop flow of homeless people coming in. There's not enough food, and no lack of people on the margins. But the papers are just selling ink. They're salacious, just trying to get sold. I feel vulnerable for the amount of crime and it seems to be on the upswing.

**Connected Conversation** *"What are some ways that we as a community can ensure that others are treated fairly despite perceived differences? How might this change the way law enforcement happens in our community? What would be one thing that you think could help increase trust between officers and residents? What have others said in this conversation that triggers new thoughts for you? Did you hear common themes or concerns from others? What next steps are important for you in moving this conversation forward?"*

### 3.1 Follow up questions and comments

- Your first sharing about the position at the technical school, do you think it was gender or race?
  - I felt this was a race issue and age. I was youngest among older people who had been there for years. When you've been there and not making as much money as me...coworker looking at me and that I'm strange. Their body language, how it was handled [with firing people once I complained], and that the college had to be protected...I was going through a lot. Because of my mental health I took a leave and then I couldn't come back because they said I quit. I was traumatized for speaking out.
  - So, did you feel guilty for speaking out? Were you made to feel guilty because of their bad behavior? Were you feeling bad because they got fired?
  - Today, I think about it...my goal for speaking out is that bullying is not OK. Making fun of me was not OK and the truth had to come out. I wasn't the first person to report it but it was swept under the carpet and the Union had to do something to protect the college. We need to learn together despite people's differences.
- I had question for the police officer who didn't want a firearm. Do you think we'll ever get to the point where we won't have to carry guns?
  - You know in England you have to get permission to carry a gun from a supervisor and then they have to run back and get it for you...I had to reconcile myself with having to carry it. Some people say, "well it's part of our tool belt." But, will we ever see the day we won't have to carry guns? As long as we're in this position, I don't think we're gonna see a day when there's no guns. But what's important is what's behind the gun.
  - I also want to say how brave and strong you are because of having to reconcile those things.
- I felt like when you shared—your accepting the fact that people have called you racist without being defensive—we all have biases and when people call us out on it, we're doing exactly what we're being accused of when we become defensive. It hurts to be called that. We need to understand this at a deep level and being OK with people calling us out.

### 3.2 Youth perceptions of police officers

- The people who should really be here are the ones who don't come. You should do this in schools so kids can know police and know that you care about people. It's a shame because you're just trying to help us.
  - I appreciate that. What grade would you have to start with? By high school they already have their opinions.

- There would be a lot of pushback against doing it in schools. There are youth fighting to keep EROs [Education Resource Officers] out of schools because they don't feel safe with us there. They find it distracting. And the parents would push back too.
- It's all how they're brought up. They might not be taught good morals.
- I don't know if you've heard of Routine Activities Theory, but it's the idea that we do what's normal for you. This really helped me understand what's going on. Kids can't escape it. It's not their fault. Their parents aren't around so they hang out with their friends and mess around.
- Well we never did things like destroying other people's stuff.
- Not all kids are the problem. The majority of crime is done by one group of kids. And everyone assumes it's all black kids.
- Citizens are on edge. There's millions of dollars lost from stolen vehicles.
- Even cops assume it's all of them. It's easy to blame kids. I blame my son for everything! The big thing is working on the real problems. They don't need to be incarcerated.
- They experience a lot of peer pressure. A lot of these kids come from broken homes like I did. But hard working people don't deserve to feel scared.
- Kids don't get to start with a clean slate. Their family's low income, there's no options—they don't see college as an option.
- I know some people who don't like their kids going outside because it's so dangerous.
- Yeah, and it takes a bigger investment. There's potential, if you just fund communities.

### 3.3 Race

- I want to talk about an incident when there was an explosion and this stocky blonde guy bangs on my door and starts yelling—I don't know him, and he doesn't go away so I call the police. They argue with me about my phone number and then they send 3 cops. It turns out it was a neighbor dispute and he drives away very fast and I wonder what if he had been black...how would it have been different?
  - I hear you. If you listen to the media, you would think that white officers shoot black men more often, but the stats show that Caucasians are shot more than African American males. I can tell you that the people I work with are honest and I believe in my heart that they would treat all people the same. MPD officers will turn-in other officers if unethical.
  - I don't know how to bridge that, but I respect your belief. I wouldn't know how to answer your question because you have to be there to know, it's police discretion. Police get blamed, it's unfortunate. We go home at night and think about those things. I worked in another department that was different. I wouldn't stay at MPD if things were different—I'm proud to be at MPD—we are not perfect.
  - Not to argue with you, but I hardly ever hear about white men being killed. I am not arguing, but is the percentage accurate based on population? You spoke so well about your peers but there was the Tony Robinson case. I believe there is bias, implicit

bias. I see how bias has infected me—I think it is important to dig deep. Everyone has prejudice.

- You mentioned your racial bias. How do you deal with your own bias?
  - If you are asking me if I spend time with...Yes, I have several black friends and acquaintances. I went to the Africa Night at Vera Court and I organize a world music festival. I could be doing more—I need to meditate on that.

### 3.4 Guns

- To answer the other person's question, I don't think it will ever be a time of no guns. The biggest tools we have is our knowledge—our mind—we have to de-escalate. Knowledge is the best option. I also wanted to comment on the other person's comment that your first response when called a racist is that you didn't respond. The same thing happened to me when there was an incident and myself and other officers were involved with someone who was doing a crime. A lady standing by said, "you white cops will never be able to understand about people of color." When I told her I was Latino then she said, "[We] will never be understood by whites." She still didn't get it. I couldn't control my response. You can't just generalize.
- What is the necessity for the police to be armed and how can they be more integrated into the community?
  - If we lived in a society where everyone trusts one another more. But there is violence there is not an easy answer for that. You get into [policing] to make a positive change. I didn't get into it to die. There are a lot of guns out there and you need to protect yourself.
- I don't hunt. I don't like guns. I don't carry a gun when I am not working and when I wake up, I'm hoping I don't have to use it. But in a mass shooting situation, I'd risk my life and take action. I could do it. I don't carry off duty and if something happened, I'd call 9-1-1.
- It's the badge and the gun and I'm like no it's the guns. I ran because I was scared. But I lied about who they are.
- I'm trained that if I see the vehicle the facts matter. It has to be a high-risk situation before I pull my gun. I don't know who or what is in the car. You don't hear over the radio the facts. I point my firearm to be safe.
- Fundamentally it's the same issue. Trust issues, no one wants to die.

### 3.5 General comments

- It's important to check yourself or you wreck yourself.
- I just want to say that you get to own that [directed at another specific participant]. It is part of you and it's your story. I get it. As a woman of color with my education I don't feel I get to own who I am. But we do.
- I'm grateful. This was impressive, this experience. It was much more deeply felt than I expected. Your stories rock me. The commonality, the individuality that all comes out. I've enjoyed getting to know you all. I just want to say, I am the only man here, and I am with all



these powerful woman. I can't say how impressed I am by you all, and I wish women were more appreciated.

- Should the press be in these listening sessions? They can ramp things up either way. There was a story about a German Shepherd being shot. The sheriff served a warrant...and the story just didn't match.
  - It's not uncommon to pay attention to the news story as the facts come in. It gets people going.
  - It's a business. They sell clicks on the internet.
- I spent two years in internal affairs and police officers are people too and some commit crimes. I participated in investigations and there were people who were fired for committing crimes. There are people who shouldn't have been police.
- I grew up around a lot of violence, inequality, and disparity in power. Police power and the power differences in the home. I left home at 17 years old.
- My Dad was a conman. He made a lot of money [de] frauding people. He purchased a bunch of properties by Chino prison and did slum housing. He would go door to door and get the rent money with a gun. My dad did not graduate from high school and is a very violent person. For me the cops were very dangerous.
- There was a shooting in my community a few weeks ago and I was on edge. As soon as I left my complex area, I felt it. We are thinking about doing a candle light vigil. What can the police and the community do to make the good will?
  - I wanted to thank everyone; I appreciate the powerfulness of the circle, everyone's vulnerability. I want to throw out, "How do we cultivate that sense of vulnerability? It was very organic." When we're vulnerable it allows a bridge we don't often see.
  - I thought your first share out set the tone from the beginning—you didn't stay surface, you went deep.
  - I think it may be more open. Being vulnerable the first time sharing is hard.
  - I appreciate everyone sharing--it's hard to open up. Your stories were compelling and I'm glad I came. I'll be thinking about you and your stories. I need this. It was inspiring.
  - I am thankful to hear everyone. Your stories touch my heart. Thank you for allowing the space to share.
  - I wanted to thank everyone; I appreciate the powerfulness of the circle, everyone's vulnerability.

### 3.6 Parting words

- Hopeful.
- Human connections.
- New perspective.
- Thankful.
- Learning about each perspective.
- Being vulnerable is OK.
- Unity.

- Optimistic.
- Appreciated sitting with you and talking.
- Equality.
- Opportunity.
- Grateful.
- Blessed.
- Peaceful.
- Nothing.
- Thanks to facilitators. You're really selfless and I admire you for doing this. Everyone else here, you really care about your community and it restores my faith in humanity.
- It's nice to hear other points of view and get to know the community better. This was really interesting.
- I'm still concerned, but don't have any solutions. I could move to Wautoma, but this is my home. My friends are here. These kids aren't in good shape. There are fifth graders who don't know how to spell, "Wednesday." They don't even know what month it is [sic]. It's a sad situation. They want to learn but there's no books at home.
- Thanks everyone for coming out and coming to talk. This is a step in the right direction, but we have a long way to go.
- We need to get better representation here. More diversity.
- I met some really nice people.
- Interesting perspectives...I'd like to follow up on them.
- Live dialogue...People talking to one another.
- Appreciate the vulnerability and being real here making raw connections. Healing.