



Game Changer Event Evaluation Report

April 2017 – June 2020

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Game Changer Report: PART I

EVENT EVALUATION SURVEYS COLLECTED BETWEEN APRIL 2017 AND JUNE 2020

Introduction

Game Changer brings together community members, law enforcement, judicial, and legislative branches of government for moderated focus groups. Participants discuss community problems and devise solutions together, followed by dinner and a sporting event.

Game Changer hopes to change the perceptions of community members, law enforcement, members of the judicial system, and elected officials by providing education and a space to build rapport. Change in perception, it is surmised, could lead to changes in behavior, more beneficial interactions between law enforcement and the community, and ultimately, a reduction in negative outcomes related to law enforcement and community interactions.

To measure change in perception, event surveys were collected before (pre) and after (post) the event via electronic tablets. An additional survey was gathered three months after the event (follow-up) from willing participants. In February 2018, the pre and post surveys were modified. This first section of the report, **Part I**, examines a subset of similar questions from both the new and older version of the surveys together. **Part II** of this report examines all questions from the newer version of the surveys as well as the follow-up surveys, which were collected between February 2018 and June 2020. Qualitative information from most open-ended questions is located in **Part III** of this report. **Part IV** of the report compares some of the results between various demographic groups.

Methods

Game Changer provided survey data to the Institute for Public Health at San Diego State University in Excel format. Institute for Public Health staff imported the data into Access to match pre and post surveys by participant. Matching was based on email addresses although not all pre and post surveys would be matched. Once surveys were matched, data were analyzed using SPSS.

Likert-scale questions were recoded because the question response categories differed between the two survey versions. Similar questions were coded together as **agree** (strongly agree, agree, somewhat agree, very true, somewhat true) and **disagree** (strongly disagree, disagree, hardly true, not true at all) for this analysis. Persons who responded that they **did not know** (I don't know, neither agree nor disagree) were not included in the analysis.

Civilian Pre and Post Analysis

A total of 878 pre surveys from 737 unique civilians were collected prior to the event, and 663 post surveys were collected from 569 unique civilians after the event. Some persons completed multiple surveys at one event, some persons attended more than one event, and some persons did not complete both the pre and post survey. Data were matched on email addresses and name for those with names entered. The total resulting sample with both a pre and post survey was 546 persons. If persons completed more than one pre or post survey, their earliest survey was analyzed in order to produce outcomes related to the first time participants attended a Game Changer event.

Law Enforcement Pre and Post Analysis

A total of 425 pre surveys were collected from 359 unique law enforcement personnel prior to the event and 358 post surveys were collected from 308 unique personnel after the event. Some persons completed multiple surveys and not all persons completed both a pre and post survey. The total number with both a pre and post survey 297 persons. Similar to civilian analyses, if persons completed more than one pre or post survey, their earliest survey was analyzed.

Results

Demographics

Tables 1-1 and **1-2** show the demographics of civilian respondents. Over half of respondents identified as male, over a third were between the ages of 13 to 25 years, and about half were between the ages of 26 and 55. The most commonly reported race was African American/Black, White, and other multi-racial. A third of respondents identified as Hispanic/Latino(a). The highest level of education varied between 'some high school' and 'doctorate degree.' A majority of the respondents reported living in their current residence for more than 10 years.

Three quarters of the law enforcement respondents identified as male and most reported being between the ages of 26 and 55 years. The most commonly reported race was White followed by African American/Black. Over a third of respondents reported their ethnicity as Hispanic/Latino(a). Law enforcement respondents reported higher levels of education than the civilians, although similar to civilians, a majority reported living in their current residence for more than 10 years.

Pre and Post Comparisons

Four different surveys were included in the following pre-post comparisons: 1) an older law enforcement pre and post survey, 2) a newer law enforcement pre and post survey, 3) an older civilian pre and post survey and 4) a newer civilian pre and post survey.

Graph 1-1 shows the pre and post responses for law enforcement for the six questions that were similar across the surveys. A statistically significant **reduction** was seen in the percent of law enforcement who believed that civilians thought law enforcement made them (civilians) feel safe. A similar statistically significant **reduction** was seen in the percent of law enforcement who thought that civilians believed law enforcement have a desire to make the civilians' communities safer.

By the time of the post survey, civilians, on the other hand (**Graph 1-2**), reported statistically significant **increases** in the percent who agreed that law enforcement was respected, cared about the well-being of the people, were fair and just, and respected civilians. They also reported increased feeling of safety related to law enforcement.

These law enforcement and civilian responses, portrayed together in **Graph 1-3**, indicate that some law enforcement personnel left the event understanding that they did not make civilians feel as safe as they had thought, while some civilians gained respect for, an understanding of, and increased feelings of safety related to law enforcement.

Data Tables

Table 1-1. Demographic Characteristics, Matched Pre and Post Surveys (2017-2020)

Demographic Characteristic	Civilian (n=546)		Law Enforcement (n=297)	
	Number	Percent	Number	Percent
Gender				
<i>Male</i>	302	55%	222	75%
<i>Female</i>	242	44%	71	24%
<i>Gender Non-Conforming</i>	0	0%	1	0%
<i>Prefer Not to Answer</i>	2	0%	3	1%
Age Group ¹				
<i>13-17 years</i>	123	23%	0	0%
<i>18-25 years</i>	84	15%	9	3%
<i>26-34 years</i>	113	21%	98	33%
<i>35-43 years / 35-44 years</i>	83	15%	87	29%
<i>44-52 years / 46-55 years</i>	72	13%	81	27%
<i>53-60 years</i>	28	5%	16	5%
<i>56 + years / 60 + years</i>	43	8%	6	2%
Race				
<i>African American/Black</i>	170	31%	62	21%
<i>White</i>	165	30%	123	41%
<i>Other Multi-Racial</i>	136 ²	25%	47 ³	16%
<i>Asian</i>	13	2%	12	4%
<i>Native Hawaiian/Other Pacific Islander</i>	3	1%	7	2%
<i>American Indian/Alaskan Native</i>	3	1%	5	2%
<i>Not Specified (Hispanic)</i>	26	5%	37	12%
<i>Other</i>	15	3%	4	1%
<i>Not Recorded</i>	15	3%	0	0%
Ethnicity				
<i>Hispanic or Latino</i>	180	33%	103	35%
<i>Not Hispanic or Latino</i>	322	59%	116	39%
<i>Not Specified</i>	44	8%	78	26%
Highest Level of Education Completed				
<i>Some High School</i>	126	23%	0	0%
<i>High School/GED equivalent</i>	45	8%	6	2%
<i>Some College</i>	91	17%	73	25%
<i>Associate degree</i>	37	7%	33	11%
<i>Bachelor's Degree</i>	114	21%	132	44%
<i>Master's Degree</i>	96	18%	49	16%
<i>Law Degree</i>	12	2%	3	1%
<i>Doctorate Degree</i>	25	5%	1	0%
Number of Years Lived in Residence				
<i>Less than 1 year</i>	39	7%	13	4%
<i>1-3 years</i>	67	12%	50	17%
<i>4-6 years</i>	59	11%	32	11%
<i>7-9 years</i>	40	7%	28	9%
<i>10+ years</i>	330	60%	171	58%
<i>No Response</i>	11	2%	3	1%

¹ Age groups differed between the two surveys and are presented together despite overlapping categories.

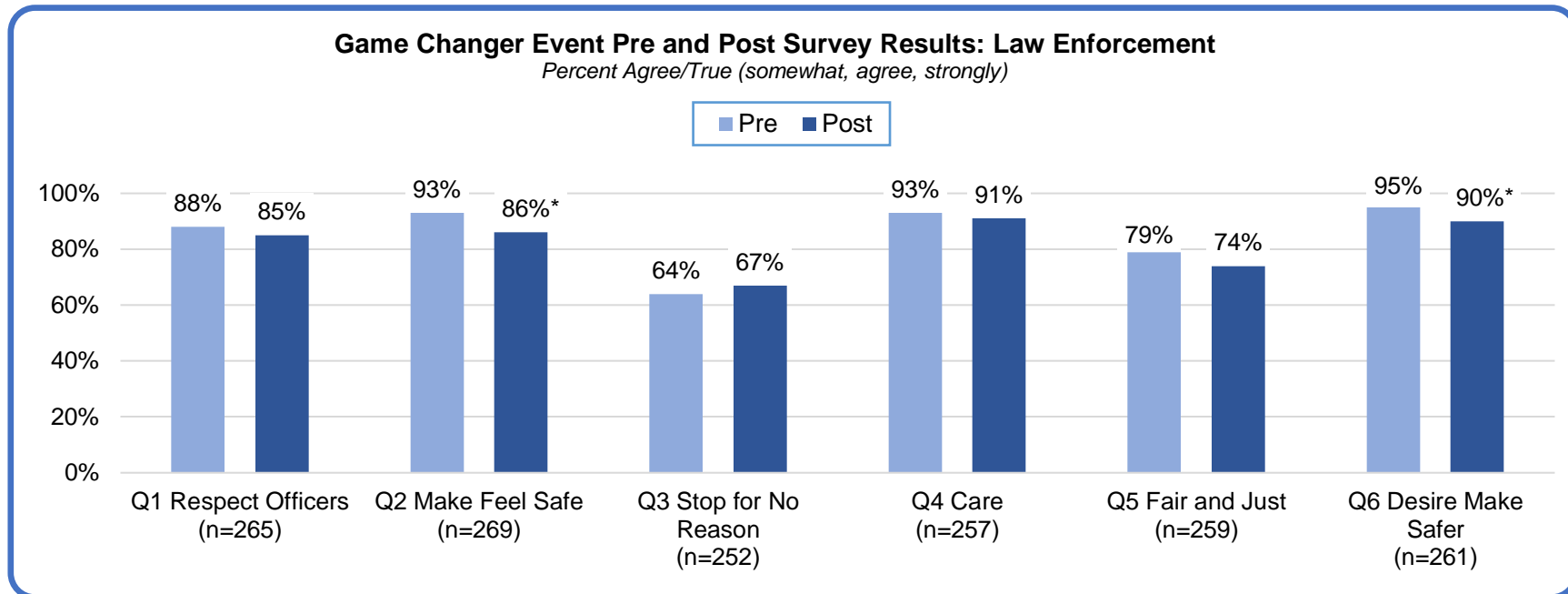
² Included: African American/Black & White (n=9), American Indian/Alaskan Native & African American/Black (n=4), American Indian/Alaskan Native & White (n=3), Other Multi-Racial (n=120).

³ Included: African American/Black & White (n=5), Asian & White (n=2), American Indian/Alaskan Native & White (n=1), Other Multi-Racial (n=39).

Table 1-2. Race/Ethnicity, Matched Pre and Post Surveys (2017-2020)

Hispanic Ethnicity Group	Civilian (n=546)		Law Enforcement (n=297)		
	Race	Number	Percent	Number	Percent
Hispanic/Latino(a)		(n=180)		(n=103)	
<i>Latino/Hispanic</i>		26	14%	37	36%
<i>Other Multi-Racial</i>		101	56%	35	34%
<i>Caucasian/White</i>		44	24%	29	28%
<i>African American/Black</i>		5	3%	1	1%
<i>Native Hawaiian/Other Pacific Islander</i>		0	0%	1	1%
<i>American Indian / Alaskan Native</i>		3	2%	0	0%
<i>Other</i>		1	1%	0	0%
Not Hispanic/Latino(a)		(n=322)		(n=116)	
<i>White</i>		103	32%	49	42%
<i>African American/Black</i>		159	49%	43	37%
<i>Other Multi-Racial</i>		35	11%	12	10%
<i>Asian</i>		11	3%	6	5%
<i>Native Hawaiian/Other Pacific Islander</i>		3	1%	3	3%
<i>American Indian/Alaskan Native</i>		0	0%	3	3%
<i>Other</i>		11	3%	0	0%
Ethnicity Unknown		(n=44)		(n=78)	
<i>White</i>		18	41%	45	58%
<i>African American/Black</i>		6	14%	18	23%
<i>Asian</i>		2	5%	6	8%
<i>Native Hawaiian/Other Pacific Islander</i>		0	0%	3	4%
<i>American Indian/Alaskan Native</i>		0	0%	2	3%
<i>Other</i>		3	7%	4	5%
<i>Not Recorded</i>		15	34%	0	0%

Graph 1-1. Pre and Post Survey Questions, Law Enforcement (2017-2020), Similar Questions ¹ Both Survey Versions

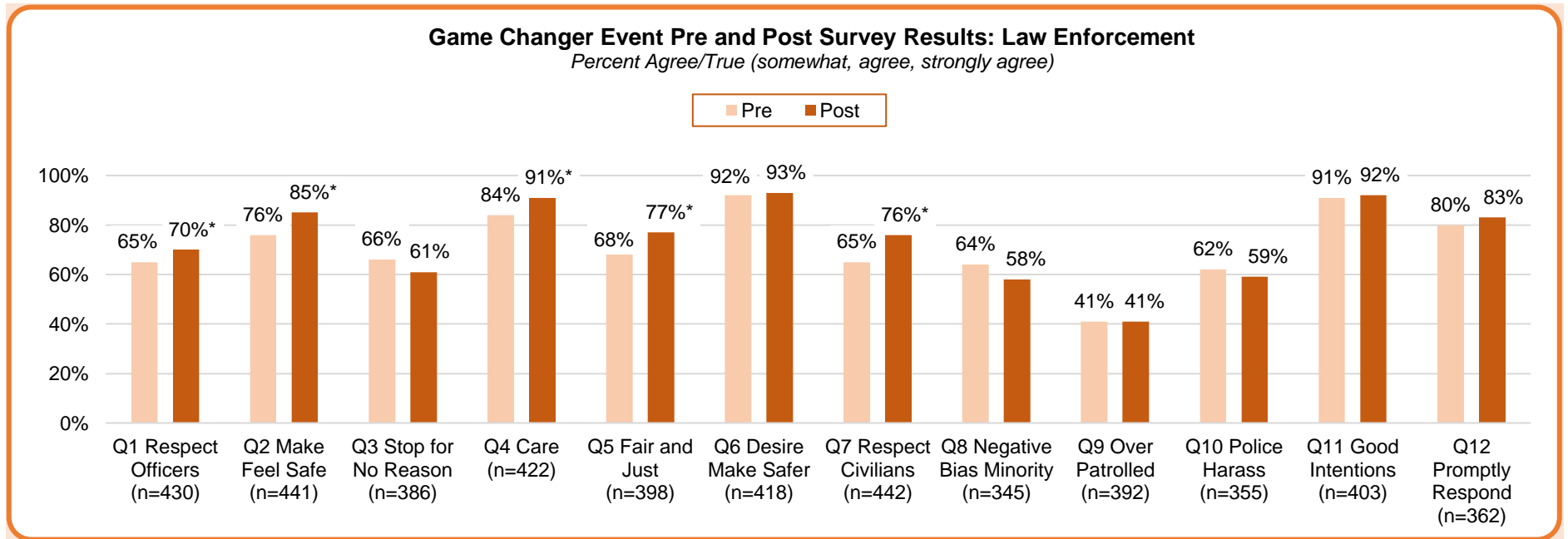


* Statistically significant: P-value <0.05 calculated using McNemar’s Chi-Square Test.
 Sample sizes are the number responding to each question on both the pre and post surveys; “Neither agree nor disagree” or “I do not know” were not included.

¹ **The questions are shown below. Questions with more than one version (i.e. changed when the survey version changed) are differentiated by (a) and (b) versions.**

- Q1:** (a) In my experience, law enforcement in my community is respected.
 (b) The community members (non-law enforcement officers) think that the law enforcement deserve respect.
- Q2:** (a) In my experience, civilians believe law enforcement in their communities make civilian community members feel safe.
 (b) The community members (non-law enforcement officers) think that the law enforcement make people feel safe.
- Q3:** (a) In my experience, civilians believe that law enforcement in their communities stop people for no reason (without probable cause).
 (b) The community members (non-law enforcement officers) think that law enforcement seem to stop people for no reason.
- Q4:** (a) In my experience, civilians believe that the law enforcement officers care about the well-being of the people in the communities that they serve and protect.
 (b) The community members (non-law enforcement officers) think that the law enforcement care about the well-being of the people.
- Q5:** (a) In my experience, civilians believe that law enforcement that patrol their communities are fair and just in their treatment of residents of the community.
 (b) The community members (non-law enforcement officers) think that the law enforcement are always fair.
- Q6:** (a) In my experience, civilians believe law enforcement that patrol their community have a desire to make their community safer.
 (b) The community members (non-law enforcement officers) think that the law enforcement have a desire to make our community safer.

Graph 1-2. Pre and Post Survey Questions, Civilians (2017-2020), Similar Questions Both Survey Versions ¹



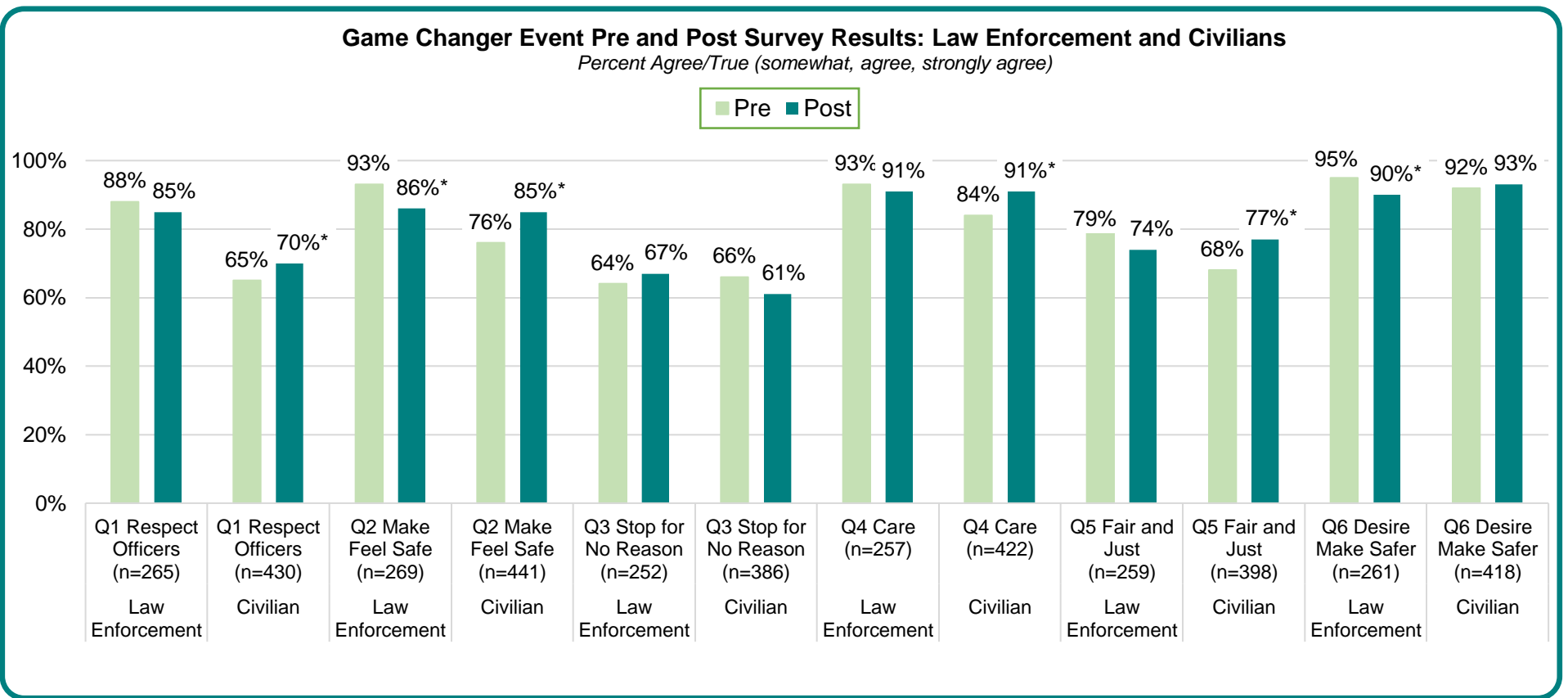
*Statistically significant: P-value <0.05 calculated using McNemar's Chi-Square Test.

Sample sizes are the number responding to each question on both the pre and post surveys; "Neither agree nor disagree" or "I do not know" were not included.

¹ The questions are shown below. Questions with more than one version (i.e. changed when the survey version changed) are differentiated by (a) and (b) versions.

- Q1:** (a) In my experience, law enforcement is respected. (b) In my experience, law enforcement in my community are respected.
- Q2:** (a) In my experience, law enforcement make me feel safe. (b) In my experience, law enforcement in my community always make me feel safe.
- Q3:** (a) In my experience, law enforcement stop people for no reason (without probable cause). (b) In my experience, law enforcement in my community seem to stop people for no reason.
- Q4:** (a) In my experience, law enforcement officers care about the well-being of the people in the communities that they serve and protect. (b) In my experience, law enforcement in my community care about the well-being of the people.
- Q5:** (a) In my experience, law enforcement are fair and just in the treatment of residents of the communities that they patrol. (b) In my experience, law enforcement in my community are always fair.
- Q6:** (a) In my experience, law enforcement have a desire to make communities they patrol safer. (b) In my experience, law enforcement in my community have a desire to make our community safer.
- Q7:** (a) In my experience, law enforcement show respect to all members of civilian members of the community. (b) In my experience, law enforcement in my community show respect to all members of my community.
- Q8:** (a) In my experience, a majority of law enforcement hold negative biases towards minorities. (b) In my experience, law enforcement in my community hold a negative view of minorities.
- Q9:** (a) My neighborhood is excessively patrolled by law enforcement. (b) My neighborhood is over patrolled by law enforcement.
- Q10:** (a) In my experience, law enforcement get away with harassing civilian members of the community. (b) In my experience, law enforcement in my community get away with harassing community members (non-law enforcement officers).
- Q11:** (a) In my experience, law enforcement generally have good intentions in the community. (b) In my experience law enforcement in my community generally have good intentions.
- Q12:** (a) (b) In my experience, law enforcement in the community promptly respond to requests for help.

Graph 1-3. Pre and Post Survey Questions, Civilians and Law Enforcement (2017-2020), Similar Questions ¹



* Statistically significant: P-value <0.05 calculated using McNemar's Chi-Square Test.
 Sample sizes are the number responding to each question on both the pre and post surveys; "Neither agree nor disagree" or "I do not know" were not included.
 See question key on next page.

¹ The questions are shown on the page that follows. Questions with more than one version (i.e. changed when the survey version changed) are differentiated by (a) and (b) versions.

Q1: Law enforcement

- (a) In my experience, law enforcement in my community is respected.
- (b) The community members (non-law enforcement officers) think that the law enforcement deserve respect.

Civilian

- (a) In my experience, law enforcement is respected.
- (b) In my experience, law enforcement in my community are respected.

Q2: Law enforcement

- (a) In my experience, civilians believe law enforcement in their communities make civilian community members feel safe.
- (b) The community members (non-law enforcement officers) think that the law enforcement make people feel safe.

Civilian

- (a) In my experience, law enforcement make me feel safe.
- (b) In my experience, law enforcement in my community always make me feel safe.

Q3: Law enforcement

- (a) In my experience, civilians believe that law enforcement in their communities stop people for no reason (without probable cause).
- (b) The community members (non-law enforcement officers) think that law enforcement seem to stop people for no reason.

Civilian

- (a) In my experience, law enforcement stop people for no reason (without probable cause).
- (b) In my experience, law enforcement in my community seem to stop people for no reason.

Q4: Law enforcement

- (a) In my experience, civilians believe that the law enforcement officers care about the well-being of the people in the communities that they serve and protect.
- (b) The community members (non-law enforcement officers) think that the law enforcement care about the well-being of the people.

Civilian

- (a) In my experience, law enforcement officers care about the well-being of the people in the communities that they serve and protect.
- (b) In my experience, law enforcement in my community care about the well-being of the people.

Q5: Law enforcement

- (a) In my experience, civilians believe that law enforcement that patrol their communities are fair and just in their treatment of residents of the community.
- (b) The community members (non-law enforcement officers) think that the law enforcement are always fair.

Civilian

- (a) In my experience, law enforcement are fair and just in the treatment of residents of the communities that they patrol.
- (b) In my experience, law enforcement in my community are always fair.

Q6: Law enforcement

- (a) In my experience, civilians believe law enforcement that patrol their community have a desire to make their community safer.
- (b) The community members (non-law enforcement officers) think that the law enforcement have a desire to make our community safer.

Civilian

- (a) In my experience, law enforcement have a desire to make communities they patrol safer.
- (b) In my experience, law enforcement in my community have a desire to make our community safer.

Game Changer Report: PART II

EVENT EVALUATION SURVEYS COLLECTED BETWEEN FEBRUARY 2018 AND JUNE 2020

Methods

Game Changer event surveys were collected before an event (pre), after an event (post), and three months after the event (follow-up). In February 2018, the pre and post surveys were modified. The information in this section of the report, Part II, pertains to the **newer** version of the surveys which were collected between February 2018 and June 2020.

Game Changer provided survey data to the Institute for Public Health at San Diego State University in Excel format. Institute for Public Health staff imported the data into Access to match pre and post surveys by participant. Matching was based on email addresses although not all pre and post surveys would be matched. Once surveys were matched, data were analyzed using SPSS.

Frequencies of all variables were produced. Qualitative questions were categorized and reported along with the number who responded similarly. An overall average score for most questions was computed which ranged from 1 to 7; a higher value meant law enforcement was perceived as more beneficial (civilian) or that law enforcement thinks that civilians see them as more beneficial (law enforcement). The scale ranged from 1 to 7 with 7 equaling “Strongly Agree” and 1 equaling “Strongly Disagree.” For this scale, negatively worded questions were reverse coded.

Civilian Pre and Post Analysis

A total of 577 pre surveys from 500 unique civilians were collected prior to each event and 517 post surveys were collected from 450 unique civilians after each event. Some persons completed multiple surveys at one event, some persons attended more than one event, and some persons did not take both the pre and the post survey. Data were matched on email addresses and most, but not all, entered a name which aided in the matching of the pre and post surveys. The total resulting sample with both a pre and post survey was 433 persons. If persons completed more than one pre or post survey, their earliest survey was analyzed in order to describe the outcomes related to their first attendance at a Game Changer event.

Law Enforcement Pre and Post Analysis

A total of 277 pre surveys were collected from 246 unique law enforcement personnel prior to the event and 265 post surveys were collected from 238 unique personnel after the event. Some persons completed multiple surveys while not all persons completed both a pre and post survey. The total number with both a pre and post survey 229 was persons. If persons completed more than one pre or post survey, their earliest survey was analyzed.

Results

Demographics

Among the 433 civilian participants with matched pre and post surveys, a little over half were male. While a majority reported being between the ages of 18 and 52, almost a third (28%) reported being between 13 and 17 years of age. The most frequent race reported was African American/Black followed by Other Multi-Racial. The educational level of respondents varied. A little under half reported having a family member or friend within law enforcement. Most attended the event for the first time (86%) and resided in California.

Among the 229 law enforcement respondents with matched pre and post surveys, almost three quarters were male and most were between 26 and 52 years of age. The most frequently race reported was White followed by African American/Black and Other Multi-Racial. A little over a third of both the law enforcement and the civilian respondents reported being Hispanic/Latino(a).

Almost all of the law enforcement respondents reported having completed at least some college. For 85% of law enforcement respondents, this was their first attendance at a Game Changer event. Most resided in California, similar to the civilian respondents.

Civilian Pre and Post Summary

Civilians were **more likely** to agree to the following on the post survey when compared to the pre survey:

- Law enforcement show respect for all civilian members of the community.
- Law enforcement is respected.
- Law enforcement make me feel safe.
- Law enforcement officers care about the well-being of the communities that they serve and protect.
- Law enforcement are just and fair in their treatment of the residents of the communities they patrol.
- Law enforcement proper follow protocols and procedures when handling situations.
- Law enforcement have a desire to make communities they patrol safer.
- Law enforcement generally have good intentions in the community.
- Law enforcement in the community promptly respond to requests for help.
- Law enforcement understands the needs of the communities they serve.
- Law enforcement do their job honorably in the community.
- I believe I have ample opportunities to bring up concerns and feedback to law enforcement about how to better serve the community.

Civilians were also **less likely** to believe that law enforcement hold negative biases toward minorities, get away with harassing civilians, and stop people without probable cause. Respondents were also **less likely** to believe that the mental health of law enforcement was adequately addressed.

While not all respondents reported increases in a more positive view towards law enforcement, the overall trend was present. In fact, according to the summary score, 64% of respondents reported **more** beneficial attitudes toward law enforcement after the event than they did before the event.

Law Enforcement Pre and Post Summary

Law enforcement respondents overall **less likely** to believe that civilians thought highly of them on the post survey than on the pre survey. According to the summary score, 63% of law enforcement respondents reported a perceived **less beneficial** view of police on the post survey than on the pre survey.

Specifically, law enforcement reported being **less likely** to believe that:

- Law enforcement in my community show respect to all civilian members of the community.
- Civilians believe law enforcement in their communities make civilian community members feel safe.
- Civilians believe law enforcement that patrol their community have a desire to make their community safer.
- Civilians know what to do when a member of law enforcement detain them during a routine stop.

- Civilians have ample opportunities to bring up concerns and feedback to law enforcement about how to better serve their communities.

When asked to rate themselves, law enforcement respondents reported being **less likely** to believe that law enforcement has good intentions, respond promptly to requests to help, understand the needs of the community, do their jobs honorably, and make visible efforts to show positive support at community events/gatherings. In addition, law enforcement were **less likely** to believe that their mental health was adequately addressed on the post survey than on the pre survey.

Conversely, law enforcement responders were **more likely** to agree that, 'Law enforcement in my community get away with harassing civilian members of the community.'

Program Satisfaction

Three quarters (75%) of the civilian and 82% of the law enforcement respondents reported that the Game Changer event 'exceeded' or 'far exceeded' their expectations. Similarly, 63% of civilians reported being 'extremely' likely to return to a Game Changer event, while 70% of law enforcement attendees reported the same. When including the 'moderately likely' response category, the percent being 'moderately/extremely' likely to return to an event rises to 82% among civilians and 93% among law enforcement.

When asked about recommending the program to others, 72% of civilian responders and 82% of law enforcement respondents reported being 'extremely likely' to recommend Game Changer to a friend or coworker. Most, 85% of civilians and 96% of law enforcement reported being 'moderately/extremely' likely to recommend Game Changer to a friend. These responses indicate that most attendees viewed the program positively.

Follow-Up

Follow-up surveys were completed by 104 civilians and 82 law enforcement personnel. By the time of the follow-up survey, over 70% of the civilians who completed the follow-up survey agreed that:

- I have initiated conversations with others around the issue of law enforcement and community relations.
- I am more confident that law enforcement and civilian members of the community can come together to address and solve problems.
- I have a greater respect for law enforcement than before attending Game Changer.
- I believe that civilian members of the community have a better understanding law enforcement.
- My perception of law enforcement is more positive.

Over half of the civilians responded positively to almost all of the follow-up questions. The most commonly cited adjectives by civilians regarding law enforcement and community relations described a progressing and complicated relationship.

Similarly, over 70% of the law enforcement participants who completed the follow-up survey agreed that:

- I am more confident that law enforcement and civilian members of the community can come together to address and solve problems.
- I have shared civilian participant feedback with my superiors regarding law enforcement/community relations.
- I have initiated conversations with other members of law enforcement regarding law enforcement/community relations.
- I better understand how to build trust with civilian members of the community.

- I believe civilian members of the community have a better understanding of law enforcement.
- I believe that civilian members of the community have a better understanding of law enforcement use of force procedures and protocols.

Similar to the civilian survey, over half of the respondents responded positively to almost all of the follow-up questions. Similar to civilian responses, the most commonly cited adjectives by law enforcement pertaining to law enforcement and community relations described a progressing relationship.

Data Tables

Civilian and Law Enforcement: Demographics

Table 2-1. Demographic Characteristics, Matched Pre and Post Surveys

Demographic Characteristic	Civilian (n=433)		Law Enforcement (n=229)	
	Number	Percent	Number	Percent
Gender				
Male	234	54%	169	74%
Female	197	45%	56	24%
Gender Non-Conforming	0	0%	1	<1%
Prefer Not to Answer	2	1%	3	1%
Age Group				
13-17 years	121	28%	0	0%
18-25 years	60	14%	8	3%
26-34 years	89	21%	76	33%
35-43 years	56	13%	63	28%
44-52 years	50	12%	61	27%
53-60 years	30	7%	18	8%
60+ years	27	6%	3	1%
Race				
African American/Black	138	32%	50	22%
Other Multi-Racial	130 ¹	30%	51 ²	22%
White	118	27%	98	43%
Asian	13	3%	9	4%
Native Hawaiian/Other Pacific Islander	2	<1%	4	2%
American Indian/Alaskan Native	3	1%	5	2%
Not Specified (Hispanic)	29	7%	12	5%
Ethnicity				
Hispanic or Latino	162	37%	81	35%
Not Hispanic or Latino	235	54%	122	53%
Not Specified	36	8%	26	11%
Highest Level of Education Completed				
Some High School	126	29%	0	0%
High School/GED equivalent	35	8%	5	2%
Some College	63	15%	49	21%
Associate degree	29	7%	27	12%
Bachelor's Degree	87	20%	105	46%
Master's Degree	64	15%	40	17%
Law Degree	10	2%	2	1%
Doctorate Degree	19	4%	1	<1%

¹ Included: African American/Black & White (n=9), American Indian/Alaskan Native & African American/Black (n=4), American Indian/Alaskan Native & White (n=3), Other (n=3), Other Multi-Racial (n=111).

² Included: African American/Black & White (n=5), Asian & White (n=2), American Indian/Alaskan Native & White (n=1), Other (n=2), Other Multi-Racial (n=41).

Table 2-1. Demographic Characteristics, Pre Surveys, Continued

Demographic Characteristic	Civilian (n=433)		Law Enforcement (n=229)	
	Number	Percent	Number	Percent
Number of Members in Household				
1	83	19%	36	16%
2	86	20%	58	25%
3	77	18%	40	17%
4	89	21%	58	25%
5	50	12%	27	12%
6	23	5%	5	2%
7	13	3%	4	2%
8	12	3%	1	0%
Military Status				
No	404	93%	188	82%
Yes, Active Duty	7	2%	2	1%
Yes, Veteran	22	5%	39	17%
Family Member or Friend Member of Law Enforcement				
No	234	54%	23	10%
Yes, both	54	12%	100	44%
Yes, family member	57	13%	29	13%
Yes, friend	88	20%	77	34%
Number Times Attended Game Changer Event				
First Time	372	86%	194	85%
Once	37	9%	20	9%
2-3 Times	11	3%	10	4%
More than 3 Times	13	3%	5	2%
State (Country)				
California	386	89%	216	94%
Virginia	23	5%	13	6%
Ohio	9	2%	0	0%
Texas	2	0%	0	0%
Nevada	2	0%	0	0%
Maryland	2	0%	0	0%
Washington DC	2	0%	0	0%
Canada	2	0%	0	0%
Other	4 ²	1%	0	0%
Number of Years Lived in Residence				
Less than 1 year	33	8%	12	5%
1-3 years	58	13%	41	18%
4-6 years	51	12%	30	13%
7-9 years	35	8%	23	10%
10+ years	256	59%	123	54%

¹ Included: African American/Black & White (n=9), American Indian/Alaskan Native & African American/Black (n=4), American Indian/Alaskan Native & White (n=3), Other (n=3), Other Multi-Racial (n=111).

² Other states/countries included: Europe (armed services), Arizona, New York and 'Not Applicable.'

Table 2-2. California City of Residence, Pre Surveys

City	Civilian (n=386)		Law Enforcement (n=216)	
	Number	Percent	Number	Percent
City in California				
<i>San Diego</i>	113	29%	42	19%
<i>Los Angeles (non-San Diego County)</i>	71	18%	17	8%
<i>Chula Vista</i>	19	5%	13	6%
<i>Escondido</i>	16	4%	4	2%
<i>El Cajon</i>	11	3%	11	5%
<i>Vista</i>	8	2%	0	0%
<i>Lemon Grove</i>	8	2%	1	0%
<i>Oceanside</i>	7	2%	7	3%
<i>La Mesa</i>	7	2%	4	2%
<i>Fullerton (non-San Diego County)</i>	7	2%	3	1%
<i>Inglewood (non-San Diego County)</i>	6	2%	2	1%
<i>San Marcos</i>	6	2%	0	0%
<i>Pasadena (non-San Diego County)</i>	5	1%	1	0%
<i>Spring Valley</i>	4	1%	4	2%
<i>National City</i>	4	1%	2	1%
<i>Santee</i>	4	1%	4	2%
<i>Lakeside</i>	4	1%	3	1%
<i>Carlsbad</i>	4	1%	1	0%
<i>San Ysidro</i>	3	1%	0	0%
<i>Murrieta (non-San Diego County)</i>	3	1%	1	0%
<i>Corona (non-San Diego County)</i>	2	1%	3	1%
<i>Riverside (non-San Diego County)</i>	1	0%	4	2%
<i>Rancho Cucamonga (non-San Diego County)</i>	1	0%	3	1%
<i>Hacienda Heights (non-San Diego County)</i>	1	0%	3	1%
<i>Whittier</i>	0	0%	5	2%
<i>Ontario</i>	0	0%	3	1%
<i>Alhambra (non-San Diego County)</i>	0	0%	3	1%
<i>Seal Beach (non-San Diego County)</i>	0	0%	3	1%
<i>Huntington Beach (non-San Diego County)</i>	0	0%	3	1%
<i>Other</i>	71 ¹	18%	66 ²	31%

¹ Other cities with 1 or 2 respondents each: Agoura Hills, Alpine, Altadena, Azusa, Bonsall, Camarillo, Carson, Chino Hills, Compton, Coronado, Covina, Downey, Encinitas, Fallbrook, Hawthorne, Hemet, Highland Park, Holtville, Huntington Park, Impede Beach, Irvine, Kearney Mesa, La Habra, La Puente, Laguna Beach, Lancaster, Linda Vista, Long Beach, Lynwood, Merced, Newport Beach, North Hills, North Hollywood, North Park, Palmdale, Placentia, Pomona, Ramona, Rancho Santa Fe, Rialto, Rolling Hills Estates, San Fernando, San Francisco, San Gabriel, San Pedro, Santa Monica, 'So Segundo', South Gate, Southeast, Sylmar, Temecula, Torrance, Tujunga, Valley Center, Willowbrook, Yorba Linda.

² Other cities with 1 or 2 respondents each: Alpine, Azusa, Beaumont, Bell, Bellflower, Bonita, Camarillo, Canyon Lake, Carson, Chatsworth, Chino Hills, Compton, Coronado, Covina, Diamond Bar Downey, Eastvale, Fallbrook, Fountain Valley, Harbor City, Hawthorne, Imperial Beach, La Verne, Lakewood, Lancaster, Menifee, Merced, Mission Viejo, Moreno Valley, Morgan Hill, North Tustin, Northridge, Orange, Paramount, Pomona, Ramona, Redondo Beach, Rialto, Rosemead, San Bernardino, San Carlos, San Dimas, San Gabriel, Santa Ana, Santa Clarita, Sierra Madre, Signal Hill, Simi Valley, Sylmar, Temecula, Torrance, Upland, Valley Center, Victorville, West Covina, Yorba Linda.

Civilian and Law Enforcement: Pre and Post Perceptions

Table 2-3. Self-Reported Perceptions of Law Enforcement, Pre and Post Responses

In my experience.... Civilian Question LE: Law Enforcement Questions (if different)	Civilians					Law Enforcement				
	n ¹	Average ²		% with Increase ³	P-value ⁴	n ¹	Average ²		% with Increase ³	P-value ⁴
		Pre	Post				Pre	Post		
1. Law enforcement show respect to all civilian members of the community. LE: Law enforcement in my community show respect to all civilian members of the community.	410	4.3	4.8	40%	<0.001	224	5.9	5.6	14%	0.001
2. Law enforcement is respected.	409	4.2	4.4	35%	<0.001	227	5.3	5.2	21%	0.246
3. Law enforcement make me feel safe. LE: Civilians believe law enforcement in their communities make civilian community members feel safe.	400	4.7	5.1	35%	<0.001	229	5.5	5.2	17%	<0.001
4. Law enforcement stop people for no reason (without probable cause). LE: Civilians believe that law enforcement in their communities stop people for no reason (without probable cause).	391	4.5	4.4	35%	0.077	223	4.2	4.3	32%	0.271
5. I live in a high crime neighborhood.	393	3.8	3.8	21%	0.564	226	2.7	2.8	18%	0.168
6. I am more likely to avoid interacting with law enforcement. LE: Civilians are more likely to avoid interacting with members of law enforcement.	402	4.4	4.1	36%	0.003	224	4.4	4.8	25%	0.005
7. Law enforcement officers care about the well-being of the people in the communities that they serve and protect. LE: Civilians believe that law enforcement officers care about the well-being of the people in the communities that they serve and protect.	396	4.9	5.3	32%	<0.001	227	5.4	5.3	21%	0.062

¹ Number of persons who responded to the question on both the pre- and post-survey (i.e. responses of 'I don't know' not included).

² Scale of 1 to 7 with 1='Strongly Disagree' and 7='Strongly Agree'.

³ The percent of participants with increase in perception of law enforcement as beneficial between the pre- and post-survey.

⁴ P-value less than 0.05 signifies a statistically significant difference in the average correct pre- and post-score with 95% certainty, paired samples t-test used (2-tailed).

Table 2-3. Self-Reported Perceptions of Law Enforcement, Pre and Post Responses, Continued

In my experience.... Civilian Question LE: Law Enforcement Questions (if different)	Civilians				Law Enforcement					
	n ¹	Average ²		% with Increase ³	P-value ⁴	n ¹	Average ²		% with Increase ³	P-value ⁴
Pre		Post	Pre				Post			
8. Law enforcement are fair and just in their treatment of residents of the communities that they patrol. LE: Civilians believe that law enforcement that patrol their communities are fair and just in their treatment of residents of the community.	385	4.3	4.7	36%	<0.001	228	4.9	4.8	23%	0.361
9. Law enforcement follow proper protocol and procedures when handling situations. LE: Civilians believe law enforcement follow proper protocol and procedures when handling situations.	371	4.4	4.7	38%	<0.001	226	5.0	4.8	25%	0.196
10. Law enforcement have a desire to make communities they patrol safer. LE: Civilians believe law enforcement that patrol their community have a desire to make their community safer.	382	5.3	5.5	28%	0.008	228	5.5	5.3	18%	0.033
11. A majority of law enforcement hold negative biases toward minorities. LE: Civilians believe that a majority of law enforcement <u>do not hold</u> negative biases toward minorities.	370	4.5	4.2	36%	0.001	223	4.2	4.2	31%	0.908
12. My neighborhood is excessively patrolled by law enforcement.	369	3.8	3.7	26%	0.154	220	2.7	2.7	20%	0.910
13. My neighborhood is under patrolled by law enforcement.	353	3.6	3.6	25%	0.841	219	4.1	3.9	23%	0.083
14. Law enforcement get away with harassing civilian members of the community. LE: Law enforcement in my community get away with harassing civilian members of the community.	369	4.5	4.3	36%	0.020	216	2.0	2.3	15%	0.003
15. The mental health of law enforcement is adequately addressed through current services and training offered by their departments.	261	3.4	3.2	21%	0.025	222	4.3	4.0	21%	<0.001

¹ Number of persons who responded to the question on both the pre- and post-survey (i.e. responses of 'I don't know' not included).

² Scale of 1 to 7 with 1='Strongly Disagree' and 7='Strongly Agree'.

³ The percent of participants with increase in perception of law enforcement as beneficial between the pre- and post-survey.

⁴ P-value less than 0.05 signifies a statistically significant difference in the average correct pre- and post-score with 95% certainty, paired samples t-test used (2-tailed).

Table 2-3. Self-Reported Perceptions of Law Enforcement, Pre and Post Responses, Continued

In my experience.... Civilian Question LE: Law Enforcement Questions (if different)	Civilians					Law Enforcement				
	n ¹	Average ²		% with Increase ³	P-value ⁴	n ¹	Average ²		% with Increase ³	P-value ⁴
		Pre	Post				Pre	Post		
16. Law enforcement generally have good intentions in the community.	378	5.2	5.3	23%	0.037	229	6.3	6.1	10%	<0.001
17. Law enforcement in the community promptly respond to requests for help.	365	4.7	5.0	30%	0.004	227	5.9	5.6	15%	<0.001
18. Law enforcement understands the needs of the communities in which they patrol. LE: Law enforcement understands the needs of the communities in which they work.	364	4.4	4.6	31%	0.020	226	5.4	5.2	18%	0.004
19. Law enforcement do their job honorably in the community.	375	4.8	5.0	34%	<0.001	229	6.1	6.0	11%	0.037
20. Law enforcement make visible efforts to show positive support at community events and gatherings in the communities in which they work.	355	4.9	5.0	22%	0.532	227	5.9	5.7	15%	<0.001
21. I know what to do when a member of law enforcement detains me during a routine stop. LE: I believe civilians know what to do when a member of law enforcement detains them during a routine stop.	375	5.4	5.4	20%	0.578	222	4.0	3.8	19%	0.010
22. I believe I have ample opportunities to bring up concerns and feedback to law enforcement about how to better serve the community. LE: I believe civilians have ample opportunities to bring up concerns and feedback to law enforcement about how to better serve their communities.	369	4.4	4.8	36%	<0.001	225	4.9	4.6	22%	0.005
Summary Score⁵	425	4.3	4.6	64%	<0.001	229	5.2	5.0	30%	<0.001

¹ Number of persons who responded to the question on both the pre- and post-survey (i.e. responses of 'I don't know' not included).

² Scale of 1 to 7 with 1='Strongly Disagree' and 7='Strongly Agree'.

³ The percent of participants with increase in perception of law enforcement as beneficial between the pre- and post-survey.

⁴ P-value less than 0.05 signifies a statistically significant difference in the average correct pre- and post-score with 95% certainty, paired samples t-test used (2-tailed).

⁵ Average score of questions from 1 to 7; a higher value meaning law enforcement are more beneficial (civilian) or law enforcement thinks civilians see them as more beneficial (law enforcement); negatively worded questions were reverse coded to create the score. All questions were used to calculate the average score except "I live in a high crime neighborhood," "My neighborhood is excessively or under patrolled" and "I know what to do when a member of law enforcement detains me during a routine stop."

According to the summary score:

- 63% of law enforcement reported a **less beneficial** perceived view of police on the post survey than on the pre survey (7% no change, 30% more beneficial view).
- 64% of civilians viewed law enforcement as **more beneficial** on the post survey than on the pre survey (4% no change, 32% less beneficially).

Civilian and Law Enforcement: Post Survey Responses

Table 2-4. Experiences with Game Changer, Post Survey

Rating	Civilian (n=450)		Law Enforcement (n=238)	
	Number	Percent	Number	Percent
Experience with Today's Game Changer Event				
<i>Far short of expectation</i>	10	2%	1	0%
<i>Short of expectations</i>	16	4%	5	2%
<i>Equals expectations</i>	87	19%	37	16%
<i>Exceeds expectation</i>	169	38%	110	46%
<i>Far exceeds expectation</i>	168	37%	85	36%
Attended Game/Entertainment After Focus Group				
Yes	347	77%	210	88%
No	103	23%	28	12%
Likely to Return to a Game Change Event				
<i>Extremely unlikely</i>	6	1%	4	2%
<i>Moderately unlikely</i>	9	2%	1	0%
<i>Slightly unlikely</i>	4	1%	3	1%
<i>Neither likely nor unlikely</i>	30	7%	9	4%
<i>Slightly likely</i>	33	7%	0	0%
<i>Moderately likely</i>	86	19%	54	23%
<i>Extremely likely</i>	282	63%	167	70%
Likely to Recommend Game Changer to Friend/Coworker				
<i>Extremely unlikely</i>	8	2%	3	1%
<i>Moderately unlikely</i>	5	1%	1	0%
<i>Slightly unlikely</i>	5	1%	1	0%
<i>Neither likely nor unlikely</i>	20	4%	6	3%
<i>Slightly likely</i>	29	6%	0	0%
<i>Moderately likely</i>	59	13%	33	14%
<i>Extremely likely</i>	324	72%	194	82%

Civilian and Law Enforcement: Follow-Up Survey Responses

Table 2-5. Follow-Up Responses, Civilian (n=104) and Law Enforcement (n=82) Follow-up Survey

Since Attending Game Changer.... Civilian Question LE: Law Enforcement Question	Percent							Total ¹
	Strongly Disagree	Disagree	Some-what Disagree	Neither	Some-what Agree	Agree	Strongly Agree	
I have a greater respect for law enforcement than before attending Game Changer.	0%	3%	0%	21%	15%	31%	30%	100%
LE: I believe that civilian members of the community have a greater sense of respect for law enforcement.	2%	5%	6%	20%	21%	27%	19%	100%
I have initiated conversations with others around the issue of law enforcement and community relations.	1%	2%	1%	6%	14%	44%	32%	100%
LE: I have initiated conversations with other members of law enforcement regarding law enforcement/community relations.	0%	2%	0%	16%	11%	39%	32%	100%
LE: I have shared civilian participant feedback with my superiors regarding law enforcement/community relations.	0%	7%	2%	7%	13%	44%	26%	99%
I am more likely to approach and interact with law enforcement.	0%	6%	1%	25%	22%	22%	24%	100%
LE: I believe civilian members of the community are more likely to approach and interact with members of law enforcement.	2%	4%	6%	27%	29%	17%	15%	100%
I am more likely to make balanced comments about law enforcement when I post on social media.	0%	3%	1%	31%	13%	29%	24%	101%
LE: When civilian members of the community see an article or video on social media about law enforcement, I believe they are more likely to post more balanced comments.	6%	10%	7%	29%	22%	16%	10%	100%
I do NOT believe a majority of law enforcement hold negative biases toward minorities.	2%	11%	10%	17%	18%	25%	17%	100%
LE: I believe civilian participants believe that a majority of law enforcement does NOT hold negative biases toward minorities.	4%	8%	6%	20%	27%	22%	13%	100%
(Before attending Game Changer) I avoided interacting with law enforcement.	10%	29%	6%	22%	13%	12%	9%	101%
I am less likely to avoid interacting with law enforcement.	6%	18%	4%	25%	13%	24%	11%	101%
LE: I believe civilian members of the community are less likely to avoid interacting with members of law enforcement.	4%	5%	13%	29%	21%	21%	7%	100%
LE: I have initiated more casual conversations with civilian members of the community	1%	9%	0%	28%	6%	29%	27%	100%

¹ May not sum to exactly 100% due to rounding errors.

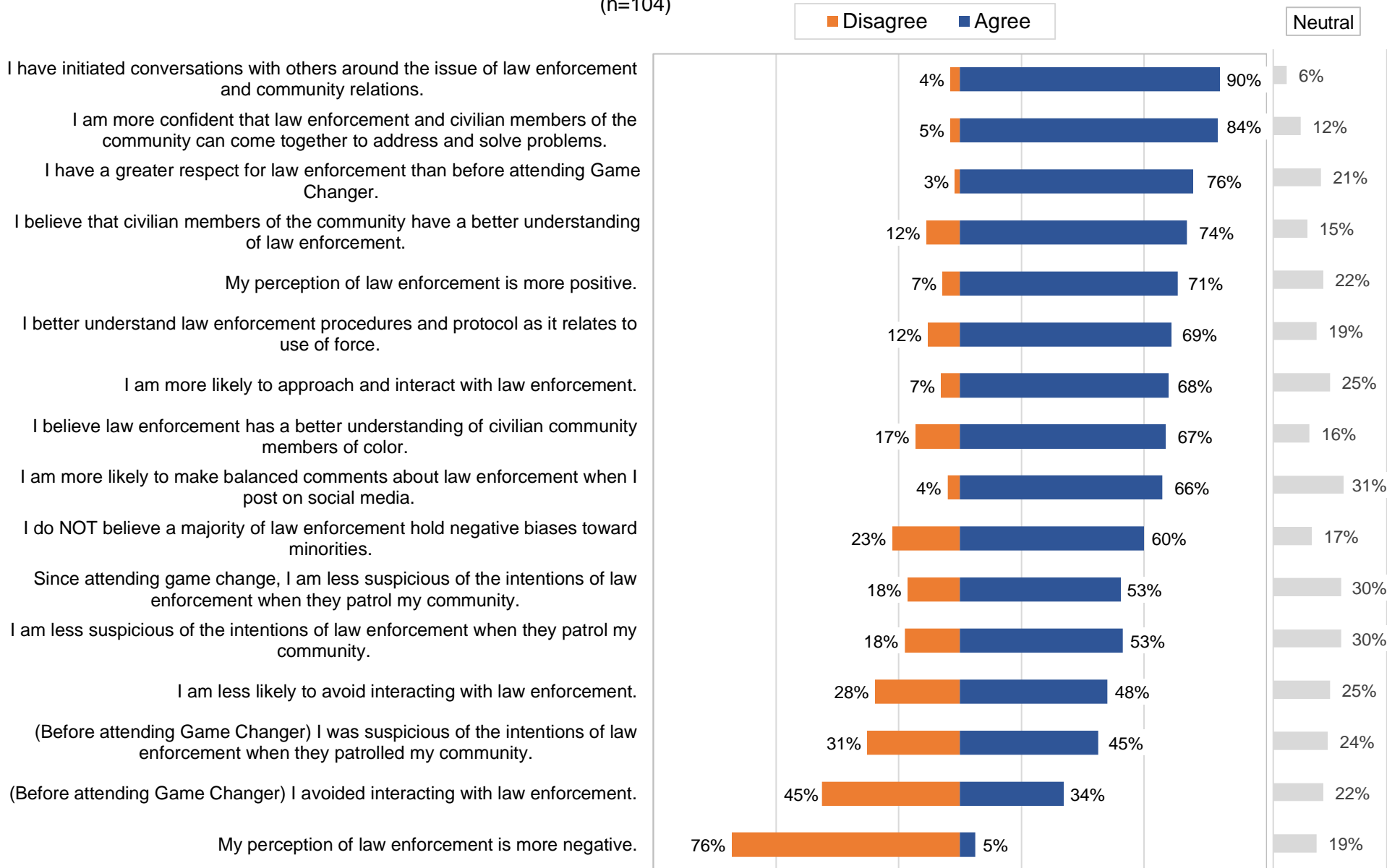
Table 2-5. Follow-Up Responses, Civilian (n=104) and Law Enforcement (n=82) Follow-up Survey, Continued

Since Attending Game Changer.... Civilian Question LE: Law Enforcement Question	Percent							Total ¹
	Strongly Disagree	Disagree	Some-what Disagree	Neither	Some-what Agree	Agree	Strongly Agree	
I am more confident that law enforcement and civilian members of the community can come together to address and solve problems.	1%	1%	3%	12%	13%	38%	33%	101%
LE: I am more confident that law enforcement and civilian members of the community can come together to address and solve problems.	1%	0%	1%	8%	15%	37%	38%	100%
I better understand law enforcement procedures and protocol as it relates to use of force.	0%	7%	5%	19%	22%	32%	15%	100%
LE: I believe that civilian members of the community have a better understanding of law enforcement use of force procedures and protocols.	2%	9%	7%	11%	32%	23%	16%	100%
I am less suspicious of the intentions of law enforcement when they patrol my community.	1%	13%	4%	30%	22%	20%	11%	101%
LE: I better understand how to build trust with civilian members of the community.	0%	6%	1%	16%	21%	35%	21%	100%
I believe law enforcement has a better understanding of civilian community members of color.	3%	11%	3%	16%	35%	18%	14%	100%
LE: I have a better understanding of civilian community members of color.	4%	6%	1%	21%	13%	37%	18%	100%
I believe that civilian members of the community have a better understanding of law enforcement.	2%	8%	2%	15%	33%	32%	9%	101%
LE: I believe civilian members of the community have a better understanding of law enforcement.	1%	4%	2%	17%	27%	34%	15%	100%
My perception of law enforcement is more positive.	0%	5%	2%	22%	22%	34%	15%	100%
LE: My interactions with civilian members of the community are more positive.	1%	4%	0%	34%	16%	28%	17%	100%
My perception of law enforcement is more negative.	25%	44%	7%	19%	3%	1%	1%	100%
LE: My interactions with civilian members of the community are more negative.	27%	52%	4%	16%	0%	0%	1%	100%
(Before attending Game Changer) I was suspicious of the intentions of law enforcement when they patrolled my community.	5%	18%	8%	24%	13%	21%	11%	100%
Since attending Game Changer, I am less suspicious of the intentions of law enforcement when they patrol my community.	1%	13%	4%	30%	22%	20%	11%	101%

¹ May not sum to exactly 100% due to rounding errors.

Graph 2-1. Follow-Up Responses, Civilian (n=104)

**Game Changer
Civilian Follow-Up Responses
(n=104)**



Graph 2-2. Follow-Up Responses, Law Enforcement (n=82)

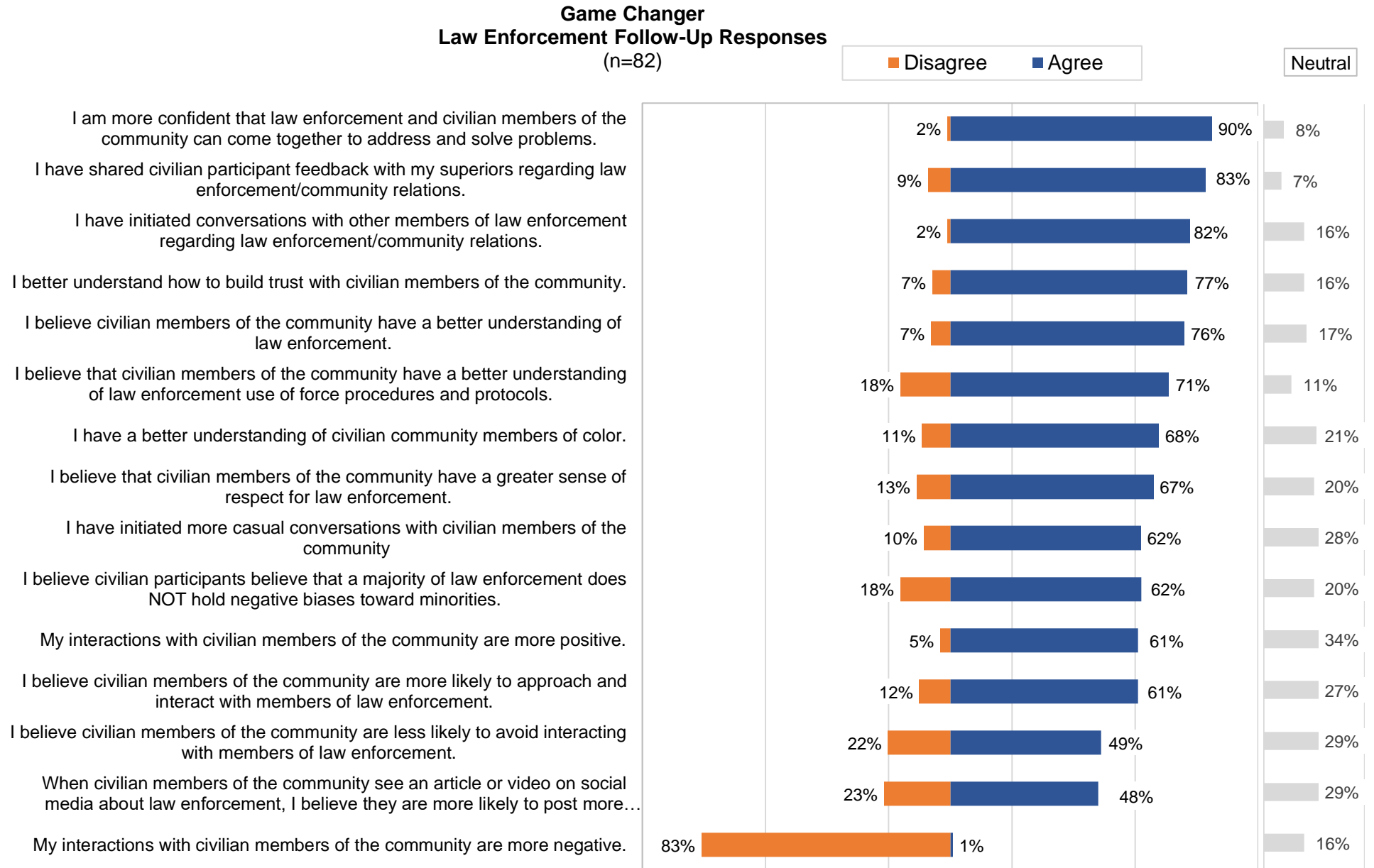


Table 2-6. Adjective to Describe Law Enforcement/Community Relations (Qualitative), Civilian Follow-up Survey

Category <i>Examples/Quotes</i>	Civilian (n=104 responders) Number Responding Similarly ¹
Please provide one adjective to describe law enforcement and community relations	
Progressing <i>Motivated, Improving, Evolving, Growing, Strengthening, Hopeful, Healing</i> <i>“Work in progress”</i> <i>“Ongoing collaboration”</i> <i>“The fact that this program exists confirms to me that law enforcement is willing to reach out to community and educate on the priorities that drive our society”</i>	22
Complex <i>Complicated, Challenging, Hindered, Busy, Tedious, Restrained</i>	14
Important <i>Essential, Crucial, Required, Positive, Informative</i> <i>“I really enjoyed seeing the community and law enforcement come together. I believe the exchange was really positive and impactful for my young adults who attended”</i> <i>“Very good program”</i> <i>“My son who attended Game Changers in Pasadena had an interaction with local law enforcement and he was a calming and sound voice among his peers and a big reason as to why it ended peacefully and without incident”</i>	11
Biased <i>Inconsistent, One-sided, Unbalanced, Lacking, Untrustworthy, Human still think law enforcement show biased against non-White citizens”</i> <i>“You can never know who’s holding bias and stereotypes”</i>	10
Fragile <i>Fragile, Fractured, Broken, Tenuous, Shaky</i> <i>“... tremendously traumatized over the years which cause fear of trust”</i> <i>“I think the police need better training and a higher level of psychiatric screening to be admitted to the police force.”</i>	10
Tense <i>Touchy, Disjointed, Fraught, Sketchy, Anxious, Strained</i> <i>“I think the police need better training and a higher level of psychiatric screening to be admitted to the police force.”</i>	9

¹ May sum to more than the number of respondents as persons could provide more than one response.

Table 2-6. Adjective to Describe Law Enforcement/Community Relations (Qualitative), Civilian Follow-up Survey Continued

Category <i>Examples / Quotes</i>	Civilian (n=104 responders) Number Responding Similarly ¹
Please provide one adjective to describe law enforcement and community relations	
Symbiotic <i>Bond, Local, Participatory know law enforcement and the community can work together in unity”</i> <i>“Communication and understanding is key”</i> <i>“Both law enforcement/community need more interaction in such events to better understand each other’s role”</i> <i>“Involvement and participatory”</i>	9
Engaging	5
Respectful <i>“I have always had a large degree of respect for the work that law enforcement does”</i>	5
Misunderstood	4
Poor	3
Other <i>Uninterested, Informative</i>	2

¹ May sum to more than the number of respondents as persons could provide more than one response.

Table 2-7. Adjective to Describe Law Enforcement/Community Relations (Qualitative), Law Enforcement Follow-up Survey

Category <i>Examples / Quotes</i>	Law Enforcement (n=82 responders) Number Responding Similarly ¹
Please provide one adjective to describe law enforcement and community relations	
Progressing <i>Collaboration, Determined, Developing, Dynamic, Growing, Healing, Hopeful, Improving, Ongoing, Promising, Productive</i> <i>“Constantly evolving” “With partnership, anything is possible and trust/respect will be fostered”</i> <i>“Work in progress”</i>	33
Fair <i>Decent, Fluid, Balanced, Understanding, Transparency, Shared, Agreeable</i> <i>“Respect on both sides”</i>	10
Unhealthy <i>Judgmental, Horrendous, Exploited, Distrustful, Disconnected, Adversarial</i>	8
Great <i>“Very positive”</i>	7
Important <i>Productive, Necessary, Substantive, Unique</i>	6
Tense	6
Fragile <i>Sensitive, Struggling, Tenuous</i> <i>“Nervous and cautious”</i>	5
Complex <i>“Complicated/needs work/needs more love and less hate”</i>	5
Misunderstood	2

¹ May sum to more than the number of respondents as persons could provide more than one response.

Game Changer Report: PART III

QUALITATIVE INFORMATION COLLECTED BETWEEN APRIL 2017 AND JUNE 2020

Methods

Qualitative information from the Game Changer events was collected via short-response questions included in the pre and post surveys. **Part III** of this report examines all qualitative responses from the pre and post surveys from both the older and newer version of the surveys. Also included are responses from a short-term post surveys utilized between late 2017 and early 2018.

To analyze the qualitative response, researchers compared responses and organized the data into themes, or topics. These themes are reported along with the types of response included in each theme. While the authors provided the number of persons who responded within each theme, this is merely to show how often as similar idea was stated. However, interpretation of qualitative data should examine only the themes that emerged to aid in more fully understanding the impact of the program on participants and not the number of responses.

Results

Civilians

The civilians' short-responses revealed several themes. On the pre survey, most of the civilians believed that there was a lack of rapport between the community (civilians) and law enforcement. For example, civilians and law enforcement "do not engage with each other enough" (**Table 3-1**, Civilians Pre Survey). Civilians also thought that law enforcement was the main driver of this problem, "Police can't monitor communities that they are not familiar with. They need to build trust" (**Table 3-1**). The need to build and improve rapport with law enforcement was noted. Racism was another main theme discussed by civilians. It is possible that Game Changer events could address these issues by providing an opportunity for civilians and law enforcement to build and improve rapport.

Law Enforcement

Similar to civilians, law enforcement believed that the main problem between the civilian and law enforcement relationship was an absence of rapport: "I strongly believe if there is more open dialogue between law enforcement and the community, we can begin to move forward and make our communities safer" (**Table 3-8**). Furthermore, law enforcement also believed that the civilians were the source of the problem. Additionally, some law enforcement recognized that some police officers are biased towards the communities they serve (e.g. racial profiling). After the forums and dialogue between the two groups, law enforcement members seemed to believe that both a lack of rapport *and* law enforcement themselves were part of the problem. Law enforcement respondents noted a desire to create a better relationship with the community and to continue to attend Game Changer events. Respondents noted that Game Changer is a program that could successfully assist civilians and law enforcement to build rapport.

Qualitative Data

Pre Survey Responses, Qualitative Civilian

Table 3-1. Number One Problem Between Civilians (non-law enforcement) and Law Enforcement (Qualitative), Civilian Pre Survey

Category <i>Examples</i>	Civilian (n=876 responders) Number Responding Similarly
What is the number one problem between civilian (non-law enforcement) and law enforcement?	
<p>Lack of Rapport: There is lack of a close and harmonious relationship in which the people or groups concerned misunderstand each other and miscommunicate</p> <p><i>Communication, conflict, disagreement, disconnection, distrust, dual respect, empathy, equal treatment, fairness, fear, lack of trust, mistrust, misunderstandings, miscommunication, perception, respect, reciprocal ignorance, relationship building, trust, understanding, unfairness, unhealthy, lack of dialogue, mutual respect, non-reciprocated respect, togetherness</i> <i>“Don’t have a relationship together”</i></p> <p><i>“Limited communication, lack of understanding on both parts at times” “A lack of comprehensive understanding of each other’s point of view in interaction between the two”</i></p> <p><i>“The number one problem between civilians and law enforcement is that we don’t engage with each other enough” “I feel it’s important to have a good community appearance with law enforcement agencies</i></p> <p><i>“Mistrust caused by misconceptions, misinformation. That is why both the civil society organizations and the police institutions should consider building safe spaces for dialogues for them and with the community” “Lack of mutual understanding between one another particularly when there is an ethnic/racial difference”</i></p> <p><i>“I think it’s the way the law enforcement and civilians betray each other making them have fear for one another”</i></p> <p><i>“No mutual respect or understanding” The main problem is rooted from the preconceived notions each group has toward one another”</i></p> <p><i>“Thinking that they’re on different team. They both want the same thing out of their community why not play on the same playing fields”</i></p> <p><i>“Building trust between the law enforcement and the community”</i></p> <p><i>“Dishonorable assumptions made about each other”</i></p>	<p style="text-align: center;">531</p>

Table 3-1. Number One Problem Between Civilians (non-law enforcement) and Law Enforcement (Qualitative), Civilian Pre Survey Continued

Category <i>Examples</i>	Civilian (n=876 responders) Number Responding Similarly
What is the number one problem between civilian (non-law enforcement) and law enforcement? (continued)	
<p>Law Enforcement: Solely regarding law enforcement</p> <p><i>Power, abuse of power, abuse of authority, police brutality, harassment, mishandling, power dynamics, harassment, accidental shooting, over-policing, improper training, procedures, officer diversity, community cops, biased policing</i></p> <p><i>“Lack of officers”</i></p> <p><i>“Police can’t monitor communities that they are not familiar with. They need to build trust”</i></p> <p><i>“Officers are given the unfair unjust and dishonorable job of generating revenue for the state. Should not be their job.”</i></p> <p><i>“Disrespect, mishandling, physical harming civilians in most cases unprovoked”</i></p> <p><i>“Cops believe they can treat civilians the way THEY want and get away with it, which most of the times they do.</i></p> <p><i>“Understanding that some people need special treatment. (Not all people of a certain classification are the same or have the same challenges)”</i></p> <p><i>“Difference in priorities - minor traffic stops and pushing out homeless people, vs. Community improvement and building rapport”</i></p> <p><i>“The abusive behaviors of authoritative police officers”</i></p> <p><i>“Law enforcement holds too much power over the communities they preside over”</i></p>	144
<p>Racism: A system of oppression based on race</p> <p><i>Racism, racial minorities, color, ethnic, ethnicity, ethnic bias, race, racial bias, racial profiling, structural racism, cultural, cultural differences,</i></p> <p><i>“Racism and other forms of discrimination are deeply rooted in our institutions as well as our families, cultures, social circles, many biases continue to stem from that and needs deliberate action to outroot it”</i></p> <p><i>“Lack of cultural awareness”</i></p> <p><i>“Unnecessary killing and attacks on black males throughout the country”</i></p> <p><i>“I don’t believe Law Enforcement understands the impact that one bad experience or officer has on the perception of all officers; especially in communities of color where a historical distrust is deeply embedded.”</i></p>	62

Table 3-1. Number One Problem Between Civilians (non-law enforcement) and Law Enforcement (Qualitative), Civilian Pre Survey Continued

Category <i>Examples</i>	Civilian (n=876 responders) Number Responding Similarly
What is the number one problem between civilian (non-law enforcement) and law enforcement? (continued)	
Prejudice: An attitude or belief based on limited information (see <i>Racism</i> regarding “racial bias” and “racial profiling”) <i>Bias, implicit bias, profiling, stereotypes, discrimination</i> <i>“People are labeled in many forms and because of some those that are negative discrimination tends to happen”</i>	31
Crime: Illegal Activities (Drugs, Violence, Traffic Infractions) <i>Crime, gang violence, drugs, drug war, marijuana, violence, gun violence, murder, speeding</i> <i>“Autos speeding nor stopping at stop signs”</i> <i>“Many do not respect tragic signs and or they don’t use proper indications while driving”</i>	31
Civilians, Non-Law Enforcement: Solely regarding civilians <i>“Civilians hate the law”</i> <i>“Civilians not listening to officer instruction”</i> <i>“People disrespect enforcement officer and not following the orders they give them”</i> <i>“Understanding video vs Real life”</i> <i>“Understanding the daily realities which face police officers on a daily basis”</i> <i>“People have a negative view of police officers so they immediately judge them harshly”</i>	7
Homelessness, Poverty	6
Other <i>Media, childhood trauma, social economic status, location, no problem</i>	10
Do not know	54

Table 3-2. What Topics or Issues Want Addressed Today (Qualitative), Civilian Pre Survey

Category <i>Examples</i>	Civilian (n=569 responders) Number Responding Similarly
What topics or issues would you hope are addressed during today’s Game Changer event?	
<p>Building Rapport: How to build a close and harmonious relationship in which the people or groups (civilians and law enforcement) concerned understand each other and communicate</p> <p><i>Communication, miscommunication, dialogue, understanding, misunderstanding, community relations, community officers, building trust, trust, grudges, respect, misperceptions, perceptions, solutions, safety</i></p> <p><i>“How to build rapport between community and law enforcement”</i></p> <p><i>“Help out community to be a better place”</i></p> <p><i>“Relationship building between law enforcement and community”</i></p> <p><i>“Trauma and building trust”</i></p> <p><i>“How we are moving forward to bridging the gap”</i></p> <p><i>“Seeing both community and law enforcement perspectives on issues”</i></p> <p><i>“I would like to hear from members of the community what they would like to see law enforcement doing differently”</i></p> <p><i>“Developing positive relationships. Community outreach opportunity. How we as a community (police + civilian) can bridge the gap to social change - working past communication barriers and learning how to actively diverse neighborhoods with love”</i></p>	224
<p>Law Enforcement</p> <p><i>Law enforcement, police, rules, privileges, protocols, power trips, police brutality, police harassment, the criminal justice system, police training, traffic</i></p> <p><i>“How to get rid of the “bad” apples that continue to be employed”</i></p> <p><i>“Cops being above the law”</i></p> <p><i>“The right procedures and the rights we have”</i></p> <p><i>“How do they plan to be better and hold their department, including their chief, accountable”</i></p> <p><i>“Holding law enforcement accountable in serving the community, addressing racial bias, addressing community beliefs in law enforcement both positive and negative”</i></p>	98

Table 3-2. What Topics or Issues Want Addressed Today (Qualitative), Civilian Pre Survey Continued

Category <i>Examples</i>	Civilian (n=569 responders) Number Responding Similarly
What topics or issues would you hope are addressed during today's Game Changer event? (continued)	
Racism <i>Structural racism, race relations, racial bias, racial profiling, Black violence, Black Lives Matter, equality, culture, cultural competency</i> <i>"The killings of Black men"</i> <i>"The disconnect between people of color"</i> <i>"The pre judgement or stigma of minorities behaviors and attitudes"</i> <i>"Brothers in blue mentality"</i> <i>"Unnecessary harassment of minorities"</i>	40
Anything <i>Anything, everything, any topic</i>	30
Prejudice <i>Prejudice, bias, implicit bias, profiling, stereotypes, discrimination</i>	20
Mental Health <i>Mental health, stress, PTSD</i> <i>"How to approach those with mental disabilities"</i> <i>"Mental health and bias towards certain minority groups"</i> <i>"The stigma associated with mental health and law enforcement"</i>	14
Crime <i>Abuse, gang issues, violence, drugs, DUI, gun violence, sex trafficking</i>	15
Nothing <i>Nothing, none, not applicable</i>	13
Social Issues <i>Society issues, human issues, human rights, immigration</i>	8
Other <i>Media, code of silence, equity in the workforce, change, education</i>	16
Do Not Know <i>Do not know, unsure</i>	91

Post Survey Responses, Qualitative Civilian

Table 3-3. Number One Problem Between Civilians (non-law enforcement) and Law Enforcement (Qualitative), Civilian Post Survey

Category <i>Examples</i>	Civilian (n=663 responders) Number Responding Similarly
What is the number one problem between civilian (non-law enforcement) and law enforcement?	
<p>Lack of Rapport: There is lack of a close and harmonious relationship in which the people or groups (civilian and law enforcement) concerned misunderstand each other and miscommunicate</p> <p><i>Communication, miscommunication, dialogue, understanding, misunderstanding, community relations, community officers, building trust, trust, grudges, respect, misperceptions, perceptions, solutions, safety</i></p> <p><i>“How to build rapport between community and law enforcement”</i></p> <p><i>“Help out community to be a better place”</i></p> <p><i>“Relationship building between law enforcement and community”</i></p> <p><i>“Trauma and building trust”</i></p> <p><i>“How we are moving forward to bridging the gap”</i></p> <p><i>“Seeing both community and law enforcement perspectives on issues”</i></p> <p><i>“I would like to hear from members of the community what they would like to see law enforcement doing differently”</i></p> <p><i>“Developing positive relationships. Community outreach opportunity. How we as a community (police + civilian) can bridge the gap to social change - working past communication barriers and learning how to actively diverse neighborhoods with love”</i></p>	491
<p>Law Enforcement</p> <p><i>Law enforcement, police, rules, privileges, protocols, power trips, police brutality, police harassment, the criminal justice system, police training, traffic</i></p> <p><i>“How to get rid of the “bad” apples that continue to be employed”</i></p> <p><i>“Cops being above the law”</i></p> <p><i>“The right procedures and the rights we have”</i></p> <p><i>“How do they plan to be better and hold their department, including their chief, accountable”</i></p> <p><i>“Holding law enforcement accountable in serving the community, addressing racial bias, addressing community beliefs in law enforcement both positive and negative”</i></p>	47

¹ May sum to more than the number of respondents as persons could provide more than one response.

Table 3-3. Number One Problem Between Civilians (non-law enforcement) and Law Enforcement (Qualitative), Civilian Post Survey Continued

Category <i>Examples</i>	Civilian (n=663 responders) Number Responding Similarly
What is the number one problem between civilian (non-law enforcement) and law enforcement?	
Prejudice <i>Race relations, racial bias, racial profiling, Black violence, Black Lives Matter, equality, culture, cultural competency</i> <i>“The killings of Black men”</i> <i>“The disconnect between people of color</i> <i>“The pre judgement or stigma of minorities behaviors and attitudes”</i> <i>“Brothers in blue mentality”</i> <i>“Unnecessary harassment of minorities”</i>	31
Racism, Structural Racism	24
Civilians <i>Case managers/workers, outreach workers, admin</i>	15
Crime <i>Mental health, stress, PTSD</i> <i>“How to approach those with mental disabilities”</i> <i>“Mental health and bias towards certain minority groups”</i> <i>“The stigma associated with mental health and law enforcement”</i>	10
Social Issues <i>Abuse, gang issues, violence, drugs, DUI, gun violence, sex trafficking</i>	6
Nothing <i>Nothing, none, not applicable</i>	2
Other <i>Media, code of silence, equity in the workforce, change, education</i>	11
Do Not Know	26

¹ May sum to more than the number of respondents as persons could provide more than one response.

Table 3-4. Important Topic Discussed Today (Qualitative), Civilian Post Survey

Category <i>Examples</i>	Civilian (n=517 responders) Number Responding Similarly
In your opinion what was the most important topic discussed?	
Communication <i>Dialogue, conversation between community members and law enforcement can improve relations</i>	116
Law Enforcement-Community Relations <i>Ways to build and improve relationships between law enforcement and community</i>	83
Empathy/Perspective <i>Important to consider perspective of both community members and law enforcement, improve understanding of where law enforcement is coming from</i>	69
Racial Profiling <i>Racism, racial profiling, why does law enforcement profile</i>	40
Solutions <i>Developing solutions to issues between community members and law enforcement</i>	36
Interaction Behavior <i>“Respect,” what to do and how to behave during an interaction with law enforcement</i>	33
Mental Health <i>Need to address mental health issues and trauma among law enforcement and community members</i>	28
Trust <i>Need to build trust and dispel mistrust between law enforcement and community members</i>	25
Bias <i>Implicit bias, perceptions of community members and law enforcement</i>	19
Community <i>Working with community to improve community member-law enforcement relations</i>	19
Law Enforcement Reform <i>Ways law enforcement is held accountable, need for training</i>	16
Transparency <i>Importance of transparency between law enforcement and community members</i>	8

Table 3-4. Important Topic Discussed Today (Qualitative), Civilian Post Survey Continued

Category <i>Examples</i>	Civilian (n=517 responders) Number Responding Similarly
In your opinion what was the most important topic discussed? (continued)	
Education <i>Education for community members and law enforcement</i>	5
Homelessness <i>Law enforcement and homelessness</i>	5
Diversity <i>Needs for more diverse law enforcement workforce</i>	2
None/I don't know	13

Table 3-5. New Perspective or Understanding After Today's Event (Qualitative), Civilian Post Survey

Category <i>Examples</i>	Civilian (n=515 responders) Number Responding Similarly ¹
Please share any new perspective or understanding you walked away with from today's event?	
Dialogue <i>Open, two-way communication between communities and law enforcement is critical for improving the relationship</i>	127
Empathy <i>"Cops are human," understanding the experiences of law enforcement and the stresses of the occupation</i>	83
Consider Both Sides <i>Important to consider perspective of both community members and law enforcement, improve understanding of where law enforcement is coming from</i>	41
I don't know <i>I don't know, didn't learn anything</i>	39
Change is Possible <i>Improving community relationships is possible, police reform is possible, but it will be slow and takes effort</i>	31

¹ Sums to more than the number of respondents as persons could provide more than one response.

Table 3-5. New Perspective or Understanding After Today’s Event (Qualitative), Civilian Post Survey (Continued)

Category <i>Examples</i>	Civilian (n=515 responders) Number Responding Similarly ¹
Please share any new perspective or understanding you walked away with from today’s event? (continued)	
Appreciation of Law Enforcement <i>Greater appreciation for the role of law enforcement in communities</i>	28
Mental Health <i>There should be greater emphasis on mental health of law enforcement, more resources to support their mental health</i>	24
Communities/Police Aligned <i>Communities and law enforcement want the same thing, law enforcement wants to keep community safe</i>	24
Increased Knowledge of Reforms <i>Learned something about how police department holds officers accountable, availability of community resources/programs</i>	22
Respect Police <i>If you interact with police respectfully, they will interact with you respectfully.</i>	20
Police Want Change <i>There are law enforcement officers who want to improve relationships with communities</i>	18
Not All Cops <i>“Not all cops are bad,” believe there are good cops, but still do not trust law enforcement. “I know not all officers are bad but I still fear for my life and that of my children at the hands of law enforcement.”</i>	17
Change Isn’t Possible <i>Change is not possible, nothing discussed was new, disappointed by some of the responses of law enforcement</i>	12
Distrust <i>Doesn’t believe law enforcement acts in the community’s interest, law enforcement lies</i>	8
Other <i>Homeless, Homeland Security, Election, Gangs, Politics</i>	3
No Response	20

¹ Sums to more than the number of respondents as persons could provide more than one response.

Table 3-6. What Can We Improve in Future Events (Qualitative), Civilian Post Survey

Category Examples	Civilian (n=515 responders) Number Responding Similarly ¹
What can we improve upon in the future Game Changer events?	
Nothing <i>None, good, practice, perfect</i> <i>“Not much. You run a solid program. Salute!”</i> <i>“Everything was great!”</i> <i>“Continue to have more game changer and forums it was a great learning experience”</i>	<p style="text-align: center;">142</p>
Participant Diversity <i>Diversity, expand, more people, more youth, more students,</i> <i>“More community liaison officers and older generations officers should attend this”</i> <i>“A diverse group of youth”</i> <i>“Include more people”</i> <i>“Invite lawmakers”</i>	<p style="text-align: center;">96</p>
Facilitation/Facilitator: Make the process easier/Having a person make the process easier <i>Respect, miscommunication, less arguing, more dialogue</i> <i>“Answering everyone’s questions and not skipping people with their hand raised”</i> <i>“Giving more people the opportunity to share”</i> <i>“Encouraging participation from quitter participants”</i> <i>“Stop people from hijacking the conversation and overloading it”</i>	<p style="text-align: center;">55</p>
Food and Beverages	<p style="text-align: center;">33</p>
Targeted Discussion <i>“Focus on primary topics”</i> <i>“More focused issues or questions”</i>	<p style="text-align: center;">32</p>
Time <i>More time (19), less time (9)</i> <i>“Make sure it starts on time”</i> <i>“It was a great experience, just the delay in time was tough”</i> <i>“Have it on a quarterly basis”</i> <i>“Timeframes”</i>	<p style="text-align: center;">28</p>

¹ May sum to more than the number of respondents as persons could provide more than one response.

Table 3-6. What Can We Improve in Future Events (Qualitative), Civilian Post Survey Continued

Category Examples	Civilian (n=515 responders) Number Responding Similarly ¹
What can we improve upon in the future Game Changer events? (continued)	
Group Size <i>Smaller (8), bigger (8)</i>	16
Interaction in Participants <i>Icebreakers, role playing</i> <i>“Make it more fun less boring”</i> <i>“More activities as a group”</i> <i>“More interactions between the officers and civilians. Like how they see topics and how civilians perceive topics. Compare and contrast”</i>	14
Sharing Findings <i>“Disseminate knowledge to community”</i>	7
Breaks <i>“An extra break”</i> <i>“One extra bathroom break”</i>	5
Research Questions <i>“Post multiple choice survey questions should be reworded”</i> <i>“The questions asked in the survey don’t really allow for clear expression. I couldn’t really answer them because I think they were very general. I feel like it makes me look disengaged”</i>	4
Bring in Statistics <i>“Have some facts and statistics on both sides”</i>	4
Venue Diversity <i>“Diversify venues e.g. Verbum did high school or Santa Ana community court for traumatized”</i> <i>“More in LA”</i> <i>“More localized focus groups by city”</i> <i>“To make it more widespread among schools and social media, and community outreach”</i>	4
Other <i>Music, air conditioning, and other</i>	19
No Response	56

¹ May sum to more than the number of respondents as persons could provide more than one response.

Table 3-7. Personal Action Items (Qualitative), Civilian Post Survey

Category <i>Examples</i>	Civilian (n=276 responders) Number Responding Similarly ¹
My personal action items are:	
Improve Rapport with Law Enforcement <i>“Speak to more police officers”</i> <i>“To focus on law enforcement communities in my neighborhood”</i> <i>“Working on communication with police”</i> <i>“Continue focusing on officer wellness training”</i> <i>“Continue working within my community to empower marginalized individuals and open a dialogue on how the community and law enforcement can grow together in a positive way”</i>	<p style="text-align: center;">114</p>
Activism <i>“Share this experience”</i> <i>“Spread the information I gained”</i> <i>“To become more active”</i> <i>“Continue to stand with and serve the community. Listen and acknowledge them first. Continue bridge-building.”</i>	<p style="text-align: center;">60</p>
Going to More Game Changer <i>“Attend more Game Changer events”</i> <i>“Spreading the word and attending more game changers”</i>	<p style="text-align: center;">46</p>
Involve the Youth <i>“Bring this to scale at our school”</i> <i>“To teach respect amongst youth to forged relationships”</i>	<p style="text-align: center;">11</p>
Other <i>Homelessness, mental health, improving Game Changers,</i>	<p style="text-align: center;">16</p>
No Response	<p style="text-align: center;">29</p>

¹ May sum to more than the number of respondents as persons could provide more than one response.

Pre Survey Responses, Qualitative Law Enforcement

Table 3-8. Number One Problem Between Civilians (non-law enforcement) and Law Enforcement (Qualitative), Law Enforcement Pre Survey

Category <i>Examples</i>	Law Enforcement (n=425 responders) Number Responding Similarly ¹
What is the number one problem between civilian (non-law enforcement) and law enforcement?	
Communication (better, clear, open) <i>Interaction/relations/community meetings, feedback, active listening, police do not take enough reports.</i> <i>"I strongly believe if there is more open dialogue between law enforcement and the community, we can begin to move forward and make our communities safer."</i>	138
Lack of understanding/misunderstanding <i>Disconnect; of: boundaries, each other, laws and procedures/roles.</i> <i>"A feeling of us versus them."</i> <i>"Of what it means to face dangerous and unknown situations that can instantly become deadly and how to balance with regular calls."</i> <i>"Police don't take the time to understand the needs of the members of their community."</i>	84
Lack of trust/mistrust	45
Lack of communication/miscommunication	40
Perception; bias; prejudice; judgment <i>Towards law enforcement, related to conflict resolution.</i> <i>"Believing that law enforcement contact minorities more often than non-minorities."</i> <i>"Civilians feel police are not doing anything to help them."</i>	36
Lack of respect <i>For one another, from the community/towards law enforcement.</i> <i>"Sense of entitlement."</i>	22
Lack of knowledge/training <i>"On laws/procedures on the part of the community."</i> <i>"Civilians not actually knowing their rights."</i> <i>"Lack of diversity training."</i> <i>"Of willingness to learn."</i>	21

¹ Sums to more than the number of respondents as persons could provide more than one response.

Table 3-8. Number One Problem Between Civilians (non-law enforcement) and Law Enforcement (Qualitative), Law Enforcement Pre Survey Continued

Category <i>Examples</i>	Law Enforcement (n=425 responders) Number Responding Similarly ¹
What is the number one problem between civilian (non-law enforcement) and law enforcement? (continued)	
Profiling (race, mental health, poor, culture, minorities); stereotyping <i>“Officers are racist.”</i> <i>“Systematic American racism propagating through generation after generation.”</i>	20
Media (biased) <i>“Spin things out of control.”</i> <i>“Most civilians base their opinions of law enforcement off of the TV and media.”</i> <i>“The image of law enforcement is tarnished by very few bad interactions that are represented in social media.”</i>	18
Transparency	16
Authority; abuse of power; use of force; harassment <i>“That police are beyond the law and think the rules don’t apply to them.”</i> <i>“Unarmed people being shot.”</i> <i>“Law enforcement need to resort to lower/least harmful weapons rather than resorting to guns first.”</i>	10
Lack of compassion/empathy <i>“Law enforcement don’t care about community needs.”</i>	5
Other <i>Compliance/refusal to follow orders/not held accountable (civilians); priorities; lack of patience; dislike of “no”; response time; lack of representation; expectations; civilians scared to call; history of law enforcement and political agendas; lack of involvement with children at schools; language barrier; need more officers for more interaction; only make contact when there’s a problem/crisis; safety; stop pulling people over for no reason; unethical behavior; varies.</i>	28
Do Not Know	4

¹ Sums to more than the number of respondents as persons could provide more than one response.

Table 3-9. What Topics or Issues Want Addressed Today (Qualitative), Law Enforcement Pre Survey

Category <i>Examples</i>	Law Enforcement (n=274 responders) Number Responding Similarly ¹
What topics or issues would you hope are addressed during today's Game Changer event?	
Better understanding; bridge the gap; partnership <i>Of: each other's concerns, needs of the community, police officer's role as law enforcement/why and how officers do certain things, expectations/intentions, safety.</i> <i>"Ability to see multiple perspectives from different experiences."</i> <i>"That we are all very similar and pursue the same objectives."</i> <i>"I want to hear the perspectives and personal experiences of the members of the community when interacting with law enforcement. I want to discuss how to close the gap between police and community."</i> <i>"Tools to work with community more effectively."</i> <i>"That police officers are people who have feelings and families too."</i>	67
Better communication (between law enforcement and community) <i>"How police and community can interact more effectively; feedback opportunities"</i> <i>"Develop an initiative that helps the community and law enforcement agencies in surrounding area to communicate better and have community know we are here to help them, make a positive impact, and build trust back in the community."</i>	57
Perception; bias <i>Racism, stereotypes, negative outlook from community, fear.</i> <i>"Law enforcement and the community are the same."</i> <i>"Why is the race card played over and over and over?"</i> <i>"Not all police are biased/racist."</i> <i>"That police officers care about the communities in which they work."</i> <i>"Getting a better and realistic understanding of how the community perceives law enforcement officers and what can be done to get a positive perception from the community."</i>	33
Trust	27
Relationship building; interaction/community engagement <i>Cooperation, cultural sensitivity, more community bonding events, race relations.</i> <i>"How we can build mutual solutions"</i>	26

¹ Sums to more than the number of respondents as persons could provide more than one response.

Table 3-9. What Topics or Issues Want Addressed Today (Qualitative), Law Enforcement Pre Survey Continued

Category <i>Examples</i>	Law Enforcement (n=274 responders) Number Responding Similarly ¹
What topics or issues would you hope are addressed during today's Game Changer event? (continued)	
Increased awareness and knowledge <i>Dispel myths; about: job, situational awareness/rights, resources available for the community, first amendment rights vs. violation of others' freedom or safety</i> <i>"Mental health for officers, training for law enforcement."</i> <i>"How to inform the public of proper protocols."</i> <i>"The difference between consent stops, detention, reasonable suspicion, and probable cause."</i>	15
How to better serve our communities; resolutions/move forward	6
Media (bias, portrayal) <i>"The issues around social media and the image of law enforcement."</i>	6
Respect	6
Other <i>Compassion/empathy; accountability/responsibility; compliance (including of social distance and masks, instead of pushing back); use of force; crimes and gangs/juvenile prevention strategies; transparency; address response time; any new/current information or studies; balance; better help for the homeless; community policing; criminal justice system to do more to address issues facing several minority groups; how to proceed with "fits the description"; integrity; race in law enforcement; recruitment screening; re-entry; sensitivity dealing with elderly; understaffed</i> <i>"Current trends with police shootings and shootings of African American males and how police officers feel about it."</i>	36
Nothing specific; anything/open <i>"Anything the community members want to discuss."</i>	18
Do Not Know	9
None	3

¹ Sums to more than the number of respondents as persons could provide more than one response.

Post Survey Responses, Qualitative Law Enforcement

Table 3-10. Number One Problem Between Civilians (non-law enforcement) and Law Enforcement (Qualitative), Law Enforcement Post Survey

Category <i>Examples</i>	Law Enforcement (n=357 responders) Number Responding Similarly ¹
What is the number one problem between civilian (non-law enforcement) and law enforcement?	
Lack of Rapport <i>Communication, distrust, lack of communication, lack of understanding, miscommunication, mistrust, misunderstanding, perception, false narratives, respect, transparency</i> <i>“Communication between the two”</i> <i>“Lack of knowledge regarding law enforcement. Lack of participation from officers in the community to educate.”</i> <i>“Communication between law enforcement and community needs to be better.”</i>	314
Law Enforcement <i>Training, procedures, police officers</i> <i>“Fear of police”</i> <i>“That police target anyone who is not white”</i> <i>“Ineffective communication about police efforts”</i>	11
Racism <i>Racial profiling, racial issues, race relations</i>	7
Lack of Education <i>Education, knowledge</i>	7
Civilians <i>“People not complying with authority”</i> <i>“Respect from the community”</i>	6
Prejudice <i>“Preconceived ideas and biases”</i>	3
Media <i>“The media is the problem”</i> <i>“Media perception”</i>	3
Other <i>Mental health</i> <i>“I truly enjoyed my experience”</i>	4
No Response	2

¹ Sums to more than the number of respondents as persons could provide more than one response.

Table 3-11. Personal Action Items (Qualitative), Law Enforcement Post Survey

Category <i>Examples</i>	Law Enforcement (n=144 responders) Number Responding Similarly ¹
My personal action items are:	
Improve Rapport with Civilians/Community <i>“Facilitate relationships between my community and my division”</i> <i>“Build more trust in my community”</i> <i>“Empathy and tolerance toward the community”</i>	100
Improve the Current Police System <i>“I will take back the lessons and experiences to my department”</i> <i>“Speak with junior officers”</i> <i>“Work with dispatcher academy to bring awareness to the perception and reality of bias calls”</i>	13
Going to more Game Changer <i>“Encourage others to attend similar engagement events”</i> <i>“To try to get more officers to come to game changers”</i>	8
Self-Reflection <i>“Better examine myself”</i> <i>“Being open-minded”</i>	8
Involve the Youth <i>“Increased positive interaction with youths”</i>	5
Other <i>Mental health, homelessness</i> <i>“Continue solving cases”</i> <i>“Respect towards law enforcement”</i>	4
No Response	6

¹ Sums to more than the number of respondents as persons could provide more than one response.

Game Changer Report: PART IV

EVENT EVALUATION SURVEYS COLLECTED BETWEEN FEBRUARY 2018 AND JUNE 2020
PER DEMOGRAPHIC CATEGORIES

Surveys Analyzed

Although this analysis focuses on post response, matched pre and post surveys were used for this analysis as demographic information was gathered on the pre surveys. In addition, due to changes in questions only the most recent survey version (collected between February 2018 and June 2020) was utilized for the analysis.

The analysis included matched pre and post surveys from 229 law enforcement personnel and 433 civilian respondents. The post responses were categorized into 'agree' and 'disagree' while responses of 'neither agree nor disagree' were excluded from the analysis. Sample sizes are presented separately for each question to account for the differing number of respondents for each question after excluding the 'neither agree nor disagree' responses.

Results: Civilian Post Summary

Race/Ethnicity

Across the race/ethnicity categories, White civilian respondents were **more likely** than the other groups (African American, Hispanic, and Other) to agree with the following:

- Law enforcement makes me feel safe.
- Law enforcement officers care about the well-being of the people in the communities that they serve and protect.
- Law enforcement understands the needs of the communities in which they patrol.
- Law enforcement do their job honorably in the community.

African American and Hispanic respondents, were **more likely** to agree with the following than White respondents:

- A majority of law enforcement hold negative biases toward minorities.

Hispanic respondents were **more likely** than White respondents to agree with the statement, 'the mental health of law enforcement is adequately addressed through current services and training offered by their departments.'

Gender and Race/Ethnicity

Civilian respondents were divided into gender and race/ethnicity categories of Female, Non-White Males and White Males. White Males were **more likely** than Female and Non-White Males to agree that:

- Law enforcement make me feel safe.
- I know what to do when a member of law enforcement detains me during a routine stop.
- Law enforcement understand the needs of the communities in which they patrol.

Non-White Males were **more likely** than Female and White Males to agree that 'the mental health of law enforcement is adequately addressed through current services and training offered by their departments.'

Education Level

Civilians with higher educational levels were **less likely** than those with less education to agree that 'The mental health of law enforcement is adequately addressed through current services and training offered by their departments.'

Additionally, civilians with a higher level of education were **less likely** to agree with the question 'I believe I have ample opportunities to bring up concerns and feedback to law enforcement about how to better serve the community' than those with a lower level of education.

Age

Older respondents were **less likely** to agree with the following than younger respondents:

- A majority of law enforcement hold negative biases toward minorities.
- The mental health of law enforcement is adequately addressed through current services and training offered by their departments.
- Law enforcement understand the needs to the communities in which they patrol.
- I believe I have ample opportunities to bring up concerns and feedback to law enforcement about how to better serve the community.

Results: Law Enforcement Post Summary

Race/Ethnicity

While not statistically significant, White and African American respondents were **more likely** to have the perception that 'civilians believe law enforcement were biased toward minorities' than the other respondents. The negative wording of the original question may have been confusing to respondents.

The other questions did not vary significantly by race/ethnicity of the law enforcement respondent.

Gender and Race/Ethnicity

Similar to civilian respondents, White Male law enforcement respondents were **more likely** than Female and Non-White Male respondents to agree that:

- Civilians believe law enforcement in their communities make civilian community members feel safe.
- I believe civilians know what to do when a member of law enforcement detains them during a routine stop.

Education Level

Responses by law enforcement did not vary significantly by educational level. Although not statistically significant, it appears that more educated law enforcement personnel are **less likely** to believe that the mental health of law enforcement is adequately addressed than less educated respondents.

Age

Finally, for the age categories examined, law enforcement responses could only be tested between the 26-34 group and 44-60+ group for differences. The only statically significant finding was that persons aged 26-34 were **more likely** than older respondents to agree that, 'The mental health of

law enforcement is adequately addressed through current services and training offered by their departments.'

Data Tables

Four tables are presented on the pages that follow, the first examines select questions by race/ethnicity category, and the subsequent tables examine the same questions by gender and race/ethnicity, education level and age group.

Table 4-1. Game Changer Post Responses by Race/Ethnicity: April 2017 through June 2020

Post Survey Question	Civilians Percent 'Agree' ^{1,2}					Law Enforcement (LE) Percent 'Agree' ^{1,2}				P- Value ³
	African American	Hispanic	White	Other	P- Value ³	African American	Hispanic	White	Other	
1. Law enforcement make me feel safe LE: Civilians believe law enforcement in their communities make civilian community members feel safe	n=112 74%	n=130 82%	n=89 91%	n=35 83%	0.023	n=46 78%	n=74 92%	n=61 89%	n=29 90%	0.164
2. Law enforcement officers care about the well-being of the people in the communities that they serve and protect LE: Civilians believe that law enforcement officers care about the well-being of the people in the communities that they serve and protect	n=113 81%	n=129 92%	n=88 94%	n=30 93%	0.013	n=41 85%	n=72 94%	n=64 91%	n=29 93%	0.414
3. A majority of law enforcement hold negative biases toward minorities LE: Civilians believe that a majority of law enforcement in their communities <u>do not hold</u> biases toward minorities	n=108 66%	n=108 61%	n=73 37%	n=30 57%	0.001	n=43 44%	n=64 66%	n=58 48%	n=29 66%	0.063
4. The mental health of law enforcement is adequately addressed through current services and training offered by their departments	n=93 28%	n=95 53%	n=71 20%	n=30 23%	0.000	n=46 54%	n=73 56%	n=59 54%	n=27 44%	0.772
5. Law enforcement understand the needs of the communities in which they patrol LE: Law enforcement understands the needs of the communities in which they work	n=108 55%	n=123 78%	n=81 83%	n=30 60%	0.000	n=43 84%	n=76 91%	n=62 89%	n=29 93%	0.576
6. Law enforcement do their job honorably in the community	n=108 77%	n=116 85%	n=82 96%	n=30 77%	0.002	n=47 100%	n=76 100%	n=68 99%	n=31 100%	0.517
7. I know what to do when a member of law enforcement detains me during a routine stop LE: I believe civilians know what to do when a member of law enforcement detains them during a routine stop	n=116 90%	n=125 83%	n=85 91%	n=31 81%	0.227	n=44 41%	n=70 49%	n=61 54%	n=30 33%	0.243
8. I believe I have ample opportunities to bring up concerns and feedback to law enforcement about how to better serve the community LE: I believe civilians have ample opportunities to bring up concerns and feedback to law enforcement about how to better serve their communities.	n=108 71%	n=128 84%	n=78 73%	n=31 71%	0.069	n=46 65%	n=76 67%	n=58 72%	n=27 59%	0.667

¹ n = the number of persons who responded to the question on the post-survey (i.e. responses of 'I don't know' or 'Neither agree nor disagree' not included).

² Percent 'agree,' 'somewhat agree,' or 'strongly agree' among the number who responded.

³ P-value calculated using a Pearson Chi-Square statistic.

Table 4-2. Game Changer Post Responses by Gender and Race/Ethnicity: April 2017 through June 2020

Post Survey Question	Civilians Percent 'Agree' ^{1,2}			P- Value ³	Law Enforcement (LE) Percent 'Agree' ^{1,2}			P- Value ³
	Female	Male: Non- White	Male: White		Female	Male: Non- White	Male: White	
1. Law enforcement make me feel safe LE: Civilians believe law enforcement in their communities make civilian community members feel safe	n=171 84%	n=147 76%	n=46 94%	0.012	n=48 75%	n=105 91%	n=53 93%	0.012
2. Law enforcement officers care about the well-being of the people in the communities that they serve and protect LE: Civilians believe that law enforcement officers care about the well-being of the people in the communities that they serve and protect	n=164 91%	n=147 86%	n=47 94%	0.266	n=50 86%	n=98 93%	n=54 93%	0.346
3. A majority of law enforcement hold negative biases toward minorities LE: Civilians believe that a majority of law enforcement in their communities <u>do not hold</u> biases toward minorities	n=141 54%	n=136 63%	n=41 42%	0.062	n=48 42%	n=94 61%	n=49 57%	0.093
4. The mental health of law enforcement is adequately addressed through current services and training offered by their departments	n=134 26%	n=116 44%	n=38 29%	0.010	n=54 54%	n=100 51%	n=48 58%	0.704
5. Law enforcement understand the needs of the communities in which they patrol LE: Law enforcement understands the needs of the communities in which they work	n=153 70%	n=143 66%	n=44 89%	0.014	n=52 83%	n=103 91%	n=51 90%	0.261
6. Law enforcement do their job honorably in the community	n=149 85%	n=140 81%	n=46 96%	0.053	n=55 100%	n=107 100%	n=56 98%	0.234
7. I know what to do when a member of law enforcement detains me during a routine stop LE: I believe civilians know what to do when a member of law enforcement detains them during a routine stop	n=158 82%	n=150 91%	n=47 94%	0.015	n=50 32%	n=102 47%	n=50 60%	0.019
8. I believe I have ample opportunities to bring up concerns and feedback to law enforcement about how to better serve the community LE: I believe civilians have ample opportunities to bring up concerns and feedback to law enforcement about how to better serve their communities.	n=157 75%	n=144 80%	n=43 74%	0.662	n=51 59%	n=103 69%	n=49 74%	0.267

¹ n = the number of persons who responded to the question on the post-survey (i.e. responses of 'I don't know' or 'Neither agree nor disagree' not included).

² Percent 'agree,' 'somewhat agree,' or 'strongly agree' among the number who responded.

³ P-value calculated using a Pearson Chi-Square statistic.

Table 4-3. Game Changer Post Responses by Education Level: April 2017 through June 2020

Post Survey Question	Civilians Percent 'Agree' ^{1,2}					P- Value ³	Law Enforcement (LE) Percent 'Agree' ^{1,2}				P- Value ³
	Some High School	High School	Some College	4 Year Degree	Advanced Degree		High School	Some College	4 Year Degree	Advanced Degree	
1. Law enforcement make me feel safe LE: Civilians believe law enforcement in their communities make civilian community members feel safe	n=90 78%	n=30 83%	n=82 79%	n=84 86%	n=80 84%	0.657	n=5 80%	n=67 90%	n=96 89%	n=42 83%	-- ⁴
2. Law enforcement officers care about the well-being of the people in the communities that they serve and protect LE: Civilians believe that law enforcement officers care about the well-being of the people in the communities that they serve and protect	n=89 85%	n=30 90%	n=79 89%	n=80 93%	n=82 90%	0.667	n=5 80%	n=68 87%	n=95 96%	n=38 90%	0.164
3. A majority of law enforcement hold negative biases toward minorities LE: Civilians believe that a majority of law enforcement in their communities <u>do not hold</u> biases toward minorities	n=76 66%	n=26 62%	n=66 53%	n=75 51%	n=76 55%	0.361	n=5 60%	n=64 58%	n=88 59%	n=37 43%	0.409
4. The mental health of law enforcement is adequately addressed through current services and training offered by their departments	n=60 72%	n=24 63%	n=60 30%	n=69 19%	n=76 11%	0.000	n=5 80%	n=69 58%	n=95 54%	n=36 42%	0.262
5. Law enforcement understand the needs of the communities in which they patrol LE: Law enforcement understands the needs of the communities in which they work	n=82 81%	n=30 73%	n=69 70%	n=78 64%	n=83 65%	0.151	n=5 80%	n=70 89%	n=96 89%	n=39 92%	0.829
6. Law enforcement do their job honorably in the community	n=80 84%	n=27 74%	n=73 85%	n=76 86%	n=80 86%	0.648	n=5 100%	n=72 99%	n=102 100%	n=43 100%	0.553
7. I know what to do when a member of law enforcement detains me during a routine stop LE: I believe civilians know what to do when a member of law enforcement detains them during a routine stop	n=83 90%	n=27 89%	n=82 89%	n=80 84%	n=85 84%	0.588	n=5 60%	n=67 43%	n=95 51%	n=38 40%	0.569

¹ n = the number of persons who responded to the question on the post-survey (i.e. responses of 'I don't know' or 'Neither agree nor disagree' not included).

² Percent 'agree,' 'somewhat agree,' or 'strongly agree' among the number who responded.

³ P-value calculated using a Pearson Chi-Square statistic.

⁴ P-value could not be calculated.

Table 4-3. Game Changer Post Responses by Education Level: April 2017 through June 2020, Continued

Post Survey Question	Civilians Percent 'Agree' ^{1,2}					P- Value ³	Law Enforcement (LE) Percent 'Agree' ^{1,2}				P- Value ³
	Some High School	High School	Some College	4 Year Degree	Advanced Degree		High School	Some College	4 Year Degree	Advanced Degree	
8. I believe I have ample opportunities to bring up concerns and feedback to law enforcement about how to better serve the community LE: I believe civilians have ample opportunities to bring up concerns and feedback to law enforcement about how to better serve their communities.	n=82 92%	n=32 81%	n=74 82%	n=75 60%	n=82 70%	0.000	n=5 80%	n=68 68%	n=96 65%	n=38 71%	0.818

¹ n = the number of persons who responded to the question on the post-survey (i.e. responses of 'I don't know' or 'Neither agree nor disagree' not included).

² Percent 'agree,' 'somewhat agree,' or 'strongly agree' among the number who responded.

³ P-value calculated using a Pearson Chi-Square statistic.

⁴ P-value could not be calculated.

Table 4-4. Game Changer Post Responses by Age Group: April 2017 through June 2020

Post Survey Question	Civilians Percent 'Agree' ^{1,2}				P- Value ³	Law Enforcement (LE) Percent 'Agree' ^{1,2}			P- Value ⁴
	13-17	18-25	26-43	44-60+		18-25	26-43	44-60+	
1. Law enforcement make me feel safe LE: Civilians believe law enforcement in their communities make civilian community members feel safe	n=84 81%	n=53 74%	n=132 83%	n=97 85%	0.373	n=6 100%	n=124 89%	n=80 85%	0.520
2. Law enforcement officers care about the well-being of the people in the communities that they serve and protect LE: Civilians believe that law enforcement officers care about the well-being of the people in the communities that they serve and protect	n=85 86%	n=51 92%	n=125 91%	n=99 88%	0.547	n=7 100%	n=124 92%	n=75 89%	0.613
3. A majority of law enforcement hold negative biases toward minorities LE: Civilians believe that a majority of law enforcement in their communities <u>do not hold</u> biases toward minorities	n=73 66%	n=45 58%	n=108 64%	n=93 41%	0.003	n=6 50%	n=113 59%	n=75 51%	0.294
4. The mental health of law enforcement is adequately addressed through current services and training offered by their departments	n=58 72%	n=39 46%	n=108 19%	n=84 19%	0.000	n=8 50%	n=121 61%	n=76 42%	0.012
5. Law enforcement understand the needs of the communities in which they patrol LE: Law enforcement understands the needs of the communities in which they work	n=79 82%	n=46 70%	n=121 64%	n=96 69%	0.044	n=6 100%	n=127 91%	n=77 84%	0.170
6. Law enforcement do their job honorably in the community	n=77 86%	n=46 80%	n=122 83%	n=91 87%	0.735	n=7 100%	n=135 99%	n=80 100%	>0.999
7. I know what to do when a member of law enforcement detains me during a routine stop LE: I believe civilians know what to do when a member of law enforcement detains them during a routine stop	n=78 91%	n=50 82%	n=127 82%	n=102 92%	0.058	n=8 25%	n=120 44%	n=77 52%	0.308
8. I believe I have ample opportunities to bring up concerns and feedback to law enforcement about how to better serve the community LE: I believe civilians have ample opportunities to bring up concerns and feedback to law enforcement about how to better serve their communities.	n=78 92%	n=51 84%	n=122 66%	n=94 72%	0.000	n=7 57%	n=125 68%	n=75 68%	0.877

¹ n = the number of persons who responded to the question on the post-survey (i.e. responses of 'I don't know' or 'Neither agree nor disagree' not included).

² Percent 'agree,' 'somewhat agree,' or 'strongly agree' among the number who responded.

³ P-value calculated using a Pearson Chi-Square statistic.

⁴ P-value calculated using Fisher's Exact Test comparing two groups only: '44-60+' and '26-34' years.