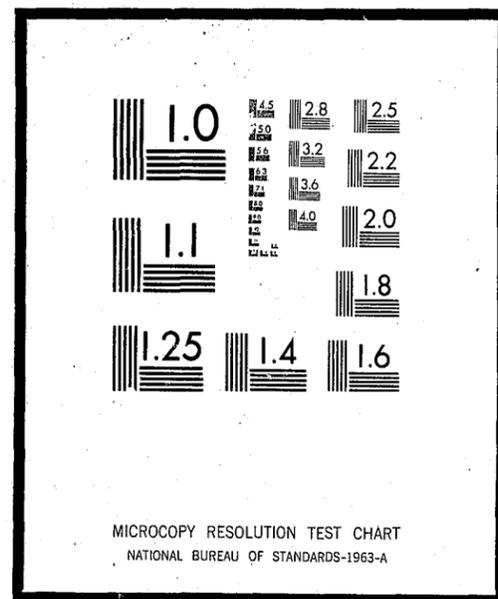


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 CIVIL RIGHTS LAWS
 SOCIOCULTURE
 OKLAHOMA CITY

ANNOTATION:
 THE BASIC OBJECTIVES OF POLICE-COMMUNITY RELATIONS TRAINING IN OKLAHOMA CITY ARE REDUCTION AND PREVENTION OF CRIME.

ABSTRACT:
 JOINT POLICE-COMMUNITY COOPERATION AND IMPROVED INTERGROUP RELATIONS IN THE COMMUNITY ARE OTHER PURPOSES. THE LATTER OBJECTIVE REFLECTS THE INTENTION OF THE OKLAHOMA CITY POLICE DEPARTMENT TO AID IN THE REDUCTION OF RACIAL TENSIONS AND PREVENTION OF RACIAL DISORDER. THE OBJECTIVES OF THIS NEW TYPE OF POLICE TRAINING ARE (1) PLAN AND IMPLEMENT PROGRAMS TO ACQUAINT INDIVIDUAL CITIZENS WITH THEIR RESPONSIBILITIES IN THE MAINTENANCE OF LAW AND ORDER, (2) DEVELOP PROGRAMS TO ACQUAINT CITIZENS WITH THE OPERATIONS OF THE POLICE DEPARTMENT AND TO GAIN PUBLIC SUPPORT FOR THE DEPARTMENT'S GROWING PROFESSIONALIZATION, (3) SUPPORT NEIGHBORHOOD ORGANIZATIONS AND RESPONSIBILITIES, (4) CONDUCT CONTINUING SURVEYS OF COMMUNITY NEEDS WHICH AFFECT LAW ENFORCEMENT ACTIVITIES THROUGH REGULAR DISTRICT COMMITTEE MEETINGS AND REGULAR CITY-WIDE MEETINGS WITH MINORITY GROUP LEADERS AND CIVIL RIGHTS LEADERS OF THE CITY, AND (5) PUBLICIZE THESE NEEDS AND TRANSMIT THEM THROUGH LOCAL COMMUNITY LEADERS TO THOSE IN AUTHORITY FOR APPROPRIATE ACTION.

POLICE COMMUNITY RELATIONS PROJECT 160
OKLAHOMA CITY POLICE DEPARTMENT

FINAL REPORT

POLICE-COMMUNITY RELATIONS PROJECT 160

TABLE OF CONTENTS

PILOT PROJECT: LEA GRANT NUMBER 160
OKLAHOMA CITY POLICE DEPARTMENT
PROJECT DIRECTOR: Sam D. Watson
ASSISTANT PROJECT DIRECTOR: K. A. Nash
PROJECT OFFICERS:
 AREA #1: Jerry L. Baumgarner
 AREA #2: Kenneth E. Smith
 AREA #3: Powell Chick
 AREA #4: Walt Wilhelm, Jr.
 AREA #5: Gerald L. Emmett
PROJECT SECRETARY: Jean Hogan

GRANT PERIOD:
 April 1, 1967 to March 31, 1968

	<u>Page No.</u>
Final Summary of Project-----	1
Project Officers' Report	
Area # 1 -----	7
Area # 2 -----	17
Area # 3 -----	24
Area # 4 -----	31
Area # 5 -----	35
Training Report -----	40
Training and Orientation Activities -----	50
Survey of Racial Attitudes and Actions -----	59
Charts:	
Attitude Formation -----	71
Measurement of Prejudice -----	72
Attitude Patterns -----	73

FINAL SUMMARY OF PILOT PROJECT

Project Director: Captain Sam D. Watson

I. PRIMARY OBJECTIVES

Project officers were to go into assigned areas to promote understanding, develop communication and provide guidance by gaining acceptance as an integral part of the community segment. The first step was to survey community needs and activities that would assure his immediate involvement with area residents. His actions were to be geared to preventive and communicative duties that would promote the police image. Although the main objective was not to go into the area to build playgrounds or distribute clothing and food, for these are not normally police services, project officers could find in these activities an ideal means of communicating with and gaining the confidence of citizens.

II. LIMITATIONS

In seeking to treat and prevent multiple causes of adolescent maladjustment and disrespect for the law, project officers met many barriers. Ultimately, the police are not authorized or equipped to deal with economic and social problems inherent in crime and hatred for those in authority.

Viewing the situation realistically, five police officers devoting eight hours a week cannot hope to accomplish what full-time social workers, religious and civic organizations and educators have not. Youths who live in tragic homes where disrespect for authority breeds are not easily impressed by one police officer regardless of his sincerity and resourcefulness.

All five officers expressed concern over the cessation of project activities as the grant period closed. It was feared that much of the

progress realized would be of temporary value unless personal contact with the residents was maintained.

III. NARRATIVE OF PROJECT ACTIVITIES

A. WORK WITH MINORITY GROUPS

An informal association of business and professional leaders was formed to act as a peace-making group and report potential problems. Members were alert to problems that cause racial unrest. Communication has been free and effective. The close line of communication with the Negroes was vital during the open housing march. More than 100 off-duty officers and Negro leaders cooperated to see that this parade was made without incident or threat of violence. The outcome was a good measure of police-minority relations.

The lines of communication built by project officers became an important factor when rumors of a riot broke out in August, 1967. Within 48 hours, over 200 telephone calls and personal accounts of potential danger were channelled into the Community Relations office. The most valuable resource at this time of panic was not riot training, but free and open communication to trace and discredit rumors. Leaders among minority groups worked diligently in a cooperative effort to calm citizens. Tension was relieved and riot averted.

B. POLICE-NEWS MEDIA RELATIONS

In the history of the Oklahoma City Police Department, there has never been a period when such vast, favorable coverage was given to police services. Coverage of the Fly-Over, Tinker Tour and the Christmas gift deliveries magnified their police-community relations value. Television stations covered the building of playground facilities, showing officers and community youths clearing the areas for ball diamonds and building bridges over creeks. The public was look-

ing at a phase of police work that usually receives little notice. Reaction came in the form of offers to help by donating materials, services and money. But most important was the fact that the projects promoted community spirit and included the Police Department as the agent for promoting these activities.

C. PROJECT ACTIVITIES

1. "Operation Fly Over": This project offered eighth grade students who had never before flown in an airplane the opportunity to do so. It took extensive planning and involved many state and civic leaders. 1,500 students participated. A barrage of letters from parents, youths, school representatives, pilots and many others attested to the success of this project. The ~~psychological value~~ psychological value was evident.

2. Athletic Programs: These were attempted in each of the project areas. The interest and participation varied from five active ball teams sponsored by community residents in one area to an unsuccessful attempt due to lack of support in another community area.

3. Health Services: Community clean-up campaigns, utilization of a mobile x-ray unit, and referral to medical and psychological centers were project activities.

4. Counselling (particularly among teen-agers): Drop-outs were encouraged to attend school; jobs were found for those who could not do so; and, occupational training became the goal for some who had formerly stolen to get an income.

5. Dissemination of Information: Many problems in these neighborhoods existed due to lack of knowledge as to how to solve them. Complaints of poor street lighting, inadequate

garbage service, standing water, overgrowth of fields and many physical area problems were lodged within the community. Residents did not know where to refer these complaints to get action. These hazards were often blamed on the Police Department since many thought of the Department as "City Government" and therefore responsible for most community functions. Project officers were able to explain and demonstrate how other branches of the city government were responsible for and willing to correct these hazards when informed of their existence.

Complaints of unfair practices of the Police Department, particularly in the distribution of manpower and equipment, were aired in formal and informal discussions. When facts were presented, understanding took the place of resentment.

A very important outcome of the project was realized when project officers shared their experiences and new insight into community attitudes and problems with other police personnel not directly involved in the pilot program.

IV. EVALUATION

While there is some statistical evidence of project success, the intrinsic value of activities cannot be measured solely by these. Many physical improvements can be viewed. Many social services have been extended. The crime rate has dropped in project areas. In Project Area #3, business burglaries increased proportionally to those in the entire city in the first month of the pilot project. In the next four months, burglaries increased citywide 104%, 101%, 125%, and 33% while declining in the project area at the rate of 40.8%, 50%, 45%, and 10%. But the true value in improved police-community relations is apparent. When project officers first entered the areas, the reaction to their presence

was suspicion and distrust. People were inclined to ask what business they were on -- whom they had come to arrest or harass. As project activities began to prove that the police were there to help the community, the attitude changed and offers of assistance came from these same people.

V. TRAINING

The instructional program consisted of many varied approaches. The phase designed for new recruits and experienced officers consisted of eight training sessions, each session composed of 20 officers to facilitate dialogue. These sessions were divided into a case discussion part and a lecture part under the guidance and assistance of an experienced police officer and a specialist in human relations. In the case discussion, a real-life episode is presented. The episodes represent the following incident types which studies have shown to most frequently produce aggravated police-community problems:

1. Argumentative married couples and argumentative neighbors
2. Burglary investigation
3. Stopping a car in a routine investigation
4. Drunks
5. Fights and riots
6. House search
7. Molesting a female
8. Street lounging and crowds

Lecture subjects include:

1. Individual and group similarities and differences.
2. The nature of prejudice, stereotyping, selective perception, etc.
3. Prejudice and its causes in group economic, social and cultural differences.
4. Dealing with racial prejudice.

5. Myths and facts regarding the background of crime.
6. Community human relations resources.
7. Civil rights and professionalism in police work.
8. How to win community support for police work.
9. Cultural deprivation.

V. SUMMARY

Lower income level citizens seldom see a police officer in the role of advisor, neighbor or friend. But when they work by the side of a project officer to provide playground area and equipment, clean-up the community, deliver medicine to the invalid or food to the hungry, the police image begins to alter and residents can identify with this kind of law enforcement officer who is concerned about their personal welfare. They realize an aspect of government that was never before revealed. There is much unrest and desire for change. People do not expect miracles overnight but are looking for some sign that those in authority care about their problems. They are appreciative of efforts in their behalf since most feel that they have been the object of discrimination and abuse in the past.

POLICE-COMMUNITY RELATIONS PROJECT 160

AREA #1

Officer Jerry L. Baumgarner

INITIAL SURVEY

There was a definite need for better communication between the Police Department and area residents. There appeared to be a mutual lack of understanding of each others' problems.

Better recreational facilities and opportunities were a definite need.

PROJECT PLANS

To establish a stronger line of communication, the project officer was to be made available as a speaker to civic groups. Work was planned with area schools on juvenile problems. By being seen in an unofficial capacity, the officer hoped to establish positive relationships with youths in the area. Greatest efforts would be aimed toward youth work since this presented the greatest potential for changing adverse opinions toward law enforcement officers.

Individual contact was to be made with parents, businessmen and homeowners in the area in order to promote understanding between the community and police. Through personal contact, the project officer will be able to explain certain actions of the Police Department that many people misunderstand. Officers on duty do not have the time necessary to explain the law enforcement point of view and mobilization has removed them from personal contact vital to positive community relations.

NARRATIVE OF ACTIVITIES (by Officer Baumgarner)

When the program was first started, I went to the Community Action Program Center in my district and talked with the Chairman and Program Coordinator in an effort to learn the most vital needs in the police-

community relations field. I was informed that people in this area are afraid of the police. They are not aware of the positive services and of the need for law enforcement. The general feeling was that the only time a policeman was seen was when he was attempting to make an arrest -- often that of a friend or acquaintance.

After interviewing several businessmen in the area, I found that the majority of residents, while resenting the presence of a police officer, wanted more protection than was being provided. They seemed to feel that officers were not making calls as fast as they could and that the area was not being assigned enough patrol cars in proportion to the rest of the city.

In meetings with residents, I tried to present facts, make explanations and answer all questions. After learning of the size of the Oklahoma City territory to be patrolled and the available men and equipment, most residents expressed surprize. Generally, attitudes changed from bitterness to concern and understanding of the problem.

To improve the police image, I found that my most effective approach was that of counselling with families. The problems discussed varied from delinquent children to unsanitary conditions in homes.

I worked with approximately 57 families during the year, spending an average of four hours with each family. Many required the services of other city agencies. Those that could not afford physician's fees were referred to city health services. Transportation was arranged. For those physically unable to go to this center, visiting nurses were called. Many families have no means of transportation. During the year, I have driven approximately 200 miles transporting people to meetings, appointments and to the drug store for medicine.

Many families were hostile when first approached. But after a few

weeks I was accepted. Families that had been aided would tell their neighbors what the Police Department was doing for them and more doors were opened to me.

In visits to the families, many questions concerning the work of the police arose. By sitting in a family living room, I was able to discuss the problems of law enforcement and learn of area and individual needs.

In attempting to reach area youths, I worked closely with the schools and was surprised by the concern of small children. I have been interviewed by students in grades two through twelve. All of them showed an interest in police work. A large number of them wanted to know how they could become policemen. I tried to show them the danger of getting a criminal record. Through these classroom discussions, I learned that many unlawful acts are accepted as right because "everyone else does it." An example is the stealing of bicycles or cars for "joy riding." The majority felt that it was all right to take for use the property of another as long as it was later left where the owner might find it. They did not feel that one should take the risk of returning it, but should just leave it out in the open where it might be found and reclaimed. It took many hours of counselling to show the fallacy of this logic.

Many of the students felt that the policeman's main job was to put people in jail. The remainder of his work day was spent at headquarters waiting for the call to make another arrest. During one of these discussions, I took the class outside to inspect the patrol car. In the follow-up on these visits, teachers reported a marked improvement in the general demeanor of the classes. Vandalism in the Dewey School area dropped in the three week period following school visits.

High school students were less receptive and openly hostile during classroom discussions. While they were in a large group, their attitudes

were rebellious. They did not want to discuss mutual problems. It became apparent that any success would have to be experienced by individual contact. Reaching this age group and establishing communication with them proved to be my most difficult task.

The unsanitary conditions in the project area prompted the dissemination of health information. Some of the houses I have been in carry out their trash once a month. I have seen cockroaches by the hundreds on the walls and ceiling and even on food on the tables. One young family was afraid to sleep at night because of the fear that large rats inhabiting the house would climb into the beds.

Working with the Garden Days Community Club, we held a community clean-up. Residents cooperated. Neighbors helped each other.

When I first began work in the area, I was working out of the Community Action Program Center on Northeast Seventh; but by the end of the second month, I did not have time to spend at this location. Most of my work has been done in the field. As soon as one family or individual in need was discovered, another was brought or referred to me. By the close of the fourth month, I was finding it necessary to turn away some who needed help for lack of time.

In November, 1967, I met with three families in the 36th and Rhode Island area. There were three juveniles involved in drinking parties. One 12-year-old girl was sneaking out of the house three or four times a week and coming home drunk. The parents of these girls had been afraid to call the police because they didn't want the children put in jail. After the juvenile court system was explained to them, they were willing to cooperate with the Police Department and stop the supply of liquor. I have found that most people are willing to call police into similar matters as soon as they are convinced that the police desire to help

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rather than punish when possible.

During the month of October, 1967, most of my time was spent on "Operation Fly Over." I assisted Officer Ken Smith with his project during his vacation absence. This project was very successful. We hope to make it an annual project in Oklahoma City. It will be the only opportunity to fly that some will ever have.

It was difficult to follow any kind of schedule or master plan for the project. The most valuable opportunities came up unexpectedly. Counseling took place on the spur of the moment. After one very long, hot day spent in clearing a field to make a baseball diamond, I was able to point out to the boys helping me that, unless they got an education, this would be the only type of work they would be prepared to do in the future.

In the variety of activities, we were able to get assistance from many organizations in the community and outside the project area. Anything needed in the way of clothing, cooking utensils and furniture was given to me by the Salvation Army. The Y.M.C.A. was always willing to provide help in athletic programs. The V.I.S.T.A. people also assisted. They kept me informed of neighborhood activities. Through them, I was able to find the families and individuals who needed help.

One problem that was solved was that of parking on North Bath. By contacting the Traffic Control Department, we were able to get controlled parking. This helped businesses in the area.

Another of a more serious nature was the lack of playground area for neighborhood children. There was no place to build a park or playground. Children were consequently playing in the streets. Traffic was heavy and some drivers were using through streets as a race track when patrol cars were not around. To correct this problem, speed limit signs were installed and patrol by police cars was increased. We are now investigating the

possibility of using some of the less-travelled side streets as playground area by blocking them off during certain periods of the day.

In answer to the need for recreational facilities, a building was donated and converted into a youth center with the help of neighborhood youths. A pool table was donated. Monthly dues of twenty-five cents was to be collected to pay the utility bills. This center proved to be an unsuccessful venture. After two months, the youths attending were behind in their dues. Boys were coming in from other areas and attempting to start trouble and destroy the property. Since I was unable to be there during the day and we could not find an adult who was willing to be there, it was necessary to close the center.

EVALUATION

After this year of project work, I can observe marked progress in spite of some unsuccessful attempts. Many of the youths' attitudes appeared to have altered. Of the 45 boys I have consistently counselled, 32 were originally highschool drop-outs. The other 13 had graduated but of this group, only three had full-time jobs. At this time, 17 are back in school, six have joined the Armed Forces and 14 have full-time jobs. These boys are being encouraged to go to night school in order to complete their education. Several have brought their friends to me, asking me to encourage the boys to stay in school. Many of the youths have provided useful information concerning others' plans for civil disobedience. Not all of the boys responded to offers of aid and friendship. Some will still have nothing to do with me simply because I am a policeman. Distrust has been taught to them since childhood. It will take time to overcome this attitude.

I tried to organize athletic teams but did not have success. The few boys that wanted to play would not show up regularly. I was unable

to get assistance from adults in the area. After three weeks of effort, I had to drop this activity.

In one neighborhood, approximately four acres was donated and designated as a park. Several boys worked during the day to cut down trees and brush. After the land was cleared, we had the City mow it. A baseball back-stop was installed. Then progress was halted. The Park and Recreation Department was contacted but advised us that all playground equipment was already in use and no funds were available for additional equipment. Business firms were contacted to solicit donations of equipment. I was well received but because it was late in the year, funds allocated for this purpose had been used. The park needs were placed on their lists for donations next year.

Most of my time has been in the field -- counselling with families and individuals. Many times, informal neighborhood discussions would develop. Word would get around that I was there and several neighbors would come in to ask questions or listen. Most of my work with the older boys took place on the streets and in pool halls -- any place I could find them. Much time was spent in the schools where staff members were receptive and helpful. After a short time, I found that I was being accepted in the halls. Students no longer looked at me and wondered who I was there to apprehend; but realized I was there trying to help someone.

It would be virtually impossible to show statistically the success of this project. The fact that there are seventeen boys back in school and more will soon be back is evidence of success. Add to this the fact that there are many people that no longer fear the police because they don't understand them. The Police Department is now a friend to many because of personal contact with it. Area residents now exhibit a

different view point about the purpose of the law and Police Department as an organization which renders service to the community through enforcement of the law.

The project was of great benefit to me. My understanding of these people has made police work more challenging. The friends I have made during the project work now call me at home. They tell of problems or refer me to others who need help. Occasionally, strangers will call and say that they were referred to me by a friend of mine who had been helped by the police.

Criminal activity has been reduced in the area since the project was instigated. Often, breaking the law was intended to harass the Police Department. Now, a few people feel that to do so would be to hurt a friend.

CONCLUSIONS

The activities that were most successful were those that included individual counselling. All of the project efforts may be of temporary value without a follow-up. To have worked so closely with these people and then to discontinue efforts would be to lose most of the ground gained.

Activities that required adult supervision were ineffective because of lack of interest. Adults were unwilling to give their free time. Those that worked put in long, hard hours and did not have the time or energy to assist in any recreational activities. Those that have the time are not employed and were not inclined to sponsor unless paid for it.

Efforts of permanent value were those of making friends for the Police Department. When people were able to talk to policemen without fear, they realized that there was no need for the fear in the first place.

To what degree did the program cover my original goals and aims? The answer is -- to a high degree. In being accepted by the youths in the schools and on the streets, we were able to guide them and develop respect for law enforcement.

The original plan of the program was to develop better communications between the police and the community. This was accomplished through a few individuals who seem inclined to spread the word of a new police-community relationship. When the project was first started, the question most people wanted to know was, "What is the Police Department trying to get out of us?" Now, many of these same people are asking what they can do to help in police efforts to improve the community and aid citizens. In my opinion, one reclaimed juvenile delinquent or one belligerent person who changed his opinion about the Police Department would have been worth the effort and money. As it is now, a large number of former enemies of the Oklahoma City Police Department are now co-workers.

My primary conclusion is that poor police-community relations is due to lack of information exchange and personal contact between citizens and policemen.

SUGGESTIONS FOR FUTURE PROJECT EFFORTS

Plans for similar efforts should include offices in lower income areas that would be manned by police officers on a full-time basis. They would not be there to enforce the law but to handle questions and complaints and to give assistance. Many people hold the Police Department responsible for many things that are not designated functions of law enforcement. Misinformed people look to the Police Department as the main City governmental agency. Problems of paving, garbage disposal, etc. can therefore cause poor police-community relations. An office as described above could alleviate this source of tension. It would emphasize the

service aspect of police work. Some might argue that this could be done by those outside the Police Department. It could; but the effect would not be as positive in changing attitudes as when done by a uniformed officer.

A program should also be set up with employers in order to find jobs for youths during the summer. Inactivity and lack of income are sources of delinquency.

POLICE-COMMUNITY RELATIONS PROJECT 160

AREA # 2

Officer Kenneth E. Smith

INITIAL SURVEY

The first problem encountered was that created by the presence of a uniformed officer in the area. People were curious and suspicious.

In the area of 13 square blocks, there were approximately 300 children. No playground was available for them to use. The children had to walk through a creek to get to school and this prompted the plan to build a bridge for them to use.

The area was poorly lighted. There were few street lights.

Many young people were uneducated and unemployed.

NARRATIVE OF ACTIVITIES (by Officer Smith)

These people were curious about my presence. I covered the area on foot, visiting with residents and explaining my purpose for being there. It took time for them to accept the idea that the Police Department not only arrested and investigated, but that it was also a service organization.

The gathering place and center of neighborhood activity was a grocery store. I noticed that children stopped here to buy a coke or doughnut for breakfast. Adults and teenagers gathered for snacks and conversation. Most seemed to have a charge account at the store. The owner, Mrs. Patrick, was very cooperative with me and offered her help. She was very outspoken and told me that the police needed to be in the area more often and added that she would like to see stop signs, etc. installed.

I made friends with two young boys that would walk with me through the camp and tell people what I was doing there. These two young men

were a great help to me.

In answer to the need for recreational facilities, businesses were contacted about donating swings, slides and materials for a playground and material for construction of the bridge. We had television coverage of this project. It was well received by the public. After the television showing, we received numerous calls offering donations. One lady whose only income was a social security check offered \$5.00. A man offered the use of a large crane. Another offered his employees for one days work at his expense. One businessman donated his trucking outfit for this project.

I talked to the City Manager and City Officials who gave their full support. With help from the Department of Parks and Recreation, fine playground facilities were installed. The playground has been curbed, lighted and landscaped. A wooden bridge was built over the creek and equipped with lighting. The Oklahoma Gas and Electric Company put street lights on every corner. An estimate on the cost of the playground, bridge, lights, baseball backstop, equipment and labor would be between fifteen and twenty thousand dollars. This was paid by the City and residents' donations.

As evidence of civic pride due to these improvements are two incidents: Only one street light has been broken out and the vandal was brought to me by older boys. I talked with him. He expressed regret and assured us that it would not happen again. One night, an adult was seen going through the playground with what the young people thought was one of their see-saws over his shoulder. Eight boys from 13 to 16 years of age got some pipes and boards and apprehended him. They accused him of taking "their playground" equipment. But after interrogating him, they found that the man had purchased the lumber and

was carrying it home. Fortunately, there was no violence, but the incident gave insight into the character of many youths in the area. These boys have had to fight for the things they own and this was their way of protecting the playground. As their understanding of the purposes for law enforcement grows, they may not find this direct approach the most desirable.

The most widely publicized and far reaching project was "Operation Fly Over." The idea was formed when a young man stated to me that he had never flown in an airplane but would really like to one day. The idea grew to include policemen, doctors, lawyers, civic and governmental leaders, businessmen, pilots, school officials and citizens all over the State of Oklahoma. It received national coverage on the Paul Harvey show.

Lt. Governor Nigh was approached with the original idea. He became very interested and donated much time to the project. The Chief of Police gave his full support. A committee was selected. On this committee were: Judge Tom Brett, Court of Criminal Appeals; Bud Bricker, Federal Aviation Administration; Dan Orcutt, Director of the Oklahoma City Airport (who also donated his time to fly his own plane); Dr. Lonnie Gilliland, Director of Safety Education, Board of Education; Major Wayne Lawson, Commander, Patrol Division, OCPD; Charles Harrison, Community Action Program; Keith Lutz, Director, Oklahoma Aeronautics Commission; A. C. Stanwalt, Supervisor of Airports; Ken Stevenson, Air Traffic Controller; Captain Sam Watson, Director, Community Relations Program, OCPD; Major Kenneth Nash, Administrative Assistant to the Chief of Police, OCPD; Patrolman Jerry Baumgarner, member of the Police Community Relations Unit, who worked very hard with me on this project.

We had three things in mind when starting this project: 1) To show that Oklahoma City is the air capitol of the world; 2) to give the children

who would otherwise not be able to take such a trip or plane ride; and, 3) to show them that the policeman is interested in them as a person -- not just a statistic.

We decided that since we could not possibly take all of the Oklahoma City area children, we would offer this to the children in the eighth grade who had never flown before. There had to be a waiver signed by the parents and notarized that they had permission to take the ride. We had cards printed that made the children "Honorary Crew Members." Pilots received commendations from the Police Department.

The job of getting pilots and planes took approximately three weeks. The pilots were told that the planes and their license would be checked at the airport by FAA. Bud Bricker worked very hard on this. In the event the weather prevented the fly-over from taking place, an alternate date was set. The Red Cross was on hand all day in case some of the children got air-sick. Fortunately, only one did. I went to Fort Sill and talked to the Base Commander and he sent a helicopter equipped with medical supplies in case of an accident.

Operation Fly-over began on the morning of October 28, 1967. U. S. Senator Mike Monroney, Lt. Governor Goerge Nigh, Mayor Jim Norick and Chief Hilton Geer officially started the Fly-over. Local police officers were there at 8 a.m. to direct participants and traffic. There were approximately 45 Civil Air Patrol Cadets and 40 off-duty Oklahoma City policemen. For safety, a police officer walked with each group to and from the aircraft. There was a variety of planes at the airport ranging from a World War Two P-38 called the "Red Baron" to a rear engine plane. One plane cost the owner \$125 an hour to fly and he took 14 loads of children.

There were 1,227 children who were able to fly for the first time.

There is no way to estimate the psychological value of this project. The monetary cost was thousands of dollars, but judging from children's faces, favorable public opinion and concerted community effort, it was worth much more than this.

Officer Jerry Baumgarner, who assisted in the project, and I were made Honorary Lieutenant Governors of the State.

The most difficult project was finding employment for the young people who wanted work. The main problem was the age. Most of them were drop-outs and were too young. Little part-time work was available. Older youths were not qualified for many job openings.

Project "Curl-In" was sponsored by a local beauticians association. The idea was to give girls and women that could not afford a trip to the beauty salon a free hair style, set and permanent. We were to arrange transportation. Approximately 250 girls and women received this service. Some of them were from the Community Camp area.

Many speaking opportunities were opened up. Realizing the value in police-community relations of such engagements, I filled as many as time allowed. Some were: The Business and Professional Womens' Club, Capitol Hill Jaycees, school classes, Boy Scout meetings, the Bill Bebee Television Show, and the Oklahoma County Bar Auxiliary (who presented a check for \$350 for project needs). At the First Christian Church Young People's meeting, I showed a film which I had made. The film was about three young men who had served time in jail. They told their own story of having broken the law and gotten involved in criminal activities. They expressed the desire to turn the clock back and omit these mistakes. The young people asked many questions after viewing the film. My wife and I enjoyed the discussion and the fellowship that followed.

EVALUATION

The project seemed to give impetus to police-community relations in that it prompted free communications between the two. When I first went into the community, I was an outsider who was regarded with suspicion. Now people will stop me to talk or ask questions. The conversational topic is not always of great significance -- sometimes just how to get a driver's license or legal aid. But the fact that communication took place indicates progress. Because of my presence in the community, opportunities were presented. A small boy had broken his arm. It had been set incorrectly. I talked with his mother and we took him to get it re-set. This child might have been unable to use his arm for life if it had been left as it was.

All of the stories in Community Camp have not had happy endings. One boy was a great help to me when I first started the project. Gradually, he lost interest and after four months, I lost track of the young man. In February, 1968, I was at the City Jail and saw his name on the booking desk. I did some checking and found that he had been with three other boys who had been involved in stealing a car and had broken into a business and stolen guns. I talked with the boy and he seemed glad to see me but we couldn't seem to communicate as we once had. He apparently lied about the charges. I went to visit his parents. His mother told me she thought he was a good boy but just got mixed up with the wrong crowd. She said she did not have time to watch all of the children. Their home looked like all of the houses in the Camp. They have no indoor bathroom facilities; they cook and heat with wood or coal; and most of the windows are cardboard. Most of the houses are three rooms or less. One house had 15 children, but the mother said that it wasn't too bad because only 12 lived at home.

SUMMARY

I have enjoyed this program and met many interesting people. I know that the police image has been enhanced by project activities. There should be many permanent results from the program. I am glad it was possible for me to show deprived citizens that the Police Department can and will do other things than arrest people and write tickets.

SUGGESTIONS FOR FUTURE PROJECT EFFORTS

A Junior Cadet program that gave young people an opportunity to become involved with the police functions and purposes could be instigated. Tours of the station and inspection of patrol cars and equipment would be part of this program. It would require that policemen conducting the inspections be patient and take longer to do his job. But it could plant interest and renew the almost forgotten desire of the youth to be a policeman when he grows up.

Future project efforts should put more policemen out in the field in personal contact with the 97% of law abiding citizens. They should also make greater effort to establish close working relationships with civic leaders and representatives of the news media.

Further education for police officers is a goal. I would like to see a grant for patrolmen who would enroll in courses in social psychology and sociology. It is important in today's society that the policeman become an expert in human relations. Policemen should be encouraged to tour other police departments in the nation to get new ideas.

To help the public understand the police point of view and relate to him personally a film would be a tool. It could present his family, his reasons for choosing this profession and the problems he encounters in serving his calling well. The rising crime in this country and the number of peace officers injured on duty should be brought to the attention of the public.

POLICE-COMMUNITY RELATIONS PROJECT 160

AREA # 3

Officer Powell Chick

INITIAL SURVEY

The greatest need in this community was for a new concept of the purposes of law enforcement. People believed that policemen only came into their area to arrest citizens or to harass them. It was found that there was a need for mutual understanding and better lines of communication.

Very few recreational opportunities for people of different age groups were found. Senior citizens, the disabled and the youth became a main concern of project plans.

There appeared to be a desire for social and economic change but a lack of organization or information for bringing it about.

To survey needs, meetings with P.T.A. groups, C.A.P. officials and individuals were held. These meetings revealed serious health and sanitation problems and re-emphasized the need for recreational opportunities. An abandoned house in the area was a source of danger and some criminal activity. One area of a small park was being used as a dumping ground. In another, thick weeds and underbrush had been the scene of a child molestation.

NARRATIVE OF ACTIVITIES (by Officer Chick)

A. WHEELER AREA: After discovering the general attitude of people in this area toward police officers, I began to talk to policemen who worked in the area. I found that often their attitudes were also negative. Many had stereotyped all residents in the area on the basis of frequent experience with the undesirable element -- but infrequent contact with law abiding citizens.

I began an attempt to change both viewpoints by getting officers and residents to meet informally and under positive conditions. Officers were encouraged to extend simple courtesies and take time for conversation when possible.

Previously, when an officer was assigned to this area, he felt that he was being blackballed. But the new relationships that grew from the effort to communicate were gratifying. Officers found that, although some live by stealing and disregard for the law, the majority of residents are honest and will work closely with the police for law and order when convinced of the sincerity of policemen.

The only recreational facilities available were one swimming pool and a large open area of a park at S. E. 25th and Durland. I met with CAP workers of the area who agreed to help organize ball teams if the park could be cleared of an overgrowth of weeds and a diamond built.

Park Department officials were contacted and the area was mowed and graded. Some boys who lived in the project area helped me clear glass, tin and other debris from the diamond. One backstop for baseball was installed and the field was ready for use.

A meeting of parents and children interested in organizing a team was held. A letter was sent to the Junior Hospitality Club requesting equipment. In reply, a donation of \$229.23 was received and disbursed for items needed. This was the start of the athletic program in the Wheeler school area.

Adults took over the coaching, leaving me free to organize other teams. There were about 75 boys and 15 girls who played ball regularly in this park each evening for the remainder of the summer. Fifty to 75 other youths attended intermittently through the season. After the boys ball teams were organized, girls sold Koolaid, cookies and Cokes at the

game to raise money to purchase equipment for their own team.

CONCLUSIONS

I found many youths who wanted to be self-supporting but lacked education and did not know how to go about finding jobs suitable to their limited preparation. Many of these have now been placed and are reportedly making good employees. The crime rate in the area has dropped and may be linked to this factor. A person with income and a place of responsibility does not have the pressure to gain by unlawful means.

Many area residents desire change. They do not expect miracles overnight but are looking for some sign that those in authority care about their problems. They are appreciative of efforts in their behalf since most feel that they have been the object of discrimination and abuse in the past.

SUGGESTIONS FOR FUTURE PROJECT EFFORTS

There is a need for a recreational program for Senior citizens. They have expressed a strong desire for this and plans are being made for the summer of 1968.

There are many on welfare. Many women are the sole support of large families. The majority are untrained and cannot obtain employment that would pay an adequate income. If training were made available, they would take advantage of it, thereby saving money for the government.

INITIAL SURVEY

B. SHIDLER SCHOOL AREA: The needs of this area were paralleled with those in the Wheeler area -- lack of recreational opportunities, unemployment, unsanitary conditions and poor communications with city governmental agencies who could assist. One unique problem was animosity between adults and VISTA workers. Residents expressed concern over VISTA programs in which youths were encouraged to meet socially but were not provided with

proper supervision. VISTA workers were planning to rent and renovate an old house which had been condemned by the City and were going to use it as a meeting place for teen-agers. They did not want adults present at the meetings according to the VISTA workers.

NARRATIVE OF ACTIVITIES

A meeting with area youths revealed that they did wish to have at least two adults present at all dances. At this same meeting, the teen-agers made their own rules for conduct. VISTA workers would not accept these rules and set up another meeting at which we were allowed to remain in the room only 15 minutes. Then new rules were adopted and new officers elected. Following this meeting, each attempt to organize recreational activities was discouraged and interest waned.

Finally, a center was secured at Southeast 15th and Central. This was to be shared on alternate nights with children from other areas. Adults were to be present to maintain order. One incident with racial implications occurred but was resolved satisfactorily. Bitter feelings between Whites, Negroes and Indians in the area had been expressed. But counselling with people involved brought the realization that it was the fault and opinion of a few but that the majority welcomed all who wanted to come to the center.

INITIAL SURVEY

C. WALNUT GROVE AREA: When I went into this area, I found that the children were afraid of policemen. When they saw a patrol car come into the area, they would run and hide. So, the first need was obvious.

NARRATIVE OF ACTIVITIES

I started the attempt to change the police image held by area children by trying to organize a ball team but found that people would not participate.

The school principal, Mr. Morris, was contacted about suggestions for activities that I might organize or help with that would bring me in closer contact with area youths. The result was a planned trip to Tinker Air Force Base. After this tour with the Sixth Grade classes, I noted a change of attitude. The children began to regard me as a friend, or at least, no longer an enemy.

In searching for similarly effective activities, I contacted the director of the Mission in Walnut Grove. The Director, Mrs. Early, suggested that a Christmas party given in another part of town would give youngsters an opportunity for exposure to a different environment. Calvin Presbyterian Church gave this party on December 28, 1967. A bus was borrowed to transport the children.

On March 10, I was able to get tickets for 75 people to attend a hockey game at the Fairgrounds Arena in Oklahoma City. The Exchange Avenue Baptist Church again loaned their bus to transport residents to the game. Of the bus load of children, not one had ever seen an ice hockey game.

In November, a magician came to the Walnut Grove School and gave a show for the students.

EVALUATION

When I first went into this area to work with the people, their fear was evident. It took many hours of contact through various activities to get acquainted with them and gain their acceptance. That this has been successful is evidenced by the fact that they will now approach an officer to offer information or assistance or just to visit with him. They will call Headquarters when the need arises. Prior to project work, residents seldom called in about neighborhood disturbances or on minor complaints but preferred to keep the police out of their neighborhood.

Many things that are needed in the community have not been provided. Finances, equipment and area for athletic events are not available. Nothing for Senior Citizens is organized.

CONCLUSIONS

The ground work for progress in police-community relations has been laid. Future project activities should be more effective and can be undertaken more easily. There is now evidence of a desire for communication with and understanding of law enforcement.

SUGGESTIONS FOR FUTURE PROJECT EFFORTS

Wheeler school has a large area east of the playground which needs to be cleared. This is a breeding place for trouble. Plans are under way to clear this.

Some of the educational and cultural tours planned are to the Cowboy Hall of Fame, Fairgrounds Art Center, Capital Museum and other places of interest that children of families in the lower income bracket are not likely to visit.

Recreational activities should be encouraged and provided in these areas although the interest is lacking.

I have been contacted by churches in Oklahoma City with the invitation to talk about project needs. The tours and other project efforts have been well publicized by the news media. Now that citizens see the policeman with a new image, they are eager to participate. If project work ceases at this point due to lack of financial support, it will be very unfortunate. The scene has been set for larger strides in police-community relations.

There is a need for project work in the Capitol Hill area. Many students attending this school come from deprived homes and have negative attitudes toward the law and its representatives.

The program at this time requires 20 to 25 hours a week. More time is needed for the results are proving worth the investment.

POLICE-COMMUNITY RELATIONS PROJECT 160

AREA #4

Officer Walt Wilhelm, Jr.

INITIAL SURVEY

Westlawn Gardens is the area in which I devoted most of my effort. This is a poverty pocket bounded on the east and west by Pennsylvania and May Avenue, and on the north and south by Northwest Tenth and Reno. The majority of the people within the area are non-transit. Many family generations live here and for the most part, do not aspire to leave. There is a high incidence of school delinquency that progresses until the individual becomes a drop-out. As a result, there are many unemployed within the area who have come to depend on public assistance as a way of life. These people have a multitude of needs of which the following were found to be most prevalent:

PUBLIC PARK AND PLAYGROUND FACILITIES: There are no facilities within the area except those found at Mark Twain School. These are limited and inadequate.

PUBLIC SWIMMING AND WADING POOL: Residents of the area feel they a population that is sufficient to warrant a public funded swimming and wading pool. Many persons indicated they would be satisfied with just the wading pool for small children.

IMPROVED STREETS: Many of the streets within the area are dirt and become virtually impassable during and after a rain. There existed a need for surfacing or improved maintenance procedures.

NEIGHBORHOOD SANITATION: There was a great amount of trash and junk throughout the area. The people indicated an interest in cleaning it out; however, they lacked the necessary facilities to move it.

PUBLIC HEALTH ASSISTANCE: Many persons desired the services of the City-County Health Department in the form of a visiting nurse and mobile chest x-ray unit.

INFORMATION CONCERNING URBAN RENEWAL PLANS: People were disturbed by rumors that Urban Renewal would take over their property without justly compensating them for it.

DISSEMINATION OF INFORMATION CONCERNING EMPLOYMENT AND EDUCATIONAL OPPORTUNITIES.

ADDITIONAL RECREATIONAL EQUIPMENT AND ADULT SUPERVISION FOR RECREATIONAL PASTTIME.

NARRATIVE OF ACTIVITIES (by Officer Wilhelm)

An effort was made to assist this neighborhood in alleviating their problems. The City Planning and Park Departments were contacted in an effort to establish park, playground and swimming facilities. It was learned that the City did not have any property within this area that could be converted for park and playground use. Representatives of these departments indicated funds were not available for the purchase of the site and construction of such facilities and further advised that the population within the area was not great enough to warrant a swimming and wading pool. Furthermore, they advised this area will not be zoned for residences under Urban Renewal and such improvements would be of value for only a limited time.

The City Street Department was contacted and it was learned that the surfacing of the streets within this area is the responsibility of the property owners. Arrangements were made to fill in the holes in the existing streets and an agreement was secured whereby the streets would be graded on a regular basis and as a result, they were made passable in inclement weather.

The City Sanitation Department was contacted and they agreed to furnish men and trucks to pick up all junk and trash placed on the curb on an agreed upon date. Residents of the community were advised of this agreement and they, in turn, collected their trash on the appointed date. Many tons of trash were disposed of which contributed noticeably to the appearance of the community.

The City-County Health Department was contacted and it was learned that there was already an established public health assistance program within the area. The services available through this program were highly publicized in the community in order that those eligible could take advantage of it. Also, arrangements were made to secure the services of a mobile chest x-ray unit and its arrival date was announced. The services of this unit were utilized by more than four hundred persons.

The Urban Renewal Authority was contacted and they provided a representative who appeared at several different community improvement meetings to answer questions concerning the plans for this area with regard to Urban Renewal. After several meetings, most of the fears and misgivings concerning Urban Renewal disappeared.

Numerous unemployed and uneducated young people were contacted and advised of various job opportunities existing within the City. They were also advised of government supported training programs for which they could qualify. Of these people, seven accepted employment and remained employed for only a short time. Also, one took advantage of a cooking and baking course at Okmulgee Tech School. The majority did not seem interested in employment or educational opportunities.

A limited amount of softball equipment was procured from a resident of Oklahoma City who prefers to remain anonymous. Three ball teams of different age groups were organized. Adult and late teen-age supervisors

were solicited from the neighborhood to manage the teams. This officer supervised these teams on a substitute basis.

My wife and I attended a weekly community youth meeting as well as a bi-monthly community improvement meeting. At first, we were not accepted at all; but as time went by, we became accepted as part of the group. We organized trips to Will Rogers World Airport for groups of six to fourteen year olds who were given a tour of the facility and lunch. On several different occasions, groups of youngsters were taken to different swimming and wading facilities in other areas of the city. My wife assisted in supervising an overnight camping trip for young girls and I assisted in a trip for young boys.

During the course of my contact with the people of Westlawn Gardens, I learned of only three complaints they have against the Police Department. They are: 1) occasional slow service; 2) seemingly unwarranted stopping and questioning of persons on the street after sundown; and, 3) there is much ill-will in the area of traffic law enforcement. I received numerous complaints from individuals who allegedly were walking home after sundown and were stopped and questioned without being told the reason. There is a feeling that the Police Department is unduly severe in the enforcement of traffic ordinances. The people of Westlawn Gardens are of the opinion that this is merely a means of raising revenue for the Police Department and that each officer has a quota of tickets to write each day. Many times I explained there is no written quota established for traffic tickets, and further, proceeds from tickets written do not go to the Police Department or to individual officers, but go into the General Fund.

I also advised many persons the reason for slow service is often the officer may be quite a distance from them when he is called or he

may be on an assignment at the time he takes the call to see them.

EVALUATION

I believe the project was successful in all aspects with the exception that the needs of swimming and recreational facilities, which require enormous expenditures of public funds, were not met. The needs of the community that did not require a great deal of money were satisfactorily met.

As a whole, the community of Westlawn Gardens was very pleased and impressed by the fact that the Police Department cared enough about them to assign a representative to their area.

SUGGESTIONS FOR FUTURE PROJECT EFFORTS

In the future, I would recommend that the greatest attention be given to the age group of six to twelve years. This age group is, for the most part, unbiased. They may be easily shown the importance of an education and may be inspired to better themselves in general. Primarily, they need good leadership -- a commodity that is very scarce within the community.

POLICE-COMMUNITY RELATIONS PROJECT 160

AREA # 5

Officer Lt. G. L. Emmett

INITIAL SURVEY

The initial survey revealed a distinct lack of communication within the community. There existed no measurable communication between the youths and the adults, the residents and city officials and employees, the community and surrounding areas and particularly the citizens and policemen. In many areas there was an undertone of distrust between communities who felt that political favoritism had been shown in distribution of funds and improvements.

The obvious distrust of law enforcement representatives was sensed in the frequent complaint that the only time officers were seen was under adverse conditions and when they were needed to help, it always took them too long to appear on the scene.

Having been newly annexed to the City, residents could not understand why certain facilities available to other long-established communities were not available to them. They had many requests and complaints but did not believe that there was any effective way to lodge them -- frustration and distrust resulted.

Based on the survey and records, the following were considered as immediate needs:

Attempt to have Residents Identify with the Policeman

This would have to be accomplished in the face of deeply ingrained feelings of suspicion and hatred. The project officer would have to begin by getting acquainted on a personal basis and by publicizing his presence and intent of service.

Bridge the Gap Between Communities

Lines of communication through meetings with residents from several areas must be established. This must replace unhealthy community rivalry and accusations of favoritism.

Form Community Clubs

1. Social
2. Civic
3. Counselling Committees

Air and Resolve Complaints

Dates should be set up to hear community complaints about law enforcement practices and to explain existing ordinances, procedures and policies.

Visit Area Schools

1. P-TA Meetings
2. Principal-teacher conferences
3. Participate in classroom discussions

Offer Opportunities for Cultural Development

Teachers should be involved. Tours of educational and cultural value should be arranged.

Organize Athletic Activities

Boys and girls ball teams with adult sponsors should be formed.

Bridge Area Barriers

Excursions to adjacent areas should get youth to identify with others of their own age but different environment.

Bridge Age Barriers

Social gatherings such as picnics and parties could bring youths and adults together for progress in this problem.

NARRATIVE OF ACTIVITIES (by Lt. Emmett)

During the first three weeks of the project, I walked the streets of the assigned area. I met with people on the streets and in their homes -- much as the old "beat officer" did during the period of foot patrol. I visited local businesses, schools and churches. I conferred with local ministers, teachers, principals and businessmen. From them I gained information as to the residents' incomes, attitudes and typical behavior. I was attempting to understand them better and to devise a means of helping them to solve their problems.

I encountered hostility. My genuine concern over a period of time seemed to relieve some of this hostility. The residents were reluctant to accept a stranger -- particularly one in law enforcement. They were not easily convinced that an agent of the government would be concerned about their individual welfare. In time, when they had had ample opportunity to test my motives and observe project activities, many of the residents began to offer assistance.

With the help of the Progressive Club of Green Pastures (which was revived during this initial period) we began to contact members of other communities and invite them to meetings. The response to this later proved valuable; and we are now in a position to communicate effectively for the first time.

Other civic and social clubs sprang into existence or were revived on an informal basis. Within these clubs, members were eager to serve as guidance personnel.

Each week at pre-arranged times, I would visit various locations and counsel with community groups. Complaints were heard. City ordinances were explained. Much of this time was spent explaining functions of various departments of the City government. Frequent visits to all

interested groups in the area were scheduled. Local school staff and patrons gave their support.

Baseball teams were organized and participation was most encouraging. Parents became active in sponsoring the project.

Excursions to other areas were made. When youngsters met and played with those from other communities, community hostilities were forgotten. It appears that rivalry has diminished and young people move freely from one community to another.

Numerous picnics that involved all age groups were given. Participation was good. Christmas gatherings were organized. Merchants were contacted for donations of food, clothing and toys. Response was overwhelming. More than 500 articles of clothing and toys were collected and delivered by the Police Department on Christmas morning.

EVALUATION

The majority of these project activities show some measure of permanent value. Unique is the fact that though these people were openly hostile to law enforcement and quite low on the economic ladder, they responded generously to requests for assistance and donations to the Christmas project.

While I did not realize all the goals I had set, I feel that the program was 85% effective. There was not enough time to accomplish some things. Change comes slowly when it involves attitude changes. One man representing this phase of law enforcement could not do enough personal contacting and spend time in making many friends. But law enforcement may now find an ally among one out of three families and they meet a lesser degree of unpleasantness than before the project began. Some youngsters now look to the police for assistance -- and offer theirs occasionally.

Clean-up campaigns were organized but their endurance was short.

SUMMARY

The primary goal of the project was attained. We hoped to change the image of law enforcement. However, this new concept may fade unless continued efforts are made.

SUGGESTIONS FOR FUTURE PROJECT EFFORTS

Tours of educational and cultural value should be planned.

Group visits with police personnel and to Headquarters would be valuable.

Athletic programs should be enlarged and a Teen-Center established.

POLICE-COMMUNITY RELATIONS PROJECT 160

FINAL TRAINING REPORT

By Jack Middleton

OBJECTIVES:

During the grant-year of April 1, 1967 through March 31, 1968, the officers and command of the Oklahoma City Police Department completed the human relations course outline, as described later in this final report. Also included, as part of the training portion of this project, was a statewide conference on "Police-Community Relations" attended by officers and command personnel from over the state.

One of the objectives of the Oklahoma City Police-Community Relations program is that the police and personnel from many community groups cooperate and coordinate their efforts to reduce community tensions.

In order to do this, one of the important duties of the police-community relations officers is to be knowledgeable of all groups active in the Oklahoma City community. The majority of the groups active in Oklahoma City are not considered potential police problems. Still, many of these organized groups lack communication with the police department. The police, for intelligence purposes, need their help and support and the organized groups need a contact point with the police. Usually in police departments, there is no established unit where this communication can be maintained. A police-community relations unit can fill this need.

Other groups whose objectives may conflict in the community are potentially a cause for police concern. Knowledge of and communication with these groups will result in better police training and planning.

Establishing rapport with all organizations by a police-community

relations unit can build a reservoir of information about the forces operating in the community and provides the police administrators and community leadership an adequate appraisal of the tensions existing in the community and intelligent suggestions for an interagency or intergroup approach to relieve existing tensions.

Also, it should not be overlooked that establishing rapport with all organizations in the community can provide to the police administrators valuable insights about the community view of the effectiveness of their police service. Citizen groups can also aid in police recruiting programs.

This rapport can provide an opportunity to interpret to these organizations existing practices of the police department, the reasons for police policies, and the responsibility of the organizations in aiding the police in the over-all protection of life and property in the community. Many of the police-community problems of today could be completely eliminated if citizens could get a simple explanation of police policy.

One thing should be made clear at this point - establishing good rapport with organizations in the community is not a one shot affair. It cannot be done by a press release, literature, letters, or phone calls. It takes across the table conversation on a continuing basis by competent staff personnel. The citizen cannot be expected to fully understand the dynamics of police-community rapport if he has not had the opportunity to sit down and talk with police officers.

No urban department could reasonably expect to have the staff to render service to all the hundreds of organizations. The natural reaction should be to establish contact and render service to those organizations that seem to need it most.

One of the ways Oklahoma City has chosen to serve the many communities within its total community is to bring the representatives of these

groups and sub-groups together periodically. Instead of attempting to render service on an individual group basis, Oklahoma City gathers them together at least once a month and discusses the mutual problems. In addition to the goal of maximum saturation, the department has also brought together diverse groups who need a chance to be exposed to each other in a positive way. They work together on common projects and the Oklahoma City Police-Community Relations unit thinks this too provides a good basis for reducing intergroup tensions.

We also continue to maintain direct communication with the more active organizations during these critical times.

As a result of this intergroup communication, police departments can anticipate receiving many complaints. Police-community relations units are not solely in the business of harassing police officers or embarrassing police commanders. If complaints about police service are received they should be given to the proper agencies for handling. If a complaint about the conduct of an individual police officer is received, this too should be referred to the proper unit within the department. Police-community units are not established to make investigations, nor do they recommend any disciplinary action. In spite of this, there are times when some police-community relations units are looked upon with suspicion by some police officers. Police-community relations units have been accused of making extra work for uniformed officers and exerting undue pressure. These are facts of life newly formed police-community relations units will have to live with. However, police-community relations officers know that many citizens in the community will not talk about alleged improper or poor police service; instead, many will silently blame the police for conditions that are not police problems at all and rightfully belong in some other agency. Many citizens cannot articulate

their complaints and many others tragically are resigned to a notion that they can expect nothing positive from a police department. The airing of grievances -- real, fancied, or resulting from rumors -- is necessary to reach any kind of understanding and to keep community tensions down. In police-community relations, we believe that the temporary added work load which these grievances produce is offset by the community enlightenment which will inevitably result.

On the other hand, police-community relations units must vigorously defend the actions and practices of their police departments. As a result, some group and individuals will sometimes accuse police-community relations units of being apologists for a police department or of acting as a buffer between the community and the top police authorities. These situations are temporary and will end when citizens groups have the confidence that police-community relations units are firmly committed to the best possible fair and just law enforcement for the entire community.

These are a few of the stumbling blocks in getting into the police-community relations business. It seems that we must now wear several hats and must, somehow, cut through the fog of distrust in a meaningful and positive way.

Most of the progressive police officials of today cannot envision a time when a police-community relations program will not be vital to a police department or to the community. Even if a department decides to participate only as a resource or consultant to a human relations council this certainly is a step in the right direction. However, it is time for police administrators to assume leadership roles in the community and deal firmly with social change. They must take on these added responsibilities in the sociological arena. Police officers, in this day and time, must be active in community life.

The character and reputation of a community is often judged by its police department. The actions of the police department in a crisis situation may offset intergroup relations for many years to come.

SUMMARY OF OBJECTIVES

The basic objectives underlying police-community relations training in Oklahoma City are to reduce and prevent crime through joint police-community cooperation and to improve intergroup relations in the community. The latter objective reflects the intention of the Oklahoma City Police Department to aid in the reduction of racial tensions and to prevent racial disorder.

In general, the objectives of this new type of police training are to:

1. plan and implement programs to acquaint individual citizens with their responsibilities in the maintenance of law and order;
2. develop programs to acquaint citizens with the operations of the police department and to gain public support for the department's growing professionalization;
3. support neighborhood organizations and responsibilities;
4. conduct continuing surveys of community needs which affect law enforcement activities through regular district committee meetings and regular city-wide meetings with minority group leaders and civil rights leaders of the city;
5. publicize these needs as they are discovered and transmit them through local community leaders to those in authority for appropriate action.

Specifically, the following concepts are given to each police officer enrolled in police-community training:

To develop in police officers: an appreciation of the human rights of the public; the ability to meet, without undue militance, aggressive-

ness, hostility, or prejudice, police situations involving minority groups; and adequate social perspective; an awareness of individual and group differences; an understanding by police officers of how their words and actions may be perceived by the public; an acceptance of an integrated situation; a knowledge of the fact that they will infuse similar intergroup behaviors and attitudes in other members of the police force; a recognition and awareness of the role of associated community relations agencies, and the skills requisite for anticipating and meeting the police human relations aspects of (a) their work, (b) incidents rooted in factors of race, religion, and national origin, (c) juvenile offenses, (d) civil rights complaints, and (e) community tensions.

The above named objectives are met by incorporating into the instructional process and thus "internalizing" the following principles of human relations:

1. The fundamental right of every human being is to be accorded dignity and respect.
2. The ideal design for human group living is acceptance of the person even while rejecting his behavior.
3. The way an individual perceives reality is reality for him.
4. Every human being can solve his own problems at his own level of ability if he knows his resources and can get at them.
5. Communication is the life-line of human relations. The quality of one's inter-personal relations is only as good as the quality of one's communications.
6. The quality of one's communication is as high as the degree to which one consistently and objectively knows himself.
7. The extent to which a human being does not have the emotional support of his environment of people, is the extent to which he

cannot communicate.

8. To change an individual you must change his perception of reality.
9. Every individual exists in a continually changing world of experience of which he is the center. Therefore, every individual has a basic drive to maintain, activate, and enhance self and will internalize only that which he sees as maintaining, activating and enhancing self.
10. The self-concept is the most significant single factor on the natural level in motivating and shaping behavior. Every individual, to fully function as a member of society, must have a healthy self-concept.
11. To build new values, the police officer must know what values exist. The value system of a group of its members may be noted in the ways unknown in the life of the group confronted.
12. Every human being has basic psychological needs which must be met. These needs are: security, acceptance, prestige, sense of accomplishment, affection, sense of belonging, psychological independence, and a sense of personal worth.
13. Emotional control which is an indication of emotional maturity is necessary for effective group living. Emotions resulting from the way an individual perceives and conceptualizes a situation, both accompany and facilitate goal-directed behavior.
14. It can never be assumed that a person has the knowledge and skills he needs to meet the situations confronting him.
15. To be a good citizen requires knowledge and skill. Respect for constituted authority is basic to membership in a democratic society.

16. Understanding and perception take place more rapidly in a non-threatening accepting climate.

INSTRUCTIONAL PROGRAM

The instructional program usually consists of eight training sessions, each session composed of 20 officers to facilitate dialogue. These sessions are divided into a case discussion part and a lecture part under the guidance and assistance of an experienced police officer and a specialist in human relations.

In the case discussion, a real-life episode is presented. What each person involved in the episode did and said is given along with appropriate background information. The episodes represent the following incident types which studies have shown to most frequently and seriously produce aggravated police-community problems and which therefore serve as the most useful subject matter vehicle for police training in police-community relations:

1. Argumentative married couples and argumentative neighbors
2. Burglary investigation
3. Stopping a car in a routine investigation
4. Drunks
5. Fights and riots
6. House search
7. Molesting a female
8. Street lounging and crowds

The episodes are presented in printed narratives and in some cases are acted out by the officers themselves. The episodes are real, current, local, and complete. They pose problems that are challenging and thought provoking, and they demand a decision. Each of the episodes contains elements of racial, social, economic, and cultural differences that have

been known to be factors in past instances of community strife and police-community relations problems. In some cases, the episodes are presented in several stages appropriate to the stages of police action -- initial entry, fact finding, data evaluation, decision making and consummating a plan.

After each presentation, the officers break into small discussion groups. Each group discusses a different set of questions. After a short discussion period, the group reconvenes and a spokesman elected by each discussion group reports that group's opinions and its answers to the questions. After discussion by the total group, the next discussion group spokesman reports and so on. In this way, each officer participates in an "analysis and evaluation of police involvement" in the episode. When the episode is presented in stages, each phase of police involvement from initial entry to consummation of the plan of action is analyzed and evaluated.

Each day's program consists of the presentation and discussion of one episode plus a short lecture on intergroup relations and its implications for police officers, followed by a discussion. This lecture is delivered by a specialist in human relations. Lecture subjects include the following:

1. Individual and group similarities and differences.
2. The nature of prejudice, stereotyping, selective perception, etc.
3. Prejudice and its causes in group economic, social and cultural differences.
4. Dealing with racial prejudice.
5. Myths and facts regarding the background of crime.
6. Community human relations resources.
7. Civil rights and professionalism in police work.

8. How to win community support for police work.

9. Cultural deprivation.

The day's program usually lasts two and one-half hours, including the presentation and discussion of the episode, the lecture and discussion plus appropriate introductions and breaks.

Oklahoma City has also added the innovation dimension of permitting civil rights leaders to participate in police-community relations and are sometimes amazed at the sincerity and dedication exemplified by the police officers in the classes. Likewise, police officers are amazed at the dedication and community concern exemplified by the civil rights leaders.

POLICE-COMMUNITY RELATIONS PROJECT 160

TRAINING AND ORIENTATION ACTIVITIES

Police-community orientation for the five project officers was held at Southwest Center for Law Enforcement Education at the University of Oklahoma at Norman, Oklahoma, during the month of May, 1967.

In May, 1967, a meeting dealing with the final reflection of activities and assignments by project officers, the Director of the Mayor's Commission on Human Relations and the Project Director was held. The discussion included CAP officials who presented activities and aims of the Community Action Program in deprived areas.

During the spring recruit school, community relations training for all new officers was included. Seventy new officers participated in an intensive study of human relations problems. Speakers and panelists included Job Corps, Travelers' Aid, NCCJ, CAP, Urban League, Neighborhood Centers, Oklahoma City Human Relations Relations Commission, local business and church representatives. Topics for study included in the recruit training program were: "Community Action Program and how it relates to the Police Officer," and "Other Community Programs and how they relate to the Police Officer."

In June, 1967, a police-community relations training and orientation class was held for all high command and metropolitan area chiefs of police. Topics were: "Background and Development of Oklahoma City Police-Community Relations Project," "Life's Experiences," "The Rumor Clinic," "Trigger Words," and "The Purpose of Citizens Panels in Police-Community Relations Training." A special project consultant from the St. Louis region, NCCJ, assisted the regular project Human Relations consultant in presenting this program.

The above training was conducted by the Project Human Relations Consultant from the Southwest Center for Human Relations Studies, University of Oklahoma, Norman, Oklahoma.

The third quarter training activities offered an extensive training program. Following the OLEA grant objective of at least 8 hours minimum human relations training for every officer in the Oklahoma City Police Department, the third quarter training program increased our program participation percentage to about 65%.

November 3 through 11, 1967, proved to be the most meaningful Police-Community Relations and Human Relations training period of the entire project thus far. Briefly, the program outline for this training was as follows: Friday, November 3 -- Dr. James Mathis of the University of Oklahoma Medical School talked to 75 police officers on "The Mentally Ill" and how police officers can identify the mentally ill and should handle mentally disturbed or violent persons. Also included in this session was the treatment of the alcoholic, the drug addict and the sex offender. The police officers personal problems and personalities were also discussed by this prominent psychiatrist.

Monday, November 6 -- Mr. Ray Patten, Director of Planning for the City of Oklahoma City, discussed with the officers the general plans for physical change in Oklahoma City. He described very well the relationship of physical changes to social changes, slums, schools, jobs, housing, etc.

The Rev. William Nerin (Roman Catholic) discussed the disadvantaged family in Oklahoma City, who they are and where they are. Father Nerin also discussed crimes of the poor -- not right, not wrong -- but perhaps a way of life.

The Rev. Goree L. James, (Protestant) Director of the Guthrie, Okla-

homa, Job Corps Center for Women discussed low income and racial minorities with the police officers. He also presented his views on how these minorities view the police.

With all of the above speakers, there was plenty of time for discussion, questions and answers.

Tuesday, November 7 -- the Honorable Jerry Sokolosky, State Representative from Oklahoma County, described new concepts in criminal justice. The legislator also tied in constitutional foundations, discussed the death penalty, and described the newly created Department of Corrections.

Mr. A. E. Pontesso, Director of the Department of Corrections, discussed corrections in today's society. An explanation was given into the background of the corrections program, community based corrections systems and correctional decision making.

Former Dallas police chief, Carl Hansson, presented a review of some of the recommendations from the President's Crime Commission. Mr. Hansson discussed the community's role in law enforcement and the public's attitude toward crime and law enforcement.

Wednesday, November 8 -- Dr. Vernon Sisney, Staff Psychologist with the Veteran's Administration Hospital in Oklahoma City, discussed some of the facts about delinquency. The understanding and prevention of juvenile delinquency and society's efforts in combating delinquency were discussed. Dr. Sisney also discussed the juvenile justice system.

The Rev. William Charlton, (Protestant) Coordinator of the VISTA program in Oklahoma City, discussed the VISTA program and the relationships individual VISTA personnel should have with the police. Mr. Charlton also discussed the "Children of the slums -- some black, some white -- their chances in life."

Mr. Charlton was followed by Mr. Jack V. Boyd, Director of the State

Health Planning Agency. Mr. Boyd reviewed Oklahoma's long-range health plans in relationship to the state role, the community role and the individuals' role.

Thursday, November 9 -- Professor Samuel G. Chapman, Director of the Police Science Program, University of Oklahoma, reviewed and discussed the report by the "Task Force Report on Police" (President's Commission on Law Enforcement and Administration in Justice). Mr. Chapman was one of the Report's authors.

"The Police and Press Relations" was discussed by Mr. Charles L. Bennett, Managing Editor of the Oklahoman and Times, and Mr. Robert Baker, American Civil Liberties attorney. Much dialogue was generated as to whether the press "creates" news or is limited to "reporting" news.

Mr. Frank E. Carey wound up the afternoon with a discussion of the "State Pardon and Parole Board -- Friend or Foe?" Mr. Carey, a member of the Board, reviewed and discussed parole procedures and their impact on society.

Friday, November 10 -- Mr. Clyde J. Watts, retired general and attorney in Oklahoma City, discussed "The Changing Times: Social Changes." Mr. Watts examined the driving forces of justice in society, and gave the officers particular insight into some of the conservative forces in society.

Dr. L. J. West, Professor of Psychiatry at the University of Oklahoma Medical School, discussed "Society's Reaction to the News Media." In this discussion, Dr. West pointed out society's responsibility in conducting proper press relationships.

Monday, November 13 -- Mr. Henry W. Floyd, President of the Oklahoma City Chapter of the National Association for the Advancement of Colored People, discussed racial problems in Oklahoma City and how these problems relate to the police. A discussion of cases and complaints on dis-

crimination was conducted between Mr. Floyd and police officers. Mr. Floyd also covered how minority complainants see crime, the police and private enterprise.

Following Mr. Floyd was Mr. Orra G. Compton, Executive Director of the Oklahoma City Community Relations Commission. Mr. Compton spent considerable time describing the work of the Community Relations Commission and how community tensions are relieved by such a Commission. Also appearing on the program with Mr. Compton was Captain Sam Watson, Director of the Police-Community Relations Program of the Oklahoma City Police Department. Captain Watson discussed "Police-Community Relations in Oklahoma City -- Success or Failure?" Captain Watson also reviewed how well the project had gone, the future of the project and the good of the project.

THE OKLAHOMA POLICE-COMMUNITY RELATIONS INSTITUTE, co-sponsored by the Southwest Center for Human Relations Studies and the National Conference of Christians and Jews. Conducted at the Oklahoma Center for Continuing Education, University of Oklahoma, November 10-11, 1967. The program for this two-day Police-Community Relations Institute was as follows:

The Friday, November 10 session was presided over by Commissioner R. R. Lester of the Oklahoma Department of Public Safety. The delegates were welcomed by Jack Middleton, Coordinator, Intergroup Relations, Human Relations Center and Consultant in Community Relations.

After the Keynote address by Dr. Neil Dannberg, Ph. D., Director of Police-Community Relations for the NCCJ, New York City, a panel discussion on "Minority Groups and Police Departments" was conducted.

The evening sessions included an address by Mr. Virgil L. Border, Missouri Regional Director of NCCJ, and consultant in police-community

relations, St. Louis, on "The Police and Prejudice" and "Some Recent Trends in Police-Community Relations" by Mr. Robert Barton, Director of Police-Community Relations for the St. Louis Police Department.

The Saturday session was presided over by Captain Herbert Hartz, Director of the Police-Community Relations Unit for the Tulsa Police Department, and included an address by Mr. Paul Estaver, Assistant to the Director of the Office of Law Enforcement Assistance, U. S. Department of Justice, Washington, D. C.

St. Louis Police Officer John Carroll discussed "The Negro Police Officer Today -- the Challenge and the Problems." Final remarks were made by Oklahoma City Police Department's Community Relations Director, Captain Sam Watson, on "Why All This Police-Community Relations, Anyway? Where Do We Go From Here?"

On April 22, 1968, the Oklahoma City Police Department presented a day-long program on police-community relations - "The Challenge in our City", a study and discussion of some of the important issues of our times. The program moderators were Captain Sam Watson, Director of Police-Community Relations; Captain Gene Gould, Director of Training; and, Lieutenant John Lewis, Training Division, all of the Oklahoma City Police Department. The program participants, together with their topics follows:

Dr. James Mathis, Assistant Professor of Psychiatry, University of Oklahoma and Chief of Psychiatry, General Practitioners, Gynecology and Obstetrics, University of Oklahoma Medical School, discussed how to tell when a person is mentally ill; how to handle a disturbed or violent person; how to handle a depressed person; how to handle cases of physical illness; the psychopathic personality; the alcoholic; the drug addict; the sex offender; the mentally retarded; mental disorders in old age; and,

the police officer's personal problems.

Dr. Hayden Donohue, Director, Griffith Memorial Hospital, Norman, Oklahoma and formerly Director of Mental Health for the States of Oklahoma and Arkansas, discussed society's reaction to the news media and society's responsibilities.

Reverend William Nerin, Catholic Church, discussed the disadvantaged family in Oklahoma City; who are they and why are they?; their crimes -- not right, not wrong -- a way of life.

Mr. Goree James, Director, Job Corps Center, Guthrie, Oklahoma, talked on the low income and racial minorities; how do these minorities view the police; the relationship of their crimes to other social indicators.

Mr. Jerry Sokolosky, attorney, State Representative, State of Oklahoma, on new concepts in criminal justice; the constitutional foundations and their process.

Mr. A. E. Pontesso, director, Department of Corrections, State of Oklahoma, discussed the nature of corrections in today's society; background of corrections today; community based corrections; correctional institutions; correctional decision making.

Mr. Frank Carey, Sr., Chairman, Oklahoma Pardon and Parole Board, reviewed the procedures of the Pardon and Parole Board and their impact on society.

Mr. Barry Albert, attorney, Community Action Program of Oklahoma City, spoke on justice for all? a review and discussion on cases of the inequities and victimization of a "lesser favored class" by society.

Dr. Vernon Sisney, staff psychologist for Veteran's Administration Hospital of Oklahoma City, presented facts about delinquency; understanding and preventing juvenile delinquency; society's efforts in combating delinquency; delinquency in employment; delinquency in the police; and the

juvenile justice system.

Dr. Charles Dowell, associate director, Community Action Program, Oklahoma City, examined prejudice - a threat to all of us; prejudice is contagious; it makes all of us poorer; it robs us of our minority talents; it endangers democracy; it is dangerous to world peace.

Mr. Ralph Sewell, assistant managing editor for the Oklahoma Publishing Company, discussed police-press relations - a two way street; the professional newsman's viewpoint; press responsibility to society; a frank approach to the impact of the press on society and these changing times.

Mr. Henry W. Floyd, President, Oklahoma City Chapter, NAACP, examined cases and complaints on discrimination; how minority complainants see the crime, the police and private enterprise.

Mr. Robert Oldland, City Manager of Oklahoma City, presented the role of local government in maintaining good "community relations" and Mr. Nathaniel Ross, Oklahoma City's Director of Finance, discussed City financing, forecasting what we can look forward to in future financing of police operations and the impact of financing on "service programs" and community relations.

Mr. Pat Painter, Director of Planning for Oklahoma City, went over the general plans for physical changes in Oklahoma City and what effects the changes will have on social conditions, slums, schools, jobs, housing, etc. in our town.

POLICE-COMMUNITY RELATIONS
TRAINING AND ORIENTATION CLASS

May 22, 1968

Introduction and Opening Remarks: Chief Hilton Geer

"Background and Development of Community Relations in the United States"

Jack Middleton

Discussion: Participants and Jack Middleton

"Progress Report on Organization and Development of Oklahoma City Police-

Community Relations Projects": Jack Middleton and Sam Watson

"Presentation from Regular Police Community Relations Program on Life's

Experiences": Jack Middleton

"The Rumor Clinic": Jack Middleton

"Trigger Words": Jack Middleton

"The Purpose of Citizens Panels in Police-Community Relations Training":

Jack Middleton

Discussion: Participants and Jack Middleton

Final Comments: Chief Hilton Geer

SURVEY OF RACIAL ATTITUDES AND ACTIONS

THE OKLAHOMA CITY POLICE DEPARTMENT

PRELIMINARY FINDINGS

Prepared by: Allan Saxe
University of Texas
Arlington, Texas

This study was conducted as part of a larger work pivoting on the process of change in Oklahoma City's attitudes and actions toward the segregation-desegregation dilemma. The larger study will trace the elimination of an earlier period of segregationist dispositions, heavily reinforced legally to a contemporary peacefully desegregated society. The purpose of the larger study will be to relate the succession of ideas and techniques utilized to bring about the transition from segregation to desegregation and the dynamics of this transition. Further, it will focus upon the stability of a political system undergoing significant internal change.

This particular work (police survey) is an attempt to define, analyze, and evaluate the racial attitudes and actions of Oklahoma City's police officers. (For this study, Negroes were almost exclusively the minority group under consideration. However, several answers included references to American Indians.) Any attempt to explain police attitudes toward minority groups in past years must necessarily rely on impressionistic or anecdotal evidence, or on secondary studies of contemporary newspapers, letters, diaries and similar materials.

Only in very recent years have police departments, scattered throughout the nation, participated in opinion research. This paper is the first such survey of the Oklahoma City Police Department. Its primary tool was the questionnaire which was distributed to three hundred fifty police

officers and from which 186 (53%) responded, which is probably larger than most questionnaire studies. The questionnaires were distributed and returned in such a manner as to provide for security and anonymity for the respondent.

Police departments throughout the nation have been reluctant to participate in opinion surveys because of the sensitive position they occupy in most communities. Such surveys as have been completed are rare indeed. Oklahoma City's police department not only was willing to participate in order to assist social scientists, but was desirous in adding another dimension toward an understanding of the attitudes and actions of its own officers.

In preparing the larger study, many civic and minority group leaders were questioned about law enforcement activities. Their comments will aid in properly constructing a perspective from which attitudes and actions of Oklahoma City's police personnel can be evaluated. However, their responses will not be referred to in this specific survey. The questions presented to them were more broadly based and covered subjects not specifically related to this report.

Without concentrating on the history of this police department or its administrative organization, it is interesting to note that it now operates as a completely integrated department. Recently, it has incorporated a community relations unit into its operations headed by a captain who is permanently assigned to the office of the Chief of Police.

The study was devoted to practical questions that allowed for extended comments. The questionnaires encouraged the officers to express themselves freely on matters of acute sensitivity. The research was directed at the actions and attitudes of the police department, as evaluated and perceived by the officers, utilizing general impressions coupled with specific

incidents as guidelines. Furthermore, attention was given to attitude formation and its determinants and the relationship between attitudes and actions. The thrust of the study was shaped by pivoting on these and similar questions: "Is it possible for an individual officer to conceal his feelings and act objectively in the performance of his duties? If so, what factors will guide his behavior? What is the general perception of certain minority groups by police officers? Have there been any significant attitude changes in recent years? What factors have contributed to attitude formation?"

The work is more than a measurement of individual preferences and perceptions. It is a reflection of the law enforcement institution itself with individual officers attempting to gauge their attitudes and actions within the boundaries of a highly structured situation.

Many questions were answered with detailed comments and the officers seemed quite willing to discuss the various facets of race relations which they have encountered. This research was concerned with the factors which bear directly on the effectiveness of police activities in this sphere. The study concerned itself with concrete behavioral phenomena.

Proper interpretation of survey data requires some baseline or norm against which a particular finding can be evaluated. Since this study was one of the first of its kind, no proper anchoring could be established. Therefore, because of the importance of attitude-measurement today, this initial research would seem worthy of future verification, or revision and modification.

This report will relate the research results in detail, examining various propositions separately. It will conclude with the major findings and their implications.

ATTITUDE AND ACTION PATTERNS

The precise extent to which police departments exhibit prejudicial behavior is not known. Social scientists have determined, however, that discriminatory action is motivated by individual attitudes, the social structure, views of the group members, and the policies of the organization. This section will attempt to analyze and evaluate actions by police officers in this area and try to determine the motivating factors. The findings in this report may be helpful in understanding the determinants and effects of prejudice in this setting.

Racial Prejudice Among Members of the Police Department and Its Manifestation (As measured by Police Officers)

The first set of questions revolved around the perceptions of police officers toward their department. They were asked: "To what degree do you believe that racial prejudice exists among members of the Oklahoma City Police Department?" This was then separated into various degrees of discrimination ranging from none to 100%. Further, in an attempt to validate their answer, they were questioned regarding incidents which manifested this prejudice.

It seems important to understand, however imperfectly, the way in which police officers regard their own departments. This perception can determine the direction of an individual member's actions. Attitudes and behavior may be significantly altered if the individual officer senses that his department is moving in one direction and he in another.

The data reveals that the police department is perceived as being an institution relatively free of strongly held prejudices which could influence action. One hundred and sixteen (62.4%) of the respondents replied that very little, if any, strong racial prejudice exists among members of the Oklahoma City Police Department. Eighty-six of these

answered that this prejudice could barely be measured (0-10%), while thirty said that some slight (10-25%) prejudice existed.

Out of these two categories, one hundred and one responded that they were not aware of any specific incident in which racial prejudice was exhibited. However, five answered that they were aware of such incidents and ten had no comment.

Sixty-one (32.5%) replied that they had the impression that racial prejudice was somewhat higher in varying degrees. Of this number, 22 (11.6%) said that racial prejudice existed from 25 to 50%. Significantly, of this number, none was aware of any incident characteristic of this prejudice.

The remaining thirty-nine (20.9%) said that prejudice existed in higher degrees ranging from 50 to 100%. Twenty-eight (15%) replied that it existed between 50 to 75% and eleven (5.9%) said that it existed between 75 and 100%. Nine (4.8%) had no comment whatsoever on degrees of racial prejudice. Again, the survey found these impressions of prejudice basically unsubstantiated by concrete evidence with only six commenting that they were aware of specific racial incidents that motivated them to mark higher brackets. (Twenty-seven said NO and six had no comment. Several comments by those checking higher percentages of prejudice reflect the idea that they were interpreting racial prejudice to mean "in favor of the Negro." These were still tabulated in the higher brackets.)

ATTITUDE FORMATION

Attitude Change

The next survey segment focused on attitude change and factors influencing this change. Moreover, attention was directed toward actions which reflected this change or if "action neutrality" could be maintained. Having no norm or baseline, it is dangerous to try to determine attitude

variations from mere statistical correlation, but a close analysis of the comments is indicative of certain attitude shifts.

The data suggests that the officers in this department, while well aware of recent events, have not been subject to sudden and dramatic sentiment shifts. Only fifty-seven (30.1%) revealed a shift in attitudes during the past five years. Of this number, thirty-three (17.2%) indicated an attitude change that was positively oriented. Previously held strong prejudices against minority group members were partially or totally eliminated. These comments were representative: "I don't have the strong hatreds I used to have." "I have become more understanding and tolerant."

Twenty-four officers (12.9%) exhibited a change in attitude that was negatively oriented. Their attitudes, formerly neutral or positive, were now being shifted somewhat in the opposite direction. This comment is characteristic: "I feel the Negro race as a whole has greatly hurt their advancement by forceful action recently and people distrust them even more today than in the past." However, when this shift did occur, it was mainly moderate.

Regardless of the direction of this shift in attitudes or its intensity, this apparently has no effect upon actions. Most officers were emphatic in taking this position. Comments often listed were: "Regardless of my attitudes, this does not effect my actions." "I am a police officer and as such, I represent not only myself, but a group." A high degree of professionalism was recognized as being of high importance.

Out of the thirty-three who had developed affirmative attitudes, thirty-one (93.9%) said that action-neutrality was always maintained. Out of the twenty-four who responded with negative attitude formations, twenty-one (87.5%) replied that action-neutrality was always maintained.

It is interesting to note the variables that motivated attitude changes. All the respondents in this category were emphatic and decisive in their choices of action-determinants. All had at least one or more factors to cite.

The variables most frequently enumerated by those in the affirmative group were contact with new ideas and persons (42.4%), actions by civil rights groups (36.3%), recent agitation and unrest (39.3%), and formal education (24.2%). Representative comments included: "Yes, I believe that my attitudes have changed. Five years ago as a highschool and college student, I knew little about minority groups." "Working with board-minded colored officers."

The variables listed by those whose attitudes had negatively shifted were centered around riots (91.6%), civil rights legislation at all governmental levels (83.3%), and the actions of civil rights groups (75%). Sample comments were: "I became more prejudiced because of court decisions and political interference." "Riots have made me resent Negroes more."

Some officers mentioned variables not included on the questionnaire list. Sometimes the comments in this section were lengthy and explanatory. Among the affirmative attitude group, those extra comments cited included practical experience, better understanding of people, changing times, working with Negro officers, religious and moral convictions, and high Negro leadership. For example, one respondent who listed religious convictions replied: "Yes, my attitudes have changed from a militant hatred to one of live and let live. Each one of us must live at peace with himself and this is my primary goal."

Few officers whose attitudes had changed negatively listed additional variables. Those that were enumerated included the welfare

structure, and the "attitude" of minority groups.

No Change

A sizable number (39.2%) of officers responded that their attitudes had undergone no measurable or ascertainable change affirmatively or negatively. Of this number, the vast majority (90.4%) said they possessed no strongly-held latent prejudices, although some (9.5%) admitted they had latent prejudices in varying degrees. Further, this group, similar to the others already examined, revealed a high degree of action-neutrality (98.6%) and their comments focused upon the themes of professionalism and the obedience to commands.

This group, however, did not list many variables influencing their behavior, or in this case, stabilizing it. In fact, the majority (78%) had no comment whatsoever to make in ascertaining action determinants. Perhaps this is quite understandable if their attitudes have indeed stabilized over a period of time. It is reasonable to assume that the factors which influenced their attitudes have become less distinct with the passage of time. Further, it is recognized that indifference might be of some significance in evaluating this group.

Mixed Emotions

A substantial number possessed what can only be labeled as non-ascertainable or mixed attitude patterns. Indeed, many checked several variables simultaneously. This may be indicative of tensions from multiple directions which preclude clear attitude shifts. Again, there was a definite intention (85.4%) to maintain action neutrality.

Overcompensation

The officers were questioned and asked to give comments regarding whether they felt the police department was overcompensating in order to avoid accusations of racial discrimination. Surprisingly, there was no

clear trend on whether or not the officers believed the department was overcompensating. Out of 186, 89 (47.8%) replied yes; 79 (42.4%) replied no; and 18 (9.6%) had no comment. This overcompensation factor was interpreted usually as simply extremely cautious behavior. Not so surprising was the data revealing a substantial number (62.5%) of those whose attitudes had negatively shifted believing this type of behavior was prevalent. However, in this group very few considered this overcompensation to be of a high degree.

Personally Aiding Racial Understanding

Finally, the officers were questioned as to whether or not they had personally aided racial understanding in daily police activities and to make additional general comments. The general commentary by the officers aided the evaluation in the concluding section.

A substantial number (57.5%) answered that they believed they had aided in the promotion of racial understanding. Of this group, over 15% listed concrete examples of this aid. "I try to explain to majority groups the actions of minorities." "I speak at schools." "I try to speak to Negro and white youth." "I have been complimented personally... by minority group members for impartiality..."

When evaluated, it seems consistent to know that of those whose attitudes had shifted in an affirmative direction, a high percentage (81.8%) regarded their own behavior as furthering racial understanding. Over one-fourth of these could cite specific examples of this aid. Indeed, even those whose attitudes had shifted negatively, manifested a feeling that they also had personally aided although the vast majority did not cite specific instances of this assistance. Furthermore, the other attitude groupings (no change and mixed emotions) exhibited good percentages of personal aid (56.1% and 54.1% respectively). The appli-

cation of more rigorous testing to this category seems desirable.

MAJOR FINDINGS AND THEIR IMPLICATIONS

This survey seems timely because of the recent agitation and occasional violence that has surrounded the racial struggle. Further, past surveys of police attitudes in this area have revealed strong prejudice toward Negroes, occasionally coupled with discriminatory action. A recent nationwide survey revealed that in several large northern cities, a large proportion of officers expressed strong racial prejudice to neutral observers. A similar Michigan State survey found that officers often reveal prejudice in private references to minority groups. Further, in a study of a western police force of high standards, it was revealed that eighteen of twenty-seven juvenile officers readily and openly admitted a dislike of Negroes. A similar study in the same city found "that hostile feelings toward the Negro are characteristic of policemen in general..." Additionally, one of the first reports on police attitudes in the nation mentions in the preface as a possible warning to readers that, "In the pages which follow it will soon become apparent that many white police personnel have, in varying degrees, unfavorable opinions about Negroes." (A study of the Philadelphia police department by William M. Kephart.)

This study reflects no such firm trend in either attitudes or actions. It is acknowledged, however, that it is difficult to detect and measure the subtle forms of discrimination which are of great importance in understanding the determinants of high tension.

Generally, the police officers who answered this questionnaire can be separated into three groups. First, those whose attitudes (30.1%) had perceptibly shifted to affirmative or negative postures from former positions. These officers are quite cognizant of factors influencing

their attitudes.

The second group is composed of those who have exhibited no marked change (39.2%). The distinctive feature here is the loss of visibility of those action-determinants that shaped attitudes into their present stabilized form. The vast majority of this group exhibited no strongly-held latent prejudices, but some officers did admit to predispositions which could be labeled as prejudicial. The opinions of this group have either stabilized over a long period of time and are not subject to measurable change at this point or perhaps simple indifference might account for their responses. More thorough examination might reveal the degree of stabilization and possibility of future change.

The third group (25.5%) displayed "mixed emotions" or non-ascertainable attitudes. The identifying characteristics of this group are the numerous variables chosen to indicate determinants of change. A more rigorous study might reveal one or more factors balancing others. The mixed emotions, or non-ascertainable opinions, are the results of an intense interaction of variables which do not allow for clear opinion formation at this time. Their inability to form clear opinions comes not from indifference, but from a tension that is the outgrowth of many factors.

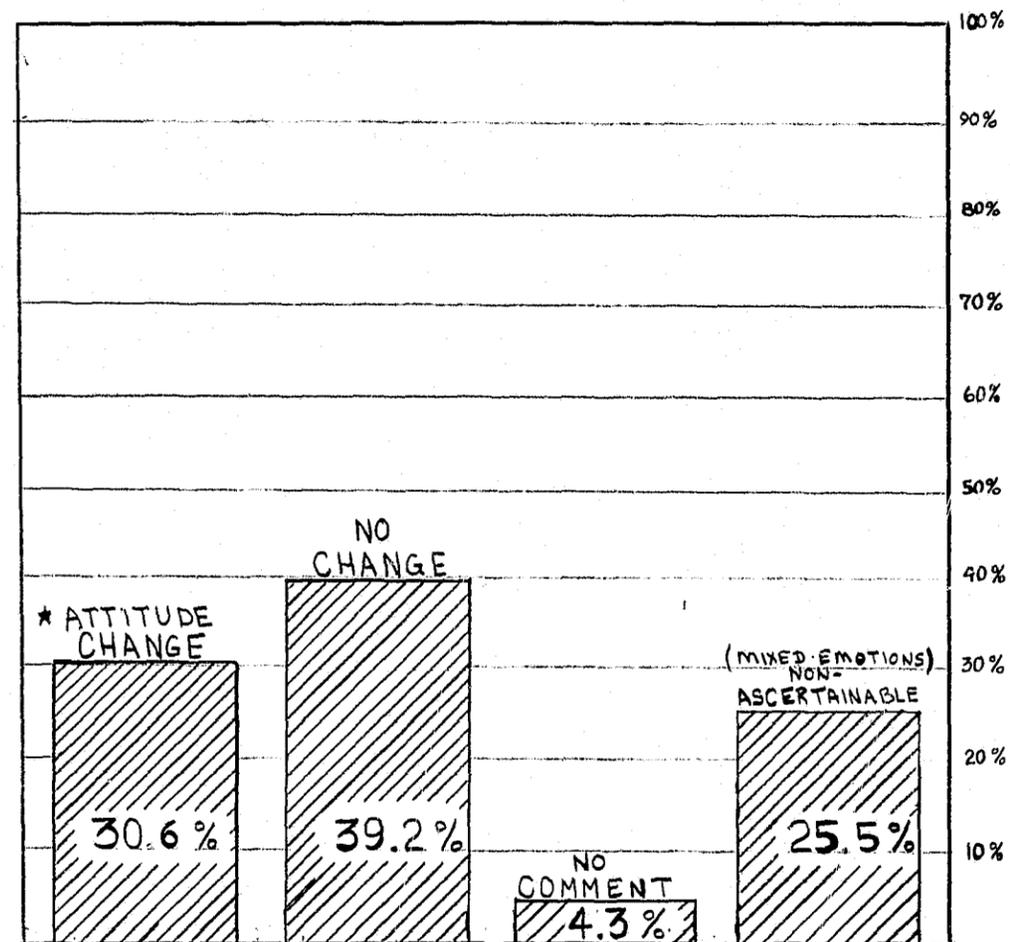
In this study we have searched for sudden and dramatic shifts in attitudes and behavior on the part of police personnel. The survey found no such shift. There is instead manifested a high degree of "institutionalized dispositions", apparently a reflection of departmental policies and positions. The maintenance of action-neutrality is a common thread that binds all attitude-groupings together.

The survey seems to reflect the fact that the police department provides a social environment and psychological climate conducive to

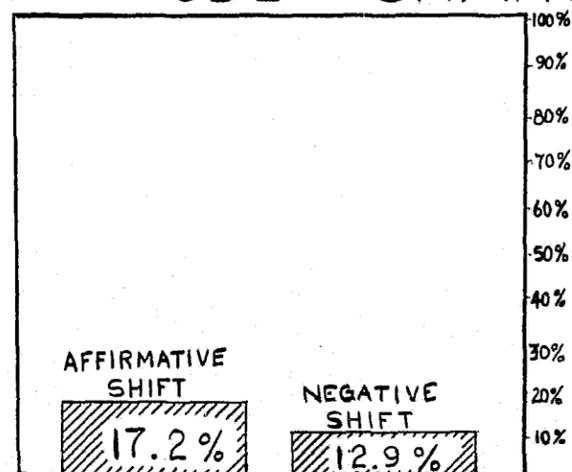
action-neutrality. Perhaps the only way to verify this statement would be to survey the negro community's attitudes toward the Oklahoma City Police Department to ascertain if action-neutrality is a real manifestation or simply of mythical quality. This preliminary finding reveals that this is a discernible factor nurtured by a highly-structured environment. Attitudes, of whatever varieties, can be sufficiently suppressed to allow for impartial daily activities.

No dramatic results emerge from this survey, but perhaps that alone is an important consideration. Our survey data persuasively argue that racial dispositions are conforming to the existing situation. Overall, there is no persuasive evidence thus far that either demonstrations and other forms of direct action, or legal sanctions applied by government, have created a substantial backlash effect among police officers, even though a large number are sensitive to these factors. Simultaneously, most officers have become aware, in varying degrees, of new environmental conditions and the dynamics of a changing society.

ATTITUDE FORMATION



* ATTITUDE CHANGE



MEASUREMENT OF PREJUDICE, AS PERCEIVED BY POLICE PERSONNEL OF THEIR DEPT														
0-10 %		10-25 %		25-50 %		50-75 %		75-100 %		NO COMMENT				
86		30		22		28		11		9				
46.3%		16.1%		11.6%		15.0%		5.9%		4.8%				
↓ ↓ ↓ ↓ ↓														
SPECIFIC INCIDENTS MANIFESTING RACIAL PREJUDICE														
No COMMENT	YES	NO	No COMMENT	YES	NO	No COMMENT	YES	NO	No COMMENT	YES	NO	No COMMENT	YES	NO
9	1	76	1	4	25	4	0	18	6	3	20	0	3	7
10.4%	1.1%	88.3%	3.3%	13.3%	83.3%	18.1%	0.0%	81.8%	21.4%	10.7%	71.4%	0.0%	27.2%	63.6%

Six did not comment on measurement of prejudice but did comment on specific incidents. They answered NO to specific incidents. Three did not comment on either question.

ATTITUDE PATTERNS

ATTITUDE CHANGE																	
AFFIRMATIVE			NEGATIVE			NO CHANGE			NO COMMENT			MIXED EMOTIONS					
33 (17.2%) ↓			24 (12.9%) ↓			LATENT PREJUDICE YES 7 (9.5%) NO 66 (90.4%) 73 (39.2%) ↓			8 (4.3%) ↓			NON-ASCERTAINABLE YES 16 (33.3%) NO 32 (66.6%) 48 (25.5%) ↓					
DEGREE OF CHANGE																	
NO COMMENT	MODERATE	GREAT	NO COMMENT	MODERATE	GREAT												
11 (33.3%)	16 (40.4%)	6 (18.1%)	10 (41.5%)	10 (41.5%)	4 (16.6%)												
ACTION NEUTRALITY																	
NO COMMENT	YES	NO	NO COMMENT	YES	NO	NO COMMENT	YES	NO	NO COMMENT	YES	NO	NO COMMENT	YES	NO			
1 (3.0%)	31 (93.9%)	1 (3.0%)	2 (8.3%)	21 (87.5%)	1 (4.1%)	0 (0%)	72 (98.9%)	1 (1.3%)	5 (62.5%)	3 (37.5%)	0 (0%)	2 (4.1%)	41 (85.4%)	5 (10.4%)			
VARIABLES																	
CIVIL RIGHTS 11 (33%)			CIVIL RIGHTS 20 (83.3%)			CIVIL RIGHTS 8 (10.9%)			CIVIL RIGHTS 1 (12.5%)			CIVIL RIGHTS 23 (47.9%)					
LEGISLATION 12 (36.3%)			LEGISLATION 18 (75%)			LEGISLATION 10 (13.6%)			LEGISLATION 0 (0%)			LEGISLATION 30 (62.5%)					
ACTIONS BY CIVIL RIGHTS GROUPS 5 (15.1%)			ACTIONS BY CIVIL RIGHTS GROUPS 13 (54.1%)			ACTIONS BY CIVIL RIGHTS GROUPS 5 (6.9%)			ACTIONS BY CIVIL RIGHTS GROUPS 1 (12.5%)			ACTIONS BY CIVIL RIGHTS GROUPS 18 (37.5%)					
LITIGATION 6 (18.1%)			LITIGATION 8 (33.3%)			LITIGATION 2 (2.7%)			LITIGATION 0 (0%)			LITIGATION 10 (20.8%)					
MASS 8 (24.2%)			MASS 1 (4.1%)			MASS 1 (1.3%)			MASS 0 (0%)			MASS 2 (4.1%)					
COMMUNICATIONS FORMAL 8 (24.2%)			COMMUNICATIONS FORMAL 1 (4.1%)			COMMUNICATIONS FORMAL 1 (1.3%)			COMMUNICATIONS FORMAL 0 (0%)			COMMUNICATIONS FORMAL 2 (4.1%)					
EDUCATION CONTACT WITH NEW IDEAS 14 (42.4%)			EDUCATION CONTACT WITH NEW IDEAS 1 (4.1%)			EDUCATION CONTACT WITH NEW IDEAS 0 (0%)			EDUCATION CONTACT WITH NEW IDEAS 1 (12.5%)			EDUCATION CONTACT WITH NEW IDEAS 3 (6.2%)					
RIOTS 13 (39.3%)			RIOTS 22 (91.6%)			RIOTS 9 (12.3%)			RIOTS 3 (37.5%)			RIOTS 38 (79.1%)					
NO COMMENT 0 (0%)			NO COMMENT 0 (0%)			NO COMMENT 57 (78%)			NO COMMENT 4 (50%)			NO COMMENT 1 (2%)					
OTHER: CHANGING TIMES PRACTICAL EXPERIENCE WORKING WITH NEGRO OFFICERS 7 (21.2%)			OTHER: MINORITY GROUP ATTITUDE WELFARE STRUCTURE 2 (8.3%)			OTHER: WELFARE STRUCTURE 1 (1.3%)			OTHER: WELFARE STRUCTURE 1 (12.3%)			OTHER: INDIVIDUAL OBSERVATION ASSOCIATIONS 8 (16.6%)					
OVERCOMPENSATION ON PART OF POLICE DEPARTMENT																	
NO COMMENT	YES	NO	NO COMMENT	YES	NO	NO COMMENT	YES	NO	NO COMMENT	YES	NO	NO COMMENT	YES	NO			
1 (3%)	17 (51.5%)	15 (45.4%)	2 (8.3%)	15 (62.5%)	7 (29.1%)	6 (8.2%)	29 (39.7%)	38 (52%)	3 (37.5%)	2 (25%)	3 (37.5%)	6 (12.5%)	26 (54.1%)	16 (33.3%)			
	HIGH 1 (5.8%)	MODERATE 3 (17.6%)		HIGH 2 (13.3%)	MODERATE 2 (13.3%)		HIGH 0 (0%)	MODERATE 3 (10.3%)		HIGH 1 (50%)	MODERATE 0 (0%)		HIGH 0 (0%)	MODERATE 2 (7.6%)			
INDIVIDUAL AID IN PROMOTING RACIAL UNDERSTANDING																	
NO COMMENT	YES	NO	NO COMMENT	YES	NO	NO COMMENT	YES	NO	NO COMMENT	YES	NO	NO COMMENT	YES	NO			
2 (6%)	SPECIFIC ACTS 7 (25.9%)	NON-SPECIFIC 20 (74.8%)	4 (16.6%)	SPECIFIC ACTS 1 (8.3%)	NON-SPECIFIC 11 (91.6%)	4 (17.3%)	SPECIFIC ACTS 5 (12.1%)	NON-SPECIFIC 36 (87.8%)	5 (62.5%)	SPECIFIC ACTS 0 (0%)	NON-SPECIFIC 1 (100%)	2 (25%)	SPECIFIC ACTS 4 (15.3%)	NON-SPECIFIC 22 (84.6%)			
	27 (81.8%)		12 (50%)		41 (56.1%)		1 (12%)		26 (54.1%)								

END