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# Issues of Advocacy and Community Life for African Americans in Ventura County

## *Supplementary Materials\**

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\* Responses in the document have been redacted to protect respondent confidentiality.



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# **I SURVEY RESEARCH**

## **1. SURVEY INSTRUMENT**

### **Community Advocacy Coalition (CAC) Social Justice Survey**

Greetings Community Member. Please take a few minutes to complete this important survey. Your response will allow CAC to shape our most important issue through advocacy and community social action. Please don't ignore this request for vital information on our Ventura County Community!

Social Justice is broadly defined as a concept rooted in political and philosophical underpinnings relating to fair, unbiased and important relations between individuals and society. It is examined under economic and social markers such as wealth, health, privilege, and psychological wellbeing.

**Kindly complete this survey and return it on or before August 7,2020.**

### **Do you know about CAC?**

- Yes
- No
- Not Sure

*If you answered Yes to the first question: How did you come to know about CAC?*

**How do you rate the following issues in the Ventura County African American community? Please tell us if you believe these concerns are yet relevant by rating each category from 1 (strongly disagree) to 5 (strongly agree):**

	<b>STRONGLY DISAGREE 1</b>	<b>DISAGREE 2</b>	<b>NEITHER 3</b>	<b>AGREE 4</b>	<b>STRONGLY AGREE 5</b>
<b>Need for more culture to enhance and promote a sense of community in Ventura County</b>					
<b>Need for reduction in neighborhood crime</b>					
<b>Need for affordable housing</b>					
<b>Improve race relations in schools, judicial system and community at large</b>					
<b>Improve healthy lifestyles</b>					
<b>Need for enhanced mental health services for our community</b>					
<b>Need to reduce school bullying/racism</b>					

Reduce domestic violence in our African American community					
Need for improve access to healthcare services within marginalized communities					
Initiate and advocate for environmental concerns					
Reduce and eliminate police/law enforcement harassment in our community					
Improve services for local US veterans					
Advocate for rights of undocumented populations					
Improve relations with our LGBTQ+ community					
Overall, what's your opinion about Social Justice issues in Ventura County? Do you think it's important					
Improve collaboration and community relations with other marginalized communities					

The following social justice initiatives were identified over five (5) years ago by CAC as relevant within the African American Community. Please tell us if you believe these concerns are yet relevant by rating each category from 1 (strongly disagree) to 5 (strongly agree):

	STRONGLY DISAGREE 1	DISAGREE 2	NEITHER 3	AGREE 4	STRONGLY AGREE 5
<b>EDUCATION:</b> concerns regarding systematic disparities in the education of students of color					
<b>ECONOMICS:</b> Need for information on how to stay connected and improve economic resiliency in Ventura County					
<b>HEALTH &amp; WELLNESS:</b> Reduce stigma and access barriers to mental health treatment					
<b>LEGAL:</b> Provide legal support when needed					
<b>POSITIVE CIRCLE/YOUNG ADULT ACTION COMMITTEE:</b> Develop mentoring and fellowship opportunities for youth and young adults					
<b>PASTORAL LEADERSHIP:</b> Need for faith-leadership involvement on social justice issues					

<b>TOWN HALL MEETINGS: Provide workshops and education on issues of concern in our community</b>					
<b>KJBU 99THREE RADIO STATION: Need for a “voice” as means of communication in our community</b>					

**OTHER areas I believe are of concern in our community:**

**What are some ways in which your household can be more informed about issues in our community? Check only THREE (3) that apply:**

- Social media
- Newspaper
- Townhall assemblies
- Newsletter
- Radio
- Email
- Through religious affiliations/announcements
- Posters/flyers
- Community meetings (face-to-face)
- Community zoom conferences
- Through you civic and religious organizations
- Word of mouth
- Other

### **COMMUNITY VOLUNTEERISM**

**Are you affiliated with any civic (club, fraternity, sorority, group) or religious organization in the Ventura county area?**

- No
- Yes

If you answered yes to the questions above, select all that apply:

- Civic
- Educational
- Religious
- Other

**Do you attend or participate in community activities more than two times per month?**

- Yes
- No

**What if any do you believe are roadblocks for our community cohesiveness?**

**What do you see that we can do in our community to make it a better place to live?**

## **DEMOGRAPHICS**

**The following information is solely for the purpose of gathering demographics and will only be used for this purpose?**

**What is your zip code?**

**What is your gender?**

- male
- female
- transgender
- non-binary

**How old are you?**

- 18-25 years
- 26-49 years
- 50-64 years
- 65 years +

**What is your ethnicity/race?**

- Asian/Pacific Islander
- Black/ African American
- Hispanic/Latino
- White/ Caucasian
- Multiracial
- Decline

**Status**

- Student
- Employed P/T
- Employed F/T
- Retired
- Unemployed or furloughed

**What is your total household income?**

- \$0-25,999
- \$26,000-51,999
- \$52,000-74,999
- \$75,000-99,999
- More than \$100,000
- Don't know/ decline to say

**Are you interested in participating in any of the CAC initiatives?**

- Yes, I'm interested in supporting the following initiative(s):
- No, I'm not interested at this time
- Maybe

**I would like more information about:**

- How I can be of financial support to CAC
- How I can become involved with the CAC
- Other civic/ social justice agencies in Ventura County (list below).
- I would like to know more about CAC generally.

**If you have any questions, please contact us at [info@the-cac.org](mailto:info@the-cac.org)**

The Community Advocacy Coalition (CAC) of Ventura County is committed to establishing a forum to safeguard the rights and privileges of individuals by allowing our residents to fulfill their hopes, dreams, and aspirations free of barriers. CAC wants to ensure that all people, particularly people of color and the African American diaspora, are afforded the same rights as others - basic human rights.

**CLICK ON THE BLUE BUTTON TO SUBMIT**

**Please complete and submit via email or U.S postal before Friday August 7, 2020 to:**

**Email Address:** [info@the-cac.org/](mailto:info@the-cac.org)

**Postal address:** CAC, 4000 South Rose Ave, 93033

**Phone:** 805-246-5088 **Fax:** 805-984-3539

**THANK YOU FOR TAKING THE TIME TO COMPLETE THIS SURVEY!**

**2. SURVEY CODING (Open ended questions)**

**Q3: If you answered Yes to the first question: how did you come to know about CAC?**

**Involved with CAC:** Participants knew about CAC because they are directly involved with the Community Advocacy Coalition.

**Link to CAC Member:** Participants were directly invited to CAC through members, friends, relatives and or acquaintances.

**Community Service/Volunteering Event:** Participants heard of the CAC while involved in an event with community service/ volunteering groups.

**Other:** These responses could not be categorized due to lack of context.

<b>INVOLVED WITH CAC (6)</b>
I am a Founder of CAC
Member
Involved in it's creation
VCAC
Working with CAC on the domestic violence community town hall
Came to meetings and events sponsored by CAC
<b>LINK TO CAC MEMBER (21)</b>
Invitation
Through friends.
Byron Ward
Ward
Through my network
Through members of the organization
from Angela Landers
Byron Ward
A founding member
Family and Friends
Members of the community being in the organization
Friends
Knowledge of members
Through Don and LaRita Montgomery
Through friends associated with CAC
Angela Timmons
Women Lawyer
Nephew
Byron Ward



From a friend
Through CAC members.
<b>COMMUNITY SERVICE/ VOLUNTEERING EVENT (12)</b>
I have volunteered in different areas
Partnership with Martin Luther King Committee of Ventura County
Through my professional work with other community-based organizations.
By being a member of the MLK committee.
Working with leadership on the radio station launch.
Thru other community activities.
Know for their townhalls in the community
Through a BAPAC meeting
Events
<b>BAPAC AFFILIATED</b>
Oxnard MLK Jr day
Your annual MLK event and regular email communications
<b>OTHER (3)</b>
Email communication.
Oxnard College
good club

**Q6: OTHER areas I believe are of concern in our community:**

**Economic Opportunities and Inequalities:** Issues concerning access to financial resources, or lack thereof, and means for possible upward mobility.

**Health and the Environment:** Issues pertaining to health and the environment among community members.

**Support for Families/Children:** Issues regarding access and resources for parents with young children.

**Inter- and Intra-Community Relations:** Issues encouraging multicultural affairs, including the promotion of the unification within the African American community.

**Government and Criminal Justice System:** Issues involving the inadequacies of local government and criminal justice affairs.

<b>Health and the Environment (6)</b>
Nutrition, healthy lifestyles, addressing addiction to drugs/alcohol
pollution
Reproductive health
resiliency
Neighborhood cleanups, especially in the low income areas, Colonia
Cultural representation throughout the VC Board of Supervisor, increase in funding to meet the health disparities for our people of color.*
<b>Economic Opportunities and Inequalities (9)</b>
Job training, higher wages
Socio-economic gap/disparities
Homelessness
Rising utility and food costs
UNOCCUPIED BUILDINGS FOR THE HOMELESS
Education in personal finance, home ownership, and debt elimination
Education, jobs and more education and more local jobs
(1) Low cost housing,
(2) Undocumented workers
Job training and internships as well as more trade schools locally
<b>Support for Families/Children (2)</b>
Parent support for raising children, childcare concerns, and resources
Play center needed for children
<b>Inter- and Intra-community Relations (8)</b>
Better understanding and respect for diverse ethnicities between each other
Unity of blacks in the community
Dialog on race across initiatives

Intercultural relations, ie shouldn't just be Black people participating in Juneteenth more cross-cultural integration of programming
Need to identify the main, most important issue in the community and have all the social justice initiatives support this in addition to their other individual issues. For example now BLM is the issue
We need a new paper for us, by us, not watered down that lists all Black Businesses, Organizations, Fraternities, Sororities, Churches, College Groups, etc...And their work in the community. We need to list their contact info as well as the services that they provide for the youth.
Cultural representation throughout the VC Board of Supervisor, increase in funding to meet the health disparities for our people of color.*
Pan African/ethnic studies classes/ .programs K-12
<b>Government and Criminal Justice System (4)</b>
Court system, unfair arrests, and unfair bail and sentencing
Outreach, education of police and mental health/social services entities
Inefficient and wasteful local government which preclude helping on these CAC issues
Cultural representation throughout the VC Board of Supervisor, increase in funding to meet the health disparities for our people of color.*

**Q11: What if any do you believe are roadblocks to our community cohesiveness?**

**Racism and Exclusion:** Differential treatment and the act of excluding individuals based on their racial group.

**Lack of Resources and Economic Divisions:** The amounts of both personal and community resources available affects how involved citizens can be with each other and with the community.

**Issues Coming Together as a Community:** There is not a designated area for everyone to come together and there is also miscommunication about community events. This creates an issue by dividing individuals to have different opinions.

**Ineffective Leadership:** Some organizations appear to be run for personal gain and do not have proper and collaborative representation.

**Time and Scheduling Issues:** Events are sometimes held on days that do not work for everyone’s schedules.

**Opposing Viewpoints:** Firm and diverse opinions on social issues, such as religion, that have no middle ground keep the community separated.

**Other:** Responses were not clear and could not be specifically categorized.

<b>Racism and Exclusion (9)</b>
Exclusion
Ingrained biases and prejudices
Mistrust and perceived prejudices about each other's
People not being open to learning about white privilege
Racism. The pandemic
Racism and ignorance
Underlying racism professionally
White superiority, priority, and indifference
White supremacy
<b>Economic Barriers &amp; Divisions (5)</b>
Ego and socioeconomic status
Lack of funding
Money and social encouragement
Resources
Socioeconomic class division
<b>Lack of Common Ground (12)</b>
Generational hurts, no general location for all people of African descent to come together outside of churches, to many divided organizations for such a small town I.E. (way too many churches and separation for African Americans to only make up 1.5 of the population)

Need for central location
People are afraid to come together, get in each other's business, or think they can't help
No regularly community gatherings
Lack of opportunities to bring people together to communicate
We are spread over the County of Ventura and have no specific area in the community; therefore, connecting is by chance
We can actively seek to identify common ground across the many civic and religious organizations throughout our county
A lack of common base of shared community knowledge across the board, but particularly on civic engagement
Communities are always competing against each other instead of coming together for each other. You can get more done together than apart or you can say you get more done with two or more than just one
Competition among ourselves
some people don't feel that certain things are important to them*
<b>Ineffective Leadership (4)</b>
I see few local organizations that are worthwhile- most are masquerading as non-profits really being used by their operators for self gain
Leadership of groups not seeing collaboration as important
Leadership should establish plans that communicate short- mid- and long-term goals. Include specifics on how leadership will collaborate and establish organizational partnerships to accomplish the overarching mission
Not enough people of color sitting at the table for their voices to be heard
<b>Communication &amp; Scheduling Issues (4)</b>
Busy Schedules
Scheduling. There's always conflicting days for events
Communication
I think people might not hear about activities*
<b>Opposing Viewpoints (4)</b>
Conservative views and lack of open mindedness
Diverse interests and concerns
Religious ideology and educational neglect of civics
Staunch beliefs on both side, unyielding attitudes does not help bridge
<b>Other (4)</b>
I would rather discuss that in person
Inertia. I am just plain lazy. Distracted by use of the internet. This social distancing has made this worse for me.
Roadblocks are stepping stones. Clicks & attitudes

Too many recalls that cost the city too much money

**Q12: What do you see that we can do in our community to make it a better place to live?**

**Community Activities and Events:** Involvement or participation in communities to address issues impacting the well-being of individuals and the state of the community.

**Environment:** Individuals being concerned about the well-being of the environment and coming up with ways to preserve the environment.

**Increased Advocacy & Awareness:** Individuals having more knowledge, realization, and public support of the situation at hand.

**Diversity, Equality, Inclusion:** Issues concerning individuals being treated equally such as in rights, opportunities, and position in society.

**Economic Security:** The state in having a balanced income as well as other resources to help assist the quality of living for individuals in need.

**Mutual Support:** Individuals who help one another in order to endure a difficult obstacle or achieve a common goal.

**Other:** Responses could not be categorized because they did not have clear context.

<b>Community Activities and Events (16)</b>
Have more week end activities for community, when the pandemic is over
More community-based activities
Support community events
Begin to have townhalls, crest a place we can all come together to discuss and talk about the issues in our community. We need to be better represented in city council and County board fo supervisors.
Stay involved
More community participation
More posters/flyers in communities
Less talk, more do.
Bring community together more often
more community activities that can bring people of color together
work together, welcome everyone, communicate more
Try to incorporate activities in planned events that will help us build commonalities with each other.
more community events to bring people of different races, ethnicities, cultures, sexual orientations together and building these topics of inclusion and social justice into school curriculum
Meeting, getting to know the members of our community. Education of our leaders, police etc. about the culture of all community.
[REDACTED]

I'm not really sure but If you are not having many community activities, I think that is a must you have to be the Heart Of Your Community!! Serve Them with Your Whole Heart. Whether it is big or small you are letting them know that you care about them. Giving out backpacks to kids starting to school to handing out gas and groceries cards your car.
<b>Environment (4)</b>
Build a sense of pride in community through neighborhood actions, beautification projects
Keep the neighborhood clean
Keep our streets, communities clean and more family activities for all to participate in
reduce consumption and focus on climate change issues
<b>Increased Advocacy &amp; Awareness (6)</b>
Be better informed about the issues of the day.
Educate our children
Definitely much needed racial bias and intercultural processing courses for all levels of leadership- from Board of supervisors, to city council to sheriffs etc.
Focus on communication and breaking down silos
Communication
continue to advocate for changes to move community in right direction.
<b>Diversity, Equality, Inclusion (4)</b>
End racism and poverty
Inclusion
diversify
Continue to advocate for justice and equality
<b>Economic Security (4)</b>
Create more income earning opportunities. Support entrepreneurial growth
Encourage investment in underserved and underrepresented community businesses.
More affordable
More high paying jobs and housing prices that aren't so out of line with the rest of the nation.
<b>Mutual Support (3)</b>
Continue to encourage and support one another
All black organizations coming together somehow with mutual agendas and opportunities to socialize and collaborate
Support each other- financially, spiritually, mentally, emotionally
<b>Other (6)</b>
follow the example of John Lewis
Nothing in light of unqualified people elected to office which is the result of no longer having a community newspaper



I Can't see! Trump has nasty things plan for minorities. My biggest concerns are bad cops and increase in racism!
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Love
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Be nicer to each other and spend money on the arts
--

Require something TANGIBLE from the local governments.
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**Q14: What is your zip code?**

<b>Thousand Oaks (2)</b>	<b>Newbury Park (1)</b>	<b>Westlake (1)</b>	<b>Camarillo (5)</b>	<b>Fillmore (1)</b>	<b>Santa Paula (1)</b>
91320 (2)	91362 (1)	91361 (1)	93010 (2) 93012 (3)	93015 (1)	93060 (1)
<b>Oxnard (34)</b>	<b>Port Hueneme (6)</b>	<b>Ventura (4)</b>	<b>Santa Barbara (1)</b>	<b>Davenport FL (1)</b>	<b>No Response (3)</b>
93030 (14) 93033 (8) 93035 (6) 93036 (6)	93041 (6)	93003 (1) 93004 (3)	93102 (1)	33896 (1)	

## II INTERVIEW RESEARCH

### 3. INTERVIEW GUIDE

#### **Community Advocacy Coalition**

FINAL Interview Guide (Oct 13, 2020)

I'd like to start by thanking you for taking part in our interview study. We are Sociology students at California State University, Channel Islands, and we are conducting this research on behalf of the Community Advocacy Coalition. Your responses will be important to help them to better fulfill their mission to engage in advocacy to serve the common good of African Americans living on the Central Coast.

This brief interview is designed to take approximately 15 minutes. We will be covering two main topics. First, we would like to learn about your perspectives on local law enforcement and any experiences – positive or negative – that you have had with them. Second, we would like to learn more broadly about your personal experiences as a resident of Ventura County, especially as they concern issues of racial and social justice (or injustice).

All responses will be recorded and analyzed, but they will remain completely anonymous. Names will not be used, and we will be careful not to connect any potentially identifying information in the report. Of course, you are under no obligation to participate in the interview, and you are free to end the interview at any time if you choose. Do you have any questions for us before we begin?

#### **Topic 1: Law Enforcement**

The recent spotlight on the Black Lives Matter Movement has drawn attention to law enforcement institutions and policing practices. We would like to hear about your perceptions of and experiences with local law enforcement agencies pertaining to disproportionate police harassment and brutality within communities of color.

- First, have you experienced any significant interactions with local law enforcement agencies?
  - *If yes:* Can you tell us a little about those interactions
  
- If you found yourself in a position in which you felt like you needed the assistance of law enforcement, would you have any hesitation about calling?
  - *Follow-up, if necessary:* Can you tell us why?

- There has been a lot of discussion recently at the national level about potential reforms in law enforcement institutions and practices. Would you favor or recommend any specific reforms at the local level?
  - Follow-up, if necessary: Can you briefly explain what you might recommend and why?

## **Topic 2: Living in Ventura County**

We're also interested in learning about how race shapes the everyday lives and experiences of African Americans in Ventura County. So, we'd like to ask you a couple more general questions about your own experiences living in the county.

- How often do you experience *microaggressions*, and how do they impact your daily life in Ventura County – specifically, those that affect your self-worth, self-esteem, self-confidence as a whole?
  - *Definition of microaggressions, if necessary:* Exposure to interpersonal social hostility and negation directed at individuals of color. Microaggressions can include microassaults, microinsults, and microinvalidations.
- Finally, what changes would you like to see in any aspect of life in Ventura County that would enhance and add value to the quality of life of African Americans, individually and as a community?

### **Conclusion:**

We would like to thank you for taking the time to answer our questions. You can be sure that we will do all that we can to make sure that these interviews help the Community Advocacy Coalition to better serve our community.

#### 4. INTERVIEW CODING

**Q1: First, have you experienced any significant interactions with local law enforcement agencies?**

<b>Yes</b>	Respondents reported that they did have a significant encounter with law enforcement.	12
<b>No</b>	Respondents reported that they did not have a significant encounter with law enforcement.	2

**Coding categories:**

**Positive:** The interviewee reported significant positive interactions with law enforcement (2)

**Negative:** The interviewee reported significant negative interactions with law enforcement (some respondents described interactions that were not their own, but those of friends or family). (6)

**Mixed:** The interviewee reported interactions with law enforcement which were both positive and negative. (4)

<b>POSITIVE EXPERIENCES (2)</b>
<p>Um, first of all of my experiences have been positive. I have been fortunate to not have to have deal with some of the issues that most or our African American folks have had to deal with, um. Yeah, I feel like we need law enforcement in our communities. Just because there's some experiences that don't go very well, does not mean that all law enforcement folks are not good individuals. There, there is genuinely some law enforcement that really you know have compassion and take heart to the individuals and communities. Um, maybe. You know, they may lack a little training in some areas, but for the most part we need our law. I feel we need our law enforcement officials, because if we didn't have them, what kind of order would we have to protect in this world who would protect us? We really need the protection that we know that we need. So, I have not. I've been blessed. I have not had to deal with any unfortunate situations with the law enforcement, [REDACTED]</p>
<p>Yes, but my experience would probably be a lot different, you know [REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED] And then so for me growing up, I had my own personal experience I had a different I had different encounters with law enforcement, because I was used to seeing them at my school I was also a part of a lot of the leadership programs in school. [REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED] Where they are, you know, especially because with Homecoming coming up in prom. A lot of students end up drinking and then there's that possibility of drinking and driving. [REDACTED]</p>

experiences.

And so for me, I've always had very good

You know, based on being black and larger and also just that expectation that they're going to do something, or they're there to get in trouble

**NEGATIVE EXPERIENCE (6)**

seriously.

traffic stops.

I didn't think he was taking me



I consider it harassment

.

[REDACTED]

Whether it's a security guard or or caught that is in the store, even when I'm driving. I feel like I'm always being looked at.

[REDACTED]

with the CHP,

[REDACTED]

some friends had an issue

[REDACTED]

said they fit a description.

[REDACTED]

[REDACTED]



[REDACTED]

was a report about a burglar in the neighborhood.

there

[REDACTED]

were on our way back to my house. And I see a police pull in right behind me.

And we

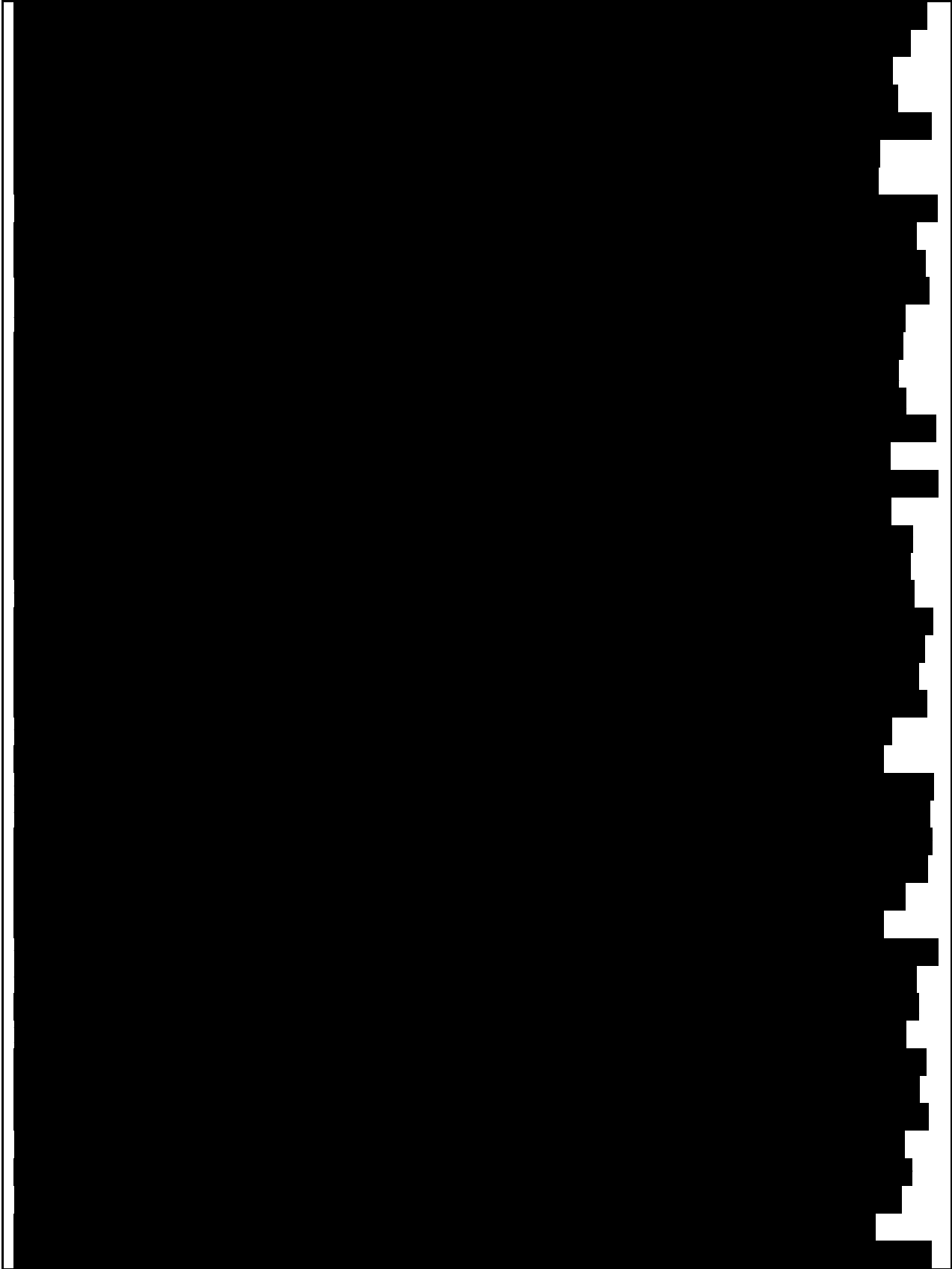
[REDACTED]

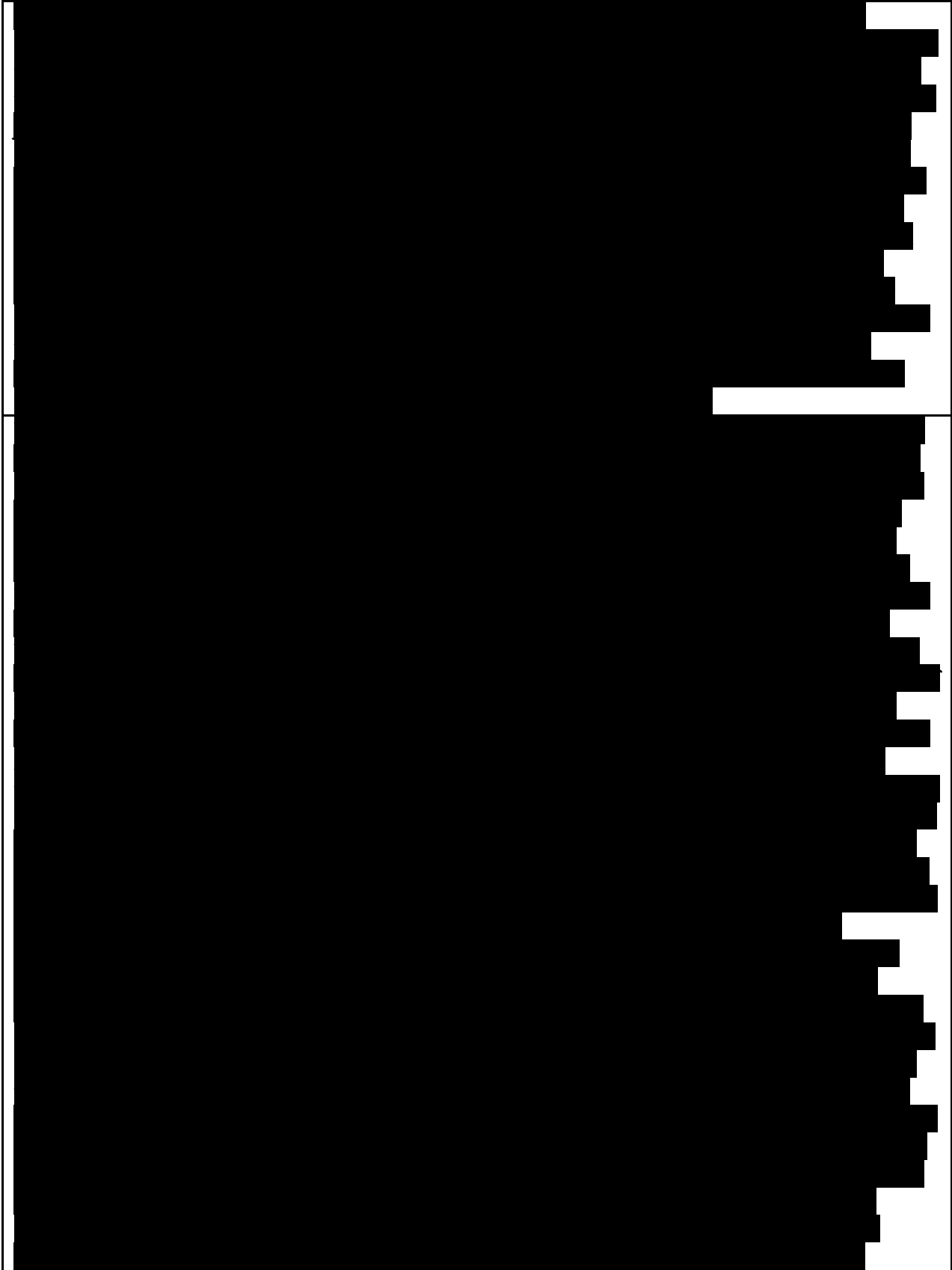
brake lights. It's not working.

your

[REDACTED]

So I leave come home, of course, the first thing I do.  
Get out the car go behind my car, I hit the brakes, the brake lights are working well,  
everything works just fine.



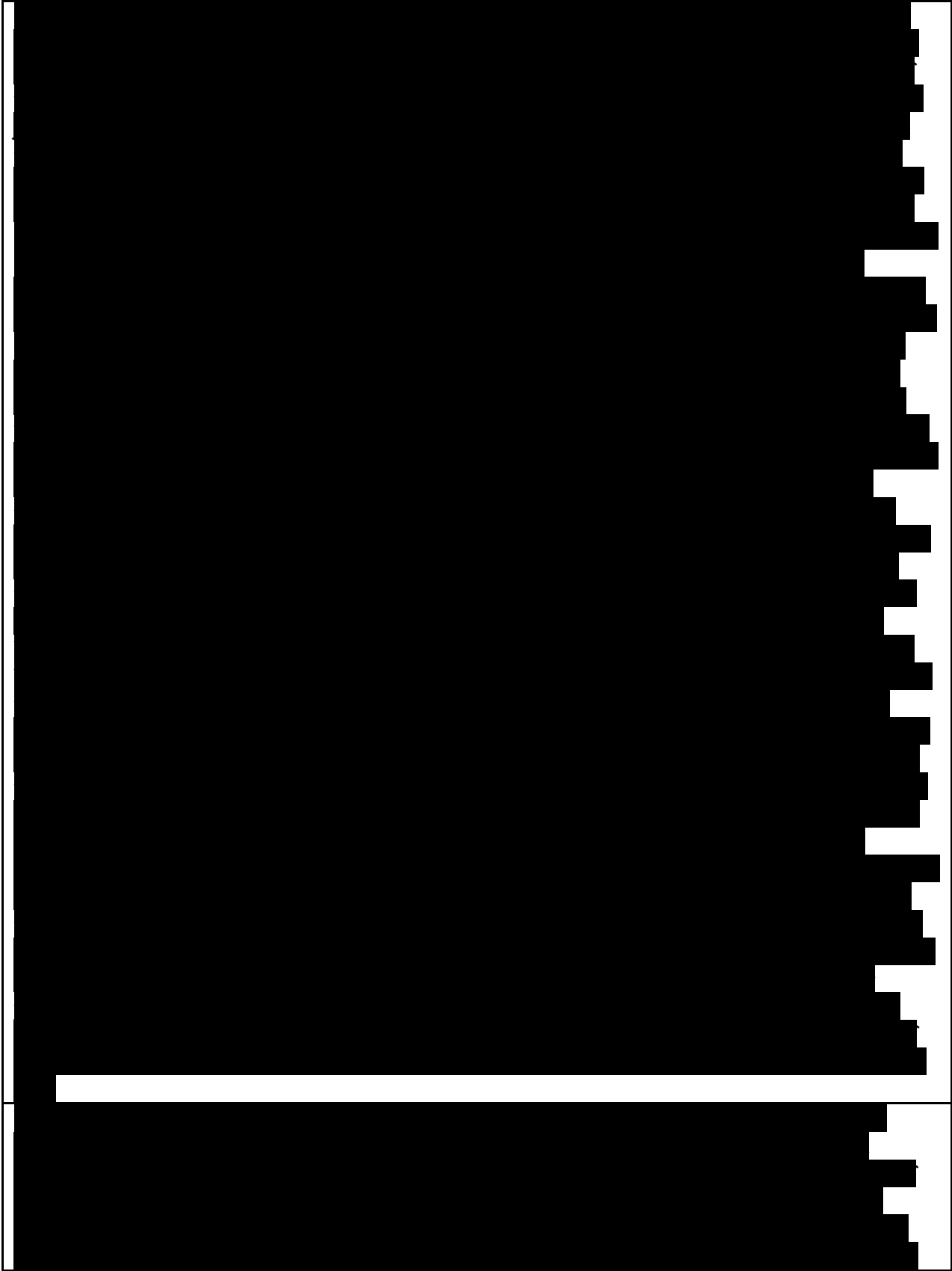


[Redacted]

**MIXED EXPERIENCES (4)**

I've had positives and I've had negatives

[Redacted]



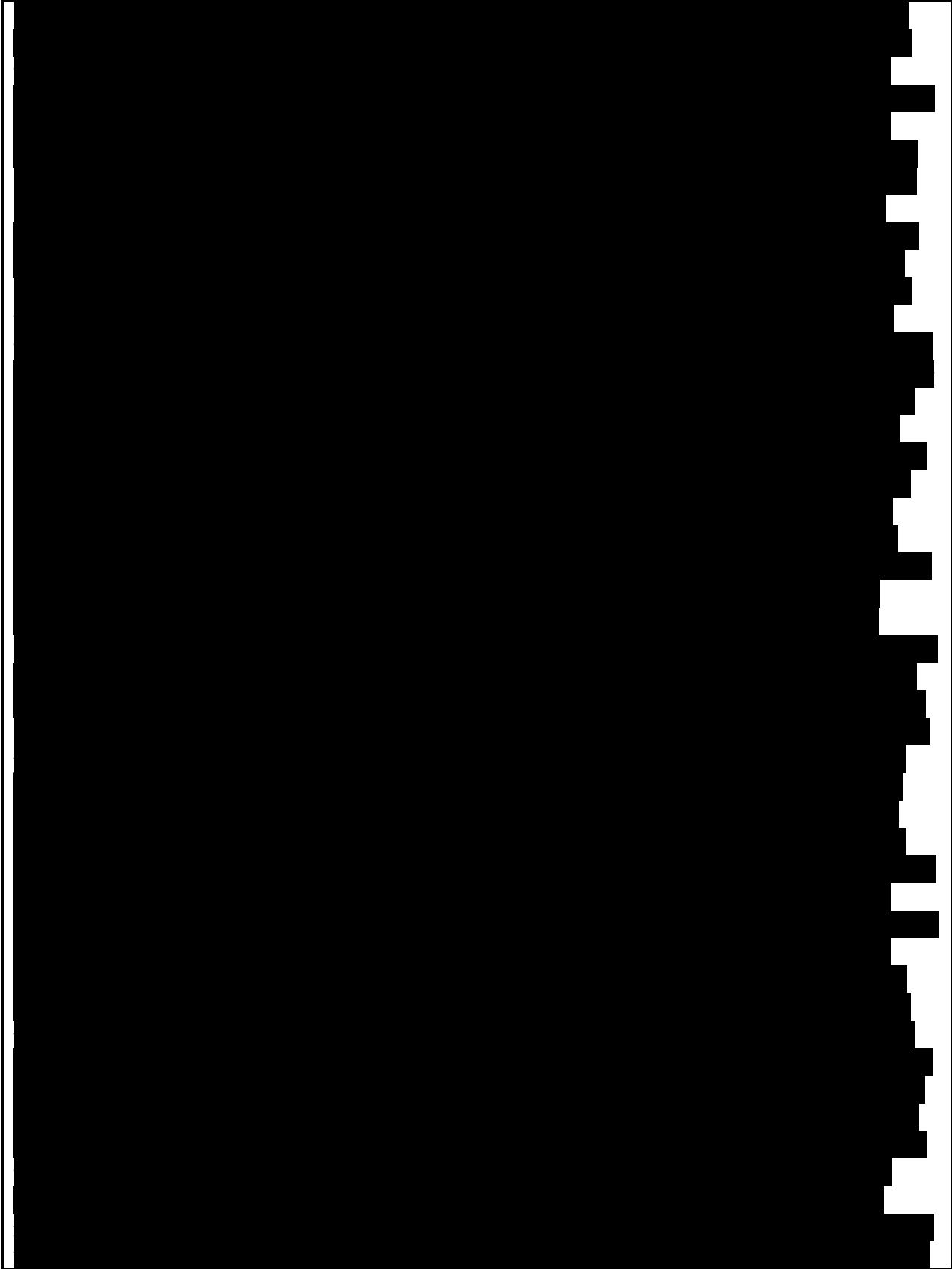
[REDACTED]

Anytime you get stopped. There's an anxiousness and if you know you haven't done anything.

[REDACTED]

Okay, I was gonna say it's been good and bad,

[REDACTED]



[REDACTED]

reason why they were held they were held for no reason.

And they were not given a

[REDACTED]

Again, there has been good interaction.

There has been bad interaction.

Yes. Um, I would say that my experiences have been really balanced and what I mean by balanced, as I've gotten on both

[REDACTED]



[REDACTED]

I have experienced some that have been negative than some that have been positive over the years.

[REDACTED]

**NO EXPERIENCES (2)**

specifics for myself.

don't have any

[REDACTED]

No, I haven't had a ticket in 15 years.

Negatively, personally firsthand. No, I have not. Firsthand no not at all. Not a firsthand experience. Oh yes secondhand third hand.

[REDACTED]

**Q2: If you found yourself in a position in which you felt like you needed the assistance of law enforcement, would you have any hesitation about calling?**

<b>Yes</b>	Respondents that answered yes indicated that they would indeed have some hesitation when calling law enforcement	5
<b>Maybe</b>	Respondents that answered maybe indicated that they would have at least some hesitation in certain situations when calling law enforcement	2
<b>No</b>	Respondents that answered no indicated that they would not have any hesitation when calling law enforcement	6

**Q2: YES responses and MAYBE responses**

**Coding categories: Reasons for hesitation**

**Fear of Police Reaction & Brutality:** Issues concerning individuals’ hesitation to call law enforcement due to fear of negative reactions and possibly violence or brutality towards them and others (3)

**Previous Experiences:** Past negative experience with calling into law enforcement impacting individuals’ comfort in calling law enforcement (2)

**Discrimination against African Americans:** Issues regarding recent climate and racial discrimination within law enforcement preventing individuals from feeling free to reach out to law enforcement (2)

<b>FEAR OF POLICE REACTION AND POSSIBLE BRUTALITY (3)</b>
<p>I would not. Well I'll have hesitation. But I'd call them anyway. You know, um, I think policing has changed in one way over the years that they have become a lot more violent. [REDACTED]</p> <p>[REDACTED]. Okay. If I were to call them, I would give them a description of myself and make sure they understood the situation that was going on.</p>
<p>Yes. Yes, I would. Just, I don't know, this is just me. I don't know how they can react, will they come after me. Are they gonna to listen to me first. So yes, there will be hesitation. Yes.</p>
<p>Funny question, Um, I think. Yeah. I think I would now And that’s not necessarily because of the things that happen to me because what goes on in this country generally now. [REDACTED]</p> <p>[REDACTED]</p>
<b>PREVIOUS NEGATIVE EXPERIENCE (2)</b>

If i really really really needed them. Okay.

response because of what has been going on.

That wouldn't be my initial

And I'm always always second  
guess calling them. In any time of need. I try to handle things on myself, for the most part.

### **POSSIBLE DISCRIMINATION AGAINST AFRICAN AMERICANS (2)**

I have always had hesitations and calling law enforcement, my whole life.

Not at all. Um, well, well let me take that back. Um it depends. It depends.

So yeah,  
it's just a, I guess it's all situational.

**Q2: Negative responses** (*would not have any hesitation calling law enforcement*)

**Connections and relationships with law enforcement:** Individuals would not hesitate to call law enforcement because they either value and encourage relationships with law enforcement or share interpersonal relationships with certain individuals within law enforcement (3)

**Not all Law enforcement agents are bad:** Individuals would not hesitate to call law enforcement because they know that not all law enforcement agents are bad and trust that the people they call to will help them (3)

**CONNECTIONS AND RELATIONSHIPS WITH LAW ENFORCEMENT (3)**

No, I wouldn't have any hesitation.

Yeah, so I wouldn't have a problem. I'm calling i don't i don't see that being an issue.

it has to be a major issue for me to call the police.

Not at all.

No, I wouldn't.

So I have no problem

reaching out to them or any other jurisdiction.

**NOT ALL LAW ENFORCEMENT AGENTS ARE BAD (3)**

No, I wouldn't hesitate to call them. I'm like I said, you know, not all law enforcement are individuals who perhaps have feel a certain type of way, um, I would not hesitate to call law enforcement, if I needed them for anything.

I think based on in our area and my experiences. No, you know, I feel like if I lived in some other areas,

No. Well, you know, at, at this stage in my life. Notwithstanding whatever issues may exist. As a citizen who felt they needed support from law enforcement I would call.

**Q3: There has been a lot of discussion recently at the national level about potential reforms in law enforcement institutions and practices. Would you favor or recommend any specific reforms at the local level?**

\*(All respondents favored or recommended some specific reforms at the local level)

**More frequent sensitivity training:** Police officers are not frequently retraining in new areas of interest that affect the community. Being updated on how to handle present and future situations would help ease some of the community's fears. (7)

**Community involvement:** There is a barrier that prevents police officers from the rest of the community so if those barriers were brought down, the community might have a stronger relationship with the police department. (4)

**Other:** A lot of the same skin tones are present in the police department, so respondents felt like a variety of skin tones might help the different racial groups feel more accurately represented. (2)

#### **MORE FREQUENT CULTURAL SENSITIVITY TRAINING (7)**

I would. The only thing I would, because, like, because I have not had any horrible experiences with law enforcement. My only question and it's just because of what I've seen in the in the news and witness with my own eyes. As far as on the news. For instance, the George, George Floyd situation, maybe there should be some sort of training that they that folks could get that would perhaps teach them how to have compassion or better how to handle situations that may not have to be elevated to that level where they have to use force, um, I feel like people only know what they're taught, right? You only know what you've been taught, and we are all human beings. And if, if perhaps that police officer felt like their life was in danger there their first thing to do is to protect, you know? They go back to what they were taught you know to protect, you know? So in a moment, we're all human, in a moment you cannot like really think. You're thinking and fast adrenaline is going, you know. You don't know, You know? In that moment what you could do, or what you're capable of until something happens to you. So my only thing would be is perhaps maybe there's some sort of training that could be consistent, and consistently like all it like an ever evolving training that individual officers could have that would help them to, I don't know, calm down to talk about situations to be able to think about it before they react or some sort of something like that

Oh, absolutely. Absolutely. Like as students progress to the learning and they learning something every semester. teachers, professors, instructors are always: up and up their game in the presentations to their classes, not doing the same thing semester in semester out. Police in the sense, have to do the same thing to, can be doing the same old thing all the time. As you see, it can be driving the same cars all the time. They move to that SUV model now right before this to have that, I don't know what that was, you know, what kind of car that was I mean spaceship. I don't know what that was. I just always used to cap on them make fun of them. I go, what is that what are you driving here. I mean, you know it's going to take you a whole week to wash that car right there, you know. But anyway, they moved into more of the SUV, so more into the technical part until technology has a lot to do with it. The progressiveness of being connected to the community to the people and putting yourself out there as a police officer has a lot to do with it as well.

Of course, yes. And honestly, my work and community already.

Senate bill SB 1421 where if an officer was to do something that was out of character. That we have the right to see other complaints against that officer and make it public.

. I would like to see more training for police Because I feel um cultural sensitivity training. You know, I mean, I was just listening to us at Briana Taylor. That police Whenever policeman's that shot Briana Taylor. Speak speaking on Good Morning America. And I mean, he was so insensitive just, I mean, to the point where Michael Strayham was the interviewer and he just kind of gave him, those look like are you really saying like you don't you don't get why there is an uproar like? You know, and I mean he really saw nothing wrong with what he said. And to me, that was just a travesty. He did was a huge disservice by law enforcement with his interview, to be honest, to me, So I definitely believe in. the idea of defunding but I want to see the funds used for other things like mental health services to see some training.

I don't think any policeman that's a good police wouldn't mind going through a training like that to make sure that they're doing the right thing when they are in a difficult situation. I just think I think I would like to see some more funding. Deflected and like I said, you know, into other areas, for sure.

I'm scared I'm hesitant and I feel like a reform is needed, and I feel like, you know, just letting them know once again and training them on why they are and why they are why we consider them. Unfortunately, and and what that that comes with, you know, ensuring



my safety and ensuring that you know I will be alright when I called them and that I'm not being criticized and you know or ostracized and stuff like that. So yeah, I feel like that is needed.

[REDACTED]

[REDACTED] And so where do you find that perfect. I'm gonna say robot type human being that doesn't have any prejudice and then doesn't have any racism in them. I think everybody has a little bit of something in them. And so it's a very hard process to screen them out. And I don't think that some of those can solutions that they have. They haven't really thought through well. And so that's a problem for me sometimes. [REDACTED]

[REDACTED]. You can provide training the people you can show people the right way and hopefully they'll catch on and do what they're supposed to do. But deep down inside. Yeah, people can fool anybody and, you know, finding those those great candidates is not an easy task. And I don't know how you can come up with this set of standards to filter the bad ones out all the time.

Oh, definitely, um, you know, in everything the police need policing. I mean, sorry, the community needs to go back to policing the police like kind of like the Black Panthers. Did you know, kind of like what we had to do in order to ensure that you weren't harassing and properly arresting our people so they need police and it doesn't need to be on a government structured agency [REDACTED] to be able to police and train these these officers in cultural diversity. You know? I think a lot of times they need therapists to go with them, like, kind of like New York is doing, you know, they're sending mental health specialist to go out to certain 911 calls. Yes, that is a big thing that we need to do, because a lot of times we know how to de-escalate. [REDACTED]. I'm sure that you can de-escalate someone who is not psychotic, but in infused in emotion. You know there's ways to do it.

There are ways to to communicate. But first you need to unravel the personal biases of the individuals that are in this job. You know, it's not the job. You know, it's the people that are coming into the job with their biases with their hate with their beliefs that need to be unraveled that needs to be unlearned and, you know, as it there because I know that's a process. And that's a process that individual has to be willing to undertake, you know, and it needs. I think it should be a state and local a local push to enforce that people do that if you want to be in this job if you want to be in this type of field, you need to have hit on your biases, you need to have like to do you need to have =therapy, you need to have requirements, you need to have a degree in mental health or something of that round to know how to deal with people. You need to know how to deal with people. And if you don't have a degree that has taught you that are the experience you know a lot of people are coming from war and getting into these jobs. So you still have that mentality now, the community is not a war. We are not the people you're fighting, where the people you protect. And so getting out of that combat mindset. And so, you know, I have a lot of ideas, but yeah. We've got it.

#### COMMUNITY INVOLVEMENT (4)

[REDACTED]

the various communities of color black community brown communities they are being proactive and the area that we are working on most is diversity training because they did, They do have diversity print training within the department as well as in the academy, which is under the sheriffs per view here in Ventura County. However, the County program. It is an area that does need more attention than Oxnard because Oxnard is being proactive. They want to have a responsive police department who doesn't make decisions based on the color of someone's skin in my opinion.

Yes, I think that they need to have more community policing and having them involved within the community so people can actually see them as human beings. And people that are there and know things about them. Like when I was in, like I said, high school and middle school even elementary school. They knew more about you as a person. And it wasn't as if we're just here to make sure nothing bad happens, but like you actually feel like Almost like they're your friend, in a sense, and not faking it. But like, they actually care. And so I definitely think community policing is more important. I think they need more racial sensitivity training. And also to be able to see like you have to, they have to be able to recognize that just because someone is a larger size doesn't mean that they're an adult, you still have to treat them. Like a child. You can't base it on people size and don't automatically pass judgments and definitely I think they need to do more help with mental health care because I don't feel like they know how to Sometimes, a lot of times they don't know how to be able to deal with people in a healthy manner, who have mental health issues and also emotional health issues and their students. They have behavioral issues. And it's not because they want to act like that, but it's because that's the only example that they know they could be being bullied themselves. They have a lot of stuff going on at home. And so I feel like there has to be a lot more de-escalation taking place and they need to have more mental health care support with them on hand and emotional health support and so that way. It's not just on them to handle everything Okay.

Oh at the local level. What I would like to see as far as reform is more transparency. I would like to see more interaction on their part with the community in a positive sense. Like I said, what happened to me when I was younger, with a police chase and what have you. The reason most of the policeman knew us was because they were involved in the Community. They were out meeting people they were out at sporting events. They were coaching, so they get to know us. So I would like to see more Police interaction with the community in a positive way. So I'd like to see more transparency and more reaction or interaction with citizens in a positive light. And I'd like to know, of course, I would like to get rid of the chokehold, I would like to get rid of the no knock entry. Those two.

Yeah. I like to see more accountability for the community. I like to see more people be more responsible to the community instead of the guards themselves. I mean , you know, you know the Fox guard, chicken house that ain't good. Ill like to see more responsibility for the community as you know, they get these jobs in which they gripe and complain about all the stuff that they need, but then they treat people certain ways and other ways. I know that for a fact all my life.

**OTHER (2)**

Oh yeah one that I'm actually advocating for is that each of the police departments do a purge of white supremacists go through, go through the motions of, you know, the action of checking their social media, you know, emails, whatever. To ensure that they don't have white supremacy leadings and if they do get rid of. Most of the conversations I heard about police reforms don't include that element. [REDACTED]

Not necessarily at the local level, I say in general, I guess that's where it has to start, start at the local level, and that would be that Some of the things we call cops for now and that Is for things that they don't need to be doing. Because they are called for first of all called warriors and also called to be social workers. And not any one of them are equipped to do both of those up the same time. Being a warrior, requires you have a certain mentality of services and thats kind of hard Situation, say, a couple is arguing and there is high tension in the air and you're trying to sell that using but of course you can use, but you also try to get a mediator you just can't do it. And that's what we have so many people being assaulted in starting to make decisions and making bad decisions So training and job responsibility will be Two issues. They have too wide of spectrum of duties, we expect to much of them Health social workers and social worker cops and jobs go in and do that, you know, and no question. You said Kick ass and necessary but do it in a way that people don't get killed or just in terms of assessment of cops. Assessed better for most Emotional Intelligence To contain emotions file that kind of contamination and how to contain emotions Enhancement so they can manage the situation is not Such as using to control how you frame your perspective, you're dealing with You might be feeling so you can enter that situation. But more skills

**Q4: How often do you experience microaggressions, and how do they impact your daily life in Ventura County – specifically, those that affect your self-worth, self-esteem, self-confidence as a whole?**

**Often:** Respondents reporting facing microaggressions several times a week to daily occurrences (5)

**Sometimes:** Respondents reporting microaggressions once to a few times a week (4)

**Never:** Respondents reporting that they have not any microaggressions (2)

<b>OFTEN (5)</b>
"Obviously, I have had a history of being in various situations and the microaggressions have some of the most challenging to deal with. Because it involves personal interactions in most cases and I'm one who will confront or make a statement. If someone says something that I feel is inappropriate. The impact of microaggressions particularly over a lifetime are very harmful and it is I'm of the mindset. Now that I'm so glad we're, we're in the times we're in, because I think it's way overdue. A time to have dialogues about race. throughout my life race has been very difficult to discuss Particularly with white people and they get very defensive and in general. But I think that's the way you counter those kinds of comments is to point it out that the first time you encountered"
"I'm not proud to say this, but I have experienced it every single day."
"It was quite often."
"In a sense, and you know, so basically I do. I see. Some of that micro aggression, [REDACTED] So, I see it, and I feel it. I'm not gonna say quite often"
"I think I encounter micro aggressions every day. Every day of my life."
<b>SOMETIMES (4)</b>
So, yes, yes. How often do I experience it? I've said least once a week.
"I would say maybe once a week or so"
"At least once a week"
"But yeah, I do experienced these things all the time. I won't say every day, but maybe at least once a week, something comes up where you experience those little micro aggressions."
<b>NEVER (2)</b>
"I don't know what I don't have any. I don't have any I've been blessed. I don't have any issues that I've had to face in regards to feeling any type of way [...] And it's not like I'm blind to the fact that things don't happen to other folks because I do have eyes, and I do, I am able to see and I am able to listen and I do know that there's folks that are not in my same situation that do have issues, um you know? That they have to be faced with, but I'm a proud citizen of Ventura County and and so far I have had a good life here. A good upbringing and so that's about where I'm at."

" I haven't had any that none."

#### Q4: Effect of Microaggressions on Self-Esteem, Self-Worth, or Self-Confidence

**Did not report significance:** Respondents did not report any effect (8)

**Insignificant effect:** Respondents reported microaggressions not affecting them (5)

DID NOT REPORT SIGNIFICANCE (8)
INSIGNIFICANT (5)
" Does it hurt my self esteem and my self worth? No, it has nothing to do with one of the others. I'm very confident and then the person I am in um but being a black person you experience that every single day."
"[...] but enough to where it affects me somewhat, but I just go on."
"You know, I kind of just sit back and go, I generally kind of brush it off. I'm just like, whatever, like you know you're not signing my paycheck. I don't care."
"As far as my self esteem and self confidence. They never affected that you know."
"Now, how I receive them is totally different. You know, because I'm in a totally different mindset I understand human behavior that understands the mind psychologically and how the beliefs and generational beliefs can be powerful though I experience. I am now at a place where I will call it out, you know, if I feel that something is inequitable or unfair. If I feel like I am being somehow put in a place where I feel less than I am. I am talked to in a way that I'm less than that would make me think a person thinks I'm less if I'll bring it up, you know, I will talk to them about the communication is key. I'm big on communication. It wasn't always like that. You know, I wasn't always like that I would I would keep that in, I would hold it in and it will develop into a rage and an anger and it will come out in other ways, you know, so now I'm able to control it, because I know I control my behaviors I control my actions and what I receive and what I take in and you know and what I refuse to take in."

#### Q4: Places Where Microaggressions Have Occurred in Ventura County

**Public Interactions:** Respondents mentioning interactions which took place in public movie theaters and jogging (5)

**Workplace:** Respondents commented on several instances where they were not offered opportunities for promotions, despite their efficiency in their job performance; other instances were in direct relation to specific interactions with their coworkers (4)

**Shopping:** Respondents noting significant instances in grocery or convenience stores, as well as restaurant and bar settings (3)

**Traffic Stops:** Respondents typically referred to incidents in Ventura and Simi Valley where unnecessary traffic stops took place (2)

**Other:** Responses could not be categorized because they did not have clear context (2)

## PUBLIC INTERACTIONS (5)

“[T]here was a movie, the movie Ali when it came out with Will Smith, I don't know if you ever saw that. [REDACTED]

[REDACTED] So we walked on in and we walked in all the way to the theater and we lined up outside the theater. The manors comes out as the movie is going to start in about they're gonna let people in about 20 minutes. Aye you guys gotta go get back in line and I told him sir, we were we were in line, but someone said we heard or the line wasn't moving or we thought we were in the line for the wrong movie. So we went around and the doors were open and we went in there and so we lined up here. [REDACTED]

[REDACTED] That kind of thing. And so that was, that was an unjust situation that occurred because of the lack of organization on the part of the theater and on the lack of police officers that came out that didn't know what the hell to do.”

"It's subtle things that you pick up like even just making it eye contact with the person and saying, hello, it's people just they look at you they walk right past you. But then I want to say hello or letting you go first in the mind, or, you know, and these little things you catch every single day.”

[REDACTED] I'm glad people like you are living in my neighborhood and our neighborhood. I said, okay, people like me, I'm thinking to myself, What do you mean people like me. You know, I'm a human. I've been living here for, I don't know how many years you haven't waved at me and now you guys come up and tell me you're glad that people like me are living in the neighborhood. It was just wow. So that's about it.”

[REDACTED] And so sometimes I am more so experience comments like, wow, you speak very articulately and I'm like, For like you could you say that to anyone else like would you say that to another race of person, or would you say that to a Caucasian person or an Asian person? They might need to say to an Asian person, what would you say that to a Caucasian person like wow he speaks articulately well where did you grow up, oh my goodness you're, you know, you're really smart like certain things. Oh, the way you carry yourself. I'm like, I'm not a puppy or a dog. You know, I don't say that because,

[REDACTED] It's really hard sometimes to be able to Communicate certain things that you want to say without standing angry. And so for me, that has been something that I've had to experience a lot. [REDACTED]

[REDACTED] I'm not here today by myself. I'm here because of the grace of God and because of mentorship. And community support and people who have invested into my life. Otherwise might like I said my path could have been totally different because statistically, I shouldn't be who I am today with my personal upbringing and my background.”

[REDACTED] In front of you know she was in front of me a little bit of a distance and I noticed that you look back and she saw me. And then she look back as were jogging on, keep going. And I'm still like I'm behind her, but I'm not really you know we're going the same direction. But I'm not trying to get her anything else but you look back a second time. And I thought to myself, hmm. You know what I'm going to turn around and I'm going to go the opposite direction. Because she's looked back twice, and I don't know if she has her cell phone. I don't know if she's gonna call. I don't know what she's going to say, but I know that the officers are going to come up here and see me and see her. And what it is they're going to go with, and it's completely innocent and I'm not doing anything wrong, but for my own safety and for and for my own time. Now I'm not caught up wasting my time arguing with people and try and explain myself. I'm just going to go off to the other direction and jog and that will end that.”

#### **WORKPLACE (4)**

"I can even go in my experiences at work [REDACTED]

[REDACTED] So I see the workplace.”

[REDACTED] But really, just in those instances, I have to just show that I know my knowledge. And you have to command respect and so And I don't know other if people have to go through that, but I do and I um, I don't mind letting people know.”

[REDACTED] And, and so even though I tried not to get in these conversations on any number of such that someone said something so stupid. I had to respond. So, you know, like I said, it was a constant thing I had to work out a method of dealing with it. And I think I did so

successfully.

Knowing that I could do the job and I had much more greater knowledge and experience than the person, given the job and they knew I could do the job because while the vacancy occurred, they would upgrade me to do the job. Okay. Every time and so it wasn't until one of the managers retired that I actually got the promotion.”

### SHOPPING (3)

"[J]ust even basic things like out maybe if I go to the grocery store and I'm in line and someone cuts in front of me. And it's not because and you kind of have to go you know you don't want to. Is it because I'm black, you know, but I wonder if I was white, a white woman would cut in front of me. And I don't think they would, to be honest and but I will tell you, I'm very quick to



go Oh excuse me up. No, ma'am. I was there are, oh, you know, and I have no problem. Exerting my myself because I know that people will just kind of run over you and take advantage.”

“... [W]hen I enter a store, simply entering in a store again at 711 or going to circle K”

“I've gone to the hotels and restaurants here and it's like, ‘Okay, I've been here waiting longer than you have. But they go ahead and seat you because you fit a certain profile and I don't fit that same profile.’ And so you know you experience these little things. I could get upset and bent out of shape, but a lot of times, you know, [REDACTED] We're going to get seated and we're going to enjoy the food, just like everybody else.”

### TRAFFIC STOPS (2)

“Okay, but my partners like on the African American side, okay. Probably anytime anybody ran into them or looked at him and so forth there was a micro aggressions as well or harass driving at nighttime or pulled over. You know the difference between say pulled over a white person pulling over a brown person pulling over a black person you know there's a lot of discrepancies in there on how that treatment is is taken [REDACTED]

“I've been stopped by the police in certain areas, and I know going to Simi. I know certain parts of Ventura, you get stopped, and I'm very cooperative and I know that sometimes when these things spin up is because you say things under your breath. And so I had to teach my kids don't make any comments to yourself. In other words, yeah, they told you, and you say, yeah, yeah. You did it. You know, and you're whispering something under your breath. And of course, the officer hears it and it causes things to escalate up. And you don't need that. Just keep your mouth shut. Think it in your head and let it go. And you can walk away and tomorrow. You can go after and file a complaint. Everything else because you're still lie and you have the beat up and you haven't had them slammed to the ground or put their needs and your back and all those other kinds of things that do happen.”

### OTHER (2)

“ So when I go to Ventura to, eat, I eat, I don't drink in Ventura okay I don't drink in Ventura [...] So remember, if you're drinking age already and you go to Ventura have some water. Drink water, don't drink booze cause Ventura has a tendency to be a little bit, little bit more, or in the city of Ventucky a little a little more forceful okay because because of this. Because of this, okay.”

“For example, I don't know if you guys watched the debate. The other night. But for example, when someone makes a statement like President Trump made about he was the least racist person in that room. Though those kinds of statements are a tale, tale. If you had to say that then it's likely that you are racist. But anyway, that's a little anecdotal information. I guess the example that I just have anytime. You do have some dialogue and I don't know if you consider it a micro aggression. But when someone makes a statement like that and then you, you try to drill

down with them. That's usually indicated that they're gonna be very defensive. You know, not necessarily be combative but they would kind of be in. When, when you tell them that end and start a dialogue that's an indicator right there. You have to make that statement. But no, I don't have a really median example.”

**Q5: Finally, what changes would you like to see in any aspect of life in Ventura County that would enhance and add value to the quality of life of African Americans, individually and as a community?**

**Political and community engagement:** Respondents suggested more people (including law enforcement) should be involved in and across communities, as well as having more African American representation in public office (4)

**Equality in the workplace:** Respondents would like to see an end to discrimination within the workplace (3)

**Expanding school curriculum:** Respondents would like to see school curricula include a bigger emphasis on African American history and culture (3)

**Cultural activities/events:** Respondents expressed a need for more cultural activities and events held within the community (2)

#### **POLITICAL AND COMMUNITY ENGAGEMENT (4)**

“I would like to see more folks more African Americans running for office having a voice in this community and I say that you're probably thinking, oh, I don't do that. Why dont you run for it? [REDACTED] but I'd like to see more African Americans get more involved in the community and having a voice in how we all live in this community. I hear you know the fights or the, the, the things that go on in the schools with the kids. I like to see more more folks come together to lessen the stress between African Americans and Latinos communities because we are all in the same fight. I'd like to see more of us coming together, you know? I'd like to see that just all people in general coming together, but more of black and brown. I like to see more black and brown folks coming together and not fighting against each other because we have the same fight. We really do. Um, Yeah. Probably and I answer that question”

“Of the mere fact that you know, they have to spend more time getting to know who they really are their culture. Just like us as browns, you know, our culture, our music, our food and so forth. You know, you know, what's that, what's that, what's that new statistic that came out that salsa just surpassed Ketchup. You know what I'm saying, you know, so salsa is number one ketchup used to be not anymore people put salsa on their hot dogs they don't put ketchup on there hot dogs anymore. On the culture side of the African American, you got to know how they think how they maneuver. You know, they've been so how would I say disenfranchised for the longest time, that when they're around there already on their guard already on there J because they have to anticipate what could happen. Even though nothing, nothing's happened, even though they haven't done anything, even though the police hasn't done anything but they're already on there guard. [REDACTED]

[REDACTED] So, you know, but you get to know the language, get to know how they think how they feel about certain things, you know, and you know as much as a lot of Latinos are aware of the police and are on guard to certain extent. The African Americans can be on guard, just a little bit higher. Okay. And they're already thinking. Some of the incidence already that that I'm sure you read about and things have come out that you know when when when African Americans are pulled over they're all thinking that they can possibly be killed there. I mean that's other thinking that's their,

their alert, and there not going to say officer, yes what you stop me for? How can I help you, you know, you know, they try to do that, but right away they're already thinking that, you know, I could die today. Yeah, this dude can shoot me today. So, so there are alert level is that much more uh anticipated then a lot of us, even though we we have a little bit of that too, but it's it's the answer your question. Got to spend time in the African community, you got to get to know them, got to participate in their events they have things going on. Aye as you know as a police officer, for example, or as a community member go and spend time with them. [REDACTED]

Lowering the ethic to filter the ethic filter synonymous with anxiety and so when you lower the anxiety you're able to connect, communicate a little bit more and comprehend. But when you enhance the ethic to filter or you raise anxiety because of your uniform and you're you're there I mean, if you're feeling that way, if you as an individual black router our feeling that way. What have they done to make you feel that way and that's what they got to do. I think that's what OPD is trying to do is get away from the fact and this panel coming up on procedurals policing is just breaking down that barrier, you know, how can police officers are going through their training right now. So they'll bring people like myself and others and just and just kind of just what you all doing right now. Basically, same thing. [REDACTED]

[REDACTED] There's language, there's food, there's Music, there's philosophy, that's a whole different thing. So this is what I'm saying. And I don't think I've done a good job of doing that. That's why we continue to have these problems. I haven't done a good job."

"I'll like to see people be more community involved. I mean, You know, if you don't know if you're not familiar with the people that you're that you're riding around playing guard over you know it needs to be more community involved. I mean, get out of the cars and get in the street. Get In the community, you know. Yeah."

Um, I would say first awareness that the system has crippled, you know, a lot of the African Americans here in Ventura County. Being aware and admitting through your fault. You know, make it to continue acknowledging their fault, you know, in hiring in academics and teaching and counseling. All throughout the K through 12 system in you know who's, who's in the supervisory board and stuff like that. Is there a face in there, are you ensuring there is an African American face in there? Because no one else can tell the plight of African American, but an African American. And so if you don't have the people at the table. How are you showing diversity? How are you showing that you're any better than a homogeneous all white County, you know, Oxnard is is has always been, you know, diverse, you know, not always, always, but we were very we're much more diversity city than some, you know, and the fact that we're behind some other cities who have less than the percentage of African Americans and we have is saddening, you know, the fact that you know, they're still feeling you know decriminalized this feeling like certain human resources and and services support services aren't accessible to them. [REDACTED]

[REDACTED] Oxnard really ensures and wants to be that place of diversity, they need to ensure that every diverse culture is represented in our city council in our county Look at, look at the county supervisors' seats. Did you you look into the elections? Like, look at the city council

seat. How many African Americans are there, you know,? some of the past council people are leaving you know, our, our past miracles and crossed fingers leaving the county, you know, leaving you know why we still need you here, but people are leaving because they don't feel like they have a place here. You know, we have to create that space. It can't be. It can't be us continuously doing the work to create the space for us. It needs to be the whole body. The city needs to do it. The city needs to wrap around You know, and ensure that black lives matter, as well as for that. And Latinx lives matter, as well as the Asian American lives matter, as well as a Pacific Islanders lives matter. We're all in this, we are all in this fight. Oxnard is a very Big City on community. We are big on community here. And so the fact that we're allowing such division to continue to grow its ugly here in our city. We can't do that. You know, we shouldn't allow it to. We shouldn't allow ourselves to do that. You know we push past the borders of Colonia on that was all that we had. And that was the only place we were we push past them tracks. We're in every aspect of Oxnard Now we are in every corner after they all had is in one little simple corner. And if you see the, the destruction of those projects in Colonia. You see how little they the trap houses are. You had five families living in that space eight, 9, or 10 families like really, really? And we still seem to be in that same sense of mentality. Even though same people that were living in those places that are now on city council, you know, we need, we need to rev up a change, we need to shake up Oxnard. We need to get back to the sense of community that we were, we can do it so. I love this city you know .

. Everyone, needs to ensure that the superficial what we're showing that the core of the inside of Oxnard is just as beautiful.

### **EQUALITY IN THE WORKPLACE (3)**

“Um, I would just like more of an acceptance, you know, or just the equality and equity, of course, like the percentage. I don't know if you guys are familiar, but the percentage of African Americans in Ventura County has been going lower each year. You know, I think right now it's less than 3% so I remember when I was a kid, it was about 20% now it' s less than three. So, um, I think, maybe more, you know, job opportunities. I mean, I'm saying this because I'm living it.

. So I would just say that, you know, the quality and equity. For that to be across the board. The same for everyone”

“Okay. There is a practice in Ventura County. That's pretty widespread, every company and the government. All of them have policies against discrimination and what we found is that there were hired a black person and make it so uncomfortable for the person. This happened recently, a few years ago with the Chancellor of the Community College. She was very smart, effective but again, she was made so uncomfortable that she eventually left and of course they gave her a monetary going away present, not to talk about it.

[redacted] see any black people working in there.

[redacted] The same is true with a lot of stores in the county where but there should be a lot more job opportunities. And I'd like to say there's probably some of that is due to this application. We don't think we're going to get the job. So we don't apply. Or and also activation years for you to try cases projects, maybe some of the videos in the store. At the same time, I think there are many kids and young people and young men.

[redacted] Housing. It's so damn expensive. The cost of living here is you have to have a little bit more money to get Good housing here. Certainly affected by the kind of job. also believe that sometimes black people apply to get A second look Of color applied, you get a bit of a second. credit check Maybe some lighter skin tone as people I can't say that I had those examples. one more thing. One more thing in the county and the radio stations help to solve that lead sources to have a better way of communicating with each other. We're really kind of isolated in ventura county and I'm not quite sure how to solve all except as the problem with that as well. Y

[redacted] You turn up. The radio station and the CAC have tried to help address those issues.

### EXPANDING SCHOOL CURRICULUM (3)

“When one change. I would really like to see is a I've typed a report on this before I would like it to be in our curriculum are being taught our true history and and what we embody and what African American guy brought to be and what we introduce and the people we truly are, and not sharing you know about slavery just about slavery and, you know, you know, Christopher Columbus and and inserted, things like that. I want to, you know, I want my history to be shared. I want them to know about Rosa Parks. I want them to know about all these different historical people that have really shaped who we are today and I believe that if our history was actually taught correctly and and incorporate into the curriculum that we study every day that that would initiate a change that would, you know, go from the, the Kool Aid jokes and the the stereotypical jokes into, you know, being serious and respecting one another and given us the respect that is needed and, you know, I believe that it just incorporating our history and and making it something that's not optional and and actually incorporated it into schools. At some point from elementary to high school learning about that African American history. That's something that everybody really needs to learn and look into”

“You know, I think we need to have a program and I think it needs to be in the elementary schools. It needs to hit the kids when they're young, as to how to get along and how to do things. Because I think that's where the impact is going to become and even if they get something different at home. At least they're exposed to something different or have some different ideas. And maybe they can ask some questions of their parents and maybe, you know, try to understand that, hey, this isn't exactly right, or I shouldn't be doing this. And that's where it is because once they get, you know, they're beyond high school and and so far its hard because those things are now in you and that's what you've learned, that's what you know, and even if you realize that you have it in you and you try to fake it and not show it. I guess when you get mad and when it comes down to it, they will always lead”

“I would like to see more support for well first I like to see more Black owned businesses and I like to see more support for Black owned businesses, you know, and I'd like to see As also within school. I liked them to be able to have more of a wider education that they're teaching students, especially in history. And concerning African Americans and not just keeping it only to during Black History Month and to the same You know 5 or 10 people who we love and are incredible. But I think it's important to expand people's minds as well because it's going to start within school And then, like I said, seeing more support within the community. And so I think that's going to be very important to have more Black owned businesses to have more support for Black owned businesses and better African American Studies and history and historical education in schools”

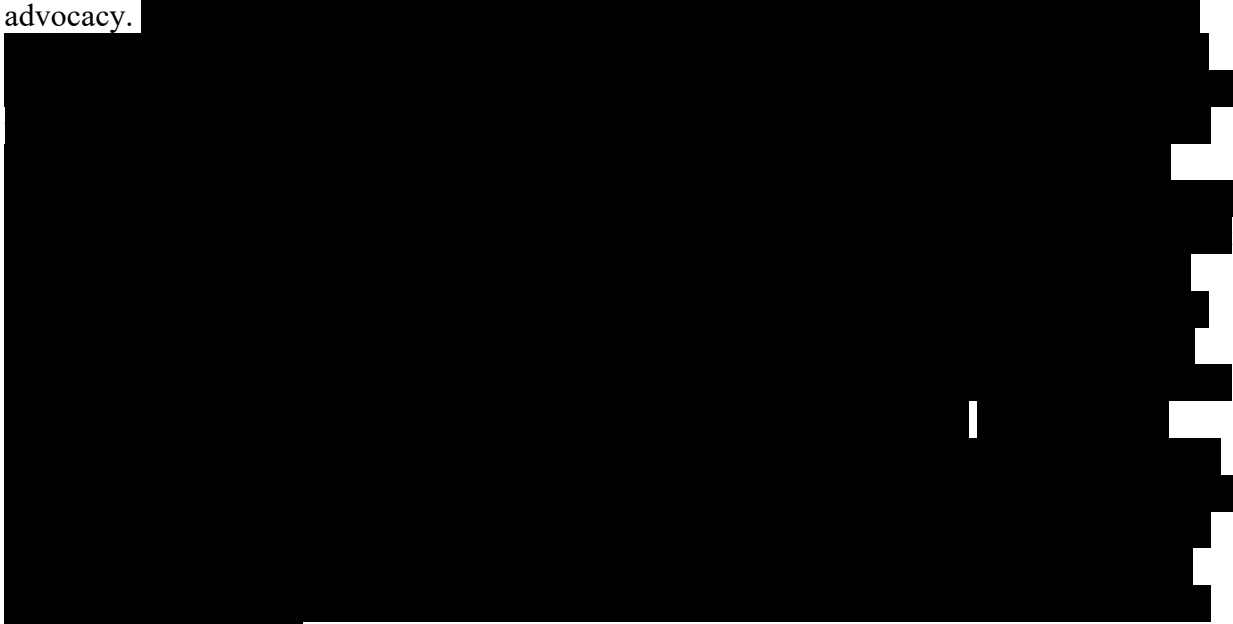
### **CULTURAL ACTIVITIES/EVENTS (2)**

“Well, I think the one thing I mean I love. One of the things I love about going to LA. We basically before sheltering in place and a COVID and all this. Because I always went to shows. I always went to lots of cultural things and I liked them not so far from LA. It's hard to get those types of things here in the county is just for smaller not as any people. So I think that would be something to see. I know that like the community center like the Performing Arts Center here in Oxnard is pretty bad is dilapidated and definitely to be updated. Nice so that people can use it and we can have different cultural events and things like that. I mean, honestly, that wouldn't, it's not even just an African American. The that would be for everybody. Um, So I definitely I'm more of like the arts. I like to see more arts and culture here in the city. And The county in general because I think a lot of people Right there in like another city say I have friends that live in like Ventura, they come to Oxnard to go to Popeyes or, you know, or just something that basic because I don't think there is one in Ventura, so you know those little things like that, I think, are, are what make it better.”

“I would like to see As I said, more interaction from the police on their side. I would like to see more events held By the black community, not just during the month of February, not just during Martin Luther King's birthday. I like to see things hell throughout the year and I say, not put together by the African Americans. I would like to see it put together by a lot of different folks were a lot of people to come together and just have a good time is something like they do the Jazz Festival here in Oxnard and it's just people out having a good time. So I would like to see more events. In Ventura County where people can come together and have a good time they have a festival every year and it's a super festival. It's a real good time. I would love to see an African American on that committee who puts that together we should reach out to the African American community and get more there to interact So I like to see more interaction between the people in, Ventura County, because I see it's very divided right now”

**OTHER (1)**

“I'm welcoming the work that the young people are doing. To help us compile some empirical data to make some of those kinds of decisions. It's interesting that as we went through the survey the other day some of the anecdotal assumptions that we've operated from in a lot of our advocacy.”





## 5. Institutional Review Board Application (for interview research)



### IRB APPLICATION CHECKLIST

#### NO RESEARCH CAN PROCEED PRIOR IRB APPROVAL

Use the following list to confirm that all required steps of the IRB Application process are completed. Complete this form by clicking on the boxes and submit a copy along with your IRB Application.

- The Researcher has completed the PI Certification within the last two years the NIH [\*Protecting Human Research Participants\*](#) course<sup>1</sup>, or the Collaborative Institutional Training Initiative (CITI) [IRB course](#).<sup>2</sup>
- The researcher has submitted her or his electronic IRB Application for IRB Review from their official CI email account to [irb@csuci.edu](mailto:irb@csuci.edu).
- The researcher attached copies of protocol, informed consent forms, and other instruments that will be used for research. These documents have been submitted by email with the electronic IRB application package.
- If the proposed study includes minors, the researcher has included an informed consent form for the parent/guardian for minors (under age 18) and an informative letter or script that explains the project to the minor, written in language appropriate for the participant's age.
- If the study is led by an undergraduate or graduate student applicant, he or she must identify the CI faculty member who will supervise the research, and have this supervisor review and sign the application before submission to the IRB.
- The researcher agrees to send notification via email to RSP when the research project is finished or will submit a continuation form to IRB annually for approval of an extension.

**All Email inquiries should be directed to: [irb@csuci.edu](mailto:irb@csuci.edu)**

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<sup>1</sup> This course can be found online at <http://phrp.nihtraining.com/>.

<sup>2</sup> This course can be found online at <http://www.citiprogram.org>.

<i>Completed by IRB:</i>
<b>IRB PROJECT #:</b>
<input type="checkbox"/> Exempt/Expedited Review:
.
<input type="checkbox"/> Full Review: _____.
<b>[x] Revised:</b>



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C H A N N E L  
I S L A N D S

Completed by IRB: \_\_\_\_\_

### INSTITUTIONAL REVIEW BOARD (I.R.B.)

## STUDENT APPLICATION FOR THE REVIEW OF RESEARCH INVOLVING HUMAN SUBJECTS

**Directions:** Please complete Sections I - IV.

**In all cases, no research may proceed on- or off-campus unless approved by the IRB.**

**Submission Instructions:** Email an electronic copy of the completed IRB Application, proposal and attachments to [irb@csuci.edu](mailto:irb@csuci.edu) in the following format:

1. **IRB application should be saved electronically having a filename that obeys the following pattern: full last name of the Principal Investigator followed by their first initial, then "IRB Application". For example: an application by John Smith should be named "smithj IRB Application".**
2. **Email subject heading: *IRB Application***
3. **Attachments: *Include all attachments (surveys, consent forms, letters)***
4. **Application materials should be submitted in MS Word format so reviewers may comment in the application using the track changes functionality.**
5. **If submitting a revised form, please check the Revised box above and highlight ALL CHANGES in yellow.**

**Before research starts, the PI must have a PI Certification that will be valid for the life of the proposed project. PI Certification lasts for three years.**

**SECTION I: Review Type Requested (CLICK ON CHECK BOX)**

Exempt/Expedited Review

Full Review

**SECTION II:**

1. Name of Investigator	Phone:	Email:
Monica Mendoza	[REDACTED]	[REDACTED]
Jordan Alamillo	[REDACTED]	[REDACTED]
Jesse Mendez	[REDACTED]	[REDACTED]
Paola Fabian	[REDACTED]	[REDACTED]
Edwin Rocha	[REDACTED]	[REDACTED]
Jesse Guzman	[REDACTED]	[REDACTED]
Mayra Felix	[REDACTED]	[REDACTED]
Daniel Cancino	[REDACTED]	[REDACTED]
Jessica Chavez	[REDACTED]	[REDACTED]
Angel Garcia	[REDACTED]	[REDACTED]
Dimitri Mendez	[REDACTED]	[REDACTED]
Amber Ruiz	[REDACTED]	[REDACTED]
Sara Yanes	[REDACTED]	[REDACTED]
Elizabeth Reynoso	[REDACTED]	[REDACTED]
Niles Bay	[REDACTED]	[REDACTED]

1a. Name of Faculty Advisor	Phone:	Email:
Dennis J. Downey		dennis.downey@csuci.edu

Investigator is (CLICK ON CHECK BOX):  Graduate Student  Undergraduate

2. Name of <input type="checkbox"/> Co-PIs <input checked="" type="checkbox"/> Research Collaborator:	Phone:	E-mail:
Community Advocacy Coalition		

3. Program Affiliation:	4. Sponsor (if funded):
Community Based Research	
5. Amount of Award: \$	6. <input type="checkbox"/> Internal Funding or <input type="checkbox"/> External Funding
N/A	

7. Title of Project:	Project Start Date:	End Date:
Issue of Advocacy	10-21-2020	12-11-2020

8. Age Range of Subjects: 18+

9. Type of subject:  Adult  Non-student  Minor  CI Student

Other (describe):

10. Subjects (CLICK ON CHECK BOX):  Normal Volunteer  In-patient  Out-patient  Mentally disabled  Pregnant women & fetuses  Individual with limited civil freedom

11. Estimated # of Subjects/participants: Between 15 & 30.

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**SECTION III:**

Please check the appropriate response for questions 12 to 16. Please be brief and concise in your responses to each of these questions. Failure to respond to any questions will cause significant delays.

12. <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	Does this project involve secondary analysis of private data sets? If yes, you need only answer questions 17, 20, 22 and 23 below. Also, please provide the following information in the box below: name of the data set, and the name of the organization that owns the data. Please also attach documentation that you have permission to use the data.
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Explanation:

13. <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	Will subjects receive payment or extra credit point compensation for participation? If yes, detail amount, form, and conditions of award.
---	---

Explanation:

14. <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	Will access to subjects be gained through cooperating institution? If yes, indicate cooperating institution and attach copy of approval letter from that institution (e.g., copy of cooperating institution's IRB approval, copy of approval letter from school board, etc.).
---	---

Explanation:

15. <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	Does this project involve investigator(s) at another institution? If yes, identify investigator(s) and institution and attach a copy of an agreement to cooperate for each institution.
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Explanation:

**DIRECTIONS:** In a total of no more than four pages, please answer the questions 16-23. Please be brief and concise in your responses to each of these questions. Failure to respond to any questions will cause significant delays.

16. <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<b>Will the subjects be deceived, misled, or have information about the project withheld? If so, identify the information involved, justify the deception, and describe the debriefing plan if there is one.</b>
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**Explanation:**

Our subjects will not be misled, deceived or have any information withheld regarding the project. In accordance with the IRB’s policy and regulations, our informant’s personal identifiers will not be made public and will be protected. No potentially identifying information will be reported. They will be interviewed for fifteen minutes and it will be conducted via Zoom, a social network.

**Research Protocol Description (Please attach surveys and instruments to the IRB Application):**

**17. Describe the objectives and significance of the proposed research below.**

Our research is being conducted on behalf of and in partnership with the Ventura County Community Advocacy Coalition (CAC). The goal of our research is to assist the CAC to learn more about the experiences of African Americans in Ventura County to allow them to better serve their constituency. We intend to interview African Americans in leadership positions as recommended and identified by the CAC leaders. Using a brief interview format, we will ask respondents about their experiences with law enforcement in our county, as well as their experiences with issues relevant to race more generally. Upon completion, we will analyze response data to identify dominant patterns, to be compiled and presented in a report to the CAC. The research is a form of community-based research that addresses needs in our community, while working with and for the community.

**18. Describe methods for selecting subjects and assuring that their participation is voluntary. Attach a copy of the consent form that will be used. If no consent form will be used, explain the procedures used to ensure that participation is voluntary. (Sample consent forms and related information can be found on the IRB website.)**

This research will be conducted utilizing a convenience sample identified by our community partners. Our partners have said that they will identify respondents who exercise some leadership role in the community. Due to COVID-19 precautions, interviews will be conducted via Zoom. Because we will be conducting interviews online, we will be using a standard implied consent procedure (more common to online surveys). Prior to the start of the interview, respondents will be given standard consent language about their rights as a research participant. They will be reminded that participation is voluntary and that they are free to stop the interview at any time. They will be informed that confidentiality will be strictly protected, and that any responses used in final reporting will be divorced from any potentially identifying information. Once they have been delivered that consent information, they will be asked if they have any questions for us – and whether they agree to participate in the research. All interviews will be transcribed (initially through online transcription processes, followed by editing for accuracy). The respondents’ confidentiality will be protected in all reporting.

**19. Describe the details of the procedures that relate to the subject's participation below. Attach copies of all questionnaires or test instruments. In addition, attach a copy of the technical portion of the grant application if this project is part of a sponsored funding request.**

Contact with potential participants will be made through the Community Advocacy Coalition (the community partner for whom we are conducting the research). Potential respondents will be asked via email to participate in a brief (approximately 15 minutes) online interview. If they agree to participate, we will arrange an interview appointment and they will be provided a Zoom link. Informed consent will be discussed prior to the start of the interview (see response to question 18 above). If they indicate their willingness to participate, the interview will begin – and is expected to last approximately 15 minutes. The interview guide is attached to this application.

**20. Describe below the methods that will be used to ensure the confidentiality of all subjects' identities and the stored data (include how data will be handled after research is completed). Confidentiality of data is required.**

Confidentiality of subjects will be guarded from recruitment to reporting. Records of respondents' names for recruitment and contact will be kept separate from all recorded interview data. All interview data collected will be kept in safe and secure Google drives where only students and the professor will have access. In the final report to our partners, all care will be taken to ensure that no potentially identifying information will be shared, or linked to any responses. Names will be changed to ensure privacy and student researchers have agreed to only use the information we gathered for research purposes. Interviews will only be audio-transcribed and the videos destroyed subsequently.

**21. Describe below the risks to the subjects and precautions that will be taken to minimize the risks to the subjects. Risk goes beyond physical risk and includes risks to the subject's dignity and self-respect, as well as psychological, emotional, employment, legal, and/or behavioral risk. (Note: There is always minimal risk (s) associated with a project.)**

As a preliminary health precaution, researchers and subjects will be conducting interviews via Zoom, to avoid face-to-face contact as a precautionary measure due to COVID-19 pandemic. We will be following CSUCI and IRB safety guidelines and protocols. Student interviewers are certified researchers through the CITI program that CSUCI has provided and are aware of all human subjects' precautions and protocols and have been trained to address the questions with the utmost respect for the wellbeing of respondents. The interview guide has been carefully vetted for respect and risk issues by the board of directors of the Community Advocacy Coalition. If any distress is noted among respondents, we will refer them directly to Ms. Angela Timmons, LCSW, who is our primary partner on the project (and who recently retired as a counsellor for CSUCI's Counselling and Psychological Services). She will be able to assist any

of the respondents to find any necessary help in the event that they experience distress of any sort associated with the interviews.

**22. Describe below the benefits of the project to science and/or society. Also describe benefits to the subject, if any exist. The IRB must have sufficient information to make a determination that the benefits outweigh the risks of the project.**

Our project is an example of community-based research (CBR), in which we conduct the research in partnership with and on behalf of our community partner: the Community Advocacy Coalition of Ventura County. According to the CAC webpage: “The Community Advocacy Coalition (C.A.C) is a 501(c)(3) non-profit social advocacy organization. We exist to be a positive change agent with the primary purpose to unify the community, organizations, and individuals for the common good of the African Americans and African descended residents on the Central Coast. The work of committees educates, engages, and empowers, community stakeholders as stewards in affirmative efforts for their own self interests.” The research will help the CAC to more effectively advocate for African Americans in Ventura County, which is of critical importance in the current era. Given that our subjects will be African American, we are confident that they will also benefit from the research by improving the advocacy potential of the CAC. Specifically, by participating in our study, African American community members living within Ventura County are being given a voice to shed light into the injustices that our nation is currently experiencing at the hands of law enforcement institutions.

**23. Describe below how the results of your study will be disseminated.**

Once the interviews have been completed the data will be transcribed and analyzed. Findings will be disseminated through a report (both written and oral) which will be presented to the CAC board of directors.

**APPLICATION FOR THE REVIEW OF RESEARCH INVOLVING HUMAN SUBJECTS**

**SECTION IV – ASSURANCES**

This protocol review form has been completed and typed. By submitting this form to the CSU Channel Islands Institutional Review Board by email, from my CI email account, I affirm that I am familiar with the ethical and legal guidelines and regulations (i.e. The Belmont Report, The Code of Federal Regulations Title 45 Part 46, and CI’s Policy) and will adhere to them. Should material changes in procedure involving human subjects become advisable, I will submit them to the IRB for review prior to implementing the change. I understand that I have to notify the IRB when the project is completed. Furthermore, if any problems involving human subjects occur, I will immediately notify the IRB. I understand that IRB review must be conducted annually and


that continuation of the project beyond one year requires submission of Research Continuation Form for IRB approval.

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<u>Principal Investigator Name</u> (Students only)	<u>Signatures</u>	<u>9/28/2020</u> Date
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**Monica Mendoza, Jesse Mendez, Jordan Alamillo, Paola Fabian, Mayra Felix, Daniel Cancino, Jessica Chavez, Jesse Guzman, Edwin Rocha, Angel Garcia, Dimitri Mendez, Amber Ruiz, Sara Yanes, Elizabeth Reynoso, Niles Bay**

<b>Dennis J. Downey</b>		<b>10/5/20</b>
<b>Faculty Advisor or Thesis Advisor Name</b>	<b>Signature</b>	<b>Date</b>

**End of Application – THIS SECTION MUST BE COMPLETED FOR IRB REVIEW**