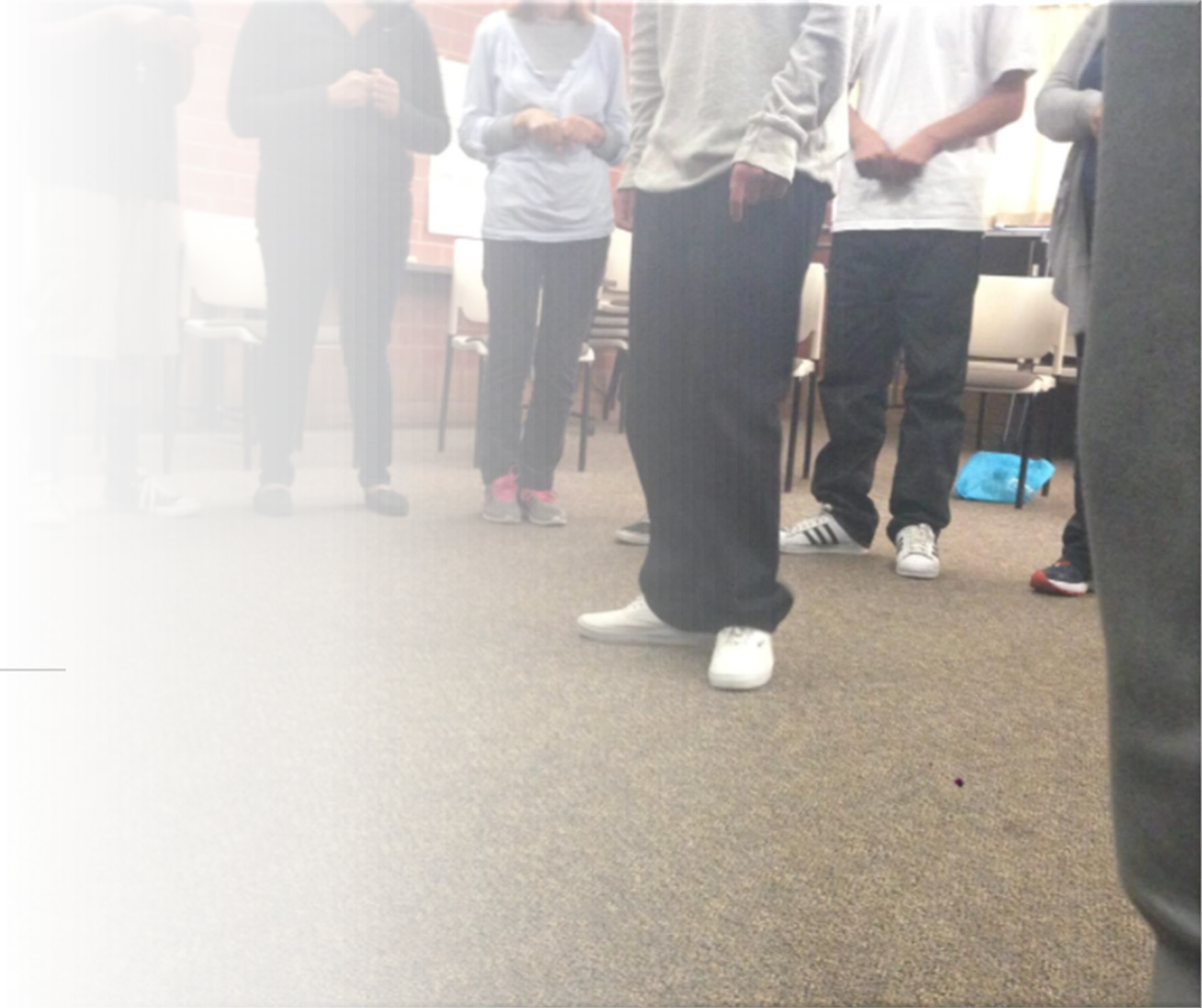




VOICES

An Intergroup Intervention



Objectives



Overview of evidence behind the model (IGC)



Describe the model/share experiences



Share a few results

Intergroup Contact Theory

- People often interact based on social category “group” membership (Social Identity Theory)
- People tend to favor their own groups over others; ingroups and outgroups, us versus them
- When a person sees another as an outgroup member, certain processes unfold (stereotypes, bias, discrimination)

Successful Intergroup Communication

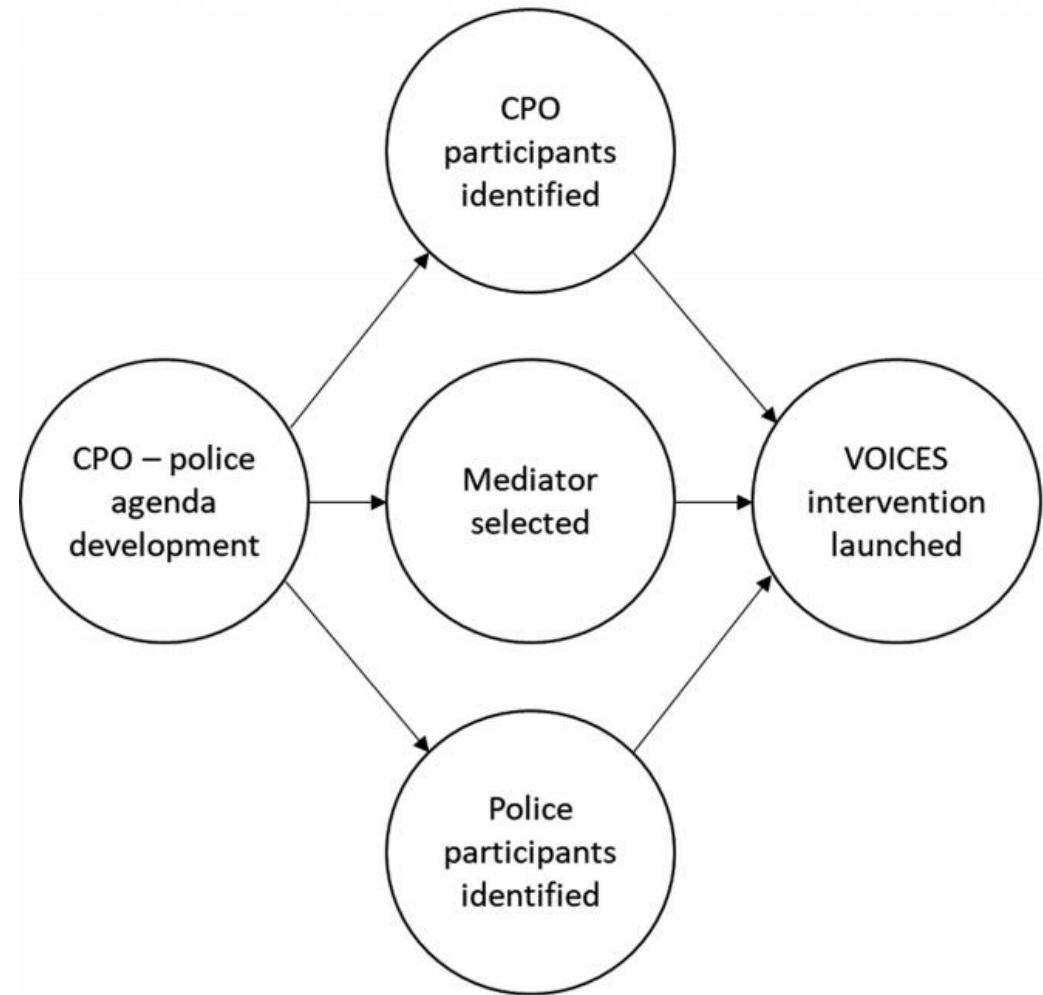
- Under prescribed conditions:
 - Equal status
 - Shared goals
 - Cooperation
 - Supported by Institutions (leadership)
- Reduce prejudice, enhance trust, develop cross-group friendships, empathy, perspective taking, etc.

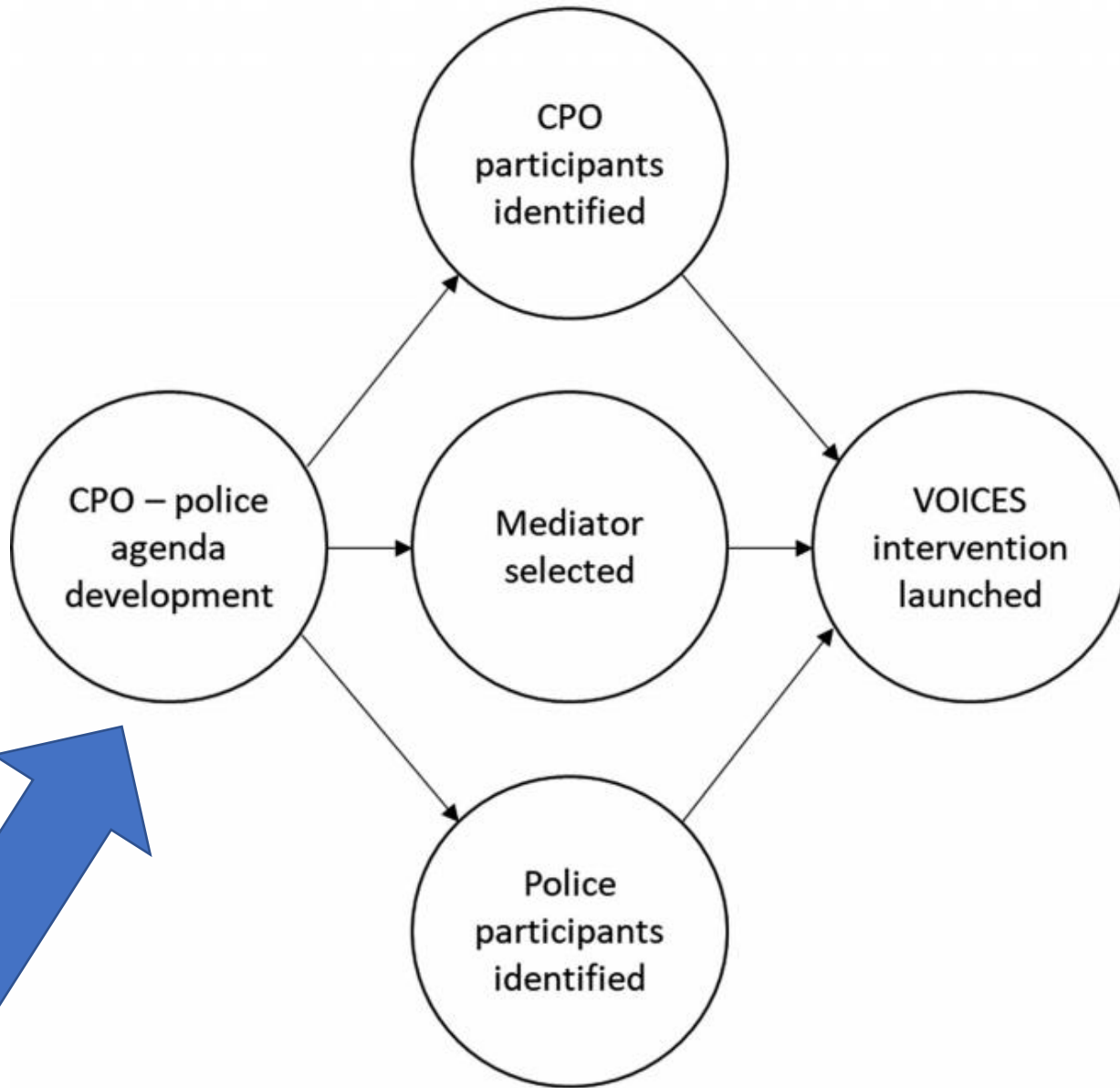
Overview of Model



VOICES Model

- Identify CPO/ Meeting(s)-Agenda
- Identify participants
- VOICES intervention





VOICES Model

- Identify CPO/ Meeting(s)-Agenda
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VOICES

Experiences

-once these conditions are in place, opportunities that participants wouldn't normally have become available (for both groups)

Evaluations

The data suggest the intervention improved empathy and trust between participants from both groups



Results

- Officers reported learning how cultural differences can impact an interaction
- Officers reported VOICES was a good reminder there are mixed emotions about police, but don't necessarily reflect judgements on officers personally
- Officers reported they left feeling more supported by the community

Results

- Community members reported being able to humanize the officers after the intervention
- Participants reported being able to see things they have in common that did not fit traditional stereotypes
- Community reported higher feelings of trust for officers

Questions?

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