



Re-shaping ideas  
around  
Community Trust &  
Public Safety







## *Why the name “Barbershop”?*

The notion of a *Barbershop* has a long-standing history as a safe and trusted gathering place for meaningful conversations; a cornerstone of communities. A place where people could gather, free from hierarchy, to talk openly about the issues of the outside world.

Our concept of *The Barbershop* stems from these same tenants, a place where people can speak freely about meaningful issues, with open dialogue from many perspectives.





# The Barbershop

*The Barbershop* workshop is designed to invite key voices to the table from both law enforcement and those in our communities who have been system impacted.

We began this initiative with the proven notion that *“Those closest to the problem are also closest to the solution”*. As we moved through our first few workshops, we quickly realized that **the solution is relationship-driven**.

If we are to re-build trust between law enforcement and community, we need to invest in the relationship. Not unlike any other important relationship, the key ingredients of communication, empathy, and a desire to understand one another are critical if we are to develop a strong foundation for community policing.





# Trust the Process

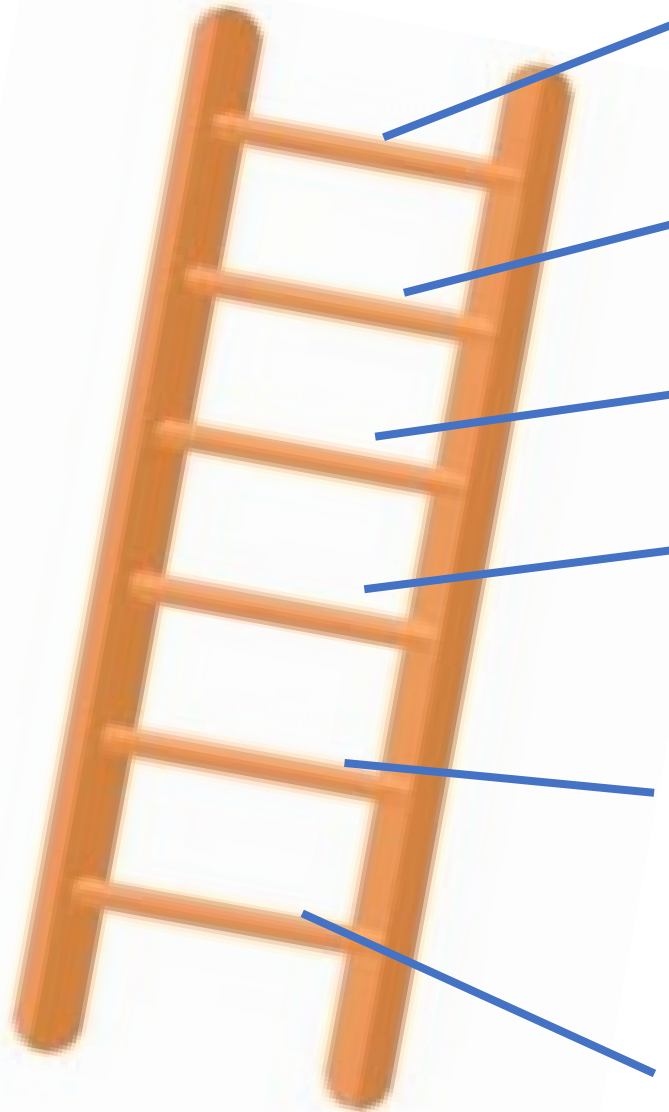
Most investments in human beings begin with this notion. Whether it is learning, or therapy, it doesn't work when we try to jump from the bottom rung to the top. We begin by stepping on the first rung, gaining balance there before stepping on the next rung, and we move our way up.

The rungs of The Barbershop process:



- Behavior Change
- Thought Change
- Shared Realization
- Create a Space
- Gather
- Connect





**Behavior is now influenced by a different set of data points**

- As police and community members engage with each other going forward, their experiences during the Barbershop workshop inform how they choose to show up

**Revelation of community member background/lived experience**

- Evidence builds that the solution is relationship driven; we are all human beings with different life experiences

**Gradual realization that all the people in the room, regardless of life experience or previous bias, want the same things** (white board Public Safety discussion)

**Create a structured space where stories and experiences can be shared as it relates to perspectives on public safety**

- Workshop designed to warm up participants, draw out their experiences and ideas, and apply to a real life scenario to test realistic applications of ideas

**Gather members from both areas in the same room**

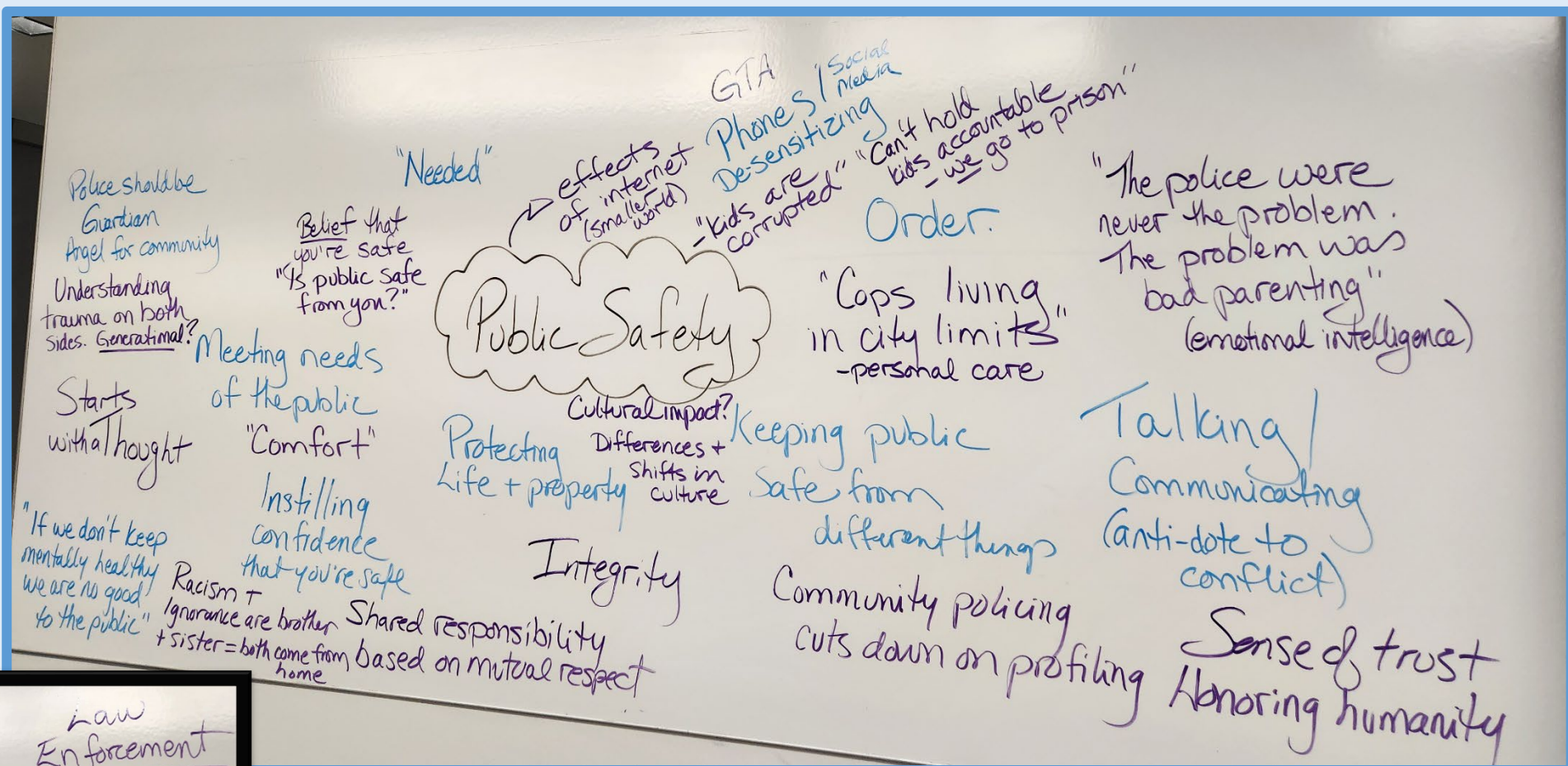
- Police believe they are meeting with community advocates. We began with recruits because they are the most eager to make a difference
- Community members know they are meeting with police, and have bravely overcome their own biases and fears in favor of change

**Connect with key members of Police and in Community**

- Folks that have a heart for a change for where we have been and where we are going in the areas of community policing and public safety



# Sample of discussion on Public Safety...



	Community		Law Enforcement
Enforcement of the law	22%		60%
Compassion	50%	=	46%
Educating the community	61%		33%
Empathy	33%	=	40%
Consistency	66%		40%
Courteous Interactions	33%		33%
Situational Discretion	44%		33%

Example of how community policing poll shakes out...



I realized how important context and communication can help a situation in a positive way – *Deputy Recruit*

Community had me consider ideas not covered in Pre-Academy – *Deputy Recruit*

We are no different that the community we police. We have the same goals in mind – *Law Enforcement participant*

It reinforced to me that these workshops and conversations between law enforcement and the community are SO necessary. More of these could bring some true healing and understanding to both parties – *Community Member*

## “EYE-OPENING”

(#1 testimonial we receive on our feedback surveys)

The discussion brought me to life, I wanted to observe, but I ended up speaking passionately! – *Community Member*

Understanding better of how the public views officers gives me a better idea of things I can do to make sure the situation ends well – *Deputy Recruit*

I got to learn about different values community looks for in public safety that I never thought about before - *Deputy Recruit*

[Re: The discussion on Public Safety] The highlight of the session! A chance to openly hear both sides. Gained great insight from a Police Officer point of view – *Community Member*



# The Barbershop: KCSO

2023/2024 - 12 events over 14 months



	Participants		How Useful was this event overall?		
	Community	Law Enforcement	Hardly Affected Me (%)	Found It Interesting (%)	Had Me Thinking & Considering New Perspectives (%)
May-23	7	6	0	16.6	83.3
Jun-23	14	10	0	17	83
Jul-23	10	11	0	29	71
Aug-23	9	4	0	27	73
Sep-23	8	7	0	0	100
Nov-23	12	4	0	8	92
Dec-23	25	8	4	25	71
Feb-24	31	13	0	35.3	64.7
Apr-24	12	6	0	11.8	88.2
May-24	9	10	0	5.9	94.1
Jun-24	13	7	0	27.8	72.2
Jul-24	9	8	0	12.5	87.5
	159	94	0.3	18.0	81.7
	TOTAL		Average		





### ***Barbershop: Youth:***

Seeking to build earlier and healthier relationships between our adolescent community members and police, and reduce first time legal system engagement

### ***Barbershop: Original***

Workshops designed for new police recruits and community members with lived experience to come together at the same table with equal voices, prioritizing a community connection before police recruits attend their tactical training.

### ***Barbershop: Sworn:***

Inviting experienced police officers to the table with community members to re-shape the notion of public safety and re-build community trust with law enforcement



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July 12, 2024

Greetings,

I write this letter to express my strong support for Mentor Seattle providing both individual and broad mentorship to our most vulnerable community members: specifically, BIPOC youth who have experienced failures including generational poverty and trauma, the violence.

As an attorney and a community partner deeply invested in this population, I have witnessed firsthand the transformative efforts.

Having worked with numerous mentorship organizations, I have seen many committed organizations work with and benefit from this team as well as bringing their programming into youth detention centers. This team has to working with individual clients as well as good game and are well intentioned, but often lack the insight to follow through that Mentorship Seattle provides.

Specifically, Mentor Seattle has completely transformed the lives of youth who fell victim to all these systemic failures and had little to no support. Youth desperately needed intensive guidance: someone they would be there when they said they would be there. Support through near daily check ins, weekly face to face meetings and their sheer commitment to providing this level of mentorship a prosocial future, believes he can be a leader, is on track to having been out of school for several preceding years. He is using the tools and programming he received to help others.

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KING COUNTY SHERIFF'S OFFICE  
515 Third Avenue, W 116  
Seattle, WA 98104

Patrick Cole-Tindell  
Sheriff

July 10, 2024

To Whom It May Concern,

On behalf of the King County Sheriff's Office, I write to express our strong support for Mentor Seattle and its exemplary work in fostering community engagement through workshops and round table healing circles. Over the past two years, our agency has had the privilege of collaborating with Mentor Seattle in monthly workshops that have proven invaluable in bridging the gap between law enforcement and the community we serve.

The workshops, which bring together formerly incarcerated persons, community stakeholders, at-risk youth, and law enforcement officers, have provided a unique and much-needed platform for open dialogue and mutual understanding. These sessions address critical issues such as implicit bias, mindfulness, body cam evaluations, community and law enforcement responsibilities, and the essential next steps to rebuild community trust.

The healing circles, in particular, have created a safe and supportive environment where all participants can share their perspectives and experiences. This approach has not only facilitated meaningful conversations but has also laid the groundwork for healing and reconciliation within our community. The emphasis on mindfulness and implicit bias training has been instrumental in enhancing our officers' awareness and responsiveness, ultimately leading to more compassionate and effective policing.

The collaboration with Mentor Seattle has demonstrated tangible results for our deputies to further strengthen the relationships between law enforcement and the community. The insights gained from these workshops have informed our policies and practices, ensuring that we remain committed to transparency, accountability, and community-centric policing.

We believe that the ongoing partnership with Mentor Seattle is vital to the continued progress and safety of our community. Their dedication to creating spaces for dialogue and understanding has been a cornerstone in our efforts to build trust and enhance public safety. We look forward to continuing this collaborative journey and are confident that together, we can achieve a more harmonious and resilient community.

Thank you for your continued commitment and outstanding contributions. We are proud to stand in support of Mentor Seattle and their mission to foster community healing and growth.

Sincerely,

Jesse Anderson  
Undersheriff

support for Mentor Seattle and their exceptional work in workshops aimed at rebuilding trust in public safety, healing victims affected by gun violence, and disrupting the school-to-prison

is deeply invested in the well-being and safety of our community. Firsthand the transformative impact of Mentor Seattle's sessions bring together at-risk youth, community stakeholders, and an open environment. These sessions are not just spaces for healing, understanding, and collaboration.

to address critical issues such as gun violence and systemic racism. A proach of engaging directly with those most affected—that the voices of the marginalized are heard and valued. By Mentor Seattle helps to rebuild the trust that is essential for effective law enforcement.

The school-to-prison pipeline are crucial. By creating spaces where youth can learn from law enforcement and community leaders, we break the narrative to the cycles of mistrust and misunderstanding. Equip them with the tools and support they need to pursue positive change and build a more just and equitable society.

Working with Mentor Seattle on various projects, and we can attest to their dedication and passion. Their work is not only impactful but also essential in addressing community issues.

Mentor Seattle and their initiatives and urge you to recognize their efforts. Together, we can continue to build safer, healthier, and more resilient communities.

of support. Should you require any further information, please do not hesitate to reach out.

always





Bishop and Cathy became partners in designing and delivering The Barbershop event through their connected work at Weld Seattle, an organization that helps people returning home from jail or prison rebuild their lives after they have fulfilled their sentence.



They are excited to be driving meaningful change with a community focus at a volatile time in the history of policing.

The survey feedback we receive from each of *The Barbershop* event participants is clear in its validation of how this initiative is working to re-establish community trust and re-define public safety for all.







At Mentor Seattle, Inc., our mission is to empower individuals and communities by providing transformative, culturally responsive, and trauma-informed services. We are dedicated to fostering personal growth, healing, and social equity, particularly for Black, Latine, and tribal populations disproportionately impacted by systemic inequities.

Through education, mentorship, and community engagement, we strive to dismantle barriers, reduce recidivism, and build resilient, thriving communities where everyone can achieve their fullest potential. Our work is rooted in compassion, respect, and a deep commitment to justice and empowerment for all.





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