

NEWS RELEASE

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CPC Releases Report on Whether SPD's Recruitment, Hiring, and Training Practices Promote Engagement with Members of Racially and Ethnically Diverse Communities

SEATTLE – Seattle's Community Police Commission (CPC) today announced release of its report on the Seattle Police Department's (SPD) recruitment, hiring, and training practices in terms of how well they promote engagement with members of the city's diverse racial, ethnic, immigrant, and refugee communities. This will be the first of two reports stemming from the July 2012 Memorandum of Understanding between the City of Seattle and the U.S. Department of Justice, which called for the CPC to conduct an assessment of SPD's community engagement practices. The CPC expects to release an additional report in the spring that will examine the formal and informal channels of communication between the SPD and these same communities.

"This body of work is unique and exciting because it directly responds to the concerns of the communities the CPC was created to represent in the police reform process," said Enrique Gonzalez, one of the CPC's 15 commissioners. "It's also very timely since SPD is currently trying to hire a substantial number of new officers."

The report found that while SPD is more racially diverse than many police departments, its recruitment, hiring, and training processes still lack some specific strategies for engaging the varying communities it serves. The CPC also uncovered deep-seated, negative perceptions of SPD within Seattle's racial, ethnic, immigrant, and refugee communities. The conclusion was that racial congruity, alone, is not enough to build rapport with communities, many of which have long felt poorly treated by police.

The CPC believes this report will shed light on key strengths, weaknesses, and most importantly, opportunities that remain for substantial improvement as SPD organizes itself going forward. The report does not offer recommendations at this time. Rather, recommendations will be formulated in consultation with community members and SPD in the coming months after both reports on community engagement are complete.

To read the full report, [click here](#). To learn more about the Community Police Commission, please visit www.seattle.gov/community-police-commission.

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