

# Community Outreach Report



January 2014

Seattle  
Community  
Police Commission

Our city. Our safety. Our police. Better together.

### **In Appreciation of Kip Tokuda**

The Community Police Commission is pleased to issue this Community Engagement Report, with thanks to all responsible for it. The community engagement activities that resulted in this report were inspired in large measure by the vision of our late Commissioner Kip Tokuda. A highly respected former state legislator for the 37th district, a beloved community leader, and a lifelong resident of Seattle, Kip served the people of Seattle and Washington with heart, dedication, and wisdom. He was a skilled and committed advocate for justice and fairness, and for public policies that reflected these values. We remember Kip and his thoughtful counsel and contributions to the Community Police Commission with gratitude.

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# Core values in engaging the community

- Partnership driven
  - We all own the problem and the solution
- Meaningful involvement
  - CPC will be informed by community input
- Inclusiveness
  - Engage all stakeholders
- Accountability and Transparency
  - Proof that input matters

# Executive Summary

## The Seattle Community Police Commission and Community Engagement

In 2012 the City of Seattle entered into a Settlement Agreement with the U.S. Department of Justice (DOJ) to reform the Seattle Police Department (SPD) after the DOJ reported a pattern or practice of constitutional violations by SPD. The Settlement Agreement called for the creation of the Seattle Community Police Commission (CPC), whose members represent a broad range of community perspectives and who are charged with providing community input on the police department reform process and reform proposals. The CPC is responsible for engaging Seattle's diverse communities to understand and represent their viewpoints, and to give them a voice and stake in improving police services.



Lisa Daugaard, *Co-Chair*, Diane Narasaki, *Co-Chair*, Claudia D'Allegrì, Bill Hobson, Jay Hollingsworth, Kate Joncas, Joseph Kessler, Tina Podlodowski, Marcel Purnell, Jennifer Shaw, Kevin Stuckey, Rev. Harriett Walden, Rev. Aaron Williams

The CPC's first community outreach activity was conducted during October 2013. A major focus of this community outreach effort was to obtain feedback on the CPC's draft policy recommendations related to bias-free policing, stops and detentions, use of force, and in-car video recordings. This feedback was included in the CPC report on its policy recommendations issued November 15, 2013. During the 2013 outreach, the CPC also sought community perspectives about the reform process in general, the role of the CPC, experience with the police, and guidance for future community engagement activities.

The level of community participation was remarkable. Those who took part expressed an overwhelming appreciation for being asked to participate and a high interest in having future opportunities for ongoing discussions. Nevertheless, the time constraints of the process presented many challenges and prevented some important partner organizations and constituencies from participating fully. The timeframe also contributed to some skepticism that community feedback would meaningfully influence final policies and reforms adopted by SPD.

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Participants made clear that public confidence in the reform process will ultimately depend on tangible evidence of progress. An ongoing dialogue with the community is needed and should include reports on progress made, including the extent to which adopted policies incorporate the CPC recommendations; information on how community input influenced final policies and reform efforts in general; hard

Office, the Seattle Police Monitor Team, the Seattle City Attorney's Office, SPD (especially the Compliance team and Audit, Policy and Review staff), the Washington State Criminal Justice Training Commission, the Office of Professional Accountability Auditor, and the Seattle Human Rights Commission. We look forward to future collaborations as we continue our work.

## During October 2013, the CPC and its partners and supporters brought together more than 3,400 community members at more than 150 meetings.

data tracking police practices; and results of annual community surveys.

Participants also believed the public is eager for information about their rights, how to file complaints, how the police accountability system works, and the reform process.

The CPC will continue to seek community perspectives by sponsoring opportunities for dialogue on ways to improve community-police relations and provide community views on specific policy matters.

In 2013, the CPC policy workgroups benefited from the collaboration and technical assistance of many individuals including the DOJ and the U.S. Attorney's

### Creating change that will endure

#### What do we want to change?

The City of Seattle established the Community Police Commission (CPC) to provide community input on proposed Seattle Police Department (SPD) reforms. The CPC was mandated under a memorandum of understanding between the City and the U.S. Department of Justice (DOJ) which details work to be done over three years to ensure best law policing and address the past use of excessive force.

The CPC plays a key role in the reform efforts. The CPC's charge is to represent a broad range of community perspectives and to reach out and engage communities directly, to get critical feedback, and to their recommendations to SPD policies and practices. It gives community members a voice and stake in the reform process.

The CPC is depending on community involvement over the long-term community.

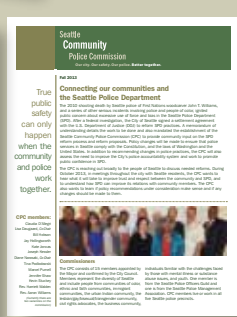
#### Who is participating?

The CPC will engage meetings with a wide range of community and both organizations, neighborhood and youth groups, and will have partner agencies to build shared solutions. Many discussions will be sponsored by community partners engaged by the CPC to gather critical input from communities particularly affected by police practices. Meaningful conversations with Seattle's diverse communities are institutionalized as essential.

#### CPC and partners in reform



CPC members: David P. Pringle, Lisa Duggan, Co-Chair; Bill Hester, Jay Hottelgast, Kate Irvine, Laurel Kasper, Dawn Neveland, Co-Chair; Tina Rindfleisch, Marcus Furst, Jennifer Shaw, Alan Sweeney, Ken Harvath, Robert Kim, Anne Williams



# The 2013 Community Outreach Process

The CPC sought the perspectives of the general public, police officers and their union representatives, and other key stakeholders in the reform process, but commissioners were particularly interested in learning the views of those in Seattle who have had historically troubled relationships with SPD, or who have been traditionally underrepresented in the policy making process.

The CPC made a special effort to invite members of these underrepresented communities to offer their perspectives on police department reform in safe forums by contracting with 13 community-based organizations that directly serve hard-to-reach populations, and by reaching out to many more. In all, more than 100 organizations participated in the outreach effort.

The CPC and its partners and supporters brought together more than 3,400 community members at over 150 meetings. Both quantitative and qualitative feedback was received—participants completed over 3,000 survey questionnaires and facilitators extensively documented key themes identified during the meeting dialogues. While most surveys were completed in English, 464 surveys translated into languages other than English were completed.

## Survey Results

The CPC survey was designed to facilitate broader participation; it was not designed or administered in a way that would result in a statistical representation of community views of all who live or work in Seattle. In order to ensure comparability, many questions in the CPC survey were similar to those in a community survey commissioned last year by the federal Monitor overseeing the Settlement Agreement on police reform in Seattle. The CPC survey asked additional questions and captured more demographic information about respondents. The Monitor's survey, conducted

in English by telephone, provides useful information and an overview of the opinions of Seattle's population as a whole. However, the CPC thought it important to provide other avenues to ensure equitable access to people who traditionally have not had a voice, and who may have substantial concerns with police practices in order to get a more complete picture of community attitudes. For this reason, the CPC surveys were administered in multiple languages, conducted in facilitated meetings in marginalized communities and hosted by trusted community leaders. Special care was taken to receive input from people with mental illness and other disabilities. The Monitor has agreed that the CPC survey results will be valuable in providing a complete baseline of community attitudes about SPD.

## Demographics

The CPC was successful in its goal of reaching many underrepresented people. Seventy-two percent (72%) of the surveys were completed by individuals who identified themselves as people of color. (The Commission acknowledges that the term "people of color" has different connotations and is meant here to describe people who, though vastly different, do not identify as Caucasian.) Over 24% identified as immigrant or refugee. Twelve percent (12%) were under age 18, 18% were between 18 and 25 years old and 23% were 56 years of age or older. The split between males and females was generally even (49% and 48% respectively), and 1% identified as transgender. About 16% identified as gay, lesbian or bisexual.

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### Equality of Treatment

A large majority (68%) do not believe the SPD treats people of different races and ethnicities equally and 65% do not believe the SPD serves all areas of Seattle equally. Two-thirds or more believe Seattle police do not treat people who are homeless or those with criminal records as well as others. More than 50% feel those with mental illness or problems with alcohol or drugs, young people, and people who are Islamic or of Middle Eastern descent are not treated equally and more than 40% do not believe members of the LGBT community are treated as well as others.

Respondents generally believe police engage in a range of negative actions very often or somewhat often. The highest results concerned treating people differently because of their race—73%, racial profiling—69%, and use excessive physical force—60%. All of the remaining negative behaviors except two scored above 50%.

### Interaction with SPD and the Accountability Process

Nearly a third of the respondents have made a complaint to SPD, and of those 57% were dissatisfied with how SPD handled it. Nearly two-thirds (64%) have had or a member of their family has had a personal experience with SPD, and of those 60% rated the experience negatively. An open-ended question asked those with experience with SPD to comment and fully 71% responded. Almost half (48%) of the comments were coded as having a negative sentiment. Most comments expressed concern about the police being physically or verbally aggressive (14%), being rude/disrespectful (13%), and concern about police discrimination (12%).

### Policies to Improve SPD's Performance

The survey also included a question about ways to improve SPD's performance. Several of these areas provided feedback specific to elements included in the CPC's draft policy recommendations. A very large percentage (75% to 88%) believes these steps may, or will, make a difference.

### Overall Findings

Even though survey respondents reported numerous negative views of the police, they still gave the police relatively overall high marks for keeping people safe, doing a good job serving their neighborhoods, and treating people respectfully. In short, even though respondents believe that the police are effective in doing their jobs in the community as a whole, a large number of respondents completing the survey believe SPD treats some people unequally and that SPD officers engage in numerous negative behaviors.

### Key Themes from Community Meetings

People attending community meetings identified what needs to change in SPD, offered ideas and solutions, and provided feedback on the CPC's draft policy recommendations. The major themes raised during the meetings were consistent with the survey findings. There is deep distrust of SPD due to people's belief and experience that some police officers demonstrate bias, stop people unfairly, use unnecessary force and avoid scrutiny by failing to employ in-car video recordings properly.



People attending community meetings identified what needs to change in SPD, offered ideas and solutions, and provided feedback on the CPC's draft policy recommendations.

### **Bias**

Those who attended the meetings believed police demonstrate bias by profiling and by lack of understanding and tolerance of other cultures and customs and by other behaviors including rudeness, disrespect, intimidation and bullying. They believe police are unresponsive to some crime victims and some neighborhoods receive less service—because of either individual bias or institutional practices that result in biased outcomes. There was strong support for hiring more officers from diverse backgrounds and for mandating effective cultural competency and other training (i.e. crisis intervention) that provides officers vital skills in dealing with many different people. There is also strong support for a robust accountability system to track complaints, collect data and measure success in reducing bias in SPD. There was strong support of the CPC policy recommendations on bias-free policing, and some suggested that an education component is needed so community members know their rights to file bias complaints and how the associated investigation process works.

### **Stops and Detentions**

Many believe some people are stopped unfairly due to racial and other profiling, prejudice, ignorance of customs, criminal backgrounds or for other reasons that are not valid. They believe officers may not understand the limits of their authority to stop and detain, and many community members do not know their rights in these situations. They believe there is a

great need to educate the public and train officers on their rights and obligations in this area, and perhaps provide the public tools to use when stopped. Although many participants were positive about the intent of the CPC policy recommendations—to make clear the rules for stops—a number expressed concern that the recommendations did not entirely address the problem. As provided under the CPC's proposed bias-free policing policy, there was support for documenting and tracking stops to identify patterns of disproportionate treatment of those stopped by the police.

### **Use of Force**

There is significant concern that police too often use force when it is unnecessary, sometimes exacerbating situations by resorting to bullying or abuse. Many cited personal experience or knowledge of the problem in their own communities. Solutions most often concerned training officers to deal with difficult individuals, de-escalating incidents and providing education to the public on the rules on using force and on how to report incidents. A number of strategies in hiring and providing ongoing support to officers were also suggested. Many commented that SPD's proposed policy was cumbersome and that it would help both officers and the public if the policy was simplified and clearer. Participants supported the proposed SPD policy related to reporting and investigating most use of force incidents, although some believed even minimal use of force incidents should also be

## EXECUTIVE SUMMARY

reported and investigated. Participants made several additional policy recommendations, including that the policy establish use of force and de-escalation standards to be used in situations involving civil disobedience.

### **In-Car Video Recordings**

Community members expressed considerable skepticism about police use of in-car video recordings. Many favored very limited officer discretion (more automatic triggering of cameras, with some support for having cameras on all the time). The need for community education was emphasized to ensure the public understands both the manual and automatic mechanisms for recording, as well as their rights to document police actions. Many expressed support for an effective accountability system to ensure compliance with recording policies. Most also supported the CPC recommendations and believe consistent, reliable recordings are in the best interest of both officers and the public. Some suggested that SPD look into the value of body cameras, especially for officers not using patrol cars; and while wanting recordings available, many expressed concern about the right to privacy and thought the policy should address this difficult issue.

### **Ideas for Future Change**

Despite criticism, participants also shared many favorable observations about SPD officers and suggested various improvements. Some participants reported the positive, respectful interactions they had experienced with SPD officers. Others noted that a single “bad” officer can taint the reputation of the whole department; and some identified poor behavior of officers in other jurisdictions that unfairly tarnishes the reputation of SPD officers. A number of youth talked of officers they trust and

with whom they have had good experiences—by their actions, these officers showed respect and demonstrated that they cared, offered help, and related to the challenges faced by these young people. A key theme struck over and over is the need for officers to form relationships with the diverse communities in Seattle. There were many suggestions for how police could initiate better connections with the communities they serve. These connections could improve communications and relationships which are not effectively served by some of the formal channels that exist today.

### **Current Status and Next Steps for 2014**

#### **Community Engagement Report**

The report on the outcomes of the CPC’s community engagement activities in 2013 will be issued to the parties of the Settlement Agreement, and to others with a high interest in and responsibility for public safety and police accountability in Seattle, including the organizations and individuals the CPC partnered with to conduct its outreach.

#### **Review of Adopted Policies**

The court has already approved a new use of force policy for SPD and final policies on bias-free policing, stops and detentions and in-car video recordings will be approved and in place in early 2014. The CPC will review the approved policies, assess the extent to which they incorporate key provisions recommended by the CPC, and report back to the community on the provisions in the final policies, how these compare with the CPC’s recommendations and on the recent policy making process.

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### Review and Recommendations on SPD Training on Key Policies

In 2014, the CPC will make recommendations on training curricula and related topics associated with training in a number of areas including bias-free policing, stops and detentions, use of force and crisis intervention. The deadlines for CPC recommendations vary, with some to be delivered during the first and others during the second quarter of the year.

### Data Analysis and Recommendations Regarding Patterns in Enforcement Actions

Pursuant to the new bias-free policing policy, SPD will partner with the CPC to identify areas in which disproportionate enforcement occurs with respect to certain racial, ethnic or national origin groups, and where other equally effective practices might yield less disproportionate outcomes. Researchers working with the CPC will analyze SPD data on arrests, stops, detentions, citations and use of force in support of that project.

### Review and Recommendations on SPD Accountability

The CPC will also review SPD's accountability system, including the policies, structure and processes of the Office of Professional Accountability (OPA). It expects to make recommendations in this area by April 30th.

### Review and Recommendations on SPD Outreach

The CPC is also responsible for reporting on SPD's community outreach initiatives and may suggest strategies the department can employ to increase public confidence. The timeline for this work during 2014 has not yet been established.

### Workgroup Members

#### Community Engagement Workgroup

Claudia D'Allegrì and  
Kate Joncas, *Co-chairs*  
Jay Hollingsworth  
Diane Narasaki  
Rev. Harriett Walden

#### Bias-Free Policing Workgroup

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Rev. Harriett Walden,  
*Co-chairs*  
Claudia D'Allegrì  
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Marcel Purnell

#### Stops and Detentions Workgroup

Bill Hobson and  
Jennifer Shaw, *Co-chairs*  
Lisa Daugaard  
Kate Joncas  
Joseph Kessler  
Kevin Stuckey  
Rev. Aaron Williams

#### Use of Force Workgroup

Joseph Kessler and  
Rev. Aaron Williams,  
*Co-chairs*  
Jay Hollingsworth  
Kate Joncas  
Jennifer Shaw  
Kevin Stuckey  
Rev. Harriett Walden



## I. The Seattle Community Police Commission

In 2012 the City of Seattle entered into a Settlement Agreement with the U.S. Department of Justice (DOJ) to reform the Seattle Police Department (SPD) after the DOJ reported a pattern or practice of constitutional violations in use of force and concerns about biased policing by SPD. The Settlement Agreement called for the creation of the Seattle Community Police Commission (CPC) which, among other tasks, is charged with providing community input on the police department reform process and reform proposals. The commissioners represent a broad range of community perspectives and are responsible for engaging Seattle's diverse communities to understand and express their viewpoints, and to give them a voice and stake in improving police services.

Throughout the settlement period, the CPC will conduct ongoing conversations with community members to ask for ideas and thoughts about police practices and how to improve community-police relations. The CPC is depending on community involvement over the long haul—the community perspective on suggested reforms is needed in the short-term, but is also needed over time to let us know if in its view the changes made by SPD really work.

A Memorandum of Understanding between the City of Seattle and the DOJ details the CPC's responsibilities. These include making recommendations and reviewing proposals for police reform. In 2013, the first year of the Settlement Agreement, the CPC was charged with assessing and making recommendations on policies concerning bias-free policing and stops and detentions. It also made recommendations concerning SPD's use of force policy and, at the request of the court-appointed Monitor, made recommendations concerning SPD's in-car video recording policies and practices.

In 2013, the CPC policy workgroups benefited from the collaboration and technical assistance

of many individuals to develop the draft and final policy recommendations due during this period, including the DOJ and the U.S. Attorney's Office, the Seattle Police Monitor team, the Seattle City Attorney's Office, SPD (especially the Compliance team and Audit, Policy and Review staff), the Washington State Criminal Justice Training Commission, the Office of Professional Accountability Auditor, and the Seattle Human Rights Commission.

Members of the CPC were appointed by the Mayor and confirmed by the City Council. Current members represent the diversity of Seattle and include civil rights advocates, people from communities of color, ethnic and faith communities, immigrant communities, the urban Indian community, the lesbian/gay/bisexual/transgender community, the business community, and individuals familiar with the challenges faced by those with mental illness or substance abuse issues, and youth. One member is from the Seattle Police Officers Guild and one is from the Seattle Police Management Association. CPC members live or work in all five Seattle police precincts.

## II. The 2013 Community Outreach Process

### Purpose

The CPC launched a wide-reaching effort during October 2013 to engage Seattle's diverse communities in discussion about its draft recommendations in the areas of bias-free policing, stops and detentions, use of force, and in-car video recordings. In addition to soliciting input about these policies, the community outreach effort was designed to provide information about the reform process in general and the role of the CPC, to gather feedback on community experience with the police, and to obtain guidance for future community engagement activities. The CPC considered comments from the community and stakeholders prior to issuing its policy recommendations on November 15, 2013.

### Focus

A major focus of the CPC is to engage Seattle's diverse communities in dialogue that will help restore public trust and confidence in SPD. To do so, it is particularly important to learn the views of those in Seattle whose relationships with SPD have been troubled, or who have not traditionally been included in the policy making process. The CPC believed these groups needed to be invited to offer their perspectives, and to feel welcome to participate in an ongoing community discussion that supports police department reform. Open and honest conversations will be a cornerstone to building community trust in SPD and to providing SPD with critically important information from community members, especially those most affected by police practices.

To reach these individuals, the CPC partnered with community organizations with experience serving them. The CPC partners hosted over 150 meetings in many languages and communities which allowed those in hard-to-reach groups to participate in the review process, completing surveys and providing observations and feedback on policy recommendations, on SPD practices and on needed improvements. At the same time, the CPC sought the perspectives of the

general public throughout Seattle, and met with police department officers, their union representatives, and other key stakeholders and technical advisors before finalizing its policy recommendations.

### Structure

The first year Monitoring Plan established an aggressive timeline for delivery of an initial set of policy revisions. This was in order to ensure that reforms are not delayed—the federal court and the Monitor overseeing the settlement want police reforms to be in place as soon as possible.

Given these circumstances, the CPC was challenged to reach the community, including those most impacted by police practices, within a condensed four week time frame. In addition, the CPC recognized it would be a challenge to engage many groups due to language barriers, and cultural and other factors, which might make them reticent to participate. Some might not be willing to speak with an unknown individual or to someone associated with the government; others have long histories of distrusting the police that might lead them to view the outreach process with skepticism and cause them to not want to participate.

The CPC determined that the best way to engage hard-to-reach communities was to contract with community-based organizations that directly serve these communities. The CPC issued a request for proposals that resulted in contracts with 13 community partners. Many of these community partners coordinated their outreach work with other organizations.

The CPC benefited from the help of other supporting organizations and individuals who also held meetings so their constituents could hear about the CPC's work and share their views. These conveners conducted additional outreach to targeted communities. The CPC itself met with neighborhood and crime prevention councils, SPD advisory groups and with police department officers.

Appendix A provides details about the CPC's contracted partners and other conveners, the many other organizations with whom they coordinated, and the groups with whom they met. Appendix B lists the meetings in the community where the discussions were held last October.

The CPC supplied its contracted partners and conveners with a toolkit of outreach materials, including background information on the CPC, its charge and its draft policy recommendations, as well as surveys to capture feedback. Meeting attendees were encouraged to spread the word about the outreach effort to their friends, family and associates and told that all materials, including an online survey, were available on the CPC's website. The CPC also sent out e-newsletters and encouraged community members to sign up for its listserv. Key background material is in Appendix C. The survey tool is in Appendix D.

In order to reach non-English and limited-English proficient Seattle residents the CPC provided many outreach materials in translation.

The survey was available in nine languages other than English (Amharic, Arabic, Chinese-Traditional, Chinese-Simplified, Korean, Somali, Spanish, Tagalog, and Vietnamese). Surveys in English were also orally translated into Cambodian, Cantonese, Garifuna, Hindi, Japanese, Korean, Laotian, Mandarin, Mien, Samoan, Somali, Thai, Vietnamese and the Zapotec dialect. In addition to English, the online survey was available in Spanish. The brochure and fact sheet were also available in seven languages other than English. In some meetings, the facilitators led discussions in the native language of the participants. Assistance in completing the survey was available for individuals who were illiterate in their own language and for those who had difficulty due to mental illness or disability.

Participants provided feedback through paper and online surveys, and by discussing their concerns and ideas during community meetings. Meeting facilitators documented the comments received in these sessions and summarized them in final reports to the CPC. Community members were told their feedback would be confidential.

# COMMUNITY OUTREACH REPORT

## Outreach Overview

- The CPC partnered with **13** social service providers representing low-income, underserved, minority and non-English speaking populations.
- Many other organizations coordinated outreach with these partner organizations, and the CPC, along with several other organizations and individuals, also convened community meetings.
- Altogether, the CPC and more than **100** community groups hosted over **151** outreach events.
- More than **3,400** individuals attended outreach events with an average of about **20** attendees at each event.
- Community members completed **3,001** surveys.
- Over **70** percent of respondents received or heard about the survey from community organizations.
- In addition to English, surveys were available in **nine** other languages, orally translated into **14** more, and **464** were completed in languages other than English.
- **72** percent of the surveys were completed by individuals who identified themselves as people of color.
- Over **24** percent of the survey respondents identified as an immigrant or refugee.

- About **16** percent of the survey respondents identified as gay, lesbian or bisexual.
- **12** percent of the survey respondents were under age 18 and **23** percent were 56 years of age or older.

.....  
*The CPC and community groups held meetings in many locations around the city. Red dots represent meeting locations and are not indicative of the number of meetings.*



The organizations and individuals conducting outreach activities in October included:

- |  |   |
|--|---|
| • Asian Counseling and Referral Services | • Public Defender Association   |
| • Chinese Information and Service Center | • Safe Futures Youth Center   |
| • Community Police Commission            | • Seattle Chinatown/International District Preservation and Development Authority |
| • Downtown Emergency Services Center     | • Seattle/King County Coalition on Homelessness                                   |
| • Entre Hermanos                         | • Sojourner Technical Services  |
| • El Rey 1360 AM                         | • Teen Feed   |
| • G3 and Associates                      | • Therapeutic Health Services   |
| • Karen Studders                         | • Union Gospel Mission  |
| • LGBTQ Allyship                         | • Vietnamese Friendship Association   |
| • One America                            |   |
| • People’s Harm Reduction Alliance       |   |



## III. Outreach Results

### Survey Results

#### Introduction

The CPC survey was not administered in a way that would result in a proportional cross-section of all community views. The conscious intent was to ensure the survey was available to and completed by those who traditionally have not had a voice and who may have substantial concerns with police practices including people of color, immigrants and refugees, youth, members of the LGBT community, persons who are homeless, and people who are mentally ill or have substance abuse problems.

Cross-tabulation results or correlations are also presented to show differences between groups of respondents and their answers to the survey questions. The correlations were tested for statistical significance, which is the probability that a result is not likely due to just chance alone. In social science research, correlations are assigned a probability, and in this research (as is standard) only correlations with probabilities at the .05 level or higher and that are meaningful to understanding the data, are reported.<sup>1</sup>

Correlation values vary between 0.0 and 1.0, but in social science research it is unlikely to obtain correlations higher than 0.4. To ease interpretation of correlation findings, these labels are used to indicate the strength of the correlations:

- +/-0.4 and above — very strong
- +/-0.3 to +/- .39 — strong
- +/-0.2 to +/- .29 — moderate
- +/-0.1 to +/- .19 — slight
- less than +/-0.1 — weak

Only **slight** or **moderate** correlations that were statistically significant at the .05 level or higher and were meaningful to understanding the data were found in our analysis of the CPC survey data. The correlation analysis was conducted on the following groups of respondents:

- Race
- Age
- Gender
- Sexual identity
- Immigration status (immigrant vs. non-immigrant)
- Race by immigration status (e.g. Asian immigrants vs. Asian non-immigrants)
- Immigration status by age (e.g. older immigrants vs. younger immigrants)
- The area of Seattle respondents spend most of their time in

<sup>1</sup> Probability at the .05 level or higher indicates the confidence in the correlation, or that one can be 95% or more confident that the correlation is not due to chance.

# COMMUNITY OUTREACH REPORT

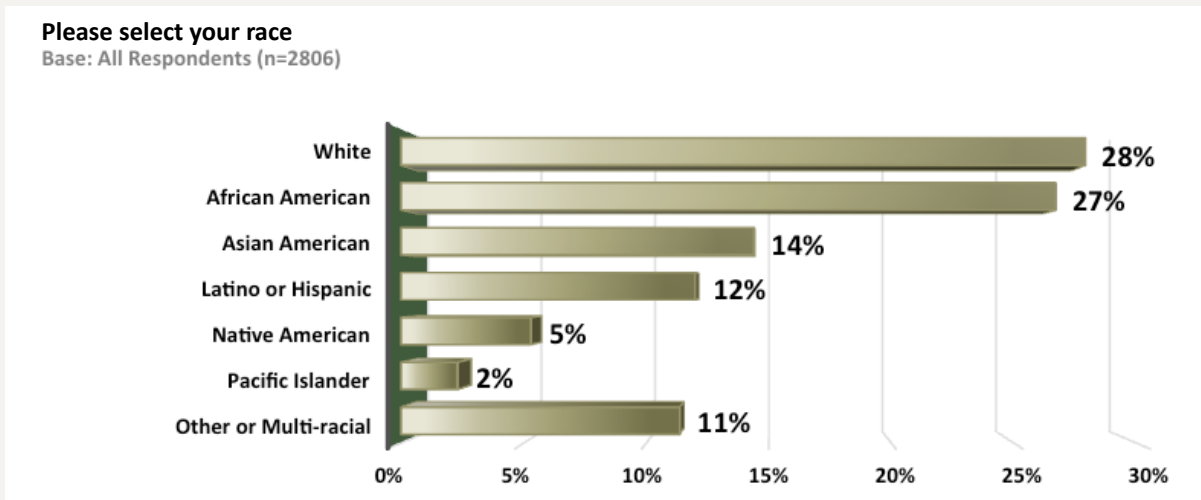
## Totals

- The results are based on 3,001 completed surveys. Most surveys (2,359) were completed on the paper version during facilitated sessions with community partners, but 642 were provided online. The majority of surveys were completed in English, but 464 surveys that had been translated into non-English languages were completed. The breakdown of survey results by language is as follows:
- English 2,537
  - Spanish 275
  - Vietnamese 48
  - Traditional Chinese 69
  - Simplified Chinese 44
  - Somali 23
  - Korean 5

## Demographics

The CPC was successful in its goal of reaching many underrepresented people.

Seventy-two percent (72%) of the surveys were completed by individuals identifying as other than white. The breakdown is shown in this graph:



- Many respondents identified as immigrant and/or refugee (24%), and many reported speaking numerous languages other than English at home, the most frequently mentioned being Spanish, Vietnamese, Somali, and Chinese. Appendix E lists a multitude of languages identified in response to this question.

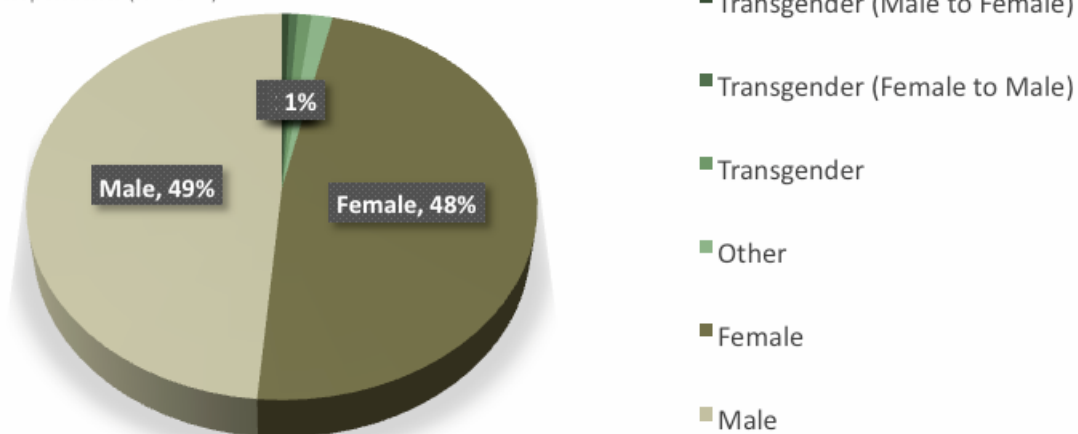
## COMMUNITY OUTREACH REPORT

The CPC also sought to reach members of the lesbian/gay/bisexual/transgender community. Forty-nine percent (49%) of the respondents

were male and 48% were female. About 1% identified as transgender. About 16% identified as gay, lesbian or bisexual.

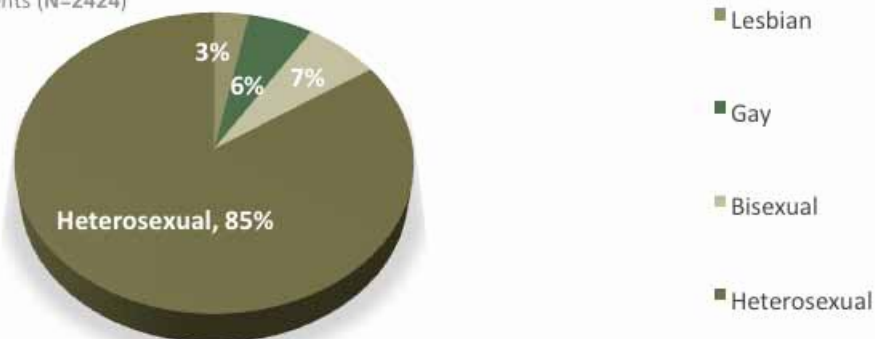
### What is your gender?

Base: All Respondents (N=2821)



### Do you identify as:

Base: All Respondents (N=2424)



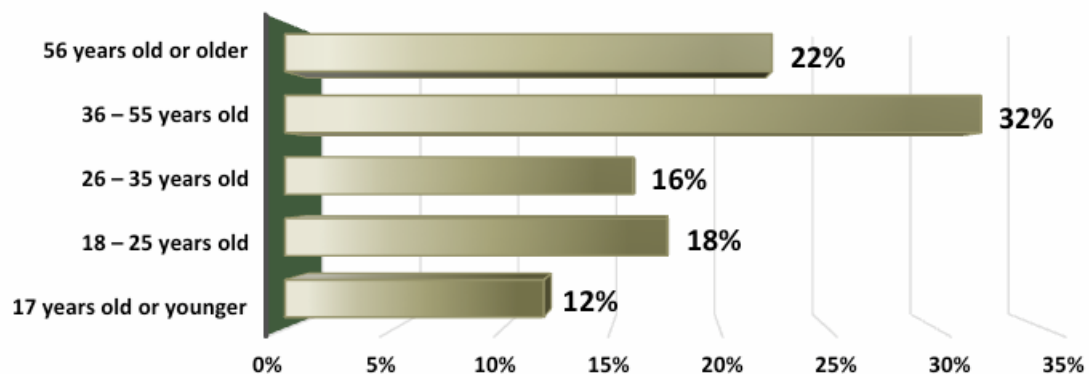
## COMMUNITY OUTREACH REPORT

A large number of young people completed the questionnaire. Fully 30% of the respondents were 25 years old or younger, and of these 12%

were 17 or younger. The complete age breakout of respondents is shown below:

### What is your age?

Base: All Respondents (N=2788)



### Community perceptions and experience

In September 2013 the federal Monitor released a community survey about SPD which the Monitor commissioned. Respondents (n=900) were selected at random, with interviews apportioned geographically by police precinct. The interviews were conducted in English by telephone, both landline and cell, and some demographic characteristics were measured.

The Monitor's survey provides useful information for understanding community attitudes toward SPD. However, the CPC thought additional information obtained by different methods would offer more equitable access to participation and get a more complete picture of community attitudes.

In order to ensure comparability, the CPC survey included many of the same questions that the Monitor's survey asked concerning perceptions of SPD. However, for the Monitor's question about whether SPD treats different groups

the same as others, the CPC survey added a number of groups to the question (Asian/Pacific Islander, Islamic/Middle Eastern descent, lesbian/gay/bisexual/transgender, people with mental illness or problems with alcohol or drugs, and those with a criminal record). The CPC survey also added several response options to a question about police actions (treat people differently because of their gender or gender identity and use homophobic slurs towards minorities). Finally, the CPC survey asked for additional demographic information, capturing data on gender identity, immigrant and/or refugee status, and identifying Pacific Islanders separately from other Asians. This additional demographic information allowed the CPC to report the views of these community members.

Among those responding to the CPC's survey, a very large majority (68%) do not believe the SPD treats people of different races and ethnicities equally. A similarly large majority (65%) do not believe SPD serves all areas of Seattle equally.

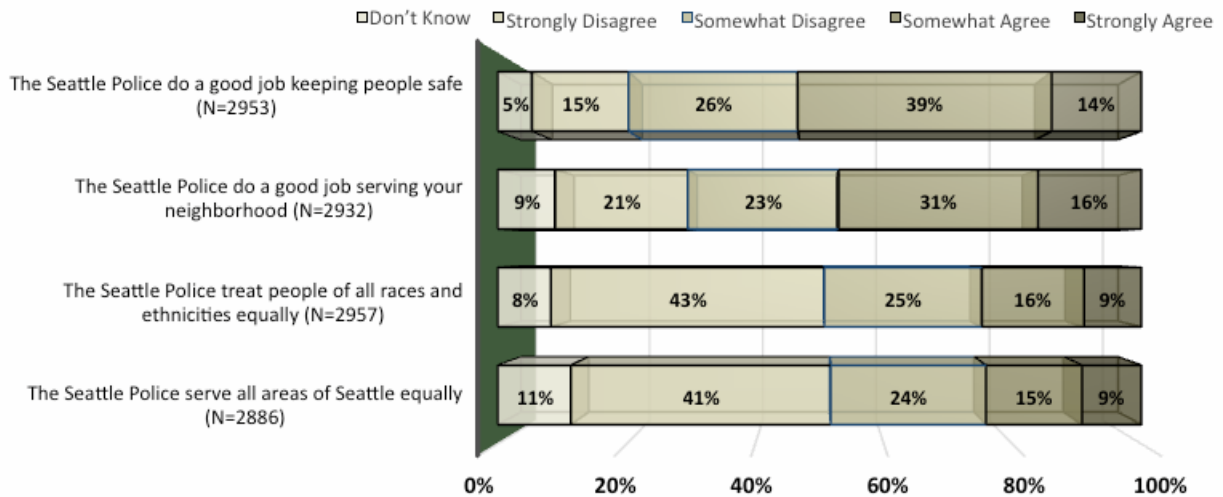
# COMMUNITY OUTREACH REPORT

About 53% believe the police do a good job keeping people safe, but 41% disagree. Forty-seven percent (47%) believe SPD does a good

job serving their neighborhood, while nearly 44% disagree.

## Please tell us how much you agree or disagree with the following statements

Base: All Respondents



**Respondents LESS likely to agree that SPD doing any of these items well:**

- Have had experience with the police before (*slight*)
- Lesbian/bisexual (*slight*)
- Native American (*slight*)
- Those age 18 to 35 (*slight*)

**Respondents MORE likely to agree that SPD doing any of these items well:**

- Latino/ Hispanic (*slight*)
- Immigrants overall (*moderate*)
- Younger immigrants (under 17) (*slight*)
- Immigrants who are African American, Latino/Hispanic, or multi-racial (*slight*)
- Those under age 17 (*slight*)

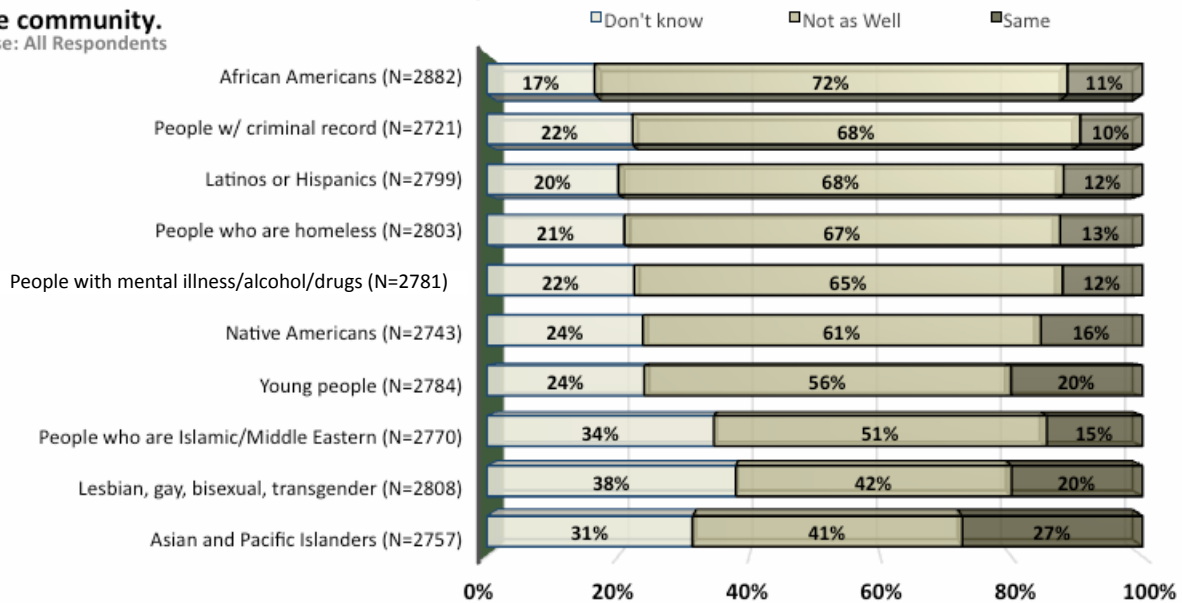
## COMMUNITY OUTREACH REPORT

The CPC survey asks whether the police treat members of racial and ethnic groups and other groups the same as others or not as well as others in the community. The results are stark. Two-thirds or more believe Seattle police do not treat people who are homeless, Latinos/Hispanics, those with a criminal record, or African Americans the same as others. Even groups that did not hit the threshold of two-thirds were believed by high margins (41% to 65%) to not be treated as well as others.

Not only does the overall response show a high percentage of respondents agreeing that all groups are not treated equally, but within groups similarly high percentages believe their specific group is not treated equally. (These data were not available for some groups, including people who are Islamic or of Middle Eastern descent, or people who are homeless, have mental illness or problems with alcohol or drugs, and those with a criminal record.)

**For each group, please indicate if you think the Seattle police treats them the same as other members of the community or not as well as other members of the community.**

Base: All Respondents



**Statistical Relationships Found:**

Respondents MORE likely to indicate SPD treats all types people the same as others:

- Immigrants (*slight*)

Respondents MORE likely to indicate SPD treats African Americans, Latinos/Hispanics, Asian/Pacific Islander, and those with mental illness/drug problems the same as others:

- Younger immigrants (under age 17) (*slight*)

Respondents MORE likely to indicate SPD treat *young people* the same as others:

- White (*slight*)
- Asian American (*slight*)
- Males (*slight*)
- Younger immigrants (under age 17) (*slight*)

Respondents MORE likely to indicate SPD treat *lesbian, gay, bisexual, and transgender* as the same as others:

- Males (*slight*)
- Heterosexual (*slight*)

Respondents MORE likely to indicate SPD treat *Native Americans* the same as others:

- Latino / Hispanic (*slight*)
- Asian American (*slight*)
- Under age 17 (*slight*)

Respondents MORE likely to indicate SPD treat *Islamic/Middle Eastern* the same as others:

- Latino/ Hispanic (*slight*)
- Younger immigrants (under age 17) (*slight*)

## COMMUNITY OUTREACH REPORT

Another question concerned whether respondents thought police treat people respectfully and quickly solved crimes and arrested criminals, or whether they behave in a number of inappropriate ways.

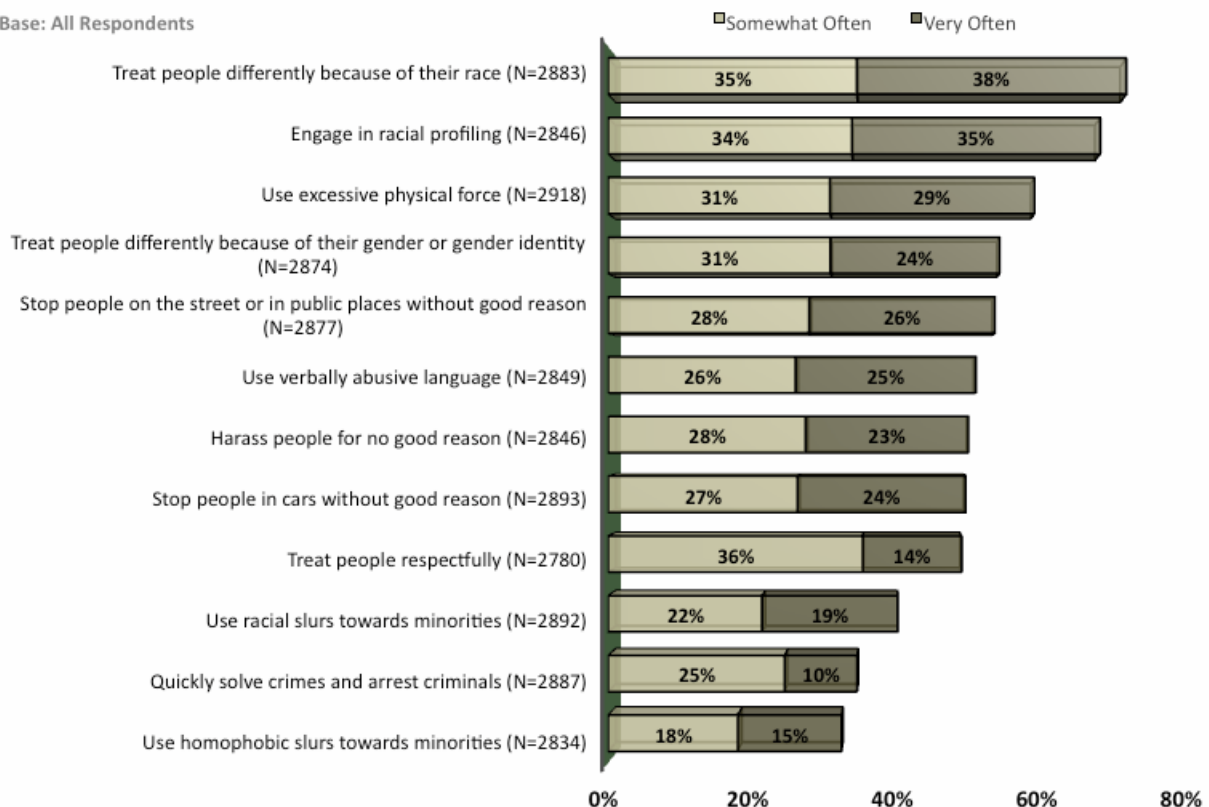
By very wide margins respondents believe the police engage in a range of negative actions **very often** or **somewhat often**. The highest results concerned treating people differently because of their race—73%, racial profiling—69%, and use of excessive physical force—60%. All of the remaining negative behaviors except two scored above 50%. In contrast, half (50%) thought the police treated people respectfully **very often** or **somewhat often**.

The negative behaviors indicated as occurring **very often** or **somewhat often** by more than half of the respondents were:

- Use of excessive physical force
- Stopping people on the street or public places without good reason
- Using verbally abusive language
- Treating people differently because of their gender or gender identity
- Stopping people in cars without good reason
- Harassing people for no good reason

**For each item, please indicate how often you think Seattle Police officers do the following:**

Base: All Respondents





## Statistical Relationships Found:

**Respondents MORE likely to indicate SPD engage in negative actions somewhat often to very often:**

- Have had experience with the police before (*slight*)
- Native American or African American (*slight*)
- Transgender (*slight*)
- Those that spend most of their time in the Central District (*moderate*)

Nearly a third (32%) of the respondents have made a complaint to SPD. Of those who made a complaint, over half (57%) were dissatisfied with how SPD handled it.

Many respondents (64%) have had or a member of their family has had a personal experience with SPD. Of these, three-fifths (60%) rated the experience as negative or somewhat negative.

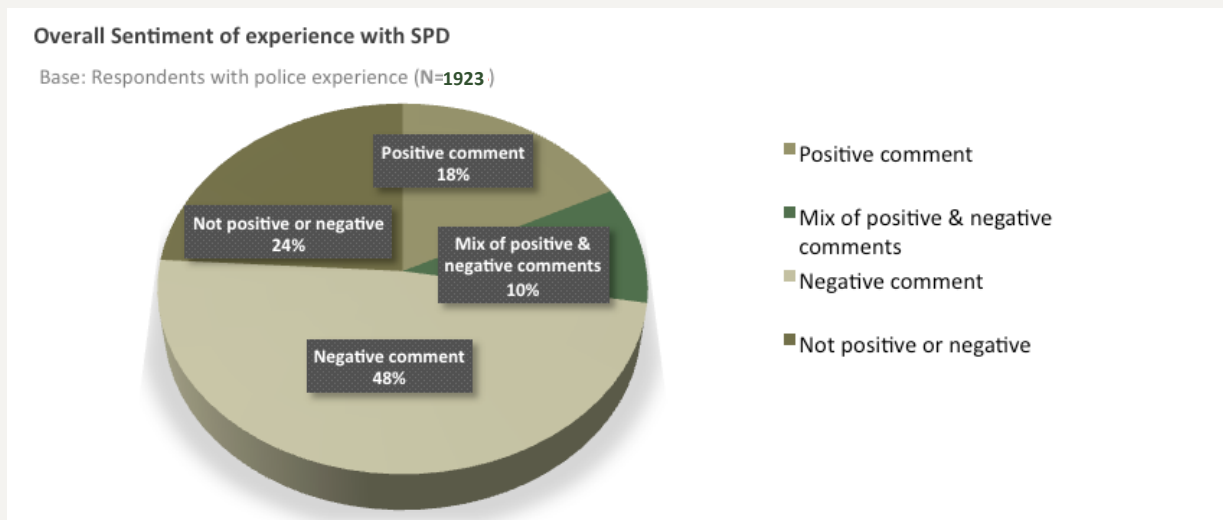
## Statistical Relationships Found:

**Respondents LESS likely to report personal/family experience with SPD:**

- Immigrants (*moderate*)
- Latino and Asian American (*slight*)

The survey followed with an open-ended question that asked these respondents to comment on their, or a family member's, experience with SPD. Fully 71% of those who

reported experience with SPD commented. As shown in the chart below, almost half (48%) of the comments were coded as having a negative sentiment.



## COMMUNITY OUTREACH REPORT

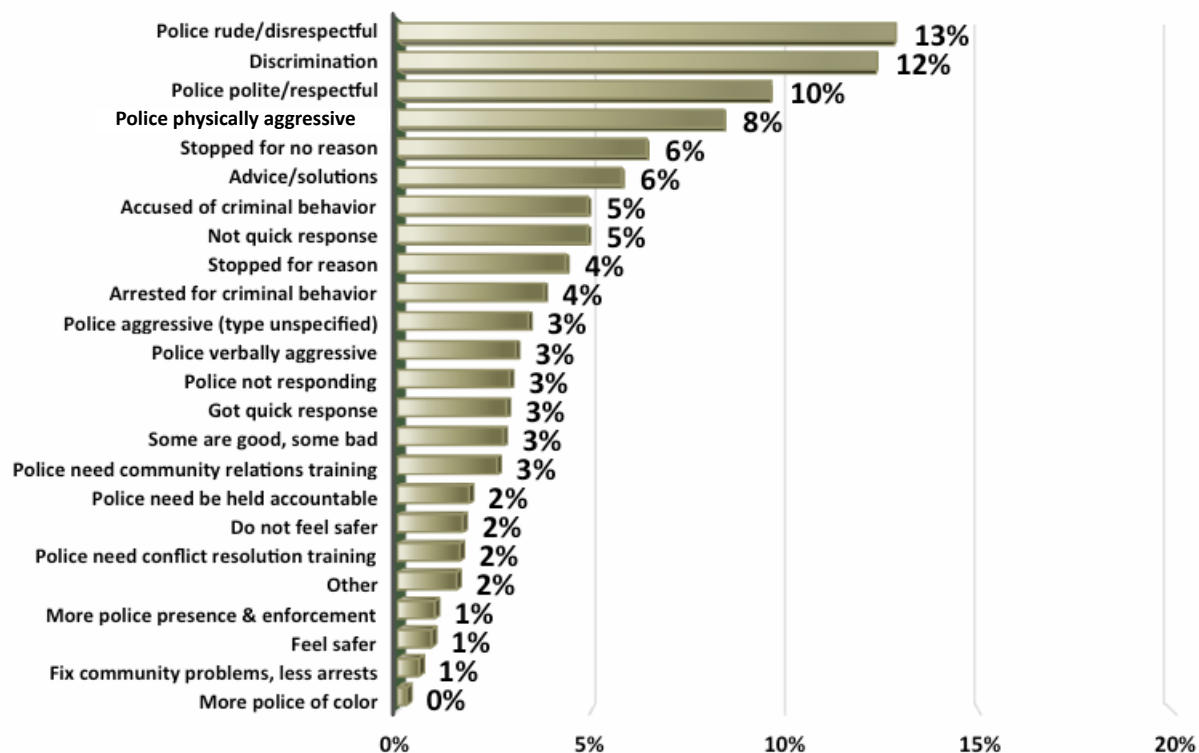
More specifically, the comments about respondents' experience with SPD indicated that most negative concerns involved police being rude/disrespectful (13%), discrimination (12%), and police being physically aggressive (8%). Ten percent (10%) indicated that the police had treated them politely and respectfully.

The survey did not ask if the experience led to a conviction or arrest. There could be a bias of those with convictions or arrests to view the SPD negatively. However, regardless of the potential bias of some respondents, the negative behaviors specifically cited may still be problematic and improvements made.

### Please share some details about the experience with the Seattle police.

#### Detailed Categories

Base: Respondents with Police Experience (N=1374)



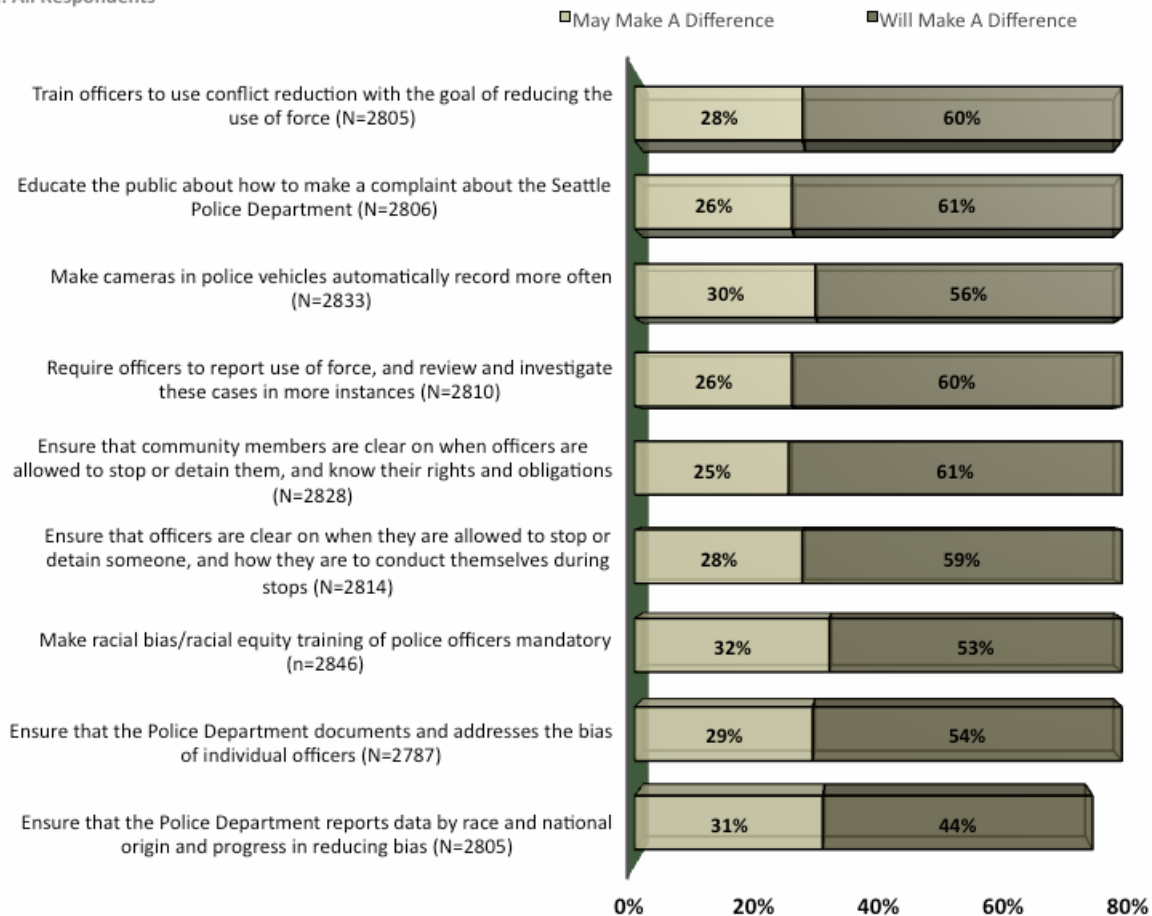
**Steps to improve SPD performance**

The survey also included a question about ways to improve SPD’s performance. Several of these areas provided feedback specific to the CPC’s draft policy recommendations. As shown below, a very large percentage of survey respondents (75% to 88%) believe these steps

may, or will, make a difference. The responses to this question, along with some of the qualitative feedback received (see below under “key themes”), demonstrate support for the CPC’s draft policy recommendations which were ultimately finalized in November 2013.

**Please indicate whether you think the following ideas would make a difference in improving the performance of the Seattle Police Department.**

Base: All Respondents



## Summary/Conclusions

The CPC survey was completed by many individuals from traditionally underrepresented groups, particularly those that have historically had difficult relations with the police. At least two-thirds of respondents believe the police do not treat all groups equally, and that they engage in racial profiling and other inappropriate behaviors. More than half of those who have filed complaints to the SPD are dissatisfied with how their complaints were handled. Almost two-thirds of those who have had or who have a family member who has had experience with the police also rated the experience negatively. However, by very high margins, respondents also believe there are steps the police can take that may, or will, make a difference in improving SPD's performance.

Even though survey respondents reported numerous negative views of the police, they still gave the police relatively high marks for keeping people safe, doing a good job in neighborhoods, and treating people respectfully. In short, even though respondents believe that the police are effective in doing their jobs in the community as a whole, a large number of respondents completing the survey believe SPD treats some people unequally and that SPD officers engage in numerous negative behaviors.

Many of the statistically significant correlations showing differences in responses by race, age, gender, immigration status, sexual identity, immigration by age, or immigration by race were *slight* (correlations between .10 and .19). The survey sample size is also larger than necessary for a representative statistical analysis, which can result in small statistically significant correlations that are not relevant. There was a very strong consensus reflected in all the responses, and generally small differences between groups.

## Key Themes from Community Meetings

People attending community meetings offered extensive comments, particularly related to the four policy areas in which the CPC wanted feedback. In each of these areas, participants identified what needs to change in SPD, offered ideas and solutions, and provided feedback on the CPC's draft policy recommendations. Participants also offered positive comments, identified areas of concern, and made suggestions and recommendations about SPD in general and about the CPC and the outreach process it conducted. Appendix F provides a summary of the comments received.

## General Observations about SPD

While many comments reflect deep distrust of SPD, there were also many favorable observations and suggestions for improvements. Some participants discussed the positive, respectful interactions they had experienced with SPD officers. Others noted that a single "bad" officer can taint the reputation of the whole department; and some identified poor behavior of officers in other jurisdictions that unfairly tarnishes the reputation of SPD officers. A number of youth talked of officers they trust and with whom they have had good experiences—by their actions, these officers showed respect and demonstrated that they cared, offered help, and related to the challenges faced by these young people. A key theme struck over and over is the need for officers to form relationships with the diverse communities in Seattle. There were multiple suggestions for how police could better connect with the communities they serve—and belief that those connections should be fostered among and be the responsibility of all officers. These connections could improve communications and relationships which are not effectively served by some of the formal channels that exist today.

People attending community meetings offered extensive comments, particularly related to the four policy areas in which the CPC wanted feedback.

### **Bias-Free Policing**

Those attending the meetings believe SPD officers do not treat people equally and that bias is demonstrated towards individuals in a wide range of different groups. Many believe officers lack understanding and tolerance of other cultures and customs (including youth culture) and may make unfair judgments based on group association.

Participants believe bias is demonstrated by profiling, but also in other troubling ways. Police are perceived to use intimidation, resort to bullying, and to be angry, rude, disrespectful and insensitive in their interactions with people in specific groups. Participants also perceive that police may misinterpret as uncooperative, or make unfair assumptions about those whose English is accented or who do not speak English. There is concern that officers are unfair or unresponsive in how they deal with some crime victims (minority business owners, sex workers, domestic violence victims in same-sex relationships, homeless people or those in supported housing, addicted people, those with criminal records), and a belief that there is insufficient police protection of some neighborhoods or groups based on racial, income and cultural factors. For example, some are hesitant about calling 9-1-1 due to cultural factors, but SPD makes some deployment decisions based on these call volumes. Others don't call police because of their undocumented status.

The best ways to address bias include increasing the diversity of SPD officers and to mandate cultural competency training that addresses racial bias and bias against other groups, and that helps officers understand the impact of the power differential that exists between them and community members. Some think it would be helpful if those most impacted in the community were involved in designing and leading such trainings. The need for all officers to receive crisis intervention training was also cited. It may be helpful for officers to not just patrol, but spend time in community service, with the people they serve.

There is support for the CPC bias-free policy recommendations. Assuming the policy is adopted, it was suggested that an education component is needed so community members know their right to file a bias complaint and how the investigation process works. Some expressed support for heavier (financial) penalties for violating the policy. It is important that SPD employ systems that track complaints, triggers reports to supervisors, and has mechanisms in place to enforce the policy and hold officers accountable. Systems need to be in place to collect data and measure success in reducing both individual and institutional bias in SPD.

### Stops and Detentions

Many believe some people are stopped unfairly due to racial and other profiling, prejudice, ignorance of customs, criminal backgrounds or for other reasons that are not valid. For members of some groups, concern was expressed about unlawful searches and seizures, and unreasonably long detentions and releases without explanation. Stops are particularly difficult for people who do not speak English or have limited English proficiency. Officers don't seem to understand the limits of their authority to stop and detain since some presume guilt without justification or make stops without sufficient cause. Officers may not explain the reason for the stop and some become hostile when individuals assert their rights by asking questions about why they were stopped. Many community members do not know their rights in these situations or whether there is a complaint or appeal system.

There is a great need to educate the public about their rights and obligations when stops occur. One idea was to develop an educational "rule book" to teach people the difference between voluntary and involuntary stops, and what to do and who to call when stopped; another idea was to partner with trusted community organizations to educate the community, including those with many non-English speaking members. The provision of interpreter services and/or a card they could show police that identifies their language might also be helpful. There was also strong support for officer training and several useful and detailed suggestions for how the community can support appropriate training and what the training should entail. Interest was also expressed in having an ongoing dialogue with SPD about its progress in officer training in this area.

Many were positive about the intent of the CPC stops and detentions policy recommendations—to make clear when officers may or may not stop, detain and search people and to make clear the rights and obligations of the officer and the stopped individual. There was support for requiring officers to explicitly identify themselves and explain the reason for the stop; and also for notifying the stopped individual of their rights. Concern was expressed that the difference between voluntary and involuntary stops isn't clear (the definition of "reasonable suspicion", the basis for an investigatory stop, is too vague) and what officers may require (identification, etc.) isn't clear. As provided under the CPC's proposed bias-free policing policy, there was support for documenting and tracking stops to identify patterns of disproportionate treatment of those stopped by the police.

### Use of Force

There is significant concern that police too often use force when it is unnecessary. A fair number of African Americans either had first-hand knowledge or knew someone who had experienced excessive use of force; there is deep pain and concern about use of force against members of the Native/Urban Indian community; and street youth and those in the homeless community think there are too many incidents of excessive force in these communities, including physical force, drawn weapons and use of mace/tasers. There is also concern that officers use bullying tactics and abusive language which escalates situations. Use of force is an issue in certain areas of the city, specifically Rainier Beach and the Central District.

Key ideas in the area of use of force include establishing new and regular training that ensures officers have de-escalation skills and know how to deal with difficult individuals;

providing public education to community members so they know the rules on using force and on how to report incidents; and employing a number of innovative strategies in hiring and providing ongoing support to officers.

Many commented that SPD's proposed use of force policy was cumbersome and that it would help both officers and the public if the policy was simplified and made clearer. As provided in the proposed SPD policy, there was support for reporting and investigating most use of force incidents, while some believe even minimal use of force incidents should also be reported and investigated. There were several specific policy suggestions: pointing a gun should be classified in a more serious category since there is a potential intent to shoot if drawn; once a person is handcuffed, force should be minimal; whenever possible, interpreters should be called in prior to using force when dealing

with limited English proficient individuals; and the use of "stop sticks" may be extreme and the policy should classify their use accordingly. The policy should also establish use of force and de-escalation standards to be used in situations involving civil disobedience.

### **In-Car Video Recordings**

There is considerable skepticism about how the police record, use and retain in-car video recordings because of incidents where recordings were unavailable or unusable. Some believe police move interactions outside the range of cameras, intentionally lose, tamper with or destroy recording footage; some believe officers deliberately disregard policies and procedures since there is little, if any, consequence in doing so. Many also express concern about officers harassing bystanders and telling them it is illegal to record police actions.





As in the other policy areas, the value of community education was stressed. The public needs to understand how recordings are automatically triggered and when there is officer discretion (rules for manually starting/stopping recordings). The public also needs to know there is a right to document police actions. Police officers also should be educated that recordings are in their best interest—the recordings protect both officers and the public. Many feel increased use of recordings will support public trust in SPD, make people feel safer, support officer professionalism, and training and accountability.

Most expressed support for the CPC in-car video recordings recommendations and noted they were very specific and clear. There is value in having more consistent, reliable recordings which may reduce inappropriate behavior and document appropriate behavior by officers. Many expressed support for an effective accountability system to ensure compliance with in-car video recording policies. Officer discretion in recording is not favored and there was some support for having cameras on all the time. Some suggested the value of using body cameras, especially for officers on foot, bikes, horses and Segways. While wanting recordings available, many expressed concern about the right to privacy and thought the policy should address this difficult issue.

### **The CPC and Community Engagement**

The organizations and individuals involved in reaching out to the community gave the CPC significant access to a broad range of communities. Those community members and CPC's partners expressed strong support of the CPC's work and appreciated being asked to participate and provide feedback. Even with serious time constraints, the results exceeded the CPC's expectations—and the interest and enthusiasm of the hosting organizations and individuals, and of the community members who contributed their views, were remarkable. Many expressed a high interest in having future opportunities for discussions on police practices and reform, and look forward to being consulted during CPC's upcoming outreach activities.

Nevertheless, the CPC's partners in particular were challenged by the time constraints under which the 2013 outreach process occurred. Many noted that the short window prevented important partners and constituencies from fully participating and that this limitation might make it difficult to provide meaningful input. After the outreach process, a concern was also raised that the CPC's policy recommendations were submitted prior to this complete accounting of community feedback.

The toolkit materials provided by the CPC were well received, but in the future these should be simplified and condensed. There were issues



with the accuracy of translated materials, and ensuring difficult concepts were transcribed into understandable lay language—either in English or translation. There is also a high interest in receiving community education in the future—participants believe the public is eager for information about their rights, how to file complaints, how the police accountability system works, and the reform process.

Many are skeptical that the reform process will be successful, but are hopeful since it is under the jurisdiction of the federal court. The community members who participated and the CPC's partners want tangible evidence of progress in police reform. An ongoing dialogue with the community is needed and should include periodic reports on progress, including:

- Details on the extent to which adopted policies incorporate the CPC recommendations
- Information on how community input influenced final policies and reform efforts in general
- Hard data tracking police practices (stops, complaints, and other measures) that demonstrate progress
- The results of annual surveys after reforms are implemented that show positive changes in community perceptions of SPD

Many would like the CPC to engage the community on a regular basis to provide information and answer questions, not just when seeking feedback on the recommendations it is mandated to provide. In addition to community meetings, the CPC should employ both traditional and social media to inform the public about the value of the court-mandated reform process, about the CPC's critical and independent role in gathering and representing community views, and about the progress that has been made.



## IV. Current Status and Next Steps

### Report to the Community

This report on the outcomes of the CPC's community engagement activities in 2013 will be issued to the parties of the Settlement Agreement and to others with a high interest in and responsibility for public safety and police accountability in Seattle, including the organizations and individuals the CPC partnered with to conduct its outreach.

### Update on Policy Development

The final CPC policy recommendations on bias-free policing, stops and detentions and in-car video recordings which were informed by community input in October were issued November 15, 2013 and provided to the parties of the settlement and to the federal Monitor. This set of recommendations included the CPC's observations about SPD's proposed use of force policy. On November 27, 2013 the CPC completed its own proposed use of force policy and forwarded it to the parties and to the Monitor for consideration.

Prior to the deadline of November 30, 2013 the Monitor filed with the court his recommendation to approve a use of force policy (which included revisions made to the final draft policy submitted by SPD last summer) and this policy was recently approved by the court. Similarly, the Monitor's recommendation to approve bias-free policing and stops and detentions policies, with certain new revisions to prior last drafts, were filed with the court on December 31, 2013 and are expected to be approved soon. An update to SPD's in-car video recording policy is not governed by a court deadline, but the Monitor requested CPC input to possible changes to this policy and a revised policy is likely to be adopted soon.

Early in 2014, the CPC will review the adopted policies, assess the extent to which they

incorporate key provisions recommended by the CPC, and report back to the community on the provisions in the final policies, how these compare with the CPC's recommendations and on the policy making process.

### Upcoming CPC Work (2014)

The CPC will seek community perspectives concerning the topics on which it will issue recommendations during 2014, and it will continue to encourage and sponsor dialogue in the community on ways to improve community-police relations.

### Review and Recommendations on SPD Training on Key Policies

The CPC will make recommendations on training curricula and related topics associated with training in a number of areas including bias-free policing, stops and detentions, use of force and crisis intervention. The deadline for the City of Seattle to provide final drafts on training concerning bias-free policing and stops and detentions is July 17th. The final drafts on training concerning use of force and crisis intervention are due March 16th and the final drafts on training concerning SPD's Force Investigation Team and Use of Force Committee are due on June 16th. The CPC recommendations will be issued prior to the deadlines set for the City to provide its final drafts.

### **Data Analysis and Recommendations Regarding Patterns in Enforcement Actions**

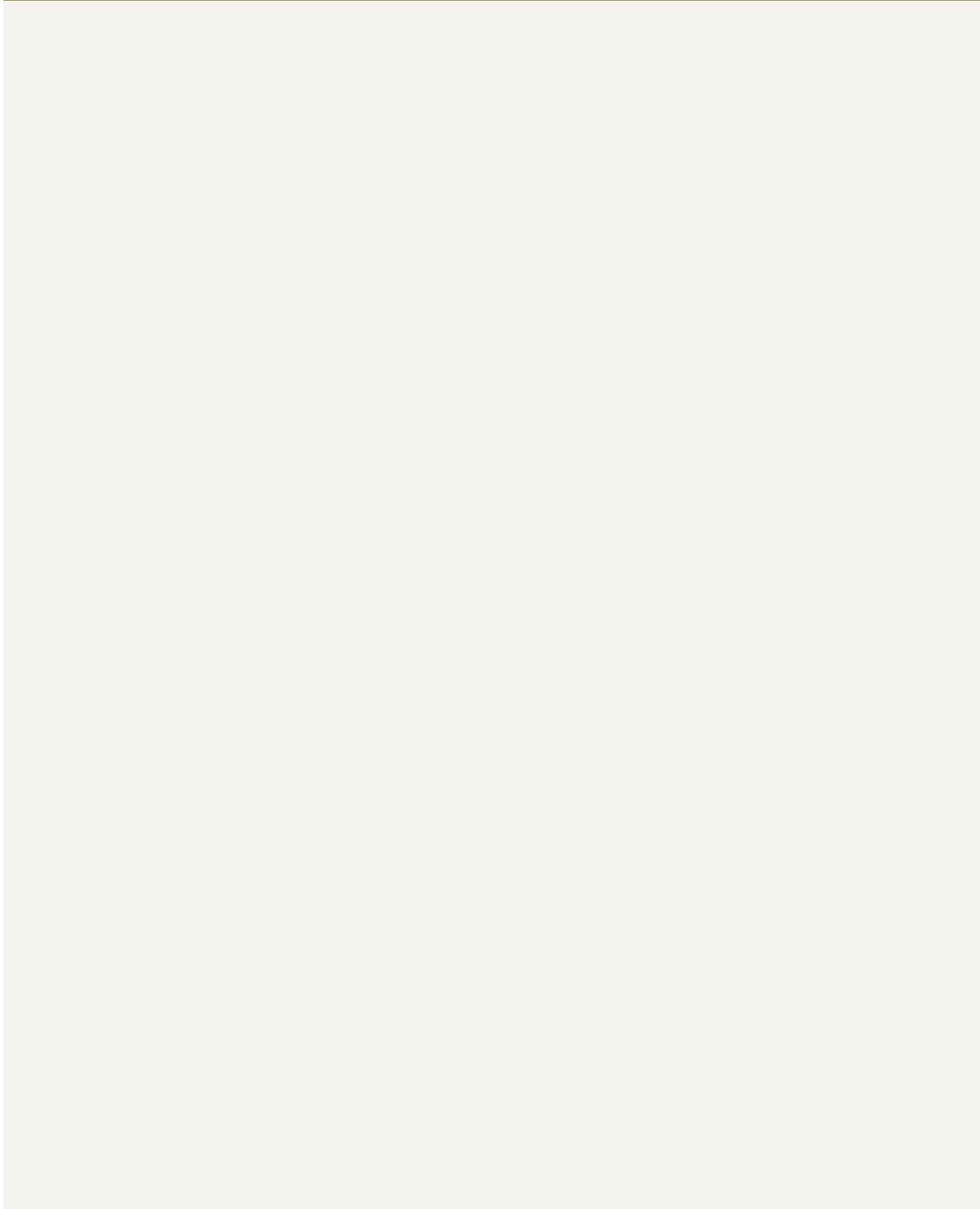
Pursuant to the new bias-free policing policy, SPD will partner with the CPC to identify areas in which disproportionate enforcement occurs with respect to certain racial, ethnic or national origin groups, and where other equally effective practices might yield less disproportionate outcomes. Researchers working with the CPC will analyze SPD data on arrests, stops, detentions, citations and use of force in support of that project.

### **Review and Recommendations on SPD Accountability**

The CPC will review SPD's accountability system, including the policies, structure and processes of the Office of Professional Accountability (OPA). The City's final drafts on OPA's policies and manual were delivered in late December 2013. The CPC expects to make its recommendations in this area by April 30th.

### **Review and Recommendations on SPD Outreach**

The CPC is also responsible for reporting on SPD's community outreach initiatives and may suggest strategies the department can employ to increase public confidence. The timeline for this work during 2014 has not yet been established.



Appendix A:  
Partners and Conveners  
Coordinating Organizations  
Targeted Populations

## APPENDIX A

Community Partner/Convener	Coordinating Organizations	Targeted Groups
Asian Counseling and Referral Service CONVENER	Cleveland High School; Franklin High School; South Lake High School	Asian/Pacific Islander (Cambodian, Chinese, Filipino, Japanese, Korean, Lao, Mien, Samoan, South Asian Indian, Thai and Vietnamese) A few African Americans (African American, Ethiopian, Haitian and Somali). American born, immigrant/refugee; all ages from youth through adult and including ACRS clients receiving behavioral health, substance abuse and youth services
Chinese Information and Service Center CONTRACTED PARTNER	Asian Pacific Directors Coalition; Seattle Chinatown/International District Preservation and Development Authority; Seattle Housing Authority	Chinese, Somali, Filipino, Vietnamese communities
Community Police Commission CONVENER	City of Seattle Race and Social Justice Initiative; Seattle Department of Neighborhoods; Seattle Police Department; Seattle Police Officers Guild, Seattle Police Management Association; Seattle Youth Violence Prevention Initiative; YouthBuild. Briefed Belltown Community Council; neighborhood district councils (Central, Delridge, Downtown, Duwamish, East, Magnolia/Queen Anne, Northwest, Southeast); the Race and Social Justice Community Roundtable; SPD advisory groups (African American, East African, Filipino, Southeast Asian and the East Precinct advisory council and the South Seattle crime prevention council); SYVPI intake and case management staff. The CPC also briefed police union board members.	Neighborhood groups and SPD advisory groups; police union representatives; several organizations serving at-risk youth and young adults
Downtown Emergency Services Center CONVENER		Homeless community and those with mental health and chemical dependency issues
El Rey 1360 AM CONTRACTED PARTNER	Consejo Counseling, El Centro de la Raza, SeaMar Community Health Centers	Latino/Hispanic community
Entre Hermanos CONTRACTED PARTNER	LGBTQ Allyship	Latino LGBTQ communities
G3 and Associates CONTRACTED PARTNER	African American Leadership Forum; Breakfast Group; CenterStone; Central Area Senior Center; Immaculate Conception Church; Mount Zion Baptist Church; New Hope Missionary Baptist Church; Filipino American Historical Society; First African Methodist Episcopal Church; Seattle University Black Student Union; Tabernacle Missionary Baptist Church; Tabor 100; University of Washington Black Law Students Union; Urban League of Metropolitan Seattle	African American community

## APPENDIX A

Community Partner/Convener	Coordinating Organizations	Targeted Groups
Karen Studders CONVENER		Native American and other homeless individuals not served by organized shelter or housing services
LGBTQ Allyship CONVENER	APIChaya Queer Network Program; City of Seattle LGBT Commission; Entre Hermanos; FIRE Entertainment; Gay City; Ingersoll Gender Center; Green Bodies; LGBTQ Access Project of King County Coalition Against Domestic Violence and Abuse; Northwest Network of Bi, Trans, Lesbian, and Gay Survivors of Abuse; Queer Youth Space; ROOTS Young Adult Shelter; Seattle Counseling Services; YouthCare - Orion Center	LGBTQ communities
One America CONTRACTED PARTNER	Abu-Bakr Mosque; Horn of Africa Services; Somali Community Services of Seattle; Iglesia La Luzdel Mundo; Iglesia Cristo Misionera	East African and Hispanic communities
People's Harm Reduction Alliance CONVENER		Drug users; disproportionately young, homeless/street involved, people of color; many with criminal records
Public Defender Association CONTRACTED PARTNER	King County Department of Public Defense	Adults and youth involved in criminal justice system
Safe Futures Youth Center CONTRACTED PARTNER		Southeast Asian and East African youth; Lao/Mien youth and adults; Cambodian adults
Seattle Chinatown/ID Preservation and Development Authority CONTRACTED PARTNER	Helping Link	Chinese and Vietnamese living and working in Chinatown/International District and Little Saigon areas
SeattleKing County Coalition on Homelessness CONTRACTED PARTNER	Catholic Community Services/Catholic Housing Services; Chief Seattle Club, Compass Housing Alliance, ETS-REACH; Operation Nightwatch; Plymouth Housing Group; Real Change News; Sacred Heart Shelter; Seattle Mennonite Church/Lake City Task Force on Homelessness	Homeless community and those with mental health and chemical dependency issues
Sojourner Technical Services CONTRACTED PARTNER	APRI, Life Enrichment Bookstore; Mothers for Police Accountability, United Indians of All Tribes Foundation	
Teen Feed CONTRACTED PARTNER	New Horizons Ministries; Sanctuary Arts Center; Seattle Public Library-University District; Street Youth Ministries; YouthCare; University District Youth Center	Street-involved and homeless youth and young adults

## APPENDIX A

Community Partner/Convener	Coordinating Organizations	Targeted Groups
Therapeutic Health Services CONTRACTED PARTNER	Atlantic Street Center; Cappy's Boxing Gym; Center for Wooden Boats; Cherry Hall AA; DADS Program; Seattle Parks and Recreation; South Lake High School, Street Light Media Productions; Seattle Youth Violence Prevention Initiative; Southwest Youth and Family Services; Powerful Voices; You Grow Girl; YMCA of Greater Seattle; Rainier Beach High School; Rainier Vista Boys and Girls Club; SPS Interagency Schools	Those with mental health and chemical dependency issues
Union Gospel Mission CONVENER		Homeless community (residents), staff, urban youth, and our young adult interns
Vietnamese Friendship Association CONTRACTED PARTNER	Seattle World School; youth and jobs programs	Asian/Pacific Islander, Latino/Hispanic, East African, Muslim and Caucasian youth, immigrants/refugees



# Appendix B: Community Meetings

## APPENDIX B

Date	Event/Location	Address	Host Organization	Attendance
7-Oct	Queer Youth Space	911 E Pike St	Entre Hermanos / LGBTQ Allyship	30
7-Oct	Therapeutic Health Services	2301 S Jackson St	Therapeutic Health Services	8
8-Oct	Entre Hermanos	1505 Broadway	Entre Hermanos	17
8-Oct	Garfield Teen Life Center	420 - 23rd Ave	Therapeutic Health Services	14
9-Oct	Belltown Community Council, Belltown Community Center	415 Bell St	Community Police Commission	14
9-Oct	ROOTS Young Adult Shelter	1415 NE 43rd St	Entre Hermanos / LGBTQ Allyship	20
9-Oct	Seattle Municipal Court	600 - 5th Ave	Racial Disparity Project and Public Defender Association	3
9-Oct	Street Youth Ministries	4540 - 15th Ave NE	Teen Feed	20
9-Oct	Teen Feed	4740 University Way NE	Teen Feed	40
9-Oct	Teen Feed	4740 University Way NE	Teen Feed	10
9-Oct	Therapeutic Health Services	2301 S Jackson St	Therapeutic Health Services	7
10-Oct	Central District Council, Central Area Senior Center	500 - 30th Ave S	Community Police Commission	19
10-Oct	Chinese Information and Service Center	611 S Lane St	Chinese Information and Service Center	23
10-Oct	Downtown District Council, Securities Building	1904 - 3rd Ave	Community Police Commission	7
10-Oct	Plymouth Housing Group - Simons Apartments	2133 - 3rd Ave	Seattle King County Coalition On Homelessness	15
10-Oct	SafeFutures Youth Center	6337 35th Ave SW	SafeFutures	8
10-Oct	Starbucks	2921 MLK Way S	Racial Disparity Project and Public Defender Association	4
10-Oct	Teen Feed	4740 University Way NE	Teen Feed	10
10-Oct	Therapeutic Health Services	2301 S Jackson St	Therapeutic Health Services	5
11-Oct	Centerstone	722 - 18th Ave	G3	8
11-Oct	LEAD Diversion Program	2133 - 3rd Ave	Racial Disparity Project and Public Defender Association	1
11-Oct	LEAD Diversion Program	2133 - 3rd Ave	Racial Disparity Project and Public Defender Association	1
11-Oct	Teen Feed	4740 University Way NE	Teen Feed	10
12-Oct	Life Enrichment Bookstore	5023 Rainier Ave S	Sojourner Technical Services	50
12-Oct	Rainier Beach Community Center	4600 - 38th Ave S	One America	30
12-Oct	Teen Feed	4740 University Way NE	Teen Feed	10
12-Oct	Therapeutic Health Services	2301 S Jackson St	Therapeutic Health Services	4
12-Oct	Washington Hall	153 14th Ave	Entre Hermanos / LGBTQ Allyship	7
13-Oct	Mount Zion Baptist Church	1634 - 19th Ave	G3	300
13-Oct	Teen Feed	4740 University Way NE	Teen Feed	10
13-Oct	Therapeutic Health Services	2301 S Jackson St	Therapeutic Health Services	14
14-Oct	East District Council, Capitol Hill Library	425 Harvard Ave E	Community Police Commission	16
14-Oct	Garfield Teen Life Center	420 - 23rd Ave	Therapeutic Health Services	21
14-Oct	Garfield Teen Life Center	420 - 23rd Ave	Therapeutic Health Services	14

## APPENDIX B

Date	Event/Location	Address	Host Organization	Attendance
14-Oct	House meeting	South Seattle	Racial Disparity Project and Public Defender Association	4
14-Oct	House meeting	10025 -15th Ave SW	Racial Disparity Project and Public Defender Association	3
14-Oct	Magnolia/Queen Anne District Council, Bayview Manor	11 West Aloha	Community Police Commission	14
14-Oct	South Lake High School	8601 Rainier Ave S	Therapeutic Health Services	4
14-Oct	South Lake High School	8601 Rainier Ave S	Therapeutic Health Services	6
14-Oct	Teen Feed	4740 University Way NE	Teen Feed	10
15-Oct	All Pilgrims Church	500 Broadway E	Entre Hermanos / LGBTQ Allyship	20
15-Oct	Gay City	517 E Pike St	Entre Hermanos	7
15-Oct	House meeting	5020 - 35th Ave S	Racial Disparity Project and Public Defender Association	2
15-Oct	International Terrace	202 - 6th Ave S	Chinese Information and Service Center	45
15-Oct	New Hope Baptist Church	124 - 21st Ave	G3	25
15-Oct	Real Change	96 S Main St	Seattle King County Coalition On Homelessness	17
15-Oct	Sanctuary Arts Center	1604 NE 50th St	Teen Feed	7
15-Oct	Seattle Youth Violence Prevention Initiative, Cheeky Café	1700 S Jackson St	Community Police Commission	5
15-Oct	South Lake High School	8601 Rainier Ave S	Therapeutic Health Services	9
15-Oct	South Lake High School	8601 Rainier Ave S	Therapeutic Health Services	6
15-Oct	South Lake High School	8601 Rainier Ave S	Therapeutic Health Services	9
15-Oct	SPD Southeast Asian Advisory Group, Peter Claver House	7101 - 38th Ave S	Community Police Commission	18
15-Oct	Street Youth Ministries	4540 - 15th Ave NE	Teen Feed	25
15-Oct	Teen Feed	4740 University Way NE	Teen Feed	10
15-Oct	University District Library	5009 Roosevelt Way NE	Teen Feed	3
15-Oct	University District Youth Center	4516 - 15th Ave NE	Teen Feed	30
16-Oct	Asian Counseling and Referral Services	3639 MLK Jr Way S	Asian Counseling and Referral Services	54
16-Oct	Delridge District Council, Youngstown Cultural Arts Center	4408 Delridge Way SW	Community Police Commission	12
16-Oct	Nihonmachi Terrace	651 S Main St	Chinese Information and Service Center	51
16-Oct	Queer Youth Space	911 E Pike St	Entre Hermanos / LGBTQ Allyship	7
16-Oct	Teen Feed	4740 University Way NE	Teen Feed	40
16-Oct	Teen Feed	4740 University Way NE	Teen Feed	10
16-Oct	University Congregational Church	4515 - 16th Ave NE	Teen Feed	23
17-Oct	Cherry Hall	2701 E Cherry St	Therapeutic Health Services	28
17-Oct	City Hall	600 - 4th Ave	Entre Hermanos / LGBTQ Allyship	10
17-Oct	Elizabeth House Senior Center	3201 SW Graham St	SafeFutures	11
17-Oct	Entre Hermanos	1505 Broadway	Entre Hermanos	9
17-Oct	Race and Social Justice Roundtable, Seattle Indian Health Board	611 - 12th Ave S	Community Police Commission	20

## APPENDIX B

Date	Event/Location	Address	Host Organization	Attendance
17-Oct	Rainier Beach Community Center	4600 - 38th Ave S	Teen Feed	16
17-Oct	Seattle King County Coalition On Homelessness General Meeting, YMCA	2820 E Cherry St	Seattle King County Coalition On Homelessness	25
17-Oct	SPD African American Advisory Group	2120 S Jackson St	Sojourner Technical Services	9
17-Oct	Teen Feed	4740 University Way NE	Teen Feed	10
17-Oct	Therapeutic Health Services	1901 MLK Jr Way S	Therapeutic Health Services	18
17-Oct	YMCA	909 4th Ave	Therapeutic Health Services	20
18-Oct	Asian Counseling and Referral Services	3639 MLK Jr Way S	Asian Counseling and Referral Services	14
18-Oct	New Horizons Ministries	2709 - 3rd Ave	Teen Feed	20
18-Oct	Teen Feed	4740 University Way NE	Teen Feed	10
18-Oct	Therapeutic Health Services	1901 MLK Jr Way S	Therapeutic Health Services	53
18-Oct	YouthCare Orion Center	1828 Yale Ave	Teen Feed	20
19-Oct	Abu-Bakr Mosque	5511 MLK Jr Way S	G3	8
19-Oct	Abu-Bakr Mosque	5511 MLK Jr Way S	One America	26
19-Oct	Elizabeth House Senior Center	3201 SW Graham St	SafeFutures	11
19-Oct	First A.M.E. Church	1522 14th Ave SW	G3	60
19-Oct	Miller Community Center	330 - 19th Ave E	G3	19
19-Oct	Neighborhood House - Rainier Vista Center	4410 -29th Ave S	Chinese Information and Service Center	18
19-Oct	SafeFutures Youth Center	6337 35th Ave SW	SafeFutures	10
19-Oct	SafeFutures Youth Center	6337 35th Ave SW	SafeFutures	4
19-Oct	Teen Feed	4740 University Way NE	Teen Feed	10
19-Oct	Victor Steinbrueck Park	2001 Western Ave	Karen Studders	25
20-Oct	Neighbors Night Club	1509 Broadway	Entre Hermanos	11
20-Oct	Sea Mar Community Care Center	1040 S Henderson St	KKMO/Sea Mar	35
20-Oct	Teen Feed	4740 University Way NE	Teen Feed	10
21-Oct	Asian Counseling and Referral Services	3639 MLK Jr Way S	Asian Counseling and Referral Services	8
21-Oct	Asian Counseling and Referral Services	3639 MLK Jr Way S	Asian Counseling and Referral Services	4
21-Oct	Asian Counseling and Referral Services	3639 MLK Jr Way S	Asian Counseling and Referral Services	7
21-Oct	LEAD Diversion Program	2133 - 3rd Ave	Racial Disparity Project and Public Defender Association	2
21-Oct	Southside Commons	3518 S Edmunds St	Entre Hermanos / LGBTQ Allyship	30
21-Oct	Tabernacle Missionary Baptist Church	2801 S Jackson St	G3	25
21-Oct	Teen Feed	4740 University Way NE	Teen Feed	10
21-Oct	Therapeutic Health Services	1901 MLK Jr Way S	Therapeutic Health Services	17

## APPENDIX B

Date	Event/Location	Address	Host Organization	Attendance
21-Oct	Therapeutic Health Services	1901 MLK Jr Way S	Therapeutic Health Services	5
22-Oct	Asian Counseling and Referral Services	3639 MLK Jr Way S	Asian Counseling and Referral Services	18
22-Oct	Bush Asian Center	409 Maynard Ave	Seattle Chinatown/ID Preservation and Development Authority	9
22-Oct	Chief Seattle Club	410 - 2nd Ave Ext	Seattle King County Coalition On Homelessness	80
22-Oct	Cristo Misionera Evangelical Church	610 SW Roxbury St	One America	50
22-Oct	DVA Apartment Building	721 S Lane St	Seattle Chinatown/ID Preservation and Development Authority	20
22-Oct	Sanctuary Arts Center	1604 NE 50th St	Teen Feed	9
22-Oct	Seattle Public Library - University District	5009 Roosevelt Way NE	Teen Feed	0
22-Oct	Seattle's Union Gospel Mission	3800 S Othello St	Union Gospel Mission	30
22-Oct	South Lake High School	8601 Rainier Ave S	Therapeutic Health Services	20
22-Oct	South Park Senior Center	8201 - 10th Ave S	KKMO/Sea Mar	30
22-Oct	Southwest Youth and Family Services	2103 S Atlantic St	Therapeutic Health Services	40
22-Oct	Street Youth Ministries	4540 - 15th Ave NE	Teen Feed	20
22-Oct	Teen Feed	4740 University Way NE	Teen Feed	10
22-Oct	University District Youth Center	4516 - 15th Ave NE	Teen Feed	15
23-Oct	2013 Networking Confluence	5001 25th Ave NE	Karen Studders	70
23-Oct	Centro De La Raza	2524 - 16th Ave S	KKMO/Sea Mar	25
23-Oct	Duwamish District Council, Georgetown City Hall	6202 - 13th Ave S	Community Police Commission	9
23-Oct	Helping Link	1032 S Jackson St	Seattle Chinatown/ID Preservation and Development Authority / Helping Link	14
23-Oct	Northwest District Council, Greenwood Senior Center	525 N 85th Ave	Community Police Commission	10
23-Oct	Rainier Beach Community Center	4600 - 38th Ave S	Therapeutic Health Services	20
23-Oct	SeaTac Community Center	13735 - 24th Ave S	KKMO/Sea Mar	15
23-Oct	Seattle Youth Violence Prevention Initiative (Case Managers)	1620 - 18th Ave	Community Police Commission	11
23-Oct	Southeast District Council, Rainier Beach Community Center	4600 - 38th Ave S	Community Police Commission	12
23-Oct	SPD Filipino Advisory Group, Filipino Community Center	5740 MLK Jr Way S	Community Police Commission	20
24-Oct	Asian Counseling and Referral Services	3639 MLK Jr Way S	Asian Counseling and Referral Services	11
24-Oct	Black Law Student Union	4293 Memorial Way	G3	20
24-Oct	Des Moines Senior Center	2045 S 216th St	KKMO/Sea Mar	20
24-Oct	Helping Link	1032 S Jackson St	Seattle Chinatown/ID Preservation and Development Authority / Helping Link	14
24-Oct	Josephinum Apartments	1902 - 2nd Ave	Seattle King County Coalition On Homelessness	25

## APPENDIX B

Date	Event/Location	Address	Host Organization	Attendance
24-Oct	Rainier Beach Community Center	4600 - 38th Ave S	Sojourner Technical Services	15
24-Oct	South Park Community Center	8319 - 8th Ave S	KKMO/Sea Mar	25
24-Oct	SPD East African Advisory Council, Yesler Community Center	917 E Yesler Way	Community Police Commission	2
24-Oct	SPD East Precinct Advisory Council, Seattle University Chardin Hall	1020 East Jefferson St	Community Police Commission	16
24-Oct	United Indians of All Tribes - Daybreak Star	3801 West Government Way	Sojourner Technical Services	35
25-Oct	Black Student Union at Seattle University	500 - 30th Ave	G3	20
25-Oct	Helping Link	1032 S Jackson St	Seattle Chinatown/ID Preservation and Development Authority / Helping Link	2
25-Oct	South Lake High School	8601 Rainier Ave S	Asian Counseling and Referral Services	6
25-Oct	YouthBuild, Seattle Community College - Georgetown Campus	6737 Corson Ave S	Community Police Commission	18
26-Oct	Black Catholics of ICC, Immaculate Conception Church	820 - 18th Ave	G3	15
26-Oct	Lee House at New Holly	7315 - 39th Ave S	One America	34
26-Oct	Seattle World School	301 - 21st Ave E	Vietnamese Friendship Association	136
27-Oct	Mount Zion Baptist Church	1634 - 19th Ave	G3	100
28-Oct	Central Area Senior Center	500 - 30th Ave S	G3	20
28-Oct	SPD South Crime Prevention Council, Southeast Seattle Senior Center	4655 S Holly	Community Police Commission	12
29-Oct	Franklin High School	3013 S Mt Baker Blvd	Asian Counseling and Referral Services	19
29-Oct	Seattle Public Library - Central Library	1000 - 4th Ave	Seattle King County Coalition On Homelessness	10
30-Oct	SPD Muslim, Sikh, Arab Advisory Group, Yesler Community Center	917 E Yesler Way	Community Police Commission	0
30-Oct	SPD Officers - Guild Office	2949 4th Ave S	Community Police Commission	45
31-Oct	Cleveland High School	5511 - 15th Ave S	Asian Counseling and Referral Services	6
31-Oct	La Luz Del Mundo Evangelical Church	4515 Rainier Ave S	One America	45
Various	Through individual appointments with clients	Various	Downtown Emergency Services Center	234
Various	Through individual contacts with clients	Various	People's Harm Reduction Alliance	50
Total Meetings: 151+			Total Attendance:	3,406

# Appendix C: Collateral Material



Brochures were produced in seven languages.

# Creating change that will endure

## What do we want to change?

The City of Seattle established the Community Police Commission (CPC) to provide community input on proposed Seattle Police Department (SPD) reforms. The CPC was mandated under a memorandum of understanding between the City and the U.S. Department of Justice (DOJ) which details work to be done over three years to ensure bias-free policing and address the past use of excessive force.

The CPC plays a key role in the reform efforts. The CPC's charge is to represent a broad range of community perspectives and to reach out and engage communities directly, to get critical feedback, and to then recommend changes to SPD policies and practices. It gives community members a voice and stake in the reform process.

The CPC is depending on community involvement over the long haul—community perspective is needed in the short-term on suggested changes, but we also need to know if changes SPD makes really work. CPC will foster that dialogue over time which CPC believes will also build trust and strengthen community-police relations.

CPC recommendations are intended to:

- Ensure police services comply with the Constitution, and the laws of Washington and the United States
- Increase the effectiveness of the police accountability system
- Promote public confidence in SPD



## Who is participating?

The CPC will arrange meetings with a wide range of community and faith organizations, neighborhood and youth groups, and with key partner agencies to talk about possible reforms. Many discussions will be sponsored by community partners engaged by the CPC to gather critical insight from communities particularly affected by police practices. Meaningful conversations with Seattle's diverse communities and institutional stakeholders are essential.

## CPC and partners in reform



Members of the CPC were appointed by the Mayor and confirmed by the City Council. They represent the diversity of Seattle and include people from communities of color, ethnic and faith communities, immigrant communities, the urban Indian community, the lesbian/gay/bisexual/transgender community, civil rights advocates, the business community, individuals familiar with the challenges faced by those with mental illness or substance abuse issues, and youth. One member is from the Seattle Police Officers Guild and one is from the Seattle Police Management Association. CPC members live or work in all five Seattle police precincts.

### CPC members:

- Claudia D'Allegri
- Lisa Dauggaard, Co-Chair
- Bill Hobson
- Jay Hollingsworth
- Kate Joncas
- Joseph Kessler
- Diane Narasaki, Co-Chair
- Tina Podlodowski
- Marcel Purnell
- Jennifer Shaw
- Kevin Stuckey
- Rev. Harriett Walden
- Rev. Aaron Williams

The CPC works closely with other agencies to promote reform, develop policy recommendations and ensure accountability. Key partners include SPD and other agencies and departments of the City of Seattle, the Court-appointed Monitor who oversees the settlement agreement, and the DOJ. The CPC works independently of its partners and will incorporate community perspectives in its final policy recommendations.

## Our community

The CPC needs your help to create a stronger, safer and more connected community. All Seattle residents who have a stake in better policing are invited to share their thoughts about improving SPD practices and their ideas on how to build trust between Seattle's diverse communities and SPD.



# Seattle Community Police Commission

Our city. Our safety. Our police. **Better together.**

Fall 2013

## Connecting our communities and the Seattle Police Department

The 2010 shooting death by Seattle police of First Nations woodcarver John T. Williams, and a series of other serious incidents involving police and people of color, ignited public concern about excessive use of force and bias in the Seattle Police Department (SPD). After a federal investigation, the City of Seattle signed a settlement agreement with the U.S. Department of Justice (DOJ) to reform SPD practices. A memorandum of understanding details the work to be done and also mandated the establishment of the Seattle Community Police Commission (CPC) to provide community input on the SPD reform process and reform proposals. Policy changes will be made to ensure that police services in Seattle comply with the Constitution, and the laws of Washington and the United States. In addition to recommending changes in police practices, the CPC will also assess the need to improve the City's police accountability system and work to promote public confidence in SPD.

The CPC is reaching out broadly to the people of Seattle to discuss needed reforms. During October 2013, in meetings throughout the city with Seattle residents, the CPC wants to hear what it will take to improve trust and respect between the community and SPD, and to understand how SPD can improve its relations with community members. The CPC also wants to learn if policy recommendations under consideration make sense and if any changes should be made to them.

True public safety can only happen when the community and police work together.

Fact Sheets were produced in seven languages.

**CPC members:**

- Claudia D'Allegri
- Lisa Daugaard, Co-Chair
- Bill Hobson
- Jay Hollingsworth
- Kate Joncas
- Joseph Purnell
- Harriet Walker
- Rev. Aaron Williams





A PowerPoint was used at community briefings and workshops.



**CREATING CHANGE: The role of community**

*We need your help to create a stronger, safer and more connected community.*

- Successful police reform depends on widespread community input.
- Ongoing community engagement is of paramount importance.
- Community input and dialogue over time will also promote confidence in SPD, strengthen community-police relations, and support the Police Department in ensuring public safety for all.

Seattle Community Police Commission | Our City. Our Safety. Our Police. Better Together.



**CREATING CHANGE: Bias-free policing recommendations**

**Institutional**

Institutional bias may be intentional or unintentional, and in either case changing policy, institutional culture and measuring outcomes are essential. CPC's proposed policy:

- Eliminates policies and practices that have an unjustified negative impact on some groups of people.
- Focuses on broad institutional practices and the consequences of those practices, not the behavior of individual officers.
- Requires SPD to explore equally effective alternative practices that would result in less negative impact.
- Requires data collection and annual reporting of negative impact in resource deployment and other practices.

Seattle Community Police Commission | Our City. Our Safety. Our Police. Better Together.



**CREATING CHANGE: Bias-free policing recommendations**

**Individual**

Individual bias may be intentional or unintentional, in either case changing behavior and changing attitudes is essential. Under CPC's proposed policy:

- Officers shall not make decisions or take actions that are influenced in any way by bias, prejudice, or discriminatory intent. Bias cannot be expressed verbally, by gesture or in writing.
- Officers are required to take into consideration relevant characteristics in determining appropriate services or police procedures designed for such individuals.
- Officers and supervisors are subject to discipline for engaging in, ignoring or condoning bias.
- The Chief reinforces policy in periodic updates and annual training.

Seattle Community Police Commission | Our City. Our Safety. Our Police. Better Together.

# APPENDIX C

Policy Overviews were provided for community briefings and workshops.

## Seattle Community Police Commission Overview: CPC Bias-Free Policing Policy Recommendations

Community Police Commission  
CPC Bias-Free Policing Policy Recommendations  
October 2013

### The need for change

- Some people, particularly people of color, are disproportionately affected by law enforcement. Issues of unequal treatment involving stops, arrests and use of force are especially troubling.
- In some cases, this may be the result of *intentional* bias, but it also can be the result of *unintentional* bias in systems and institutions.
- Both types of bias may cause police to treat people differently, which may be counterproductive and unfair.

### What the data show

- The 2011 SPD Community Survey reported that 63% of Seattle respondents believed racial profiling was a problem for the Department.

### Bias-free policing recommendations

The policy recommendations seek to address both individual and institutional bias in SPD (when officers are unfair in their treatment of a person and when SPD practices negatively impact a group or groups of people). The changes are intended to lessen the number of incidents involving both types of bias. Both approaches will better ensure equity in police services, increase SPD effectiveness, and build mutual respect and trust between SPD and our diverse communities.

### Types of bias

#### Institutional/Intentional

- Policies which explicitly discriminate against a group or groups
- Historically, police departments refused to hire people of color

#### Institutional/Unintentional

- Policies that negatively impact one or more groups unintentionally
- Heavy penalties for driving with a suspended license

#### Individual/Intentional

- Prejudice in action - discrimination
- Police officer calling someone an ethnic slur while arresting them

#### Individual/Unintentional

- Unconscious attitudes and beliefs
- Police officer calling for back-up more often when stopping a person of color

### Recommendations related to individual bias

Individual bias may be intentional or unintentional, in either case changing behavior and changing attitudes is essential. Under CPC's proposed policy:

- Officers shall not make decisions or take actions that are influenced in any way by bias, prejudice, or discriminatory intent. Bias cannot be expressed verbally, by gesture or in writing.

1

## Seattle Community Police Commission Overview: CPC Stops and Detentions Policy Recommendations

Community Police Commission  
CPC Stops and Detentions Policy Recommendations  
October 2013

### The need for change

- One of the most important freedoms guaranteed by the Constitution is the ability to move freely and not to be subjected to unwarranted searches and seizures.
- In order to ensure that there is strong support and confidence by the public in their police officers, it is critical that officers do their work without bias and within the parameters of the Constitution.

### What the data show

- The DOJ investigation concluded that SPD policies and training failed to clearly explain when an officer may legally stop, detain or search people short of arrest.
- DOJ found that these policies created the risk that SPD officers would make illegal stops and searches.
- The 2011 SPD Community Survey reported that 46% of Seattle respondents believed that there is a problem with the SPD stopping people without good reason.

### Stops and detentions policy recommendations

- Explains the different stops officers may make and how voluntary and non-voluntary stops differ.
- Describes what officers may and may not do during non-voluntary stops.
- Explains that officers must identify themselves and tell the person why they are being detained if it's a non-voluntary stop. Officers may hold individuals for only as long as necessary.
- Explains when an officer may frisk or pat-down a detained person for weapons.
- Requires officers to report all non-voluntary stops for review and to detect patterns of discrimination.

### What do you think?

- Does the proposed policy make it clear when an officer can legally stop and question you?
- Does the proposed policy (and chart) help you to know when you can legally walk away from an officer and when you are legally required to stop and talk to the officer? What would help you understand your rights?
- Is it clear from the policy when an officer may search a person?
- Do you think the proposed policy will help officers better know their obligations when stopping someone?

1

## Seattle Community Police Commission Overview: SPD Use of Force Policy Draft

Community Police Commission  
SPD Proposed Use of Force Policy  
October 2013

The CPC has not made any use of force policy recommendations because SPD's proposed policy was only made available to the CPC very recently and it has not had sufficient time to make any recommendations. The CPC has reviewed the proposed policy and key elements of it are highlighted below. Community input is sought on SPD's proposed policy.

### The need for change

- A pattern of using unnecessary or excessive force was a key finding of DOJ's investigation of SPD.

### What the data show

- DOJ found reason to believe that excessive force was disproportionately an issue in cases involving people of color, and that force too often was used when it was not warranted or to an unwarranted degree.
- DOJ also found reason to be concerned about force used against people with mental illness or under the influence of drugs or alcohol.
- The 2011 SPD Community Survey reported that 72% of Seattle respondents believed there was a problem with SPD using excessive force.

### Use of Force policy changes proposed by SPD

- Explains when force may be necessary and reasonable, and emphasizes using skills to reduce conflict (de-escalation skills) if possible, to avoid the use of force.
- Identifies four levels of force and provides that all cases involving force—with the exception of those involving minimal force—must be reported and either reviewed by a supervisor or subject to a formal investigation.
- Details when officers may use weapons. Weapons must be authorized and officers must be trained and approved to use them.
- Explains when supervisors can or must refer use of force complaints or investigations to the Office of Professional Accountability (the office responsible for reviewing incidents of possible officer misconduct).

### What do you think?

- What issues regarding use of force do you think are most important to be addressed in a new SPD use of force policy?
- What problems has your community had (if any) with SPD's use of force?

1

## Seattle Community Police Commission Overview: CPC In-Car Video Recording Policy Recommendations

Community Police Commission  
CPC In-Car Video Recordings Policy Recommendations  
October 2013

### The need for change

- In-car video (ICV) recordings have not always been reliably available to confirm or contradict written police reports or witness observations of controversial incidents.
- They have also not always been reliably available due to a combination of department policies and technological limitations and challenges.

### What the data show

- ICV recordings of officers interacting with members of the public have not always been available, or of usable quality.
- Several technology constraints have also been a factor limiting recordings.
- Policy and training related to ICV has not always been clear.

### In-car video recording policy recommendations

- The recommended changes are intended to ensure SPD has appropriate recording technology, and that its policies and training ensure consistent usage of recordings. The availability of recordings for review will enhance public safety and officer accountability.
- In developing its technology recommendations, the CPC balanced the need for video recordings to be available for evidence with the need to protect officer and public privacy.
- The CPC also balanced the need for data with the costs of obtaining it and ensuring it can be easily accessed.
- The CPC recommends changes consistent with the new in-car video capabilities SPD will have in place October 1, 2013:
  - "Always on" activation of the ICV system at ignition.
  - Video recording triggered by patrol car lights, audio, in crash situations, and at certain speed thresholds.
  - The CPC did not support additional video triggering at ignition, by door, siren or rifle lock release, or via GPS (location). One reason is that too much un-useful data would be captured at significant expense, e also d by lights will cover any situations involving sirens).

### Other policy and related recommendations include:

- The audio system must be on whenever the in-car video is on, with few exceptions.
- If an event that should have been recorded is not recorded, the officer must explain in the incident report why it was not recorded.
- SPD needs to appoint a single command level leader responsible for oversight of ICV.
- SPD needs a written plan that explains how the Department will monitor proper use of ICV and ensure supervisory oversight.
- SPD needs a documented training plan that explains how and when all officers will be trained on the new system, along with "refresher" courses over time.

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# Appendix D: Survey Tool

## APPENDIX D



### Community Police Commission Questionnaire

*Thank you for taking the time to complete this questionnaire about the Seattle Police Department and ways to help the police better serve our community. Your answers will be held in strictest confidence.*

**1. First, please indicate whether you agree or disagree with the following statements.**

	Strongly Agree	Somewhat Agree	Somewhat Disagree	Strongly Disagree	Don't Know
The Seattle Police treat people of all races and ethnicities equally					
The Seattle Police do a good job keeping people safe					
The Seattle Police serve all areas of Seattle equally					
The Seattle Police do a good job serving your neighborhood					

**2. For each item, please indicate how often you think Seattle Police officers do these things.**

	Very Often	Somewhat Often	Not That Often	Almost Never	Don't Know
Engage in racial profiling					
Treat people differently because of their race					
Treat people differently because of their gender or gender identity					
Stop people in cars without good reason					
Stop people on the street or in public places without good reason					
Use excessive physical force					
Use verbally abusive language					
Use racial slurs towards minorities					
Use homophobic slurs towards minorities					
Harass people for no good reason					
Treat people respectfully					
Quickly solve crimes and arrest criminals					

## APPENDIX D


**3. For each group, please indicate if you think the Seattle police treats them the same as other members of the community or not as well as other members of the community.**

	Same	Not As Well	Don't Know
African Americans			
Latinos or Hispanics			
Native Americans			
Asian and Pacific Islanders			
People who are Islamic or of Middle Eastern descent			
Lesbian, gay, bisexual, transgender people			
Young people			
People who are homeless			
People with mental illness or problems with alcohol or drugs			
People with a criminal record			


**4. The Community Police Commission, the Seattle Police Department, and the U.S. Department of Justice are considering a number of ideas about ways to improve the Seattle Police Department's performance. Please indicate whether you think the following ideas would make a difference in improving the performance of the Seattle Police Department.**

	Will Make A Difference	May Make A Difference	Won't Make A Difference	Don't Know
Make cameras in police vehicles automatically record more often.				
Make racial bias/racial equity training of police officers mandatory.				
Ensure that the Police Department documents and addresses the bias of individual officers.				
Ensure that the Police Department reports data by race and national origin and progress in reducing bias.				
Ensure that <u>officers</u> are clear on when they are allowed to stop or detain someone, and how they are to conduct themselves during stops.				
Ensure that <u>community members</u> are clear on when officers are allowed to stop or detain them, and know their rights and obligations.				
Train officers to use conflict reduction with the goal of reducing the use of force.				
Require officers to report use of force, and review and investigate these cases in more instances.				
Educate the public about how to make a complaint about the Seattle Police Department				

**5. Have you ever made a complaint to the Seattle Police Department?**

- Yes  IF YES: Would you say you are satisfied or dissatisfied with how the department handled your complaint?
  - Very satisfied
  - Somewhat satisfied
  - Somewhat dissatisfied
  - Very dissatisfied
  - Don't know
- No
- Don't know

**6. Have you or a member of your family had a personal experience with Seattle police? If so, was it positive or negative?**

- Yes  IF YES: How positive or negative was it?
  - Positive
  - Somewhat positive
  - Somewhat negative
  - Negative
- No (skip to Q8)
- Don't know (skip to Q8)

**7. Please share some details about the experience with the Seattle police.**

**8. Is there anything else you want to share?**



## APPENDIX D

Finally, tell us a little bit about yourself. Again, your responses to this questionnaire will be kept in strict confidence.

**9. Please select your race: (choose just ONE)**

- African American
- Latino or Hispanic
- Asian American
- Native American
- Pacific Islander
- White
- Other or Multi-racial (please specify) \_\_\_\_\_

**10. What is your ethnicity? \_\_\_\_\_**

**11. Are you an immigrant or refugee?**

- Yes
- No

**12. If your family speaks a language other than English at home, please tell us what language you speak:**

\_\_\_\_\_

**13. What is your gender?**

- Male
- Female
- Transgender
- Transgender (Male to Female)
- Transgender (Female to Male)
- Other (please specify) \_\_\_\_\_

**14. Do you identify as:**

- Heterosexual
- Gay
- Lesbian
- Bisexual

**15. What is your age?**

- 17 years old or younger
- 18 – 25 years old
- 26 – 35 years old
- 36 – 55 years old
- 56 years old or older

**16. What part of Seattle do you spend the most time in?**

- Central District
- Downtown
- International District
- North Seattle (other than University District)
- Pioneer Square
- South Seattle
- West Seattle
- University District
- Other: (please specify) \_\_\_\_\_

**17. How did you receive or hear about this questionnaire?**

- Community organization: (please specify) \_\_\_\_\_
- CPC website
- Social media
- News
- Other: (please specify) \_\_\_\_\_

Thank you very much for sharing your thoughts with us!  
If you have any questions, please contact [ocpc@seattle.gov](mailto:ocpc@seattle.gov) or 206-233-2664.

	<p>Learn more: <a href="http://www.seattle.gov/policecommission">www.seattle.gov/policecommission</a></p>	<p>Contact us: <b>Seattle Community Police Commission</b> <a href="mailto:OCPC@seattle.gov">OCPC@seattle.gov</a> 206-233-2664</p>
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# Appendix E: Languages Spoken in Homes of Survey Respondents

## APPENDIX E

Survey respondents were asked if their family spoke a language other than English at home. This is a self-reported list of the languages cited by respondents.

Amharic	Greek	Nez Perce
Apache/Navaho	Haida	Northern Cheyenne
Arabic	Hamaric	Oromia
Bantu	Harda	Oromiffa
Barawaani	Hebrew	Oromo
Bisaya, Bicola	Hindi	Papago
Blackfoot	Hmong	Polish
Brillo	IABO	Quahada-comanche
Cambodian	Ilokano	Quiehe
Cambodian /Laos	Indian	Russian
Cambodian/Vietnamese	Italian	Samoan
Cantonese	Iushootseed	Saninke
Cherokee, Lakota	Japanese	Sicilian
Cheyenne	Khmer	Sign language
Chinese	Kiro	s'malgyak (An American Indian language)
Comanche	Kiswahi, Somali	Somali
Dutch	Korean	Swahili
Elocano ""Filipino	Lakota Sioux	Swedish
Eskimo	Lao/Thai	Tagalog, Phillipine dialect
Espanol (Spanish)	Laotian	Taishanese
Farsi	Makah	Teyresa ?, Oromesa ?, Amharic
Filipino	Malay	Thai/Laos
French	Mandarin/Cantonese	Tieng Viet
Gaelic	Mienh	Tigrana
Gambian	Mixteca	Tigrigna
Garifuna	Mongolian	Tlingit
Gavifuna	Nahuatl	Tsalagi/american
German	Navajo	Ukranian
Ghatree	Nepali	URDU

# Appendix F: Key Themes Matrix

## Key Themes—Bias-Free Policing

What needs to change?	Feedback on draft policy recommendations	New ideas and proposed solutions
<ul style="list-style-type: none"> <li>• Many believe SPD officers do not treat all people equally</li> <li>• Many report police bias against members of their communities—bias based on race, ethnicity, gender or gender identity, age (youth), and perceived economic or housing (low-income or homeless) status, as well as bias against those who are chemically dependent or mentally ill; some non-English speaking communities report bias</li> <li>• Police bias is demonstrated in many ways             <ul style="list-style-type: none"> <li>• Lack of understanding and tolerance of other cultures and customs (including youth culture) and unfair judgments about those cultures</li> <li>• Bias is also demonstrated by bullying or intimidation, anger, use of racial, homophobic and other slurs, disrespect, rudeness, meanness and insensitivity, generally and towards specific groups</li> <li>• Profiling is an issue—there is a belief that individuals are targeted because of their status</li> <li>• Language barriers cause police to believe non-English speaking people are uncooperative which causes friction and miscommunication; even accents result in biased treatment, with officers making unfair assumptions</li> <li>• People who are homeless are treated like second class citizens; because of their visibility, police routinely “run” known street youth through the system and arrest them</li> <li>• People who are non-gender conforming are targeted unfairly</li> <li>• Some believe officers stop them and make unfair accusations, such as doing drugs, using alcohol or belonging to gangs based on their status or how they look or dress</li> <li>• Officers are sometimes unfair or unresponsive in how they deal with certain crime victims (owners of businesses filing crime reports who are members of minority groups, sex workers who report assaults, DV victims in LGBT relationships, assault victims who are addicts, the homeless whose belongings are stolen, supported housing residents, those with criminal records)</li> <li>• There is little police protection in low-income neighborhoods and some of the issue is cultural, i.e. not willing to call 9-1-1 which is, nevertheless, the basis for SPD deployment decisions; some fear calling police because of their undocumented status</li> <li>• People are not taken seriously by police because of race, economic status or zip code</li> <li>• Some stated that bias is associated with individual officers, not with SPD as a whole</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Some asked how the policy would be implemented and enforced, specifically how bias complaints will be documented. If an officer doesn’t offer to call a supervisor but claims to have done so, how will that be tracked? Also, how is bias defined and how will it be proven?</li> <li>• Some concern expressed about whether calling a supervisor will make a difference—how will supervisors be held accountable? There are already policies that are not followed, so how will any new policies help?</li> <li>• Concerning the question of notifying a supervisor of a bias complaint             <ul style="list-style-type: none"> <li>• There was limited feedback on whether an officer should be required or offer to call a supervisor—it may not be reassuring to the subject for another police officer to respond to a complaint and it could create more of a problem; others thought a subject should have the right to call the supervisor directly without officer involvement; questions were raised as to whether a subject would be required to wait for a supervisor to come, with some wanting the option for those claiming bias to “opt out” and say “no” to calling or waiting for a supervisor</li> <li>• Support was expressed for resolving bias at a system level (e.g. police emphasis on “street crimes” rather than on “white collar crimes”); also tracking and responding to the problem of disproportionate stops, and resolving issues such as deploying resources based on 9-1-1 calls)</li> <li>• Questions were raised about how bias will be tracked—some interest in whether there will be an independent entity, outside of SPD, responsible for maintaining bias data</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Many suggest hiring more officers from diverse backgrounds and some who are bilingual to better reflect and understand the people they serve (people of color, people from immigrant and refugee communities, and Native Americans); this can also help resolve difficulties in communications involving stops of those who are not English proficient</li> <li>• We need to encourage young people from these communities to consider policing as a profession</li> <li>• Establish cultural competency/racial equity trainings for officers and mandate cultural competency; but in addition, increase diversity of skill sets and perspectives of those within SPD in order to change its culture</li> <li>• Some feel it may not be possible to achieve “bias-free” policing, therefore it is important for officers to be trained to manage their bias, to understand power differentials between the police and groups (such as people who are homeless), and on how to accept differences between people and cultures</li> <li>• Ensure bias training covers not only race, but other important issues (gender norms/queerness, age, disability and poverty); training to deal with those in crisis should not be optional</li> <li>• Some suggest community involvement (possibly paid) in designing and leading these trainings; others suggest providing mentors to lead training and keep younger officers accountable</li> <li>• Create a mechanism in the police communication systems that identifies allegations of bias and triggers reports to supervisors</li> <li>• Require officers to use part of their shift to conduct community service within communities of color that are different from their ethnic background; also have police better connected to service providers so they don’t just arrest but rather offer resources to those in need.</li> <li>• If policy is implemented, an education component is needed so people will know they have the right to file a bias complaint and how the report and investigation process works</li> <li>• Employ community liaison officers to interact with the community and provide guidance to officers</li> <li>• Bias free policing requires bias free communities—raise public consciousness about racial prejudice and inequity</li> <li>• Measure results through satisfaction surveys and track response by demographic categories</li> <li>• Create a zero tolerance policy for bias</li> <li>• Establish financial (loss of paycheck) penalties for severe bias</li> <li>• Community members also need to work harder to ensure kids are respectful—accountability goes both ways</li> </ul>

## Key Themes—Stops and Detentions

What needs to change?	Feedback on draft policy recommendations	New ideas and proposed solutions
<ul style="list-style-type: none"> <li>• Many community members don't know their rights in regard to stops and detentions or whether there is a complaint or appeal system</li> <li>• Many believe some people are stopped unfairly (for no reason or due to racial profiling, prejudice and ignorance of customs)               <ul style="list-style-type: none"> <li>• There is a belief that there are too many stops that are the result of unfair racial profiling and officers assuming guilt without justification, including presuming guilt of those with criminal records</li> <li>• Young people report officers stop them for no reason or make up reasons to justify the contact (i.e. contact for smoking at a bus stop, pulling them over for a tail light being out, etc.)</li> <li>• Others, specifically homeless, non-English speaking adults and people of color, shared concerns about officers who make stops, request I.D. and unlawfully search (or even seize possessions) without providing reason</li> <li>• Some report long detentions and eventual release without explanation or apology</li> <li>• Latinos and African Americans report being profiled as gang members</li> <li>• Latinos report being profiled or stopped based on dress or the model or year of their vehicles and being worried about going out at night for fear of being stopped by police; some indicate that police intimidate them with threats of contacting immigration authorities</li> <li>• Stops are difficult for non-English speaking persons, including those who identify as immigrants/refugees, since interpretation services are not available</li> </ul> </li> <li>• It is thought that police don't seem to understand the rules for legitimate stops and detentions since some officers cross the line by presuming guilt and making stops without sufficient cause</li> <li>• In the experience of some, officers become hostile or do not listen when an individual asserts their rights by asking questions about why they were stopped</li> </ul>	<ul style="list-style-type: none"> <li>• Many people were positive about the intent of the policy recommendations—to make clear when officers may or may not stop, detain and search people and the rights and obligations of each party (officer and subject)</li> <li>• However, the policy could be improved               <ul style="list-style-type: none"> <li>• The language remains too vague - need to communicate more clearly what is legal and not legal</li> <li>• The definitions for the types of stops are not clear, so it remains unclear when an officer may stop and question someone</li> <li>• In the different types of stops, it isn't clear what the officer may or may not require from the individual (identification, etc.)</li> <li>• Examples might be helpful to make the distinctions more clear</li> <li>• How does the policy resolve the problem of police making stops or searching without reasonable cause, i.e. assuming people are guilty or assuming people have a weapon without sufficient evidence or facts to support the stop?</li> <li>• What is reasonable cause—does it ensure there police have substantial evidence that justifies a stop?</li> <li>• Explain how SPD will respond to complaints</li> </ul> </li> <li>• An SPD representative noted that the language “an officer may NOT” (shown in the stops and detentions chart) doesn't allow for flexibility necessary in unpredictable and rapidly evolving circumstances; the language should be changed to “unlikely to...” “will likely not...”</li> <li>• The policy should state that officers must identify themselves and explain specifically why they are stopping someone</li> <li>• Police should be required to explain what people's rights are when they are stopped or arrested</li> </ul>	<ul style="list-style-type: none"> <li>• There is strong support for educating both the police and public about their rights and obligations in the area of stops and detentions</li> <li>• While there is agreement that people should know their rights, there is concern that if they assert their rights (i.e. show an ACLU card), the situation can escalate, so policy and training should provide guidance to police in responding to the assertion of rights</li> <li>• People have the right to know the difference between voluntary and non voluntary stops. Include an educational tool, a “rule book” as part of the policy, so people know what to do and who call when improperly stopped. Partner with diverse/minority community leaders to educate the community and assist those in non-English speaking communities to become educated about their rights</li> <li>• Provide a card for non-English speaking residents that states they do not speak English and lists their primary language, and/or allow them to ask for a interpreter if stopped or arrested</li> <li>• There was significant support for officer training including:               <ul style="list-style-type: none"> <li>• Making sure officers have clear guidance on what is legal and not legal</li> <li>• Using consistent language that is understandable to the public</li> <li>• Using community organizations to help educate officers</li> <li>• Assuring police know how to deal with people with mental illness issues since they often cannot communicate effectively</li> <li>• Assuring police always first apply de escalation skills in stops situations</li> </ul> </li> <li>• Communicate back to the public about how trainings are going and what officers are learning</li> <li>• Document and track all types of stops and detentions and report demographics of those stopped and arrested in order to identify groups that may have been stopped disproportionately (i.e. adults and youth who are homeless, the mentally ill, drug users, people of color, immigrants, those who are gender non-conforming, etc.); this might provide more transparency about possible “quotas”</li> <li>• SPD needs to hold officers accountable, so there needs to be ways to identify officers who do not follow the policy (i.e. identify patterns of inappropriate stopping associated with individual officers</li> <li>• Community outreach or mental health/social workers partnering with police on the beat could reduce incidents of inappropriate stops and help police be more effective</li> </ul>

# APPENDIX F

## Key Themes—Use of Force

What needs to change?	Feedback on draft policy recommendations	New ideas and proposed solutions
<ul style="list-style-type: none"> <li>• There is significant concern that police too often resort to use of force when it is not necessary</li> <li>• This is an issue in specific areas of the city (Rainier Beach and the Central District)</li> <li>• A fair number of African American individuals either had first-hand knowledge or knew someone who had experienced excessive use of force</li> <li>• Street youth and the homeless community think there are too many incidents of excessive force in interactions with these individuals (physical force, drawn weapons, use of mace/tasers, etc.)</li> <li>• There is deep pain and concern about excessive use of force against members of the Native/Urban Indian community</li> <li>• Some community members report not feeling safe when stopped by police (reports that some officers point guns at people as a means of intimidation or force entry into homes without a court order)</li> <li>• Some report officers using bullying tactics, going on “power trips,” and using verbally abusive and offensive language; taunting by officers escalates situations</li> <li>• Minimal use of force contact is the most frequent type of force contact for youth but it has important negative ramifications on their attitudes</li> <li>• Many young adults felt that police do not show remorse for abuse or take responsibility for mistakes</li> </ul>	<ul style="list-style-type: none"> <li>• Many commented that it was difficult to provide feedback on the SPD draft policy its very long and confusing; the policy and use of force definitions needed to be simplified and made more clear</li> <li>• UOF /de-escalation policies should be defined for situations involving civil disobedience, including stable/peaceful civil disobedience</li> <li>• Questions were raised about how does the proposed policy compares to the current policy</li> <li>• There is interest in learning more specifics concerning:             <ul style="list-style-type: none"> <li>• Minimal force</li> <li>• Necessary and reasonable</li> <li>• Four levels of force</li> <li>• Use of weapons and definition of weapons</li> <li>• Zone of privacy</li> </ul> </li> <li>• The “types of force” chart needs to be refined (but specifics of what is needed were not provided)</li> <li>• Use of force should always be a last resort; some expressed concern that in using firearms, police are taught “shoot to kill”</li> <li>• Force should be commensurate, i.e. if subject does not have lethal weapon or situation is non-lethal, police should use martial arts rather than lethal weapons</li> <li>• Once a person is handcuffed, force should be minimal</li> <li>• Support for accountability for officers who use excessive force; there was some support for reporting and investigating all types of force, including minimal use of force</li> <li>• Support for training on use of force and de-escalation tactics</li> <li>• Many youth and young adults felt policy changes would not stop excessive force, but heavier punishments might make a difference</li> <li>• There was a suggestion that pointing a gun should not be classified as a Type I use of force; it should be classified as a more serious use of force since it is tied to potential intent to shoot</li> <li>• Use of “stop sticks” against motorcycles may be extreme the policy should reflect the extreme nature of this use of force.</li> <li>• The policy should support a person’s “zone of privacy” (officers shouldn’t touch individuals unless they put their hands on an officer, reach for their gun, or run)</li> <li>• Provide an interpreter before force is used when dealing with non-English speaking individuals</li> <li>• Officers should not use firearms to confront individuals who are homeless or who have drug or alcohol issues</li> </ul>	<p>Consider new and additional training, and schedule periodic and regular re-training:</p> <ul style="list-style-type: none"> <li>• Incorporate information regarding cultural perspectives into training for crowd control; make sure officers are trained to have “de-escalation attitude” going into civil disobedience situations</li> <li>• Help officers be better prepared to deal with all citizens, including people with mental illness or substance abuse issues</li> <li>• Provide more ongoing training on use of force and ways to de-escalate situations (including re-instituting “verbal judo”); demonstrating respect is an important aspect of de-escalation</li> </ul> <p>Demonstrate care in hiring and provide ongoing support</p> <ul style="list-style-type: none"> <li>• Overrepresentation of males and veterans in SPD; develop alternative recruitment strategies to hire more women, people of color and LGBTQ individuals</li> <li>• Evaluate personality and coping skills as part of the hiring process</li> <li>• Require counseling of officers who have had complaints filed against them for use of force, and have those who have had mood or behavior changes evaluated</li> <li>• Change “fraternity/macho” culture; encourage officers to discuss their trauma and mental health issues</li> <li>• Officers react defensively without support, so ensure they are teamed up in pairs</li> <li>• Concern that fear is an underlying mentality—officers are afraid—they resort too often to a stance of “protecting themselves”; they need training to counter this base mentality</li> </ul> <p>Educate the community</p> <ul style="list-style-type: none"> <li>• Distribute handout with phone number and website so people can report abuses; all abuses need to be reported so SPD and others have accurate record of how often excessive or inappropriate use of force occurs</li> <li>• Conduct workshops dedicated to use of force; provide information about what type of force is applicable to certain situations, what triggers use of force and governing policies and protocols, laws constraining use of force, show impact of policy and data on use of force incidents             <ul style="list-style-type: none"> <li>- Use community leaders to bridge cultural gap</li> <li>- Possibly pay organizational staff person for ongoing liaison function</li> </ul> </li> <li>• Consider using alternative community resources as a way to resolve disputes, instead of relying on police Repeal State law that allows officers to claim a justified homicide defense</li> <li>• Establish a community review board to provide accountability</li> <li>• The community should have an opportunity to give feedback on the effectiveness of training (i.e. de-escalation trainings)</li> </ul>



## Key Themes—In-Car Video Recordings

What needs to change?	Feedback on draft policy recommendations	New ideas and proposed solutions
<ul style="list-style-type: none"> <li>• There is skepticism about how the police use in-car video recordings</li> <li>• Some believe officers move interactions outside the view of the camera and there is concern about “blind spots” and cameras not being “360”</li> <li>• Some believe the police have destroyed videos sought in discovery or only release parts of videos they want to show the court and public in order to hid evidence of excessive use of force or bias</li> <li>• Some express concern that officers tamper with recordings or allowed discretion in turning on recording devices</li> <li>• Some believe current recording policies are not consistently followed</li> <li>• Many expressed concern about officers harassing bystanders and telling them it is illegal for them to record police actions</li> </ul>	<ul style="list-style-type: none"> <li>• Most feel these recommendations are very specific and clear and that there is value in having more consistent, reliable recordings which will either reduce abusive behavior or be useful to police in documenting appropriate behavior; ICV protects public and officers; officers should not have anything to hide, and should record as often as possible</li> <li>• Many feel increased use of in-car videos will help increase public trust of SPD, make people feel safer, help to reduce bias and use of force, increase officer professionalism, and support officer training and accountability</li> <li>• Many think the cameras should be on all the time, or wanted more information about when exceptions would be allowed; they are generally not in favor of officer discretion</li> <li>• Some asked about the need for recordings of officers who are not in vehicles (bikes/horses/Segways) and many thought there is value in requiring police to use body cameras</li> <li>• Some noted the value of audio recordings and that requirements for these recordings should be part of the policy, operating in conjunction with ICV, recording in vehicles and carried by each officer</li> <li>• While wanting recordings widely available to the public, many expressed concern about maintaining privacy and thought the policy should address this difficult issue; there were mixed opinions on how videos should be made public</li> <li>• The police should be required to notify people that the camera is on</li> <li>• Some raised the question of accountability and how the policy will ensure footage is not tampered with, is captured and tracked, and how broken equipment will be reported and fixed (officers must be required to report malfunctioning or “off” equipment); some thought it would be useful to have a third party (independent, external community organization) provide oversight and accountability</li> <li>• The policy needs to explain how compliance will be tracked</li> <li>• There should be significant penalties for not following recording protocols or for tampering with video evidence</li> </ul>	<ul style="list-style-type: none"> <li>• Individuals should have the right to document themselves with any devices and police officers must tell them they have this right</li> <li>• Be sure that there is a continuous equipment maintenance regimen so there are no failures in video recordings</li> <li>• Incident reports should identify the associated video</li> <li>• It’s unclear if recordings are admissible in court, but if so, they should be available to both the prosecution and the defense</li> <li>• The public should be educated about the mechanisms that cause the in-car video to turn on automatically</li> <li>• Educate the police that having the camera on is in their best interest</li> <li>• If video recording provides evidence of a crime being committed that has nothing to do with the incident being filmed, it should not be allowed as evidence in that other case</li> </ul>

## Key Themes—SPD (General)

Positive comments	Areas of concern	New ideas and recommendations
<ul style="list-style-type: none"> <li>• People are reluctant to give SPD a chance (youth distrust, history of difficulties, lack of faith that change is possible), but many have hope that it will be different this time</li> <li>• There is a lack of police engagement with communities; both community police officers and beat officers should form relationships with communities</li> <li>• Some believe there are many good and courteous officers; a single “bad” officer taints the reputation of the whole Department</li> <li>• Law enforcement officers at a meeting stated that the selection of officers these days has improved— SPD tries to find officers who represent the communities being served             <ul style="list-style-type: none"> <li>• Some noted they had experienced positive, respectful interactions with officers (many of the district council representatives and SPD advisory groups; also individual officers dealing with individuals who were mentally ill or intoxicated)</li> </ul> </li> <li>• Many youth pointed to examples of officers they trust. Youth participants reported that characteristics of a good cop are the ones who:             <ul style="list-style-type: none"> <li>• Help kids</li> <li>• Warn youth to stay on track</li> <li>• Talk about choices</li> <li>• Can relate to young people’s challenges</li> </ul> </li> <li>• Multiple young people served by Teen Feed noted and appreciated positive, respectful interactions with or lenient responses to minor criminal acts by SPD officers</li> </ul>	<ul style="list-style-type: none"> <li>• Multiple communities have negative attitudes and deep distrust of SPD, and in many cases fear police; for some, there is a lack of trust in the entire criminal justice system</li> <li>• Some communities have mixed feelings about SPD, with some of their members not having good relations or experience with police</li> <li>• Some people feel they would not contact the police unless absolutely necessary and, in some cases, their attitudes are a result of police and government practices in their home countries</li> <li>• SPD may not be able to transform due to entrenched institutional and historical reasons</li> <li>• SPD protects its own and don’t hold each other accountable</li> <li>• Some of the formal communication channels that currently exist between the police and the community don’t feel very effective and could be improved</li> <li>• The majority of officers do not live in city limits, so there is little to no community investment or community building occurring</li> <li>• Several people believe SPD takes action against homeless people as a result of pressure from business owners, rather than being responsive to the community</li> <li>• Some reported contacting the police for help and being treated as if they were a criminal</li> <li>• In the Little Saigon area, there is concern that there are not enough police; one person said it took officers two hours to show up at the scene of a hit-and-run and some businesses are hesitant to report crime due to a fear of retaliation</li> <li>• In the black community a concern was raised that SPD does not solve crimes in a timely manner; there was feedback that response time to 9-1-1 calls is slower in some neighborhoods</li> <li>• Some feedback that the complaint process is “useless” and staff who answer the phones are apathetic and unhelpful</li> <li>• Police officers appeared to be judgmental about the CPC outreach effort conducted in Steinbrueck Park</li> </ul>	<ul style="list-style-type: none"> <li>• Officers throughout SPD (not just the West Precinct) need to have mandatory training and obtain skills to deal with a host of cultural and other issues; the needs specifically cited include de-escalation and crisis intervention skills (e.g. to be able to deal effectively with those with mental illness)</li> <li>• There were multiple suggestions for police to better connect with the communities they serve. Ideas included:             <ul style="list-style-type: none"> <li>• Have more foot patrols and have officers engage more with community members while on foot patrols</li> <li>• Encourage all officers to take part in “Living Room Conversations” so they better understand the communities they serve</li> <li>• Officers should be rotated among numerous communities so they gain experience of different cultures and so the potential for harassing individuals is interrupted; in contrast, others cited officer rotation as a problem in establishing strong relationships with communities</li> <li>• Provide opportunities where police directly meet in the community with community members to get to know them and to talk about reforms; this will build trust that the police want to make needed changes</li> <li>• Participate in community service and events</li> <li>• Have more “friendly” conversations with community</li> <li>• More officers should live in Seattle (one suggestion is that 60% of street officers should live in the city)</li> <li>• More communication, in more languages, and in more accessible formats</li> <li>• Use local papers to keep community in the loop on what’s new and policy updates</li> <li>• Engage more with students and youth organizations</li> </ul> </li> <li>• People noted the difference between community police vs. beat cops—people know community police by name and trust them; we need more community police</li> <li>• Examine performance evaluation process</li> <li>• Establish a culture that encourages mental health and coping support of officers, including counseling services</li> <li>• Find ways for officers to develop empathy and compassion</li> <li>• Need buy in from leadership in order to hold officers accountable</li> <li>• There needs to be an accountability structure that works and that is observable in order to create trust (i.e. set up a survey to comment on officer interactions)</li> <li>• Develop capacity in our neighborhoods to work together with the police and having more positive interactions between police and ethnic-minority people</li> <li>• Community perceptions of SPD are impacted by policies and actions of other jurisdictions such as the King County Sheriff’s Office, and other nearby police departments; people want to know if general reform proposals and specific policies under consideration (bias, stops, use of force, video recording) will or can have impact on these other departments</li> <li>• Immigrant students (Seattle World School) were interested in learning more about SPD and would like to see officers in their schools/neighborhoods</li> <li>• People want to be treated with respect and poor police treatment adversely impacts feelings of self worth</li> </ul>

## Key Themes—CPC and the Outreach Process

Positive comments	Areas of concern	New ideas and recommendations
<ul style="list-style-type: none"> <li>• Use of partners gave CPC more access to a broad range of communities; in some cases, it worked well to conduct outreach at meetings where people were already getting together rather than trying to host special events; small meetings worked well—gave people comfortable place to disclose their views</li> <li>• Even with serious time constraints, the results exceeded CPC expectations</li> <li>• Many are supportive of the CPC's work, and appreciate the forums held to gather input</li> <li>• People appreciate that the CPC is receptive to community feedback</li> <li>• People are interested in having more opportunities to give feedback and engage in discussion on this issue; favorable response to plans for outreach and CPC work in coming year</li> <li>• Partners are very interested in ongoing involvement with the outreach process</li> <li>• While there is some skepticism, people support the police reform process that is underway</li> </ul>	<ul style="list-style-type: none"> <li>• Some noted that organizations they are associated with chose to not respond to the CPC's RFP because the timeline was unrealistic and it would be difficult to obtain meaningful feedback</li> <li>• The timeline for feedback made it difficult to engage all who should have been heard from; some important coordinating organizations and communities were missed (indigenous people and Native people who identify across LGBTQ spectrum, and people with disabilities, and possibly others; partners do not have capacity to handle similar constraints in future—they estimate they need one month to plan and one month to implement outreach</li> <li>• Some materials, especially the PowerPoint, were too complicated and it was difficult to convey all the information in short meetings; the survey worked well as a tool to walk-through topic areas</li> <li>• It was difficult getting toolkit materials in a timely way, especially translated materials, which complicated an already short turn-around window for community feedback</li> <li>• Some people thought due to its name that the CPC is part of SPD and not independent; some had concern and a level of distrust</li> <li>• Due to lack of knowledge of and confidence in the CPC, there is a question of whether it will be serious in following through with the recommendations; questions of how and when they will know action has been taken</li> <li>• Some are concerned that the CPC recommendations won't be seriously considered; the CPC may have little or no influence; after the outreach process, concern was also raised that the CPC's policy recommendations were submitted prior to a complete accounting of the community feedback</li> <li>• Some wonder how/why this time will be any different than the past; how will DOJ hold SPD accountable</li> <li>• Some concern about whether commissioners adequately represent all areas of the city as required by ordinance</li> <li>• The survey appears to have suggestions that don't correspond to the actual policy recommendations</li> <li>• Concern that material in Somali was not accurately translated; the majority prefer English versions; problems were also identified with the Spanish translations</li> <li>• Immigrants and refugees had trouble with the questionnaire because it was dense, and had unfamiliar concepts and terminology</li> <li>• Some concern that so much money is involved with the settlement (\$5 million), but none of it is being used in the community to address the problem.</li> </ul>	<ul style="list-style-type: none"> <li>• Many were not familiar with the CPC, so build more awareness of it and share information through community blogs and papers; need more visible use of media—both traditional and social regarding CPC and its role and activities</li> <li>• Provide more education and information that the reform process is court-driven, not SPD-driven</li> <li>• Provide community education about institutional racism and encourage dialogue about the use of power as concerns race, gender and class</li> <li>• Provide resources and tools so community groups can conduct educational outreach</li> <li>• People in the community need to be clear on their rights and how to file a complaint; offer workshops conducted by the ACLU and similar organizations, and the OPA</li> <li>• Many are interested in tracking the CPC's work and the policy implementation, and would like to participate in training sessions (as described above)             <ul style="list-style-type: none"> <li>• Notify public about trainings, information shared, and who is conducting them</li> <li>• Provide opportunities for community feedback and participation in trainings</li> </ul> </li> <li>• Upcoming CPC work areas are challenging; CPC needs to simplify complex concepts that may not be familiar to the public and translate these into language that is easier to understand, and clarify and condense presentation materials</li> <li>• Some partners suggested that they be asked to participate in designing CPC's 2014 outreach plan</li> <li>• Engage with the community on an ongoing basis, not just when seeking feedback on policy recommendations; consider attending regular meetings that are held in different parts of the city and also hold quarterly or regular meetings out in the community</li> <li>• The CPC should focus on more communication with the community and seek community support when needed to ensure CPC can fulfill its charge</li> <li>• Be open to dialogue and questioning to ensure transparency</li> <li>• Hold a larger community meeting with all interested parties to identify common interests and overlap</li> <li>• Participants want to know the outcome of this process and whether recommendations are adopted, policies and practices change; what impact might labor negotiations have and how will citizens know SPD has made reform progress?</li> <li>• Some believe community meetings should be held to get feedback and suggestions before CPC recommendations are developed</li> <li>• Make sure the greater community is concerned about these issues and call for justice.</li> <li>• It's going to take time, more than just policies, to create confidence in SPD</li> <li>• Interest in whether a similar process has occurred elsewhere and the results.</li> </ul>

