

**Seattle**  
**Community**  
**Police Commission**

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

October 17, 2019

Dear Assistant Chief Adrian Diaz and Lt. Martin Rivera

On behalf of the Community Police Commission, we would like to thank you for your partnership as the Seattle Police Department revives the Community Service Officer program.

As you are aware, from August 27 through September 16, two representatives from the CPC were at the table as SPD conducted extensive interviews to hire the first new group of CSOs. This was an unprecedented partnership between police and community in Seattle. We have full faith our work together will ensure the CSO program gets off on the right footing.

Given the large response from Community, the applicant pool was strong and representative of the vibrant Seattle tapestry. It was a wonderful opportunity to collaborate.

This was also a learning experience for everyone involved. As Seattle looks to hire more CSOs, it will be important to review this process to refine and improve how we conduct hiring for these positions moving forward. We look forward doing that in continued partnership.

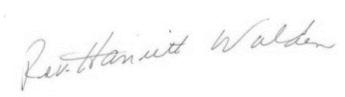
We would like to begin that conversation by identifying some opportunities to improve, better align with community expectations, and ensure we are able to retain the best applicants for the position. Some of our initial ideas to do this would be to:

- Continue to work to identify and remove barriers for candidates who have appropriate interpersonal and community skills to be successful in this role, but who lack the traditional work experience, or have other factors in their backgrounds, that would not inhibit their ability to fulfill their role.
- Create trainee program for promising candidates with limited experience as an entry point into the CSO program.

We hope to meet with you before November 15, that way we can come up with and implement any improvements before the next round of hiring. We hope that our collaborative relationships continue to foster such wonderful outcomes.

Please contact us if you have further questions.

Sincerely,



Rev. Harriett Walden, Co-Chair  
Community Police Commission



Isaac Ruiz, Co-Chair  
Community Police Commission



Emma Catague, Co-Chair  
Community Police Commission

Cc: Sgt. Kevin Nelson