

MINUTES

Community Police Commission (CPC)

March 25, 2015, 9:00 am – 12:00 pm
City Hall, 3rd Floor, Room 370

CPC Attendees: Lisa Daugaard, co-chair, Rev. Harriett Walden, co-chair, Melinda Giovengo, Jay Hollingsworth, David Keenan, Marcel Purnell, Jennifer Shaw, Ofc. Kevin Stuckey, Rev. Aaron Williams

CPC Absent: Claudia D'Allegri, Enrique Gonzalez, Lt. Ron Rasmussen

CPC Staff: Fé Lopez, Anne Bettsworth, Tracy Whitlatch, Betsy Graef

REVIEW AND APPROVE AGENDA AND MINUTES / ANNOUNCEMENTS

Moved, seconded, and passed (8-0-0): "To approve the 3/25/15 agenda and the 3/11/15 CPC meeting minutes with no changes."

WORKGROUP UPDATES

Accountability Workgroup – Members of the CPC, the Auditor and the Mayor's Office met to discuss the draft accountability legislation. They will be meeting again this week to continue the discussion. They have not yet begun discussing the legislation for the Auditor or the CPC in its new accountability role.

Disparate Impact Analysis Workgroup – There will be a check-in meeting on April 7th with Chief O'Toole and the CPC Co-chairs regarding plans for possible interviews of officers. Professor Beckett will start meeting with community based organizations first while waiting for confirmation to interview SPD sworn employees.

Training Workgroup – The SPD Training Section will conduct training for supervisors on institutional bias. Search and Seizure and Bias- Free Policing training will be on-going from August through December. The CPC will provide input to the curriculum. Demonstration Management Training will occur in March and April and the CPC plans to observe. Advanced Crisis Intervention Training has already begun. Due to the use of a state-wide curriculum and time restraints, the CPC will not be participating. King County is conducting a Crisis Intervention Training that the CPC hopes to attend.

The SPD Advisory Committee will be holding quarterly meetings throughout the year with roughly 30 officers attending. The CPC will be able to meet with the committee for one hour every quarter to discuss topics of its choosing. The purpose of these meetings is to stay connected to issues related to patrol officers and get insight on policy in practice.

Action Item(s)

SPD Community Engagement Assessment Workgroup – CPC staff are finalizing contracts for the DAC and community listening sessions. Commissioners will participate in all of the sessions. The community-based organizations that are facilitating these listening sessions will attend 1 of 2 training sessions prior to the community listening sessions. Staff shared the materials for the training and listening sessions and asked for additional input on the questions that will be discussed at the sessions. The CPC decided to prioritize the questions to make sure they could get feedback on the most important questions. There will also be a questionnaire for participants to fill out. The CBO's will turn in listening session summaries when they complete the sessions.

The DAC sessions will also have questions for the participants and will be facilitated by CPC staff. The CPC Executive Director and Co-chair recently participated in the African American DAC meeting where they gave a presentation about the CPC and current issues involving police accountability. They were well received and stayed well over their allotted time answering questions and discussing various issues related to SPD and policing.

The CPC will coordinate up to two focus groups of SPD officers of different racial and ethnic backgrounds to discuss recruitment, hiring, promotion and retention. The participating officer's identities will remain anonymous to the CPC and SPD.

BIAS-FREE POLICING POLICY - FEEDBACK

Staff has met with DOJ to discuss how the CPC can be more involved in developing SPD policy. The CPC will make recommendations to SPD about the Bias-Free Policing Policy. The CPC will add language and comments to the policy aligning it with current work and stating the need for institutional biases to be addressed by the Department. While procedural justice is an important tool it isn't sufficient to address biases either individually or institutionally.

Moved, seconded, and passed (10-0-0): "To make changes the commission recommended to item #9 and rewriting of the Bias-Free Policing Policy to submit to parties and, if needed to the judge as amicus."

Action Item

SPD RESPONSE TO DEMONSTRATIONS DRAFT REPORT

A letter is to be drafted in response to Post-Ferguson and the Black Lives Matter Protests. The CPC will incorporate information received from the CPC community forums, as well as information from the Racial Disparity Project on their investigation into SPD's response to demonstrations. An anonymous officer's survey will be sent about SPD's response to demonstrations.

Action Item

OTHER BUSINESS

Budget: All departments are mandated to create a 2% underspend this year. It has accomplished this by using funds that were allocated to the full-time Community Engagement and Communications Specialist position that has yet to be filled. The CPC will also have to plan for a 2% and 4% underspend in 2016. Staff created a planned budget for the year based on CPC priorities. Some of those budget items are: stipends, officer and community surveys, assessments, disparate impact analyses, and future community engagement activities. A Strategic Advisor is needed for the CPC and staff will be researching how this position can be added.

The CPC is continuing to receive applications for the full-time Community Engagement and Communications Specialist position. The Commission has received over 190 applications although many applications were incomplete. Staff will do a first round review of remaining 73 applications and then work with co-chair Harriett Walden to identify finalists to be interviewed. The interview date has not been set but should occur in early April.

Bylaws will be reviewed later in the year to incorporate accountability legislation and make necessary changes to reflect identified needs.

The CPC reviewed a workplan timeline that was created from the CPC retreat. It was created to help Commissioners prioritize its works for the upcoming year.

There will be a check-in meeting on April 7th with Chief O'Toole, the CPC Executive Director and co-chairs. The proposed topics to discuss with the chief are the CPC's request to interview officers for the the Disparate Impact Analysis, SPD's response and next steps to the OPA Auditor's Report, and how to incorporate CPC feedback in key SPD policies.

Commissioners were invited to attend this year's NACOLE Conference in October which will take place in California. Officer Stuckey has been invited to be on a panel at the conference as a CPC representative.

The CPC continues to get requests from community-based organizations to speak at meetings.

Body-Worn Camera legislation has changed. The current bill up for consideration is a narrow temporary fix that will incorporate the creation of a task force of diverse community and law enforcement representatives to make recommendations regarding privacy, policy, surveillance and police accountability. The hope is that this task force would work with law makers to create legislation for the 2016 term.

The Commission on Hispanic Affairs (CHA) in collaboration with several community organizations will be hosting community forums in Pasco, WA on March 27th and 28th. The focus of the first forum is to allow the public to discuss the recent shooting of Zambrano-Montes by Pasco police officers. Day two of the forum will focus on developing a community based strategy for moving forward. The DOJ Community Relations department is partnering with CHA to moderate the discussions. CPC Commissioner Jennifer Shaw of the ACLU and CPC Executive Director and OneAmerica Board President Fé Lopez will also be attending to provide technical support.

Moved, seconded, and passed (10-0-0): "For Executive Director Fé Lopez to act on behalf of the CPC in community events related to police accountability in Pasco, WA."

Students from Seattle Central College attended the CPC meeting. The CPC and the students had a robust conversation about police accountability, training and community engagement.

SUMMARY OF ACTION ITEMS

- Staff will determine if the CPC can attend SPD Demonstration Management and Crisis Intervention training.
- Staff will suggest more neutral spaces for the SPD Advisory Committee meetings.
- Staff will make the suggested changes to the Bias-Free Policing Policy.
- Staff will draft a letter in response to Post-Ferguson and the Black Lives Matter Protests and will share with the commission at the next full CPC meeting. Staff will also send a status email to the people that requested to be on our mailing list from the "SPD Response to Demonstrations" community forum.