



2020 Surveillance Impact Report

Situational Awareness Cameras Without Recording

Seattle Police Department

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Surveillance Impact Report (“SIR”) Overview

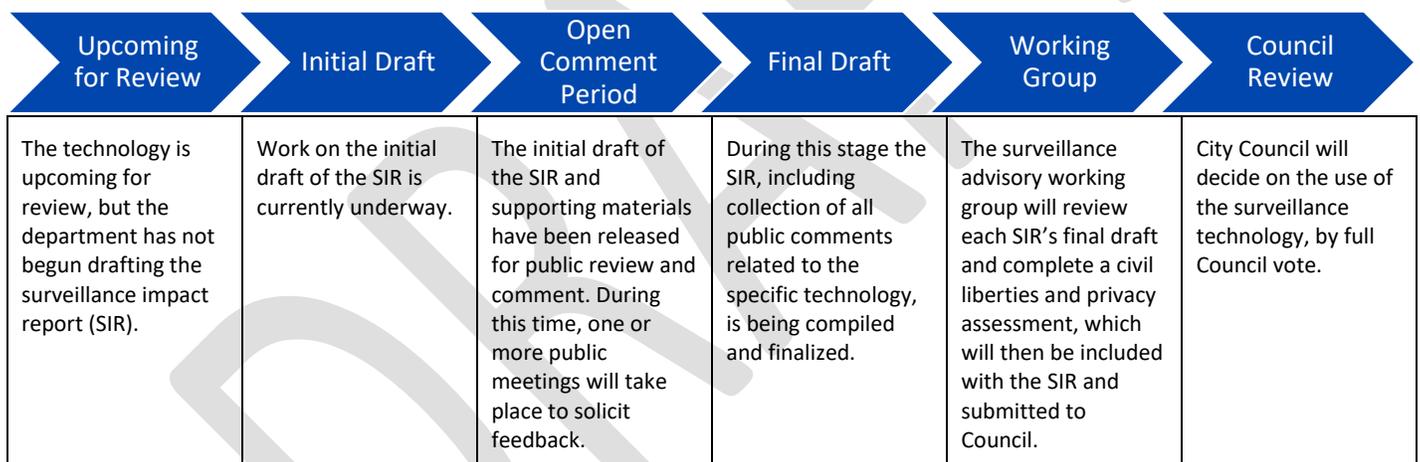
About the Surveillance Ordinance

The Seattle City Council passed ordinance [125376](#), also referred to as the “Surveillance Ordinance”, on September 1, 2017. This ordinance has implications for the acquisition of new technologies by the City, and technologies that are already in use that may fall under the new, broader definition of surveillance.

SMC 14.18.020.B.1 charges the City’s executive with developing a process to identify surveillance technologies subject to the ordinance. Seattle IT, on behalf of the executive, developed and implemented a process through which a privacy and surveillance review is completed prior to the acquisition of new technologies. This requirement, and the criteria used in the review process, are documented in Seattle IT Policy PR-02, the “Surveillance Policy”.

Surveillance Ordinance Review Process

The following is a high-level outline of the complete SIR review process.



Privacy Impact Assessment

Purpose

A Privacy Impact Assessment (“PIA”) is a method for collecting and documenting detailed information collected in order to conduct an in-depth privacy review of a program or project. A PIA asks questions about the collection, use, sharing, security and access controls for data that is gathered using a technology or program. It also requests information about policies, training and documentation that govern use of the technology. The PIA responses are used to determine privacy risks associated with a project and mitigations that may reduce some or all of those risks. In the interests of transparency about data collection and management, the City of Seattle has committed to publishing all PIAs on an outward facing website for public access.

When is a Privacy Impact Assessment Required?

A PIA may be required in two circumstances.

- 1) When a project, technology, or other review has been flagged as having a high privacy risk.
- 2) When a technology is required to complete the surveillance impact report process. This is one deliverable that comprises the report.

1.0 Abstract

1.1 Please provide a brief description (one paragraph) of the purpose and proposed use of the project/technology.

The Seattle Police Department utilizes four types of situational awareness cameras to monitor an identified subject or watch an area of concern while positioned from a safe distance away. SPD operates these cameras in a variety of different ways to serve specific purposes depending on the situational need. The cameras fall broadly into four categories:

- mounted on remote controlled robots,
- mounted to poles or extenders,
- strategically placed, and
- cameras that are thrown.

The images transmitted from these cameras are secured and viewed on proprietary monitors. SPD does not record, store, or retain any of the images captured by these camera technologies.

1.2 Explain the reason the project/technology is being created or updated and why the PIA is required.

This technology is specifically used to covertly observe subjects, in real time, from a safe position. If used out of policy or improperly, this technology could potentially be used to inappropriately infringe on public privacy.

2.0 Project / Technology Overview

Provide an overview of the project or technology. The overview gives the context and background necessary to understand the purpose, mission and justification for the project / technology proposed

2.1 Describe the benefits of the project/technology.

SPD's tactical units use situational awareness cameras to assess potentially dangerous situations from a safe location. The use of these cameras allows SPD to view surroundings and gain additional information prior to entering a location, which provides additional safety and security to SPD personnel, the subjects of the observation, and other members of the community.

2.2 Provide any data or research demonstrating anticipated benefits.

The National Institute of Justice asserts that situational awareness in a potentially threatening situation is an essential key variable in determining when the use of force is necessary¹. Situational awareness may also be to as "tactical awareness;" safety for both the officer and the subject is increased when the responding officers have visual information about the event and its surroundings.

2.3 Describe the technology involved.

There are 4 types of situational awareness cameras used by SPD's SWAT Unit:

Robot Mounted Cameras – The Avatar Robot by RoboteX incorporates a 360-degree optical camera and is remote controlled by officers from a safe position on scene. The remote range of the Avatar Robot is approximately 200 meters.

Pole Cameras – Pole camera models are made by Tactical Electronics and Smith and Wesson. These are small, portable cameras that can be extended in height (to approximately 20'). They are typically handheld during their use and send secure images to the user's handheld remote monitor.

Placeable Cameras – Camera models are made by Remington and Tactical Electronics. They are small portable cameras designed to be placed in specific strategic locations and situations. These models also send secure images to the user's handheld remote monitor.

Throwable Cameras – Camera models are made by Remington and Tactical Electronics. These small, rugged cameras are designed to be thrown into situations where access by SPD personnel is not possible. Like the pole and placeable cameras, the secure images are transmitted to the user's handheld remote monitor.

None of the images transmitted by these cameras are stored or recorded by the camera equipment or the handheld monitor.

2.4 Describe how the project or use of technology relates to the department's mission.

The mission of the Seattle Police Department is to prevent crime, enforce the law, and support quality public safety by delivering respectful, professional, and dependable police services. SPD's SWAT unit utilizes this technology to assess potentially dangerous situations and obtain as much information about the situation as possible. By doing so, SPD personnel and the subjects involved are safer.

2.5 Who will be involved with the deployment and use of the project / technology?

Only members of the SPD SWAT Unit are authorized to use this equipment.

3.0 Use Governance

Provide an outline of any rules that will govern the use of the project / technology. Please note: non-City entities contracting with the City are bound by restrictions specified in the surveillance ordinance and privacy principles and must provide written procedures for how the entity will comply with any restrictions identified.

3.1 Describe the processes that are required prior to each use, or access to/ of the project / technology, such as a notification, or check-in, check-out of equipment.

All members of SWAT are given training in the use and appropriate application of these cameras. Any SWAT personnel may elect to use one of the cameras if the situation calls for its use.

3.2 List the legal standards or conditions, if any, that must be met before the project / technology is used.

There is no legal standard or condition for the use of these cameras in non-protected public areas, such as a hotel hallway. However, if SPD plans to use the camera inside a protected area, such as in a person's home or property, SPD will obtain a signed search warrant from a judge, absent exigent circumstances.

3.3 Describe the policies and training required of all personnel operating the project / technology, and who has access to ensure compliance with use and management policies.

Only members of SWAT are authorized to use this equipment and are specifically trained in their use. The SWAT commanders are responsible to ensure usage of the technology falls within appropriate usage.

¹ <https://www.nij.gov/topics/law-enforcement/officer-safety/use-of-force/pages/welcome.aspx>

4.0 Data Collection and Use

Provide information about the policies and practices around the collection and use of the data collected.

4.1 Provide details about what information is being collected from sources other than an individual, including other IT systems, systems of record, commercial data aggregators, publicly available data and/or other City departments.

No images or data are collected, stored, or retained by any situational awareness camera used by SPD.

4.2 What measures are in place to minimize inadvertent or improper collection of data?

Risk of inadvertent or improper collection is low, as no images or data are collected, stored, or retained by any situational awareness camera used by SPD.

4.3 How and when will the project / technology be deployed or used? By whom? Who will determine when the project / technology is deployed and used?

This technology is used only by the SPD SWAT Unit to assess potentially dangerous situations.

4.4 How often will the technology be in operation?

The different types of cameras are used with varying frequency depending on the circumstances. Pole-mounted cameras are used frequently to assess situations around corners and above or below officer positions.

4.5 What is the permanence of the installation? Is it installed permanently, or temporarily?

These cameras are portable and do not remain in fixed locations.

4.6 Is a physical object collecting data or images visible to the public? What are the markings to indicate that it is in use? What signage is used to determine department ownership and contact information?

These cameras are covert by design. They are used to assess potentially dangerous situations from a safe distance.

4.7 How will data that is collected be accessed and by whom?

No images or data are collected, stored, or retained by any situational awareness camera used by SPD.

4.8 If operated or used by another entity on behalf of the City, provide details about access, and applicable protocols.

This technology is used only by the SPD SWAT Unit and no images or data are collected, stored, or retained by any situational awareness camera used by SPD.

4.9 What are acceptable reasons for access to the equipment and/or data collected?

These cameras are covert by design. They are used to assess potentially dangerous situations from a safe distance. No images or data are collected, stored, or retained by any situational awareness camera used by SPD.

The decision to use situational awareness cameras is made on a case-by-case basis. These devices allow officers to monitor a subject or watch situation from a position of safety and distance. Absent exigent circumstances, a signed warrant is obtained prior to the use of this technology in any protected area.

4.10 What safeguards are in place, for protecting data from unauthorized access (encryption, access control mechanisms, etc.) And to provide an audit trail (viewer logging, modification logging, etc.)?

This equipment is securely stored and accessible only to the SWAT Unit for use in their operations. No images or data are collected, stored, or retained by any situational awareness camera used by SPD.

5.0 Data Storage, Retention and Deletion

5.1 How will data be securely stored?

The following questions on data storage are not applicable to these technologies, as no images or data are collected, stored, or retained by any situational awareness camera used by SPD.

5.2 How will the owner allow for departmental and other entities, to audit for compliance with legal deletion requirements?

n/a

5.3 What measures will be used to destroy improperly collected data?

n/a

5.4 which specific departmental unit or individual is responsible for ensuring compliance with data retention requirements?

n/a

6.0 Data Sharing and Accuracy

6.1 Which entity or entities inside and external to the City will be data sharing partners?

The following questions on data sharing are not applicable to these technologies, as no images or data are collected, stored, or retained by any situational awareness camera used by SPD.

6.2 Why is data sharing necessary?

n/a

6.3 Are there any restrictions on non-City data use?

Yes No

6.3.1 if you answered yes, provide a copy of the department's procedures and policies for ensuring compliance with these restrictions.

This technology is used only by the SPD SWAT Unit and no images or data are collected, stored, or retained by any situational awareness camera used by SPD.

6.4 how does the project/technology review and approve information sharing agreements, memorandums of understanding, new uses of the information, new access to the system by organizations within City of Seattle and outside agencies?

n/a

6.5 explain how the project/technology checks the accuracy of the information collected. If accuracy is not checked, please explain why.

n/a

6.6 describe any procedures that allow individuals to access their information and correct inaccurate or erroneous information.

n/a

7.0 Legal Obligations, Risks and Compliance

7.1 What specific legal authorities and/or agreements permit and define the collection of information by the project/technology?

No images or data are collected, stored, or retained by any situational awareness camera used by SPD. When situational awareness camera equipment will be utilized in protected areas, such as inside a home, the SWAT Unit obtains a signed warrant.

7.2 Describe what privacy training is provided to users either generally or specifically relevant to the project/technology.

The SWAT Unit is trained on the appropriate usage of situational awareness cameras.

7.3 Given the specific data elements collected, describe the privacy risks identified and for each risk, explain how it was mitigated. Specific risks may be inherent in the sources or methods of collection, or the quality or quantity of information included.

Because the SWAT Unit requires a signed warrant before utilizing this technology in protected areas, they have mitigated the risk of improper viewing of the protected areas.

7.4 Is there any aspect of the project/technology that might cause concern by giving the appearance to the public of privacy intrusion or misuse of personal information?

The nature of this type of technology may cause concern by giving the appearance of privacy intrusion or misuse. These cameras are specifically designed to be covert and they allow officers to view viewing into sensitive areas. While these cameras have the capability to observe the public, they are not utilized by SPD in this manner. No information, images, or audio are recorded by any of these situational awareness cameras.

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8.0 Monitoring and Enforcement

8.1 describe how the project/technology maintains a record of any disclosures outside of the department.

No images or data are collected, stored, or retained by any situational awareness camera used by SPD. When situational awareness camera equipment will be utilized in protected areas, such as inside a home, the SWAT Unit obtains a signed warrant.

8.2 what auditing measures are in place to safeguard the information, and policies that pertain to them, as well as who has access to the audit data? Explain whether the project/technology conducts self-audits, third party audits or reviews.

No images or data are collected, stored, or retained by any situational awareness camera used by SPD. When situational awareness camera equipment will be utilized in protected areas, such as inside a home, the SWAT Unit obtains a signed warrant.

Financial Information

Purpose

This section provides a description of the fiscal impact of the surveillance technology, as required by the surveillance ordinance.

1.0 Fiscal Impact

Provide a description of the fiscal impact of the project/technology by answering the questions below.

1.1 Current or potential sources of funding: initial acquisition costs.

Current potential

Date of initial acquisition	Date of go live	Direct initial acquisition cost	Professional services for acquisition	Other acquisition costs	Initial acquisition funding source
	6/30/2016	\$67,704.86		Pole Camera w/Wrist Mounted Monitor	UASI Grant Funded
02/04/2013		\$5,000		Avatar 1 Base package, Pre-owned	Org Charged: P1941

Notes:

Respond here.

1.2 Current or potential sources of funding: on-going operating costs, including maintenance, licensing, personnel, legal/compliance use auditing, data retention and security costs.

Current potential

Annual maintenance and licensing	Legal/compliance, audit, data retention and other security costs	Department overhead	IT overhead	Annual funding source

Notes:

1.3 Cost savings potential through use of the technology

Respond to question 1.3 here

1.4 Current or potential sources of funding including subsidies or free products offered by vendors or governmental entities

N/A

Expertise and References

Purpose

The following information is provided to ensure that Council has a group of experts to reference while reviewing the completed surveillance impact report (“SIR”). Any individuals or agencies referenced must be made aware ahead of publication that their information has been included. All materials must be available for Council to access or review, without requiring additional purchase or contract.

1.0 Other Government References

1.1 Please list any other government bodies that have implemented this technology and can speak to the implementation of this technology.

Agency, municipality, etc.	Primary contact	Description of current use

2.0 Academics, Consultants, and Other Experts

2.1 Please list any experts in the technology under consideration, or in the technical completion of the service or function the technology is responsible for.

Agency, municipality, etc.	Primary contact	Description of current use

3.0 White Papers or Other Documents

3.1 Please list any authoritative publication, report or guide that is relevant to the use of this technology or this type of technology.

Title	Publication	Link
"Video for SWAT Operations"	Law and Order, The Magazine for Police Management	http://www.hendonpub.com/resources/article_archive/results/details?id=3589

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Racial Equity Toolkit (“RET”) and Engagement for Public Comment Worksheet

Purpose

Departments submitting a SIR are required to complete an adapted version of the Racial Equity Toolkit (“RET”) in order to:

- Provide a framework for the mindful completion of the SIR in a way that is sensitive to the historic exclusion of vulnerable and historically underrepresented communities. Particularly, to inform the public engagement efforts departments will complete as part of the surveillance impact report.
- Highlight and mitigate any impacts on racial equity from the adoption and the use of the technology.
- Highlight and mitigate any disparate impacts on individuals or vulnerable communities.
- Fulfill the public engagement requirements of the surveillance impact report.

Adaption of the RET for Surveillance Impact Reports

The RET was adapted for the specific use by the Seattle Information Technology Departments’ (“Seattle IT”) privacy team, the Office of Civil Rights (“OCR”), and change team members from Seattle IT, Seattle City Light, Seattle Fire Department, Seattle Police Department, and Seattle Department of Transportation.

Racial Equity Toolkit Overview

The vision of the Seattle Race and Social Justice Initiative is to eliminate racial inequity in the community. To do this requires ending individual racism, institutional racism and structural racism. The racial equity toolkit lays out a process and a set of questions to guide the development, implementation and evaluation of policies, initiatives, programs, and budget issues to address the impacts on racial equity.

1.0 Set Outcomes

1.1. Seattle City Council has defined the following inclusion criteria in the surveillance ordinance, and they serve as important touchstones for the risks departments are being asked to resolve and/or mitigate. Which of the following inclusion criteria apply to this technology?

- The technology disparately impacts disadvantaged groups.
- There is a high likelihood that personally identifiable information will be shared with non-City entities that will use the data for a purpose other than providing the City with a contractually agreed-upon service.
- The technology collects data that is personally identifiable even if obscured, de-identified, or anonymized after collection.

The technology raises reasonable concerns about impacts to civil liberty, freedom of speech or association, racial equity, or social justice.

1.2 What are the potential impacts on civil liberties through the implementation of this technology? How is the department mitigating these risks?

The potential that innocent members of the community would fall under surveillance by covert use of situational awareness cameras by the SPD SWAT Unit is mitigated in two ways. First, the usage of this equipment is situational, and the cameras are used during events in which the SWAT Unit responds to calls for police service. Where the cameras are utilized in non-public areas a signed warrant is obtained prior to their use. Second, no images, data, or audio is recorded by the situational awareness cameras.

1.3 What are the risks for racial or ethnicity-based bias through each use or deployment of this technology? How is the department mitigating these risks?

The mission of the Seattle Police Department is to prevent crime, enforce the law, and support quality public safety by delivering respectful, professional and dependable police services. [SPD Policy 5.140](#) forbids bias-based policing and outlines processes for reporting and documenting any suspected bias-based behavior, as well as accountability measures. The use of this technology does not enhance the risks of racial or ethnicity-based bias.

1.4 Where in the City is the technology used or deployed?

all Seattle neighborhoods

- | | |
|-------------------------------------|--|
| <input type="checkbox"/> Ballard | <input type="checkbox"/> Southeast |
| <input type="checkbox"/> North | <input type="checkbox"/> Delridge |
| <input type="checkbox"/> Northeast | <input type="checkbox"/> Greater Duwamish |
| <input type="checkbox"/> Central | <input type="checkbox"/> East district |
| <input type="checkbox"/> Lake union | <input type="checkbox"/> King county (outside Seattle) |
| <input type="checkbox"/> Southwest | <input type="checkbox"/> Outside King County. |

If possible, please include any maps or visualizations of historical deployments / use.

N/A

1.4.1 What are the racial demographics of those living in this area or impacted by these issues?

City of Seattle demographics: White - 69.5%; Black or African American - 7.9%; Amer. Indian & Alaska Native - 0.8%; Asian - 13.8%; Native Hawaiian & Pacific Islander - 0.4%; Other race - 2.4%; Two or more races - 5.1%; Hispanic or Latino ethnicity (of any race): 6.6%; Persons of color: 33.7%.

King County demographics: White – 70.1%; Black or African American – 6.7%; American Indian & Alaskan Native – 1.1%; Asian, Native Hawaiian, Pacific Islander – 17.2%; Hispanic or Latino (of any race) – 9.4%

1.4.2 How are decisions made where the technology is used or deployed? How does the Department work to ensure diverse neighborhoods are not specifically targeted?

The decision to use situational awareness cameras is made on a case-by-case basis. These devices allow officers to monitor a subject or watch situation from a position of safety and distance. Absent exigent circumstances, a signed warrant is obtained prior to the use of this technology in any protected area.

1.5 How do decisions around data sharing have the potential for disparate impact on historically targeted communities? What is the department doing to mitigate those risks?

The Aspen Institute on Community Change defines structural racism as “...public policies, institutional practices, cultural representations and other norms [which] work in various, often reinforcing ways to perpetuate racial group inequity.” Data sharing has the potential to be a contributing factor to structural racism and thus creating a disparate impact on historically targeted communities. In an effort to mitigate this possibility, SPD has established policies regarding the dissemination of data in connection with criminal prosecutions, Washington Public Records Act ([Chapter 42.56 RCW](#)), and other authorized researchers.

Further, [SPD Policy 5.140](#) forbids bias-based policing and outlines processes for reporting and documenting any suspected bias-based behavior, as well as accountability measures.

The situational awareness cameras utilized by the SPD SWAT Unit do not record any information and therefore no information from this technology is stores or shared.

1.6 How do decisions around data storage and retention have the potential for disparate impact on historically targeted communities? What is the department doing to mitigate those risks?

Like decisions around data sharing, data storage and retention have similar potential for disparate impact on historically targeted communities. [SPD Policy 5.140](#) forbids bias-based policing and outlines processes for reporting and documenting any suspected bias-based behavior, as well as accountability measures.

1.7 What are potential unintended consequences (both negative and positive potential impact)? What proactive steps can you can / have you taken to ensure these consequences do not occur.

The unintended consequences related to the continued utilization of situational awareness cameras by SPD is the out of policy misuse of the technology to improperly surveil the public. SPD policies, including [SPD Policy 6.060 - Collection of Information for Law Enforcement Purposes](#) also define the way information will be gathered by SPD and states, “information will be gathered and recorded in a manner that does not unreasonably infringe upon: individual rights, liberties, and freedoms guaranteed by the Constitution of the United States and the State of Washington, including freedom of speech, press, association, and assembly; liberty of conscience; the exercise of religion...”

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2.0 Public Outreach

2.1 Organizations who received a personal invitation to participate.

Please include a list of all organizations specifically invited to provide feedback on this technology.

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2.1 Scheduled public meeting(s).

Meeting notes, sign-in sheets, all comments received, and questions from the public will be included in Appendix A-C. Comment analysis will be summarized in section 3.0 Public Comment Analysis.

Meeting 1

Date	
Time	
Capacity	

2.2 Scheduled focus Group Meeting(s)

Meeting 1

Community	
Date	

3.0 Public Comment Analysis

This section will be completed after the public comment period has been completed on [DATE].

3.1 Demographics of the public who submitted comments.

Dashboard of respondent demographics.

3.2 Survey Monkey public comments received.

Dashboard of respondent demographics.

3.3 Focus group public comments received.

Dashboard of respondent demographics.

3.4 Digital town hall public comments received.

Dashboard of respondent demographics.

3.5 General surveillance comments received during this public comment period.

Dashboard of respondent demographics.

4.0 Response to Public Comments

This section will be completed after the public comment period has been completed on [DATE].

4.1 How will you address the concerns that have been identified by the public?

What program, policy and partnership strategies will you implement? What strategies address immediate impacts? Long-term impacts? What strategies address root causes of inequity listed above? How will you partner with stakeholders for long-term positive change?

5.0 Equity Annual Reporting

5.1 What metrics for this technology be reported to the CTO for the annual equity assessments? Departments will be responsible for sharing their own evaluations with department leadership, change team leads, and community leaders identified in the public outreach plan.

Respond here.

Privacy and Civil Liberties Assessment

Purpose

This section shall be completed after public engagement has concluded and the department has completed the racial equity toolkit section above. The privacy and civil liberties assessment is completed by the community surveillance working group (“working group”), per the surveillance ordinance which states that the working group shall:

“Provide to the executive and the City Council a privacy and civil liberties impact assessment for each SIR that must be included with any departmental request for surveillance technology acquisition or in-use approval. The impact assessment shall include a description of the potential impact of the surveillance technology on civil rights and liberties and potential disparate impacts on communities of color and other marginalized communities. The CTO shall share with the working group a copy of the SIR that shall also be posted during the period of public engagement. At the conclusion of the public engagement period, the CTO shall share the final proposed SIR with the working group at least six weeks prior to submittal of the SIR to Council for approval. The working group shall provide its impact assessment in writing to the executive and the City Council for inclusion in the SIR within six weeks of receiving the final proposed SIR. If the working group does not provide the impact assessment before such time, the working group must ask for a two-week extension of time to City Council in writing. If the working group fails to submit an impact statement within eight weeks of receiving the SIR, the department and City Council may proceed with ordinance approval without the impact statement.”

Working Group Privacy and Civil Liberties Assessment

Respond here.

Appendix A: Glossary

Accountable: (taken from the racial equity toolkit.) Responsive to the needs and concerns of those most impacted by the issues you are working on, particularly to communities of color and those historically underrepresented in the civic process.

Community outcomes: (taken from the racial equity toolkit.) The specific result you are seeking to achieve that advances racial equity.

Contracting equity: (taken from the racial equity toolkit.) Efforts to achieve equitable racial outcomes in the way the City spends resources, including goods and services, consultants and contracting.

DON: “Department of Neighborhoods.”

Immigrant and refugee access to services: (taken from the racial equity toolkit.) Government services and resources are easily available and understandable to all Seattle residents, including non-native English speakers. Full and active participation of immigrant and refugee communities exists in Seattle’s civic, economic and cultural life.

Inclusive outreach and public engagement: (taken from the racial equity toolkit.) Processes inclusive of people of diverse races, cultures, gender identities, sexual orientations and socio-economic status. Access to information, resources and civic processes so community members can effectively engage in the design and delivery of public services.

Individual racism: (taken from the racial equity toolkit.) Pre-judgment, bias, stereotypes about an individual or group based on race. The impacts of racism on individuals including white people internalizing privilege, and people of color internalizing oppression.

Institutional racism: (taken from the racial equity toolkit.) Organizational programs, policies or procedures that work to the benefit of white people and to the detriment of people of color, usually unintentionally or inadvertently.

OCR: “Office of Civil Rights.”

Opportunity areas: (taken from the racial equity toolkit.) One of seven issue areas the City of Seattle is working on in partnership with the community to eliminate racial disparities and create racial equity. They include: education, health, community development, criminal justice, jobs, housing, and the environment.

Racial equity: (taken from the racial equity toolkit.) When social, economic and political opportunities are not predicted based upon a person’s race.

Racial inequity: (taken from the racial equity toolkit.)
When a person’s race can predict their social, economic, and political opportunities and outcomes.

RET: “Racial Equity Toolkit”

Seattle neighborhoods: (taken from the racial equity toolkit neighborhood.) Boundaries defined for the purpose of understanding geographic areas in Seattle.

Stakeholders: (taken from the racial equity toolkit.)
Those impacted by proposed policy, program, or budget issue who have potential concerns or issue expertise. Examples might include: specific racial/ethnic groups, other institutions like Seattle housing authority, schools, community-based organizations, change teams, City employees, unions, etc.

Structural racism: (taken from the racial equity toolkit.)
The interplay of policies, practices and programs of multiple institutions which leads to adverse outcomes and conditions for communities of color compared to white communities that occurs within the context of racialized historical and cultural conditions.

Surveillance Ordinance: Seattle City Council passed ordinance [125376](#), also referred to as the “Surveillance Ordinance.”

SIR: “Surveillance Impact Report”, a document which captures the fulfillment of the Council-defined surveillance technology review process, as required by ordinance [125376](#).

Workforce equity: (taken from the racial equity toolkit.) Ensure the City's workforce diversity reflects the diversity of Seattle.



Appendix B: Meeting Notice(s)

Appendix C: Meeting sign-in sheet(s)

Appendix D: All Comments Received from Members of the Public

Appendix E: Department Responses to Public Inquiries

Appendix F: Letters from Organizations or Commissions

Appendix G: CTO Notification of Surveillance Technology

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