

MINUTES

Community Police Commission (CPC)

January 8, 2014, 8:45 am – 11:45 am

Seattle Municipal Tower, 700 5th Avenue, Conference Room 1756

CPC Attendees: Lisa Daugaard, co-chair; Diane Narasaki, co-chair; Bill Hobson, Jay Hollingsworth, Kate Joncas, Joseph Kessler, Tina Podlodowski, Jennifer Shaw, Rev. Harriett Walden, Rev. Aaron Williams

CPC Absent: Claudia D'Allegri, Marcel Purnell, Kevin Stuckey

CPC Staff: Betsy Graef, Tracy Whitlatch

PUBLIC COMMENT

Two members of the public offered testimony.

Moved, seconded, and passed (8-0-0): "To approve a policy to only accept public testimony in writing at CPC meetings."

REVIEW AGENDA AND APPROVE MINUTES / ANNOUNCEMENTS

The sequence of the agenda was changed. An Executive Session concerning personnel was conducted prior to opening the meeting and covering other agenda topics. At the time the group considered adopting the December 11th minutes there was not a quorum present to vote.

WORKGROUP MEMBERSHIP

Lisa Daugaard noted that there is a co-chair vacancy on the Accountability Workgroup and some follow-up work for the suspended ICV Workgroup. Adjustments and re-assignments may be needed in other work areas, too. The group will revisit this issue at a later meeting.

WORKGROUP AND TOPIC UPDATES

Bias-Free Policing – Lisa Daugaard informed the group that Katherine Beckett, a researcher at the University of Washington, has submitted a proposal for analysis associated with data to be collected by SPD and reviewed for disparate impact. This analysis is tied to the CPC's original expectation that such assessment by the CPC would be part of SPD's new bias-free policing policy. While the CPC is not explicitly named in the policy filed by the Monitor (see below), it intends to proceed with the analysis. Lisa noted that SPD may also choose to do a separate analysis of its data. As part of the discussion, Kate Joncas voiced support for the disparate impact policy and planned analysis, but expressed concern that some question the neutrality of Beckett's past work, citing issues with both tone and structure. Jennifer Shaw noted concern about having analyses conducted by both SPD and Beckett which might report substantively different results. Lisa and Kate concurred that Katherine is mindful of past criticisms and that the CPC's oversight will help guide her research. The group agreed that Beckett is very familiar with

the data and the issues involved in evaluating it; and Lisa noted that Beckett will make sure SPD agrees with her coding protocol.

Moved, seconded, and passed (6-1-0): "To approve a one year contract with Katherine Beckett for \$69,000 to obtain and analyze SPD data for disparate impact, and to develop potential alternatives that might contribute to reducing disproportionate outcomes."

ACTION item below

Lisa updated the group on the status of the bias-free policing policy. On December 23rd, CPC representatives met with DOJ and SPD to discuss the most current versions of both the bias-free policing and stops and detentions policies in advance of the Monitor's filing with the court on 12/31. There were material changes made to the bias-free policing policy which CPC members thought were satisfactorily resolved as a result of this discussion. However, in the end the Monitor's filed policy did not include the CPC's Appendix B (detailing procedures for assessing disparate impact), and it removed the CPC's consultative role in assessing disparate impact. Ian Warner, of the Monitor's team, thought the exclusion of the CPC from the final policy may have not been intentional (or that the Monitor did not introduce the revision). Without a formal role outlined in the policy, there is concern that the CPC will not be able to access SPD data and conduct its planned analysis. After further discussion, it was agreed that the CPC will follow-up with SPD (Bob Scales) to inquire about setting up a formal research arrangement.

Diane Narasaki thanked members of both workgroups for their time and efforts on the policies, and pointed out that the language in the Monitor's court filing inaccurately intimated the CPC's role as minimal in developing these policies, particularly the bias-free policing policy. In response, Jennifer Shaw thought the CPC might again ask to meet with the Monitor, but it was noted that the co-chairs had already recently met with him. Lisa Daugaard reminded the group that the bias-free policing policy is unique in the nation, and that the disparate impact policy developed by the CPC is supported by SPD and the unions, and by CPC members representing a range of other diverse constituencies. It's important to tell the story about the development of this policy.

ACTION item below

In-Car Video Recordings Workgroup – The Seattle Human Rights Commission is not in agreement with the CPC concerning ICV automatic triggers. In order to try to reach consensus, CPC representatives (Lisa Daugaard and Kevin Stuckey) will meet with SHRC members to discuss the issue. SPD plans to implement its ICV policy this month; it is understood that the Monitor is waiting to hear back from the CPC and SHRC on triggers following the planned meeting.

ACTION item below

Combined Training Workgroup – At the suggestion of Lisa Daugaard, commissioners received "Police Reform from the Bottom Up", edited by Monique Marks and David Sklansky. The book cites the valuable role police officers and their unions play in achieving real reform, and that it cannot simply be dictated from the top. Jennifer Shaw noted the significant number of first draft documents recently filed by SPD on use of force training; these were also distributed to the CPC as part of today's meeting packet. She also mentioned that the workgroup recently received a response from SPD on some training questions it raised. While the materials should be reviewed, CPC members agreed that the focus should be less on the day-to-day details and

more on how to change the culture of the department, and the hearts and minds of officers. The group was reminded that the final draft of the use of force training curriculum is due March 16th.

Accountability Workgroup –The accountability workgroup had an orientation meeting on December 18th at which a draft workplan was developed. In its first few meetings the group plans to surface key issues and identify principles and objectives to guide the development of its recommendations. CPC recommendations are targeted for completion in late March or early April. The group may get some community input prior to developing draft recommendations which will also be shared with the community prior to finalization. As part of the meeting packet, the CPC received copies of OPA's draft policies and procedures which were filed on 12/31/13. It was suggested that staff ask Pierce Murphy to walk through the material with the CPC (or with the accountability workgroup), highlighting any changes from prior policy.

ACTION item below

Community Engagement Workgroup – Kate Joncas shared that the workgroup is working with Rita Brogan of PRR to put together an annual report which will be shared with the City Council and other public officials, and with the public. The community engagement report is also ready for CPC approval (see below).

CPC REPORTS

A final draft of the community engagement report was distributed to the CPC. Members were asked to review and get any additional comments or suggestions for revisions to Claudia D'Allegri, Kate Joncas and Betsy Graef by 7:00 am on January 10th. As soon as final edits are complete, the report will be sent to PRR for formatting and printing. The SPD biennial community survey report was distributed and it was suggested members review the results in light of its own survey results as reported in the community engagement report. A draft of the annual report was also distributed, but the group agreed to postpone discussion of it until after the January 22nd retreat. The community engagement workgroup will discuss plans for release of both reports.

Moved, seconded, and passed (8-0-0): "To approve the community engagement report draft, subject to changes received by Friday morning. The community engagement co-chairs have final discretion in approving any suggested revisions."

ACTION item below

CPC RESPONSE TO MONITOR REPORT

An ad hoc group of members agreed to read the Monitor's semi-annual report, meet and develop a proposed response for consideration at the next CPC meeting. The group includes Claudia D'Allegri, Jay Hollingsworth, Kate Joncas, Jennifer Shaw and Harriett Walden.

ACTION item below

UPDATE ON CPC

Director Appointment – Tina Podlodowski of the Mayor's Office discussed the appointment of Fé Lopez as CPC Director and told the CPC that the Mayor is completely vested in the work of

the CPC. She noted that the work of the CPC last year will be integral in the search for a police chief; the CPC's community engagement report will be distributed to all of the advisors involved in the search. The CPC will meet with Fé in advance of voting on her confirmation January 22nd. Staff was directed to notify CM Harrell of the CPC's plans. She will also be invited to attend the CPC's "mini-retreat" which will focus on reviewing last year's and next year's work.

Other - The Mayor's Office is also moving quickly to fill the commissioner vacancies. Tina expects these selections to be made soon. It was noted that once the Director is on board, the CPC can begin the hiring process for an analyst.

ACTION items below

FUTURE AGENDA TOPICS AND EMERGING ISSUES

The CPC will hold a retreat on January 22nd to review the work completed in 2013 and to discuss the work to be done in 2014. Lisa Dugaard suggested it will be an opportunity to discuss the "big picture" of what was learned last year and how the CPC will do its work going forward. Diane Narasaki spoke of the need to be mindful of deadlines and strategic in how the CPC approaches its work. Members were asked to send their ideas for the retreat to Diane and Lisa for inclusion of topics in the retreat agenda.

There will be regular business meeting in the first half hour of the meeting on January 22nd. Two definite topics will be 1) the appointment of co-chairs for 2014 and 2) the confirmation vote on Fé Lopez. Members interested in serving as a co-chair should notify staff of their interest.

The group agreed that it would like to schedule a Friday night dinner together soon to celebrate the work it has done over the last year.

SUMMARY OF ACTION ITEMS

1. Staff will prepare contract with Katherine Beckett.
2. Staff will contact SPD to develop a formal data sharing agreement.
3. Staff will set up member meetings to a) discuss ICV triggers with the SHRC and b) discuss a proposed response to the Monitor's report.
4. Staff will set a confirmation interview with Fé Lopez, invite her to the January 22nd retreat, and notify CM Harrell's office of the CPC confirmation schedule.
5. Staff will discuss with Pierce Murphy the possibility of a presentation on the draft OPA policies to either the CPC as a whole or to the accountability workgroup.
6. Staff will prepare final version of community engagement report and arrange for its production.
7. Staff will assist in identifying a date for the CPC to get together for dinner.

**January 22, 2014, 8:30am to 12:00pm
Seattle City Hall
600 4th Avenue, 3rd Floor, Room 370**