

Office of Professional Accountability Review Board

Community Outreach Report

October 19, 2009

Introduction

The Office of Professional Accountability Review Board (Review Board) is a seven- person board appointed by the Seattle City Council in the fall of 2008. The Review Board's mission is to provide community oversight and awareness of Seattle Police Department practices and its OPA employee accountability system by independently:

- Reviewing the quality of the OPA system
- Promoting public awareness of and full access to the OPA system
- Obtaining information and opinions from police officers and the community on police practices and accountability, and
- Advising the City on police practices and accountability.

As a first step to fulfilling its mission, the Review Board conducted an extensive community outreach effort to contact groups and individuals in the Seattle Community to obtain information and insight on police practices and accountability. This outreach effort spanned over six months and was designed both to introduce the Review Board to the community and to obtain specific input to be utilized as an important source of information to form the Review Board's 2009-2011 work plan. This report is a summary of the outreach effort and the information received from the Seattle community.

The outreach questions: What did we want to know?

To guide the outreach effort the Review Board identified the five questions to be given, in advance, to groups and individuals who were identified as having an interest in the Seattle Police Department. These questions were used as the basis for both face to face discussions between the Review Board and community members and as a format for obtaining written responses from community groups and individuals. These questions are:

1. How do you and your organization get your information/opinions about police conduct, oversight, and practices in Seattle?
2. Overall how do you and your organization view police conduct and practices in Seattle?
3. Are there police conduct, oversight or practices issues that are of concern to you? If so what are they?
4. What police conduct, oversight or practices issues or topics should the Review Board look into as part of its annual work plan?
5. Who else should we talk with obtain input into the Review Board's work plan?

The outreach process: How did we conduct our outreach?

The Review Board worked with City of Seattle staff and members of the Office of Professional Accountability to identify an extensive roster of groups and individuals known to have knowledge of and/or experience with the Seattle Police Department. Review Board members added groups from their own experience. Letters were sent to the identified groups introducing the Review Board and seeking input based upon the five questions listed above. In addition the Review Board followed up with a direct request for groups to either come to a Review Board monthly meeting to discuss the questions or have members of the Review Board attend meetings of the respective groups within the community.

The outreach participants: Who responded to our request for input?

The Review Board received input from thirty one (31) different sources (see appendix two) including twenty eight (27) community agencies (including the Seattle Police Officers Guild and the Seattle Police Management Association), three (3) private individuals, and information from attending a Seattle City Council Public Safety committee meeting. In addition the Seattle City Council Public Safety Committee Chair sent an independent memo on behalf of the Committee responding to the Review Board request for input.

The outreach findings: What did they tell us?

The following is a brief summary of the information and input given to the Review Board. See Appendices One and Two for a specific presentation and break down of the findings of this outreach.

1. How do you and your organization get your information/opinions about police conduct, oversight, and practices in Seattle?

The participants primarily got their information about the Seattle Police from direct contact. This contact includes day to day contact with officers, police commanders and/or administrators.

In addition participants obtained their information from their clients and other professional contacts, often through the criminal justice system. Predictably many participants noted the media as a source of information, including the general press, television, blogs, list serves and e-mail. Some participants noted general community meetings as their source of knowledge. It is interesting to note that only one participant identified the Office of Professional Accountability (OPA) as their source of information about the police and/or police accountability.

2. Overall how do you and your organization view police conduct and practices in Seattle?

While participants identified a range of views (see Appendix Two) the following are some dominant themes:

- In general the Seattle Police are doing a very good job and are getting better.
- Patrol response to domestic violence needs improvement in quality. (Domestic violence agencies uniformly commended the domestic violence follow-up unit.)
- Relationships with youth, particularly poor youth, are not positive and need improvement.
- Police administration is positive and responsive to concerns.
- Responses to immigrant issues and calls for service need improvement in several ways (slow response times, don't take victims seriously, immigrants fear police, officers are reluctant to take immigrant complaints/calls for service).
- The OPA process and accountability system are not well known and/or utilized.
- Race and minority community issues remain unaddressed.

3. Are there police conduct, oversight or practices issues that are of concern to you? If so what are they?

While participants identified a range of views (see Appendix Two) the following are some dominant themes:

- Numerous suggestions for how to improve and/or change the police accountability system.
- A number of participants noted they avoid filing complaints with OPA, fear OPA, and/or have little knowledge of the process.

- There is a concern with the service response by SPD to domestic violence. These concerns include a poor response to restraining order violations, standby requests, and firearms orders. Women often fear reporting to the police, are not responded to in the same way as men, and have differing information needs that seem to be unrecognized by SPD.
- Police response to minority communities in Seattle needs improvement. These communities include the immigrant population, youth, the homeless, the mentally ill, and the various ethnic communities.
- Concerns with several police practices were noted, including a heavy handed application of use of force (tasers, drug enforcement and use of dogs), slow response times, unfriendly-authoritarian style that escalates situations.
- Appreciation of the Seattle Police was noted several times indicating that officers are compassionate, learning and getting better, and responsive.
- Those who have developed positive relationships with police commanders, high level police leaders and administrators seem the happiest with the Seattle Police Department and rarely if ever go to OPA. Rather they simply call their contact and get police performance issues addressed
- Those who report the most concern with the Seattle Police Department have either no relationship with the department or a poor relationship with precinct commanders or police leaders.

4. What police conduct, oversight or practices issues or topics should the Review Board look into as part of its annual work plan?

Predictably many of the recommendations for the Review Board work plan reflect the input provided above. A summary of some of the findings is presented below. See Appendix Two for a more complete set of findings.

- Review and monitor the issues/concerns within the ethnic, youth, and minority communities (homeless, immigrants, and domestic violence victims).
- Address use of force issues and concerns.

- Monitor and advocate for more officers particularly community resource officers.
- Advocate for a more transparent police department.
- Focus upon various aspects of the OPA and Review Board processes

Appendix One

Group and Representative Personal Appearance Or Letter	Source of Information	Overall View Police Conduct, Oversight and Practices	Police Oversight Observations, Issues and Concerns	Issues for OPARB Work Plan	Other Contacts Suggestions For Improvement
<p>#1 1-15-09 (Appearance) ACLU Jennifer Shaw</p>	<p>Mayor's Task Force and Client/Cases</p>	<p>Coordination of 3 entities, Don't duplicate</p>	<p>Don't Duplicate Roles, OPARB do not look at individual cases, learn from community about SPD, Trends, Police Structural Practices, Organizational Environment that creates practices</p>	<p>Minority Community issues, Tasers, Racial Profiling, Obstruction Charges, Honesty (bright line policy)</p>	<p>National Alliance for Mentally Ill, Disabilities Rights of Washington, MEDC, NAACP, Urban League, Asian Pacific Islander Coalition, Minority Bar Assoc., Teenage groups</p>
<p>#2 2-19-09 (Appearance) Downtown Emergency Service Shelter Bill Hobson</p>	<p>Clients, Staff, Senior Police Manager on Board, Victim of Burglary</p>	<p>SPD "head and shoulders above other PD's, Addresses Issues in a timely manner, call commanders directly, Use personal Relationships to deal with issues</p>	<p>SPD has been heavy handed with people of color,</p>	<p>Lack of enough SPD staff</p>	<p>Landowners of Pioneer Square, Real Change, YWCA, COMPASS Center</p>

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#3 2-19-09 (Appearance) Seattle Neighborhood Group Kay Godefroy	Day to day contact with SPD, Media, Blogs, Community meetings	High rate of obstruction charges	Youth and Immigrants fear going to OPA, racial profiling, youth complain of use of force	Calls commanders directly, doesn't go to OPA	Immigrant Organizations, Make Reporting Easier, Brochure in different languages,
#4 3-4-09 (Appearance) Seattle Police Management Association Lt. Eric Sano	Represents Lts and Captains		Citizens have perceptions that process takes too long		Complete investigations in a timely manner

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#5 3-19-09 (Appearance) Casa Latina Hilary Stern	Clients, calling police for help, direct contact,	In general police are very responsive, too respectful of criminals, close relationship with commanders	Not enough officers speak Spanish, police feel undocumented immigrants will not report/testify in court-“won’t go anywhere, formal complaint making is exhausting, officers on street less positive	Stop officers from discouraging immigrants from reporting problems.	Give groups copy of work plan and feedback on this process
#6 4-1-09 (Appearance) El Centro De La Raza, Roberto Maestas	Clients, Direct Experience	Over last 14 years SPD gotten better, still bad practices, close relationship with commanders- personal contact	Unfriendly authoritarian approach, never filed a formal complaint- avoid OPA, Police Guild a real problem - throws political weight around		

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<p>#7 4-16-09 (Appearance) Chinese Information and Service Center Alan Lai</p>	<p>Crime victims, media</p>	<p>SPD good officers,</p>	<p>In most Asian countries people do not trust the police, best that OPARB and OPA are civilians, mostly tells clients to call 911, will advise to use OPA, not enough police patrols, sometimes SPD not responsive, dispatchers brush off complaints</p>		<p>Meetings out in community, we can arrange interpreters, contact ethnic newspapers</p>

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<p>#8 4-16-09 (Appearance) Office of Civil Rights Julie Nelson</p>	<p>Victims, outreach staff, 220 complaints a year, 100 calls a month, media</p>	<p>Well trained professional PD, Leadership is very positive, Officers dedicated, only a few isolated incidents</p>	<p>Complaints about police ARE referred to OPA, perception of an adversarial relationship between SPD and communities of color,</p>	<p>Transparency, skepticism in the community, why file a complaint?,</p>	
<p>#9 5-6-09 (Appearance) New Beginnings Deadria Boyland, Veronica Brown</p>	<p>Victims of D.V., direct observation (SPD brings victims to agency), ride alongs, 70% of our calls not SPD involved, 60% of those that go to a shelter are SPD involved</p>	<p>Relationship with SPD improved over the years, for most part SPD does a good job, do surveys - most victims say would contact SPD again, not all SPD have DV pamphlets in car, women have fear issues that SPD does not understand, officers do not separate the victim from perpetrator when questioning</p>	<p>Never filed an OPA complaint, women have fear of reporting, women have information needs that SPD does not understand, SPD response not the same for women as men</p>		<p>We would like to get to roll calls, want to give training to SPD, OPA director should come to agency to explain OPA process</p>

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<p>#10 5-6-09 (Appearance) Salvation Army Domestic Violence Program Ciara Murphy</p>	<p>Victims of DV, victim defendants</p>	<p>Positive view of SPD, trained well, precincts well run, victim support team only available on weekends, immigrant issues- deportation</p>	<p>Never filed formal complaint, police do not follow up on orders to surrender weapons, SPD do not like standby orders, poor SPD response on restraining orders</p>	<p>Better policy on collecting firearms, more training on determining primary aggressor</p>	
<p>#11 5-21-09 (Appearance) Seattle-King County Coalition on Homelessness Numerous individuals</p>	<p>Clients, media, security officers in buildings,</p>	<p>Slow police response, generally good relationship, when know officers good response, if not, service not as good, homeless fear the police</p>	<p>Uncertain where to complain, ticketing and towing parked cars, range of SPD behavior, often SPD escalate situations, SPD services business owners at expense of civil rights</p>	<p>SPD needs mental health training, racial profiling, economic situation profiling, fear of police by homeless, homeless youth- police do not understand issues</p>	<p>Get discretionary funds for police to provide shelter when they contact homeless families etc.</p>

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#12 5-21-09 (Appearance) Urban League-Youth Violence Initiative and Street Outreach Jamila Taylor and Outreach Team	Clients, personal experience, we want to build a relationship with officers in the school	SPD just another gang to kids, police harassment, pulling cars up against kids, kids feel they are being "hunted" by police	Don't feel comfortable filing complaints-retaliation, kids don't think they will be believed	SPD needs "cultural competency training", more outreach by OPARB, get kids to talk to board, be a part of our panel, use community orgs to get kids to talk with you	Police should do more outreach-less enforcement, don't bring police to community meetings, don't have school based officers make arrests, hand arrests to other officers, SPD needs to show human side, use Adrian Diaz's approach

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<p>#13 12-10-08 (Appearance) SPOG Rich O'Neill</p>	<p>Personal experience, officers,</p>	<p>SPOG fully supports OPA and OPARB, supports the mediation process</p>	<p>Should only focus on serious acts of misconduct, lesser complaints go to mediation and supervisors, better triage of complaints would make 180 day clock moot, we will most often grant extensions to 180 days, discipline matrix needs to be negotiated, OPA should accept all complaints even anonymous complaints</p>		

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#14 2-16-09 (Written) Jewish Family Service Ed Meyer	Direct contact with SPD. Off duty officers at agency events	SPD is very supportive			
#15 (Written) American Muslims of Puget Sound Jeff Siddiqui	News reports, community members, personal experience	Acceptable to excellent, Chief is superb leader	Concern with Wiesenthal Center training-Tools for Tolerance	Communication with minorities	Other leaders in Arab, Muslim communities
#16 March, 2009 (Written) Filipino Community Police Advisory Council Mars Rivera	Direct monthly meeting with Commander of South Precinct, Filipino SPD officers	Very positive view of SPD			

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<p>#17 March 4, 2009 (Written) Neighborhood House Kate Farmer</p>	<p>Community groups, residents, news</p>	<p>No experience</p>	<p>Delay in police response at Rainier Vista, gang activities, need more patrols</p>	<p>Get Community Resource officers in the community, attend community meetings, address crime and gangs in Rainier Vista</p>	<p>Rainier Vista Multi-cultural committee, Traffic Safety Committee, Rainier Vista Homeowners Meeting</p>
<p>#18 March, 2009 (Written) Hearing, Speech and Deafness Center Susie Burdick</p>	<p>Chief on our Board, officers conduct safety training every year</p>	<p>SPD Officers are terrific, responsive when we call,</p>	<p>SPD conduct highest level, courteous, compassionate, willing to learn about staff-clients</p>		<p>We provide deaf awareness training, call if you need us</p>

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<p>#19 March 6, 2009 (Written) NW Defenders Association Dave Roberson</p>	<p>Clients, attorneys, personal experience, media, events, stats, case law, judicial opinion, police reports</p>	<p>Police practices should improve safety, equity, respect for justice, SPD practices do not reflect this goal</p>	<p>Racial profiling, homeless sweeps, use of force, interrogation techniques, treatment of non-English speaking, officer misconduct, arrest and punish tactics, drug enforcement</p>	<p>See concerns in #3 Info regarding officer discipline should be available, more agency transparency</p>	<p>Justice Works, NAACP, Urban League, Real Change, NW Immigrants Rights Project, American Friends Service Committee, ACLU, UW Sociology, Office Civil Rights, WA Defenders Assoc</p>

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<p>#20 March 19, 2009 (Written) Columbia Legal Services Beth Colgan</p>	<p>Citizens, families-friends of detained in KC Jail</p>	<p>We refer clients to OPARB using website</p>	<p>Racial discrimination, failure to interpret for non-English speakers, tasers, use of force, use of dogs and pepper spray, police concealing badges, mistreatment of mentally ill and disabled, poor police reports</p>	<p>Look into items in #3,</p>	<p>NW Justice Project, NW Immigrants Rights, ACLU, Coalition on Homelessness, Disability Rights of Washington, Advocates for Mentally Ill, NAACP, CHAYA, OCA, Consejo Counseling, Disabilities Law Project, Mothers Police Acc, Hearing Speech Center, Real Change</p>

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<p>#21 April 22, 2009 (Written) Tigrean Association Aregawi Abiraha</p>	<p>Direct observation</p>	<p>SPD doing a good job, comfortable with police presence and talking with police, police are fair and respectful</p>	<p>No observed misconduct</p>		<p>None</p>
<p>#22 May 18th, 2009 (Written) North Precinct Advisory Council Jack Heavner</p>	<p>Media, discussions</p>	<p>SPD excellent, few exceptions get handled, practices have improved w/neighborhood policing methods</p>	<p>Not always well organized or fairly implemented, those selected for oversight should be knowledgeable of police work</p>	<p>Increase communication and education of public on police practices and role of OPARB</p>	<p>Victims of crimes</p>

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<p>#23 May 1, 2009 (Written)</p> <p>LGBTQ Advisory Council Daniel Dueball</p>	<p>First hand, media, patrons and workers of clubs, officers, fire fighters, Liquor Control officers</p>	<p>Most officers act responsibly, varies by precinct, 5 different departments within SPD, styles differ</p>	<p>Bias crimes, reporting, investigating disparate treatment, SPD reacts responsibly and follows through</p>	<p>See that Tools for Tolerance is applied to LGBTQ community, SPD leaders need to set the example</p>	<p>Mothers for Police Acc, East Precinct Crime Prevention Coalition, Capital Hill Chamber of Commerce Safety Committee, Seattle Night Life Business Owners Accountability Group - add all except Mothers</p>

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<p>#24 May 8th, 2009 (Written)</p> <p>Seattle Human Rights Commission Lubna Mahadeen</p>	<p>OPA Staff, Media</p>	<p>The OPA process is too heavily weighted to protect the interests of the officer over the citizens.</p>	<p>Move OPA offices to be more user friendly, establish an appeal process for an OPA finding, complainant and Director should be in the discipline meeting with Chief on sustained findings, if officer presents new info at discipline meeting with Chief case should be remanded back to OPA for further investigation, move complaint process outside PD to a neutral civilian agency</p>		<p>See number 3</p>

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<p>#25 May 6th, 2009 (Written)</p> <p>First African Methodist Episcopal Church George Davenport Jr.</p>	<p>Not much police contact, officers in our congregation, encounter mental health and homeless problems, police officers involved in Youth and Law Forum</p>	<p>911 response is good, received no complaints, great working relationship with SPD</p>		<p>Youth is our primary concern, we do not receive complaints</p>	<p>Church Council of Seattle – check with George for contact info</p>
<p>#26 May 2009 (Written)</p> <p>West Precinct Advisory Council Dave Jacobs</p>	<p>Feedback from people using Friends of Victor Steinbrueck Park, personal observations, media</p>	<p>Impressed with conduct of police, professional, respectful, firm, Captain Brown responsive to concerns of WPAC, SPD performs at high level in spite of under-staffing,</p>	<p>SPD weak in info technology area, don't have good mapping skills, SPD is not transparent in its operations</p>	<p>OPARB should place SPD transparency in its work plan</p>	<p>SPD should follow President Obama's lead on transparency in government, OPARB should employ independent critical observers of SPD in the field particularly from minority communities</p>

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<p>#27 May 12, 2009 (Written) Felicia Cross</p>	<p>Media, community blog sites</p>	<p>SPD doing a good job</p>	<p>More positive police presence among youth, more positive interaction between SPD and youth</p>	<p>Ways to bring more positive police-youth interaction</p>	<p>Like to see more community leaders involved in SPD training (clergy), police departments should work more together, contact church leaders, victims and families of victims</p>
<p>#28 May 15, 2009 (Written) Private Individual Mike Mars</p>	<p>Media, direct observation, Seattle Community Police Academy</p>	<p>There is room for improvement, seen nothing strange, concerned with "filthy" behavior in Seattle in general</p>	<p>Need more relationship building between police and public, more "soft skills" (i.e., patience) for police, too much hostility between police and public</p>	<p>Not sure</p>	<p>Conduct polls, surveys,</p>

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#29 April, 2009 (Written) Private Individual Julian	Media, SW Precinct Police blotter, your south park listserv, emails	Overall fine job, disparities in responding to crime by class and color	Concerned w/SPD cooperation with ICE	Assign officers to each neighborhood just for urgent calls ,	

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<p># 30 3-17-09 (Observed) City Council Public Safety Committee Meeting</p>			<p>OPA Report and analysis of cases overturned by the Chief, cases where new evidence submitted, case classification system is confusing, appeal process with Civil Service and Discipline Review Board, termination for dishonesty, track when prosecutors dismiss or file on obstruction cases</p>		

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<p># 31 5-26-09 (Appearance) Southeast Seattle Crime Prevention Council</p>	<p>Media, Guild, officers, command staff, neighbors, merchants</p>	<p>Frustrated with staffing level, feel SPD is not honest with them, not transparent, SPD is lowballing crime, precinct commander not approachable, Mayor does not want public to know of crime in area, PD refuses to provide data on crime in the area, unfair staffing allocation, slow police response, non English speaking residents don't call 911, don't want to involve police, SPD avoids using technology intentionally</p>	<p>Know little of OPA</p>		<p>See Baltimore as example of good use of technology, Contact Rainier Beach Empowerment Coalition, Local Block Watch</p>

Appendix Two

Out Reach Findings

Number of Agency Responses: 27

Number of Individual Responses: 3

Other Responses: 1 (City Council Public Safety Committee Meeting Discussion and E-mail)

Total Responses: 31

Source of Information about Seattle Police Department Practices and Oversight

1. Direct Contact With Police: 25 responses

- Day-to-Day with officers: 8
- Contact with Police Commanders/ Administrators: 5
- Guild: 1
- Ride alongs: 1
- Police reports: 1
- Police Citizens Academy: 1

2. Clients and Professional Contacts: 20 responses

- Crime victims: 6
- Victim defendants: 1
- Families of inmates: 1
- Building security officers: 1
- Fire fighters: 1
- Other officers: 1

3. Media: 18 responses

- General press and TV: 14
- Blogs: 2
- List servs: 1
- E-mails: 1

4. Community Meetings: 8 responses

- Mayor's Task Force: 1
- Patrons of clubs: 1
- Friends of park: 1
- Neighborhood merchants: 1

5. Contact with general criminal justice system: 3 responses

- Judges: 1
- Attorneys: 1

6. OPA Staff: 1 response

Overall View of Police Conduct and Practices In Seattle

1. General Evaluations: 20 responses

- Good job performance: 16
- Has gotten better: 3
- Poor job: 1

2. Police Operational Practices: 19 responses

- Domestic Violence response needs improvement, especially by patrol officers (various areas): 4
- Good response time: 3
- Poor response time: 2
- Varies by precinct: 1

- Relations with youth poor: 2 (kids hunted, police are just another gang)
- Immigrant victims not encouraged to report: 2
- Too respectful of criminals: 1
- Misuse of obstruction charge: 1
- Don't respect the meaning of justice: 1
- Low staffing: 2

3. General Police Practices: 12 responses

- Officers are respectful: 2
- Officers are well trained: 2
- Need to improve: 2
- Dedicated officers: 1
- Few isolated incidents of bad practices: 1
- Exercises bad practices: 1
- Not friendly: 1
- Not transparent: 1
- Avoids use of technology: 1

4. Police Administration and Command: 10 responses

- Call directly to complain/get responses: 4
- Positive leadership: 2
- Chief is great: 1
- Not responsive: 1
- Refuse to provide data: 1
- Address issues in a timely manner: 1

5. Immigrant Issues: 5 responses

- Slow response to non-English speaking: 2
- Do not take victims seriously (discourage reporting): 1
- Clients fear police: 1
- Won't call 911 or engage with police as victims/witnesses: 1

6. OPA Process and OPARB: 4 responses

- Do not duplicate roles: 1
- SPOG fully supports system: 1
- We do refer clients to OPA: 1
- Designed to protect officers not citizens: 1

7. Race and Minority Community Issues: 3 responses

- Clients fear police: 1
- Police harass youth: 1
- Homeless fear police: 1
- Disparities in crime reporting by class and race: 1

Issues of concern with police practices and oversight

1. OPA-OPARB Process: 29 responses

-OPA Internal Process: 13

- Focus only on serious complaints: 1
- Supervisors should handle more and OPA should triage better: 1
- Accept all complaints: 1
- Establish an appeal process for complainants: 1
- Director and complainant should both attend discipline hearing: 1
- Best to have civilians run the process: 1
- Refer case back to OPA if new evidence at discipline hearing: 1
- Move entire complaint process out of SPD: 1
- Report on cases overturned by Chief: 1
- Clean-up classification system: 1
- Address problems with appeal process to outside bodies: 1
- Terminate for dishonesty: 1
- Track dismissals by prosecutors for obstruction arrests: 1

-Community-OPA Interaction: 10

- Avoid filing complaints: 4
- Youth fear going to OPA: 2
- Citizens feel process takes too long: 1
- Immigrants fear going to OPA: 1
- Don't know where to complain: 1
- Need better access to OPA office: 1

-Role of OPARB: 6

- Don't duplicate roles: 1
- Don't look at individual cases: 1
- Look at trends: 1
- Look at SPD organizational environment that creates practices: 1
- Do Out Reach: 1
- Make certain OPARB are informed of police practices: 1

2. Ethnic, youth and minority issues: 26 responses

-Domestic violence service response: 6

- Poor DV response (restraining order, standby, firearms order): 3
- Women have fear of reporting to police: 1
- SPD does not respond the same to women as men in DV: 1
- SPD does not understand info needs of DV women: 1

-Immigrant issues: 5

- Not enough Spanish-speaking officers: 1
- Police do not like to take-discourage immigrant cases: 1
- Concern w/interrogation of non-English speaking: 1
- Failure to provide interpreters: 1
- Concern that SPD cooperates with ICE: 1

-Youth Issues: 4

- SPD use of force on youth: 1
- Need more positive relationship with youth: 1
- Kids being hunted: 1
- Kids being harassed: 1

-Homeless issues: 4

- Fear of police: 1
- SPD does not understand homeless youth: 1
- Homeless sweeps: 1
- Hurtful policy on ticketing-towing parked cars of homeless: 1

-Police racial discrimination: 3

- Heavy handed with people of color: 1
- Racial profiling: 1

-General issues of concern: 4

- Asian community does not trust the police in general: 1
- Wiesenthal training: 1
- SPD mistreatment of the mentally ill: 1
- General concern with crimes against gay-lesbian community: 1

3. General Police Practices: 24 responses

-Use of Force: 5

- Use of tasers a problem: 1
- Heavy-handed drug enforcement: 1
- Use of dogs to punish: 1

-Slow response: 4

- Not enough patrol officers: 2
- Delay in response: 1
- Dispatchers brush off calls-complaints: 1

-Unfriendly-authoritarian approach: 4

- SPD escalates problems when contacting homeless: 1
- Street officers less positive in general: 1

-Poor Domestic Violence Service: 3

- Do not follow-up on firearm confiscation order: 1
- Do not like or do well with stand-by coverage: 1
- Poor response on restraining orders: 1

-Positive Performance: 3

- Compassionate: 1
- Learning: 1
- Responsive; 1

-Not Transparent: 2

- Conceal badges: 1

-Poor police reports: 1

-Weak on information technology: 1

-Guild runs the department: 1

Suggested Elements To OPARB Annual Work Plan

1. Ethnic, youth and minority issues: 22 responses

-Ethnic minority issues: 8

- Racial profiling: 2
- Economic profiling: 1
- Increased cultural competency: 1
- Better communication with minorities: 1
- Discrimination against minorities: 1
- Apply Tools for Tolerance to LGBTQ: 1

-Homeless Issues: 4

- Fear of police: 1
- Homeless youth issues: 1
- Homeless sweeps: 1

-Police training: 4

- DV service training: 1
- Mental health training: 1
- Better understanding of homeless youth: 1
- Cultural competency training: 1

-Police and youth: 2

- Address gang issues in Rainer Vista: 1
- Develop more positive interaction between SPD and youth: 1

-Domestic Violence Service: 2

- Better policy on confiscating firearms: 1
- More training on determining primary aggressor: 1

-Immigrant Issues: 2

- Stop officers from discouraging immigrants from filing reports: 1
- Provide better interpretation services for non-English speakers: 1

2. General Police Practices-Policies: 14 responses

-Use of Force: 4

Tasers: 1

Use of dogs: 1

-Staffing: 4

More officers: 2

More Community Resource officers: 1

Assignment of officers to each neighborhood just for urgent calls: 1

-More transparent police department: 3

-General: 4

Overuse of obstruction charge

Bright line honesty policy

Abuse of mentally ill

Poor police reports

3. Oversight Process: 6 responses

-OPARB Process: 4

More outreach to youth: 1

Attend community meetings: 1

Increase public education of police practices and profession: 1

Increase public education of OPARB: 1

-OPA Process: 3

Don't use OPA; go directly to Commanders: 1

Need better transparency: 1

Make info on officer discipline available: 1

General Suggestions Given During Process

1. Oversight Process: 15 responses

-OPA Process: 9

- Make reporting a complaint easier: 1
- Print brochure in different languages: 1
- Complete investigations in a timelier manner: 1
- Director come to our agency (DV) to explain process: 1
- Create more user-friendly offices: 1
- Establish an appeal process for citizens: 1
- Director and complainant should be in discipline hearing: 1
- If new evidence is found refer back to OPA: 1
- Oversight should be completely civilian outside PD: 1

OPARB Process: 6

- Employ independent observers in field-proactive: 1
- Conduct community surveys: 1
- Give groups copy of work-plan (feedback): 1
- Conduct meetings in the community: 1
- Use ethnic newspapers to communicate: 1
- Don't bring police department members to community meetings: 1

2. SPD Practices: 7 responses

- Get funds for street officers to place homeless in shelters/motels: 1
- SPD do more outreach and less enforcement: 1
- School based officers don't make arrests refer to other officers: 1
- SPD show more human side of officers to youth: 1
- Adopt Obama's principles of transparency: 1
- SPD work more in concert with other PD's: 1
- See Baltimore's approach to use of technology: 1

Appendix Three

Roster of Community Participants

Agency	Contact	Type of Contact
ACLU	Jennifer Shaw	In person
Downtown Emergency Services Center	Bill Hobson	In person
Seattle Neighborhood Group	Kay Godefroy	In person
Seattle Police Management Association	Lt. Eric Sano	In person
Casa Latina	Hilary Stern	In person
El Centro de la Raza	Roberto Maestas	In person
Chinese Information & Service Center	Alan Lai	In person
Seattle Office for Civil Rights	Julie Nelson	In person
New Beginnings	Deadria Boyland and Veronica Brown	In person
Salvation Army Domestic Violence Program	Ciara Murphy	In person
Seattle King County Coalition on Homelessness	Alison Eisinger and Members of the Coalition	In person
Urban League Youth Violence Initiative & Street Outreach	Jamila Taylor	In person
Seattle Police Officers Guild	Rich O'Neill	In person
Jewish Family Services	Ed Meyer	Written
American Muslims of Puget	Jeff Siddiqui	Written

Sound		
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Filipino Community Political Advocacy Committee	Mars Rivera	Written
Neighborhood House	Kate Farmer	Written
Hearing, Speech & Deafness Center	Susie Burdick	Written
NW Defenders Association	Dave Roberson	Written
Columbia Legal Services	Beth Colgan	Written
Tigrean Association	Aregawi Abiraha	Written
N. Precinct Advisory Council	Jack Heavner	Written
LGBTQ Advisory Council	Daniel Dueball	Written
Seattle Human Rights Committee	Lubna Mahadeen	Written
First African Methodist Episcopal Church	George Davenport, Jr.	Written
W. Precinct Advisory Council	Dave Jacobs	Written
Private Individual	Felicia Cross	Written
Private Individual	Mike Mars	Written
Private Individual	Julian	Written

Appendix Four
Office of Professional Accountability Review Board

Chair

Pat Sainsbury

Vice Chair

Tina Bueche

George Davenport

Board Member

Sharon Dear

Board Member

Steve Freng

Board Member

Martha Norberg

Board Member

David Wilma

Board Member