



July 14, 2022

Interim Director Grainne Perkins
Office of Police Accountability
PO Box 34986
Seattle, WA 98124-4986

Dear Director Perkins,

Please see the below Management Recommendation response

Case Numbers: 2020OPA-0369 / 2020COMP-0014

Topic: Racial Equity

Summary of the Management Action:

It was alleged that the named employee calling an African American coworker a “thug” and that the use of the term was derogatory and constituted a racial slur.

Original Recommendation:

- Advise all SPD employees that use of the term “thug” to refer to an individual of color constitutes an impermissible racial slur for which there will be zero tolerance moving forward.
- Require that all North Precinct employees receive racial equity training that specifically touches on the use of comments such as “thug” and the impact this can have on people of color, including officers of color.
- Consider revising and expanding SPD’s biased policing training to amplify the experiences of BIPOC communities, including officers of color, in order to build increased understanding and racial awareness among officers.
- Open an EEO investigation to evaluate specific concerns from the complainant and the fifth witness officer to determine what concerns were relayed to the North Precinct chain of command, and to identify what actions, if any, the chain of command took in response. If it is determined that no action was taken, EEO should determine why, as well as whether the lack of follow-up constitutes a policy violation. At the conclusion of its investigation, EEO should consult with SPD Human Resources, OPA, and the Office of Inspector General to determine whether an expansion of the investigation is warranted.

Action Taken:

SPD has taken the following steps in addressing the recommendation:

- The Office of Equity Ombudsman (OEO) conducted racial equity training with North Precinct supervisors.
- OEO advised that SPD not send a department wide email advising that the term “thug” constitutes an impermissible racial slur as it only identifies one class of slur, but not slurs for all classes. They also advised against sending out a list of slurs. As an alternative, they recommended EEO training for supervisors, staff and new hires that focuses on maintaining a workplace where all communication is courteous, respectful, professional, and inclusive.
- SPD provided the Citywide Anti-Harassment/Anti-Discrimination eLearning to all employees in March & April 2022.



- SPD is launching two learning initiatives for department-wide training. They are Growth Mindset and Outward Mindset Training.
 - Growth Mindset training focuses on using a “growth” versus a “fixed” mindset, which frees people up to make adjustments to work styles, habits and behaviors as well as receive regular support, feedback and coaching from their supervisor in a context of learning and development. Growth mindset applies to everyone and can aid in equity and bias issues.
 - Outward Mindset focuses on “outward” versus “inward” mindset, the latter views people as categories or objects rather than people. Among other outcomes (such as improving collaboration, relationships, and results) this helps to humanize and individualize interactions which can reduce the chances of offending others and improve the chances of better supporting each other. Outward Mindset also provides a foundation for further
- SPD’s EEO Investigator & Employee Relations Advisor has been in contact with the complainants in this case. They initially declined to participate in an intake interview regarding statement of racial disparity made during their OPA interviews. In April of 2022 both individuals indicated they wanted to move forward with their complaints however, one of the complainants has not consented to an intake interview and has provided no additional details regarding his complaint. The EEO investigator has indicated that the case will be closed as a contact log. The other complainant has also not consented to an intake interview but did provide additional details about his complaints via email and the EEO officer is considering whether to open an investigation.

In light of the amount of time that has transpired since the original recommendation, SPD is closing this management action with a commitment from the EEO Investigator & Employee Relations Advisor to keep OPA apprised regarding the ongoing EEO investigation.

SPD Considers this Management Action:

Partially Implemented.

Please contact me if you have additional questions or concerns.

Sincerely,

A handwritten signature in blue ink, appearing to read 'ADZ'.

Adrian Z. Diaz
Chief of Police