

Seattle Community Police Commission

December 4, 2020

CPC Recommendations for OIG's 2021 Work Plan

Dear Inspector General Lisa Judge,

The Community Police Commission (CPC) wishes to share our recommendations to the Office of the Inspector General's (OIG) 2021 Work Plan.

We are nearing the end of one of the most trying years in recent memory – a year that saw both the roles of our offices and the role of public safety in America change as a result of a pandemic and a civil rights movement. Our community has made itself clear: policing cannot and will not be the same moving forward. Our offices have much work to do to meet the evolving expectations of our community – work that will require us to partner more closely and, more importantly, amplify the voices of people most impacted by policing in our City, particularly those who are Black, Indigenous, and people of color.

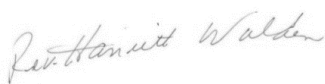
In that spirit of partnership and in accordance with the landmark 2017 Police Accountability Ordinance, the CPC formally submits the attached recommendations for your 2021 Work Plan. They cover areas we can partner to:

- Address racial bias and disparities in policing;
- Review policies and practices of the 911 call center;
- Protect the rights of young people in our community;
- Measure the effectiveness of police trainings;
- Evaluate SPD's response to hate crimes; and
- Promote officer wellness.

Many of these recommendations will be familiar to you, as they are similar or identical to recommendations we made for your 2020 Work Plan. Others either feature important updates or are new altogether. While the CPC has identified the above issue areas, we welcome conversations and would benefit from your expertise in how the CPC and OIG can work together to address them.

Finally, we did not include projects that the OIG and CPC are already working on together. For example, our offices have worked together on the Sentinel Event Review of police protests and on improving police interviewing techniques within SPD. The CPC remains committed to those partnerships and anticipates them continuing throughout the next year.

Thank you,



Rev. Harriett Walden, Co-Chair
Community Police Commission



Prachi Dave
Community Police Commission



Rev. Aaron Williams
Community Police Commission



Seattle Office of Inspector General

Request for OIG Services

Please fill out one form for each request and submit completed forms to OIG@seattle.gov.

Date: 12/3/2020

To: Lisa Judge, Inspector General

From: Community Police Commission

Re: Request for OIG Work Plan

- 1. Please provide a short descriptive title for your request:** Address racial bias and disparities in policing
- 2. Please indicate if the request is for audit or other work:** Audit and partnership
- 3. Please include a summary of your request, including the reason for the request:**

Finding ways to measure and address racial bias in policing is one of the great challenges of our time. Under SPD Policy on bias-free policing, the CPC and OIG have large roles to play in that work:

“In consultation with the Community Police Commission, and the Office of the Inspector General for Public Safety, the Department shall periodically analyze data which will assist in identification of SPD practices – including stops, citations and arrests – that may have a disparate impact on particular protected classes relative to the general population...” (SPD Policy 5.140.9)

To that end, the CPC:

- Reissues its recommendation that OIG audit disparity in police stops.
 - Last year, the CPC recommended OIG add conducting assessments of SPD police stops to assess racial bias and disparities to its 2020 work plan. At that time, we pointed to a 2017 Stanford study that leveraged audio data from police body cameras to assess bias in the everyday interactions between police and the communities they serve. The CPC still believes this to be a good model. At the time, OIG committed to assessing that strategy.
- Recommends that OIG partner with the CPC and others to review the way Seattle’s current police accountability system reviews complaints of bias against police employees and institutionally.
 - We would like to collaborate with you and other partners to assess the way complaints of bias are currently investigated, how we could improve that process,

and how community members most impacted by policing can have a bigger say in that process. For example, this work could explore the chain of accountability a bias complaint goes through or assess whether bias complaints should have special accountability mechanisms similar to how use of force is reviewed by the Force Review Board.

The CPC also understands the OIG is exploring additional ways of auditing disparity, such as looking at discretionary stops. The CPC is very interested in these possibilities and would appreciate more information on them as it becomes available.

- 4. How would you describe the priority level of this request for your organization compared to other requests your organization has made this year? High - ASAP**

Any comments about the priority level (optional):

N/A

- 5. If you are aware of any prior work in this area by the City or other relevant stakeholders, please list the resources below for reference:**

Disparity in SPD police stops was audited by the police department itself last year as part of the Sustainment Plan of the Consent Decree. These audits showed racial disparity and pointed to bias as one potential cause.

- [SPD's Disparity Report Part 1 can be found here.](#)
- [SPD's Disparity Report Part 2 can be found here.](#)

- 6. Is there any other helpful information that may be relevant to OIG work or your request?**

N/A



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Date: 12/3/2020

To: Lisa Judge, Inspector General

From: Community Police Commission

Re: Request for OIG Work Plan

1. Please provide a short descriptive title for your request: Review policies and practices of the 911 call center

2. Please indicate if the request is for audit or other work: Audit

3. Please include a summary of your request, including the reason for the request:

This is something the CPC has recommended for the OIG's 2019 and 2020 work plan and recommends again this year. The CPC feels the importance of this audit has only increased, since the 911 call center will now become an independent entity.

It is our intent that such an audit would look into how policies and practices within the 911 call center influence disparities and bias in policing, police response to potential shooting situations, and/or responses to mental health calls.

Please refer to our 2019 and 2020 recommendations for more background.

4. How would you describe the priority level of this request for your organization compared to other requests your organization has made this year? High - ASAP

Any comments about the priority level (optional):

N/A

5. If you are aware of any prior work in this area by the City or other relevant stakeholders, please list the resources below for reference:

The impact 911 call takers can have on disparity in policing was touched on in SPD's disparity report part II and warrants a deeper dive.

[SPD's Disparity Report Part 2 can be found here.](#)



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Date: 12/3/2020

To: Lisa Judge, Inspector General

From: Community Police Commission

Re: Request for OIG Work Plan

1. Please provide a short descriptive title for your request: Protecting the rights of young people in our community

2. Please indicate if the request is for audit or other work: Review and additional partnership

3. Please include a summary of your request, including the reason for the request:

In 2020, the City of Seattle passed the MiChance Dunlap-Gittens Youth Right's Ordinance aimed at protects the civil rights of young people by putting new limits on police officers when dealing with minors. After implementation, we request that OIG partner with the CPC to ensure both the spirit and letter of the law were successfully implemented. Additionally, we welcome partnerships in other areas related to protecting the rights of young people in community.

4. How would you describe the priority level of this request for your organization compared to other requests your organization has made this year? Medium - This Year

Any comments about the priority level (optional):

This issue is very important to us. However, we understand some aspects of this work may have to be completed later in 2021 to allow for a meaningful interval since initial implementation.

5. If you are aware of any prior work in this area by the City or other relevant stakeholders, please list the resources below for reference:

It's important to note that getting this legislation passed was the result of advocacy from dozens of community organizations and the King County Department of Public Defense. Their open letter, published prior to the legislation passing, can be [found here](#). It was co-sponsored by Councilmembers Tammy Morales and Lisa Herbold.



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Date: 12/3/2020

To: Lisa Judge, Inspector General

From: Community Police Commission

Re: Request for OIG Work Plan

1. Please provide a short descriptive title for your request: Evaluate the effectiveness of SPD trainings

2. Please indicate if the request is for audit or other work: Audit

3. Please include a summary of your request, including the reason for the request:

While trainings have been a key tool in police reform efforts in Seattle, little is known about their effectiveness. As national research has shown mixed results about the effectiveness of implicit bias trainings in reducing bias and disparities in policing, it would be beneficial for our city to ascertain the effectiveness of our own trainings.

The effect of SPD's implicit bias training on bias and disparity is a good entry point for this research locally. However, the CPC would also like to partner with OIG to identify other trainings that may need review. Our offices can do so through multiple ways, including the review of OPA closed cases.

During that review, it could be beneficial for the accountability system to better understand which types of cases of misconduct OPA investigates most often lead to training referrals, as well as the effectiveness of those referrals.

4. How would you describe the priority level of this request for your organization compared to other requests your organization has made this year? Medium - This Year

Any comments about the priority level (optional):

This is a critical issue for the accountability system. The sooner that resources allow us to do this the better, and we hope to see progress on this in 2021.

5. If you are aware of any prior work in this area by the City or other relevant stakeholders, please list the resources below for reference:

There were some reviews of trainings in years past as part of the Consent Decree process.



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Date: 12/3/2020

To: Lisa Judge, Inspector General

From: Community Police Commission

Re: Request for OIG Work Plan

1. Please provide a short descriptive title for your request: Evaluate SPD's response to hate crimes

2. Please indicate if the request is for audit or other work: Audit

3. Please include a summary of your request, including the reason for the request:

This is a follow up to a recommendation that the CPC made for the OIG 2020 work plan. This recommendation stems from the findings of the Seattle City Auditor's 2019 report, "Review of Hate Crime Prevention, Response, and Reporting in Seattle: Phase 2 Report." The Auditor found a 400-percent increase in reports of hate crimes in Seattle since 2012 and made recommendations on how SPD and local prosecutors could improve responses to the spike in hate crime reports. Hate crime numbers have jumped in 2020 as well, according to the King County Prosecuting Attorney's Office.

The CPC is particularly interested in establishing some way for the community to understand how well SPD is responding to hate crimes. Although the City Auditor's office suggested possible metrics, such as victim satisfaction surveys, those recommendations have not been implemented by SPD. Therefore, there is little data to help us understand the effectiveness of SPD's efforts in this area.

4. How would you describe the priority level of this request for your organization compared to other requests your organization has made this year? High - ASAP

Any comments about the priority level (optional):

N/A

5. If you are aware of any prior work in this area by the City or other relevant stakeholders, please list the resources below for reference:

The City Auditor's office, at the request of Councilmember Herbold, published the "[Review of Hate Crime Prevention, Response, and Reporting in Seattle: Phase 2 Report,](#)" referenced above.



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To: Lisa Judge, Inspector General

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Re: Request for OIG Work Plan

1. Please provide a short descriptive title for your request: Advance promote officer wellness

2. Please indicate if the request is for audit or other work: Audit

3. Please include a summary of your request, including the reason for the request:

This is a follow-up to a recommendation that the CPC made for the OIG 2020 work plan. The CPC recommends that the OIG conduct a survey of SPD officers to inform efforts to ensure officer wellness.

Following an officer wellness crisis in which nine police officers took their lives, the Inspector General for the NYPD published [“An Investigation of NYPD’s Officer Wellness and Safety Services.”](#) A key part of their investigation was an anonymous survey sent to NYPD personnel. It revealed key data showing internal support services are underutilized, a perception or fear of stigmatization, and a lack of training on mental health and wellness post-academy.

A well-constructed survey akin to OIG-NYPD’s would be extremely beneficial, if not imperative, to Seattle’s efforts to improve wellness offerings within SPD.

4. How would you describe the priority level of this request for your organization compared to other requests your organization has made this year? Medium - This Year

Any comments about the priority level (optional):

N/A

5. If you are aware of any prior work in this area by the City or other relevant stakeholders, please list the resources below for reference:

The New York OIG’s [“An Investigation of NYPD’s Office Wellness and Safety Services”](#) from September 2019 as referenced above.