

Seattle  
Community  
Police Commission

Our city. Our safety.  
Our police. Better together.

June 20, 2018

VIA EMAIL

Bruce Harrell  
Seattle City Council President

Dear Council President Harrell,

Four weeks ago, Mayor Durkan announced that three finalists had been selected from the pool of applicants being evaluated by the Chief of Police Search Committee. Addressing concerns from the community, *and confusion about the search process*, the Community Police Commission (CPC) requested multiple records from Mayor Durkan. Our specific requests were enumerated in a May 27 letter (attached), including:

1. All records relating to the design of the recruitment and selection processes;
2. All records relating to any gender equity analysis or racial equity toolkit applied to the processes, and whether these applied the definition of “racial equity toolkit” adopted by the City of Seattle;
3. Guidance or instruction provided to participants in the selection process, including co-chairs, committee members, and assessors;
4. The identity of all “assessors;”
5. The preparation and presentation to the “assessors” of the recommendation of five candidates that emerged from the search committee;
6. All records relating to the design of the final stage of the process—meaning, the reduction from five candidates to three;
7. All records relating to criteria to be applied or policy viewpoints (for example, that an external candidate was preferred) to be reflected in the selection process;
8. All records relating to the design of the written questions and relating to the administration of the written questions to the final five candidates, including instructions provided to those candidates;
9. The responses to the written questions from the final five candidates; and

10. All records relating to the review and evaluation of the answers to the written questions, including criteria applied to the scoring of their answers, and scores attributed to their answers by the “assessors,” the co-chairs, and anyone else involved in evaluating the answers.

Twenty-four days have passed, and the Commission has not received these materials from the Mayor. Two weeks ago, we were assured that records would be produced. The CPC has been orally assured that we will receive a response in the next 48 hours.

To respond to the significant community concerns that have emerged about the process by which a highly qualified local candidate, and the only woman, was eliminated from the pool of finalists, the CPC has retained an independent equal employment opportunity (EEO) expert, whom we will ask to assess any EEO or legal compliance issues in the design and execution of the search process. We are prepared to conclude this work rapidly so the Council can have the benefit of this analysis and any CPC recommendations that flow from it before taking action on the Mayor’s eventual nomination of a candidate for Chief of Police. Unfortunately, neither the CPC nor our consultant EEO expert can perform this assessment without sufficient time to absorb the materials that we’ve requested—assuming we receive them in the near future. We understood that this work would need to be turned around on a tight timeline, which is why we made our request for records the very weekend after the list of finalists was announced.

Once our expert’s process assessment has been completed, the CPC will promptly review the findings so that we can offer informed recommendations to the Council and the community. Today, given that we have yet to receive the necessary records to permit this review, we are requesting that the Council postpone the confirmation hearing(s) for any candidate nominated by the Mayor until we are able to provide the Council with our full evaluation of the process by which we arrived at this point, and any recommendations for moving forward. We assume the Council will benefit from the information we and the retained expert are assembling as you consider Council action on any nomination. As stated above, the CPC is attempting to proceed with its analysis as rapidly as possible.

Thank you for your continued service to the people of Seattle, and your consideration of our request.

Sincerely,



Rev. Harriett Walden, Co-Chair  
Community Police Commission



Enrique Gonzalez, Co-Chair  
Community Police Commission



Isaac Ruiz, Co-Chair  
Community Police Commission

Cc:

Councilmember Sally Bagshaw, District 7  
Councilmember Lorena González, District 9  
Councilmember Lisa Herbold, District 1  
Councilmember Debora Juarez, District 5  
Councilmember Rob Johnson, District 4

Councilmember Teresa Mosqueda, District 8  
Councilmember Mike O'Brien, District 6  
Councilmember Kshama Sawant, District 3  
Mayor Jenny A. Durkan  
Seattle Community Police Commission