

Seattle  
Community  
Police Commission

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

August 14, 2018

Seattle Police Department  
Attention: Chief Carmen Best  
Via electronic mail

**Re: Seattle Police Department - May 2018 Community Engagement Program Report**

Dear Chief Carmen Best,

We write to provide feedback on SPD's 2018 Community Engagement Program Report (*Report*). We appreciate the opportunity to provide feedback on SPD's reports, audit methodologies, and policy revisions throughout the sustainment period of the Consent Decree. We also request a meeting as a follow up to this letter.

As we work collaboratively to build public trust and confidence in the Seattle Police Department, we offer some suggestions and pose some questions that may help SPD create and implement additional best practices for Community Engagement.

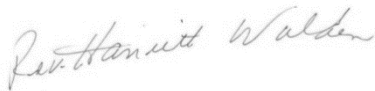
- **Data and metrics to measure impact and success of programs.** Community must understand and buy-in to the intended impact, feel said impact, and have the ability to provide feedback. In addition, it is important to create metrics that are shaped by communities being served. Finally, to ensure the credibility of the reporting, it would be helpful to identify the sources of the data used in the report.
- **Community Engagement training, experience, and expertise.** It is important to share the training, experience, and expertise that officers have who are engaged in these programs. Having this background, and sharing it, allows community to see that officers are also trained to interact with community in non-law enforcement settings.
- **Strategic Plan.** It is important to show community that this work is connected to a larger plan with long term goals for community engagement. Having a strategic plan that outlines how community is being engaged and how programs are being created and implemented demonstrates a commitment to sustainability and growth and promotes community buy-in.
- **Community Partners.** It is important to acknowledge the community partners who you are collaborating with in each of the areas of engagement.
- **Artwork.** When placing pictures of community members on the cover, or within the report, it is important to ensure the faces of community members alongside officers are visible.

**Questions:**

1. What metrics are used to track the success of SPD's Community Engagement programs?
2. Could you describe the competency and expertise that officers have to lead/participate in the community programs you listed?
3. Does SPD have a strategic plan? How do these programs align with SPD's overall goals?
4. What is the role of the Community Police Teams? What special training and experience do they have? How do they inform the work of SPD? How do they collaborate and/or integrate their work into the everyday work of an officer? Are the Teams representative of the communities they serve?
5. What do you think of the recent discussion of the importance of integrating problem-solving policing throughout the department's units, and if you agree, are you open to the possibility of re-considering dedicated Community Police Teams, in favor of infusing these skills and approaches throughout all the Department's sectors and areas of work?

The CPC respectfully submits comments and questions for your review, and we request a meeting with you and/or your designees to discuss further. Thank you for your ongoing work in this area, and we look forward to continuing the conversation on how we can best serve community, together.

Sincerely,



Rev. Harriett Walden, Co-Chair  
Community Police Commission



Enrique Gonzalez, Co-Chair  
Community Police Commission



Isaac Ruiz, Co-Chair  
Community Police Commission

Cc:

Brian Maxey, Chief Operating Officer, Seattle Police Department

Lesley Cordner, Assistant Chief of Compliance and Professional Standards, Seattle Police Department

Rebecca Boatright, Chief Legal Officer, Seattle Police Department

Adrian Diaz, Lieutenant, Seattle Police Department

Seattle Community Police Commission