

Seattle Community Police Commission

Our City. Our Safety. Our Police. **Better Together.**

March 12, 2014

VIA EMAIL

Merrick Bobb
Federal Monitor

J. Michael Diaz
U.S. Department of Justice

Peter Holmes
Seattle City Attorney

Dear Monitor and Parties:

The Community Police Commission (CPC) is charged to complete by March 13, 2014 an initial assessment of community outreach activities and programs of the Seattle Police Department (SPD).

To inform this initial assessment, the CPC was briefed on February 26, 2014 by representatives of SPD's Community Outreach Bureau on its community outreach objectives, goals and initiatives. At that time, Assistant Chief Nick Metz, Acting Captain Randall Yamanaka, Sergeant Adrian Diaz and Community Police Team Coordinator Maggie Olsen provided the CPC with a broad overview of a SPD's outreach programs, initiatives and collaborations.

Based on its preliminary evaluation of SPD's outreach activities, the CPC recommends the following:

1. The SPD Community Outreach Plan was last revised on December 2, 2010. We recommend that SPD review the plan and determine if updates need to be made. Further, this review should be done in collaboration with the community, including precinct and demographic advisory boards, the CPC, and others. SPD should also explicitly identify a timeline for completing a revision to the plan.
2. The CPC recognizes the potential value of the precinct and demographic advisory boards now in place and the role they serve in providing community members with a formal means of communicating with the Department. We recommend that SPD identify a similar type of mechanism that can effectively allow the homeless and/or street communities—not advocates—with an opportunity to voice their concerns and perspectives about SPD and public safety.
3. The CPC appreciates Assistant Chief Metz's observation that SPD's advisory groups have not often, or ever been, a source of proposed policy reforms. We recommend that CPC work with SPD to redefine the mission of all of its advisory groups, with the goal of enhancing the role of these

groups in providing to SPD the community's perspective and suggestions on police policies and practices.

4. The CPC noted a specific inaccuracy in the outreach materials and proposes a comprehensive review of all outreach materials to ensure a correct reflection of SPD's outreach. The CPC would like to participate in this review with SPD.

The CPC is responsible for completing a comprehensive assessment of the Department's outreach efforts in late July. While there may be other areas we will review and evaluate, the following are areas identified to-date on which the CPC intends to focus its assessment:

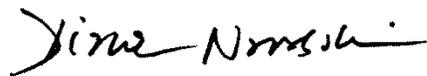
1. What is SPD's strategy for communicating with community members and how effective is it?
2. Who are SPD's partners in community outreach, including both organizations that are community-based and those within City government that SPD leverages to reach the public? Is SPD partnering as broadly as it should?
3. What are SPD's entire range of community outreach initiatives and programs? Is SPD satisfied that these efforts are sufficient; are there other avenues and communication vehicles that might improve its reach and effectiveness in reaching key communities?
4. What training is involved for all officers related to SPD community engagement activities and strategies? Is this training sufficient?
5. What are SPD's outreach efforts and strategies related to recruitment and hiring of diverse police officers? What are the results of those efforts?
6. Does SPD employ tools to assess the effectiveness of its community engagement and outreach programming? How does it determine that its engagement and outreach efforts work?

The CPC looks forward to partnering with SPD staff, the U.S. Department of Justice's Community Relations Service, and others in completing a comprehensive assessment of SPD's community outreach activities. We will also work with our own community-based partners in an effort to identify potential opportunities for improved SPD connections with the public.

Sincerely,



Lisa Daugaard, Co-Chair
Community Police Commission



Diane Narasaki, Co-Chair
Community Police Commission

Cc:

Mayor Ed Murray
Interim Chief of Police Harry Bailey
Community Police Commission members