



SOUND CITIES ASSOCIATION

38 Cities. A Million People. One Voice.

Background Materials
SCA Racial Equity and Justice Series
Session Four: Policing
October 9, 2020

History of policing:

Jill Lepore, *The Invention of the Police*, The New Yorker, July 20, 2020.

<https://www.newyorker.com/magazine/2020/07/20/the-invention-of-the-police>

Valerie Strauss, *Resources to teach the history of policing in America that you won't find in textbooks*, The Washington Post, June 9, 2020. (Note – contains a long list of resources)

<https://www.washingtonpost.com/education/2020/06/09/resources-teach-history-policing-america-that-you-wont-find-textbooks/>

Chelsea Hansen, "Slave Patrols: An Early Form of American Policing," National Law Enforcement Museum website, July 10, 2019.

<https://lawenforcementmuseum.org/2019/07/10/slave-patrols-an-early-form-of-american-policing/>

Wenei Philimon, *Not just George Floyd: Police departments have 400-year history of racism*, USA Today, June 7, 2020.

<https://www.usatoday.com/story/news/nation/2020/06/07/black-lives-matters-police-departments-have-long-history-racism/3128167001/>

Olivia B. Waxman, *How the U.S. Got Its Police Force*, Time, May 18, 2017.

<https://time.com/4779112/police-history-origins/>

Understanding the Racist Roots of Police Violence – Video from Act.TV

<https://youtu.be/LC1vMTMftgo>

War on Drugs:

Tom LoBianco, "Report: Aide says Nixon's war on drugs targeted blacks, hippies," CNN, March 24, 2016.

<https://www.cnn.com/2016/03/23/politics/john-ehrllichman-richard-nixon-drug-war-blacks-hippie/index.html>

Racial Disparities in Criminal Justice System:

"Report to the United Nations on Racial Disparities in the U.S. Criminal Justice System," The Sentencing Project, April 19, 2018.

<https://www.sentencingproject.org/publications/un-report-on-racial-disparities/>

Andrew Kahn and Chris Kirk, *What It's Like to Be Black in the Criminal Justice System*, Slate, August 9, 2015.

<https://slate.com/news-and-politics/2015/08/racial-disparities-in-the-criminal-justice-system-eight-charts-illustrating-how-its-stacked-against-blacks.html>

History of police accountability:

Rund Abdelfatah, host, "American Police," *Throughline*, NPR, June 4, 2020.

<https://www.npr.org/2020/06/03/869046127/american-police> (transcript at <https://www.npr.org/transcripts/869046127>)

Khalil Gibran Muhammad, *Why police accountability remains out of reach*, The Washington Post, July 26, 2019, <https://www.washingtonpost.com/outlook/2019/07/26/why-police-accountability-remains-out-reach/>

Khalil Gibran Muhammad, *The Condemnation of Blackness: Race, Crime, and the Making of Modern Urban America* (2019).

Seattle Consent Decree:

Timeline of Seattle Police Accountability, ACLU of Washington:

<https://www.aclu-wa.org/pages/timeline-seattle-police-accountability>

Findings from the 2011 investigation of the Seattle Police Department:

https://www.justice.gov/sites/default/files/crt/legacy/2011/12/16/spd_findletter_12-16-11.pdf

Views on policing:

October 2020 Crosscut/Elway Poll: 2020 Policing and Protest in King County:

https://crosscut.com/sites/default/files/files/elway_1020_final.pdf

How views of public differ from views of the police:

Rich Morin, Kim Parker, Renee Stepler, and Andrew Mercer, "Behind the Badge," Pew Research Center, January 11, 2017.

<https://www.pewsocialtrends.org/2017/01/11/behind-the-badge/>

<https://www.pewsocialtrends.org/2017/01/11/police-views-public-views/>

Hannah Gilberstadt, *A month before George Floyd's death, black and white Americans differed sharply in confidence in the police*, Pew Research Center, June 5, 2020.

<https://www.pewresearch.org/fact-tank/2020/06/05/a-month-before-george-floyds-death-black-and-white-americans-differed-sharply-in-confidence-in-the-police/>

June 2-7, 2020 Washington Post-Schar poll:

https://www.washingtonpost.com/context/june-2-7-2020-washington-post-schar-poll/6b811cdf-8f99-4e28-b8f1-c76df335c16a/?itid=lk_inline_manual_2&itid=lk_inline_manual_2

Maggie Quinlan, *Are some police racist or is the whole system? A Black Spokane cop and his daughter discuss, disagree*, The Spokesman Review, June 14, 2020.

<https://www.spokesman.com/stories/2020/jun/14/are-some-police-racist-or-is-the-police-system-inh/>

Police Violence:

"Freddie Gray's Death, Five Years Later," *All Things Considered*, NPR, April 24, 2020.

<https://www.npr.org/2020/04/24/844562979/freddie-grays-death-baltimore-five-years-later>

"Eric Garner dies in NYPD chokehold," *This Day in History*, The History Channel, July 17, 2014.

<https://www.history.com/this-day-in-history/eric-garner-dies-nypd-chokehold>

"Rodney King riot: Timeline of key events," The Associated Press, April 26, 2017.

<https://apnews.com/article/fa4d04d8281443fc8db0e27d6be52081>

Community Policing

Sam Louie, *Mental Health and Community Policing: A new model to address systemic racism with law enforcement*, Psychology Today, June 23, 2020. (Note - Discusses Redmond's program.)

<https://www.psychologytoday.com/us/blog/minority-report/202006/mental-health-and-community-policing>

Reform Proposals:

Eight Can't Wait:

<https://8cantwait.org/>

From Eight Can't Wait- The Research Basis for More Restrictive Use of Force Standards

https://docs.google.com/document/d/1XS-frPPH7cSDf5ovsj6RG4z4ukMlozPxLki7WjBnK_Q/edit

The My Brother's Keeper Alliance, Reimagine Policing Pledge:

<https://www.obama.org/mayor-pledge/>

My Brother's Keeper Forums (and related supporting materials):

1. First Steps: Police Accountability and Reforms:

<https://www.obama.org/mbka2/police-accountability/>

2. Community Centered Innovations in Public Safety:

<https://www.obama.org/mbka2/community-centered-innovations/>

3. How to Create a Representative and Open Public Review Process:

<https://www.obama.org/mbka2/representative-public-review/>

How to become a My Brother's Keeper (MBK) Community:

<https://www.obama.org/mbka2/about-mbk-communities/>

President Obama's Task Force on 21st Century Policing:

Final Report:

<https://d3n8a8pro7vhmx.cloudfront.net/nacole/pages/115/attachments/original/1570474092/President-Barack-Obama-Task-Force-on-21st-Century-Policing-Final-Report-min.pdf?1570474092>

Washington State Reform Efforts:

I-940, HB 1064:

https://www.cjtc.wa.gov/docs/default-source/letcsa/next-steps-for-i-940---hb-1064.pdf?sfvrsn=4ff8a862_2

Trainings under I-940/HB 1064, the Law Enforcement Training and Community Safety Act (LETCSA):

<https://wacities.org/advocacy/News/advocacy-news/2020/01/20/i-940-trainings-available-to-law-enforcement-agencies>

Washington for Black Lives:

<https://www.washingtonforblacklives.org/>

WASPC Proposed Law Enforcement Reforms:

<https://www.waspc.org/reforms>

WASPC Recommended Reforms (See above link for more information on proposed reforms, and links to most recent bills addressing these proposed reforms)

Use of Force:

1. Standardize the use of force policies and training centered on the cornerstone principle of the sanctity of human life. De-escalation, proportionality, and the use of time, cover and distance will be emphasized, and the required training from I-940 should be accelerated. This required curriculum also includes training on implicit bias and the history of race and law enforcement.
2. Require all law enforcement officers to intervene and report to their agency whenever another law enforcement officer uses excessive force or knowingly violates the rights of any person. Violation of this duty should be cause for discipline, up to and including termination.

Transparency and Accountability:

3. Establish and expand wellness, resiliency and mental health support for law enforcement and corrections officers.
4. Establish clear and meaningful support for law enforcement and corrections agencies to become accredited (undergo a Best Practice Audit) by a recognized state or national law enforcement or corrections accreditation entity.
5. Reform the civil service system to provide greater access for more diverse candidates into the law enforcement profession and enable Sheriffs and Police Chiefs greater flexibility to hire and promote law enforcement officers who are best suited to carry out the agency's mission.
6. Assist law enforcement and corrections agencies to establish intervention programs to identify troubling patterns and behaviors among law enforcement and corrections officers so intervention and support can be offered in a non-disciplinary manner.
7. Establish a monitoring and review mechanism to ensure existing requirements for independent investigations regarding the use of deadly force are followed. Additionally, explore models for creating a completely independent statewide deadly force investigative team governed by a board that includes community members.
8. Facilitate the implementation and use of body cameras.
9. Reform binding interest arbitration to provide greater authority for Chiefs and Sheriffs to dismiss officers who are not helpful to the agency's mission or betray the public's trust.

10. Change licensure rules to provide that a law enforcement officer can lose their Peace Officer Certification for excessive use of force, showing a pattern of failing to follow public policy, and other serious breaches of the public's trust.

11. Require all Washington law enforcement agencies to submit data regarding the use of deadly force (creation of a statewide data base as proposed in SHB 2789 in 2020).

Defining the role of law enforcement:

12. Partner with the Washington Commission on African American Affairs, Commission on Asian Pacific American Affairs, Commission on Hispanic Affairs, and the Governor's Office of Indian Affairs to build relationships and trust between law enforcement and the community.

13. Study and establish clear expectations for state investments and expansions of programs that support social services to address mental illness, substance use, and other adverse events that are shown to increase the likelihood of future criminal justice involvement.

Related:

[A unified message from the Valley Police Chiefs of King County](#)

Police Executive Research Forum, "Guiding Principles on Use of Force," March 2016:

<https://www.policeforum.org/assets/30%20guiding%20principles.pdf>

City Efforts:

From [Association of Washington Cities' \(AWC\) Legislative Agenda](#):

Statewide policing reforms – Support local control over city law enforcement policy decisions to meet the needs of each community and appropriately contain costs. Cities understand our obligation to address racial equity in policing – both state requirements and local policies.

AWC supports the following statewide reforms:

- Develop a statewide standard for use of force that preserves the right of local jurisdictions to enact more restrictive standards based on community input.
- Create a database to track officers who have been fired for misconduct.
- Expand grounds for decertification to include use of force violations.
- Require that officer misconduct investigations be completed, regardless of an officer's resignation.
- Establish a duty for all law enforcement officers to immediately intervene and report misconduct or illegal activity by a fellow police officer.
- Require that all officers receive regular support for vicarious trauma and mental well-being, including peer support, mental health counseling, and appropriate mental health screenings. Officers involved in any fatal use of force must undergo a mental health screening prior to returning to duty.

SCA City Reforms:

Note – This below list of actions is based on information provided to SCA staff on or before October 8, 2020. It may not include all activities taken by cities. Please share any actions that you would like us to include in future updates!

Action Plans

Issaquah: [Issaquah Police Accountability, Equity and Human Services Action Plan](#) was adopted by the City Council on August 10, 2020. The Plan includes short, medium, and long-term action steps including:

- Short term (by 8/31/2020):
 - Review and modify Issaquah Police Department (IPD) Use of Force Policy
 - Develop monthly report to community
 - City Council equity training
- Medium term (by 12/31/2020):
 - Review of IPD budget and operations, make recommendations in 2021 budget
 - Will include review current community policing strategies, introduction of body cams, equipment purchases, and jail operations
 - Use of force review
 - Review of formal and informal complain processes
 - Review IPD data collection and reporting
 - Review use of school resource officers
 - Schedule opportunities for city councilmembers to learn firsthand about IPD operations
 - Develop and begin implementation of citywide equity training curriculum
 - Review human services staffing/contracting resources
- Long term (in 2021)
 - Review IPD policies for discipline and termination
 - Review IPD training programs
 - Consider police review community board or commission
 - Create IPD data dashboard
 - Review local fines/fees and asset seizure policies
 - Evaluate Issaquah Human Services Commission review of city's equity and human services initiatives
 - Develop racial equity toolkit
 - Review citywide policies using the racial equity toolkit

Police Advisory Committees

Auburn: Developed a [Police Advisory Committee](#) to give the community an opportunity to act in an advisory role in order to provide recommendations to the Auburn Police Department concerning community policing issues. This group will represent the people of Auburn and will be an active partner with the Auburn Police Department in the development of policies and strategies for the implementation of stronger, effective and equitable community policing. The committee will meet monthly to review proposed police department policies and provide recommendations to the Chief of Police. The composition of the committee has set criteria to include diverse age, racial, organizational stakeholders and ensure other identity groups are represented.

Issaquah: Committee under review by city as part of the [Issaquah Police Accountability, Equity and Human Services Action Plan](#).

Kent: Transitioning its Diversity Task Force to become a Police Race and Equity Advisory Board.

Redmond: [Redmond Police Department's Community Equity Action Team](#), this council is comprised of community members who represent commonly underrepresented voices. The Team advises the Chief of Police on issues related to equity, transparency, and community relations. This group was founded in 2018.

Tukwila: The city has the Community Oriented Policing Citizens Advisory Board. The [Community Oriented Policing Citizen's Advisory Board \(COPCAB\)](#) is an official City board that works with the Chief of Police to promote public safety and community policing. The Board consists of nine members: five residents, two business owners/managers, one school representative and a local high school student. Members are appointed and serve for a term of four years.

Police Oversight

Kirkland: Currently evaluating options for independent civilian oversight board as described in their [Resolution Affirming that Black Lives Matter](#).

Community Listening Sessions

Bellevue: Is holding [three community listening sessions](#) in October 2020.

Burien: The Burien City Council [passed](#) a motion titled Public Safety Community Engagement Process. The Council will host virtual community meetings and also accept community feedback in writing regarding public safety matters, specifically regarding their police department. The Burien City Council hosted a [special council meeting](#) on September 14, 2020 from 6:30–8:30 p.m. on the topic of public safety. Community members were invited to speak in small group roundtable discussions at the meeting.

Federal Way: Mayor Jim Ferrell hosted a [public forum](#) with African American/Black American community members on July 29th at 7 pm via Zoom. Community presenters included: Reverend

Gordon Banks, Overcomer Covenant Church pastor; Federal Way Diversity Commission Chair Julian Franco; Federal Way Police Chief Andy Hwang; Federal Way Municipal Court Judge David Larson, Lyn Idahosa, Federal Way Black Collective executive director; and Dr. Bob McKenzie, Chief's Call Chair. The next public forum will take place in October 2020.

Issaquah: As laid out in [AB7999](#), the Mayor, City Administrator and Chief of Police have all met with multiple community groups and members of the public and participated in community forums related to these topics. Several of these meetings were organized/hosted by the community groups where the City heard community stories of their personal experiences.

Kenmore: On July 6 and 9 the City Council of Kenmore hosted two community [dialogues](#) regarding the City Council's commitment to review police policies, use of force and other issues related to this topic. On July 20th the City of Kenmore hosted a community [discussion](#) regarding policing and the Obama Foundation Commitment to Action.

Kirkland: Adopted a [Resolution Affirming that Black Lives Matter](#), which notes that the city will facilitate citywide conversations about structural racism through community engagement centered around Black people, targeted additional stakeholder engagement including Indigenous people and people of color, with a focus on including intersectional voices, and hold townhalls, virtual meetings and small group discussion.

Mercer Island: At the June 16, 2020 Council Meeting, the City Council directed the City Manager to return to the City Council to [authorize and appropriate funds for engaging a consultant or contractor to conduct a series of listening sessions](#) for the community so that "we can hear first-hand the stories of minority experiences on the Island, and gather ideas for what we can do to make the island a safe and welcoming place for people of all races and ethnicities." These listening session are intended to be scheduled in Fall of 2020.

Shoreline: In the early planning stages for hosting opportunities for [community dialogue](#) around policing in Shoreline.

Use of Force Policies

Bellevue: [Consultant](#) is reviewing use of force policies

Burien: The Burien City Council passed a motion for [Ordinance No. 743](#), Creating a Police Study Task Force. The task force will gather relevant Burien Police Department-related information including but not limited to complaints made against the Burien Police Department and its employees; guidelines, policies, procedures, and training manuals; hiring process and standards including but not limited to background checks; separation policies including disclosures of those police officers who left during or after a complaint, lawsuit, or settlement; the King County Sheriff's Office – City of Burien ILA with all attachments, and any other relevant or related materials.

Issaquah: Under review as part of the [Issaquah Police Accountability, Equity and Human Services Action Plan](#).

Kent: The City is reviewing Use of Force policy to ensure best practices are being met and consistency is applied.

Kirkland: Per their [Resolution Affirming that Black Lives Matter](#), they will contract for third party policy use of force review and use of force data evaluation and analysis. Kirkland also creating a Use of Force Dashboard, evaluating enhancements to the existing police dashboard that help guard against bias in police action, and developing a School Resource Officer public dashboard.

Issaquah: In their action plan titled [Police Accountability, Equity and Human Services Action Plan](#) one of the actions listed is to review police policies and review use of force

Redmond: RPD's Use of Force policy is currently being reviewed.

Normandy Park: The city posted a brief [message](#) on their homepage regarding their Police Department's [use of force policies](#). It states they believe their policy manual meets the requirements listed in 8 Can't Wait and they plan to verify this during their comprehensive review of their policies.

Surveys

Burien: Public comment survey was open until October 5 and can be filled out in [English, Spanish and Vietnamese](#).

Kirkland: One of the strategies in their [Resolution Affirming that Black Lives Matter](#) was to facilitate city conversations about structural racism through distributing surveys.

Renton: The Renton Police Department asked Renton residents to fill out a community police [survey](#). The survey asked respondents to rank 14 topics, including the use of cameras, force, bias training and officer-involved shootings. The results will help direct department time and resources. The survey was due August 12th.

Other Community Engagement/Transparency Efforts

Auburn: On August 8 The Auburn Police Department had a FB post regarding their [training process](#). Washington State officers are only required to do 24 hours per year of training but the Auburn Police Department averages 175 hours of yearly training per officer.

Black Diamond: July 31 the Black Diamond Police Department kicked off their multi-month [series](#) where they spotlight one officer a month to the community on their Facebook page.

Kent: Finalizing a website called the [The Kent PD Way](#) which highlights answers to their most frequently asked questions regarding our police department including use of force statistics and training questions. Has been answering common questions through the use of social media.

Redmond: On June 10, Redmond Police Chief Darrell Lowe issued a community [message](#) regarding the department's training, policies and procedures. It includes an [FAQ page](#).

Sammamish: On June 18, the City of Sammamish released a [message](#) from Chief of Police Daniel M. Pingrey regarding their department policies, training information, and resources.

Enumclaw: On June 11, the City of Enumclaw [posted](#) on FB details on how to access information regarding the police department's hiring, training, and use of force practices/procedures.

Hiring New Staff to Manage Equity Initiatives/Human Services Work

Issaquah: Proposed hiring new human services supervisor and coordinator position that would work on the Issaquah [Police Accountability, Equity and Human Services Action Plan](#).

Kirkland: Looking to hire someone to manage equity initiatives and implementing their [Resolution Affirming that Black Lives Matter](#).

Redmond: Pending approval of the budget by Council, they will also be taking 1 FTE from Police to fund a city-wide equity diversity and inclusion manager. (Source: Alaric Bien, Senior Planner at City of Redmond 10/6)

Embedding Mental Health/Social Services Professionals in Police Department, Engagement with Community Based Organizations

Issaquah: Mayor's budget proposes new Human Services Coordinator position working directly with the Police Department, a Mental Health professional who would be dedicated to responding to mental and behavioral health incidents.

Kirkland: Looking at budgeting for co-responder units in 2021.

Redmond: Currently has a mental health professional that is embedded with the officers and is planning on using 1 FTE from Police for a second embedded mental health professional. (See <https://www.psychologytoday.com/us/blog/minority-report/202006/mental-health-and-community-policing> for a discussion of Redmond's program.) Mayor's proposed budget also reduces PD by 1 FTE to add a Diversity, Equity, Inclusion Director.

Kent: City is working on a pilot to have officers work with community-based organizations to get to know the community while they await certification.

Tukwila: Mayor's 2021 budget proposes a pilot project to embed a mental health professional in the police department.

Adopted the My Brother's Keeper Alliance, Reimagine Policing Pledge

<https://www.obama.org/mbka2/about-mbk-communities/existing-mbk-communities/>

- Duvall
- Mercer Island
- Issaquah
- Kenmore
- Kirkland
- Redmond
- Woodinville

Body cameras

Algona: Has instituted body cams.

Auburn: Has bodycams for bicycle unit and parking enforcement officers, currently has dashcams for other officers.

Black Diamond: Plan to add body cams to budget for 2022.

Duvall: In process of researching, and has proposed funding in 2021 budget.

Kent: Has instituted body cams. Most officers have currently, proposed 2021-2022 budget would roll them out for remaining officers.

Kirkland: Looking into developing a police body camera pilot program.

Lake Forest Park: In process of implementing, expects to have in place by end of year.

Normandy Park: Considering body cams as a part of this year's budget process.

Pacific: Has purchased body worn cameras, and is in process of implementation.

Tukwila: Has instituted body cams.

King County/Contract Cities: The Executive's proposed 2021/2022 budget includes funding to study the issue of body cams, and the County is about to embark on a pilot project.