

MINUTES

Community Police Commission (CPC)

June 26, 2013, 9:00 am – 12:00 p.m.

Mt. Zion Baptist Church

Attendees: Diane Narasaki, Co-chair; Lisa Daugaard, co-chair; Kate Joncas; Jay Hollingsworth; Jennifer Shaw; Tina Podlowski; Kip Tokuda; Rev. Harriett Walden; Bill Hobson, Joseph Kessler; Rev. Aaron Williams; Claudia D'Allegrì

Absent: Kevin Stuckey; Marcel Purnell

Staff: Glenn Harris; Karinda Harris

ANNOUNCEMENTS/APPROVAL OF MINUTES

Diane welcomed everyone and had brief introductions.

Action items:

1. Minutes approved unanimously with noted corrections.

WORKGROUP UPDATES

Stops and Detentions –

1st & 3rd Tuesdays – 5:30 pm - 7:00 pm

American Civil Liberties Union of Washington

901 Fifth Avenue, Suite 630

Members: Jennifer Shaw, Tina Podlowski, and Bill Hobson, Joe Kessler – Co-chairs; Kevin Stuckey; Kate Joncas; Rev. Aaron Williams; Lisa Daugaard; Joe Kessler.

UPDATE: Jennifer shared that Jeff Hicks from the State academy invited the Commission to participate in the last day of training/testing for new recruits. Commissioners expressed interest in attending. The Workgroup wants to make sure that the voices of officers are represented in the process of policy and training recommendations.

Bias Free Policing –

2nd & 4th Tuesdays – 4:00 pm - 6:00 pm

1265 S Main St #106

Members: Jay Hollingsworth and Rev. Harriet Walden – Co-chairs; Claudia D'Allegrì; Marcel Purnell; Lisa Daugaard; Tina Podlowski.

UPDATE: Jay shared that Isabel Bussarakum from the Defender's Association provided a briefing to workgroup regarding bias policing. The briefing by Isabel was intended to help the Workgroup better define bias-free policing including implicit bias and disparate impact. The Workgroup is also considering consulting with Katherine Beckett, UW

Professor. They are looking for consultants with both content and practice expertise. Commissioner recommended Alexis Harris as a possible consultant.

Public Engagement –

2nd and 4th Thursdays - 12:00 pm - 1:30 pm
City Hall, 6th Floor
600 Fourth Avenue

Members: Kate Joncas, Kip Tokuda and Claudia D’Allegrì – Co-chairs; Jay Hollingsworth; Rev. Harriett Walden; Bill Hobson; Tina Podlodowski

UPDATE: Kate shared that the Workgroup spoke with the Monitor regarding surveying. The Workgroup is still recommending that the CPC does its own surveying process. The Workgroup wants to do more than just phone surveys, possibly focus groups. They are also looking for a consultant to help with logistical support on community engagement. Commissioner shared the complexity and the need to address this work in communities of color, immigrant and refugee communities and low-income communities. Commissioner shared that Research to date has mostly been quantitative, and there is a need for more qualitative data from communities. There is a need to address language, and fundamental issues of access for some communities in data collection. The Workgroup is working with DOJ to learn about engagement processes in other cities.

Workgroup also proposed that CPC meetings should have a “hard stop” at 11:45am to make room for public comment.

Action items:

1. **VOTE:** At the end of all CPC meetings there will be a 15 minute period for public comment: **Unanimous approval.**
2. Staff will send out report from Isabel Bussarakum to Commissioners.
3. Staff will send out “Safe Communities” information to Commissioners.

COMMUNITY SURVEYING

Diane framed the conversation. Commission raised concerns about how effective the Monitor’s survey will be in reaching all communities due to a variety of barriers. Concern raised that the survey is not the best tool to reach those who are most affected by use of excessive force and biased policing, i.e. people of color, people with mental illness, people with chemical dependency, low-income people and people who are homeless. Concern raised that without those voices being adequately represented, that the survey should not be defined as a baseline.

Concern raised that the survey will only be conducted in English and Spanish. Commissioners see it necessary to have Asian and Pacific Islander and other languages used in surveying. Concern raised that the survey’s questions are targeted toward English speaking communities and not other groups. Concern raised that even those who speak English and Spanish and who have been negatively affected by police practices would not feel motivated/safe to speak freely and candidly. Concern was also raised that lack of funds was being cited as a reason for not reaching out to the communities most directly impacted by the reform process.

Commissioner raised the concern that the research plan should be attached to the survey instrument. Generally the approach to data collection is quantitative first and then qualitative (survey then focus groups). Commissioner shared that there is a need for an ongoing way to collect community information, not just one-time surveys. Commissioner raised the need of validating surveys independently.

Commissioner shared that this is the opportunity for community members who normally are silent to share. Want to focus on community members most directly impacted.

Commissioner shared that our goal is not to confirm whether SPD is good or bad, but to address the issues at hand – reform. Commissioner stated that it is not acceptable that there is not enough money to reach all communities. One in five Seattleites are immigrants and refugees.

The Commission was created to focus on those historically underrepresented communities. It is the strength of the Commission.

Action items:

1. PE Workgroup will draft letter to the Monitor addressing baseline concerns.

IN CAR VIDEO (ICV) WORKGROUP

Tina shared an update on ICV. The Workgroup thinks the ICV work to date is inadequate and is working to arrange a meeting with Chief Pugel, the Monitor, and the Seattle Human Rights Commission (SHRC) to discuss implementation of the new system, training, and policy recommendations. The workgroup wants to complete the work by September.

Video capture of officers deployed to a scene should be mandatory and automated. There is a need for clear procedures on how police interact with the cameras. Every officer should be trained on camera usage before being able to use a vehicle. Concerns raised regarding confidentiality, like domestic violence victims or other vulnerable parties.

Commissioners recommended that if there is going to be significant policy change, the Seattle Police Department (SPD) should wait on training. SPD is currently training officers. Monitor shared the need to capture those interactions automatically and recommends a “on video” standard from the moment an officer enters his vehicle.

Action Items:

1. Tina will schedule ICV meeting with Chief Pugel, Monitoring Team, and SHRC.

CPC INDEPENDENCE AND LOCATION WITHIN CITY STRUCTURE

Glenn provided document on proposed hybrid structure (attached). How does the Commission balance independence and connection with City? Proposal includes:

- Keep the CPC Office in the Executive
- CPC and Mayor will hire
- CPC has firing authority
- Work plan will be defined and laid out by CPC
- Director evaluated by the Mayor

- Will include an opt-out clause for full independent structure.

Modification to proposal:

1. Add stronger language on day-to-day guidance by the CPC of staff work.
2. Modify Mayor's role to review and recommend in hiring process.
3. Add language that the Mayor has firing authority for legal non-compliance.

Action Items:

1. **VOTE:** Move the proposal including modifications:
Yes – 12 No – 1 (Tina Podlodowski) Abstentions – none
2. Staff will work with Mayor's Office and City Council to create new ordinance that includes opt-out clause.

DIRECTOR SELECTION PROCESS

Glenn and Lisa led discussion on hire process

Hiring workgroup will receive packets to screen/rank applicants. Hiring committee also includes two people from the Executive Office. Group will meet to cut applicants; all interviews will be conducted by commissioners and 2 members from the Mayor's Office. The CPC can conduct interviews in executive session.

Action Items:

1. Staff will schedule ranking session and Director interviews.

STAFF UPDATES

Glenn led discussion on staff updates

Budget – Supplemental budget has been submitted to City Council, includes additional money for consulting.

Email, Good Technology – Karinda has login information for email and will get information to Commissioners. Majority of Commissioners desire Good technology to use email on mobile devices. Staff is still investigating availability.

SharePoint – The CPC SharePoint site is up, but still needs to be populated. Commissioners requested training. Commissioners acknowledged that site can be most useful if all Commissioners use it.

New Commissioner – Mayor's Office hasn't made decision on new commissioner to replace John Page, but will begin interviewing process soon.

Action Items:

1. Staff will schedule SharePoint trainings for CPC
2. Staff will investigate Good Technology

DISCUSSION WITH JENNY DURKAN

Jenny Durkan, US Attorney for the Western District of Washington, spoke to the Commission

Spoke about two major Supreme Court decisions: Voting Rights Act and DOMA. Durkan stressed that we shouldn't just depend on the law, and that community action has to be ultimate measure of justice and accountability. Durkan urged the CPC to think about the time after SPD compliance is shown and after the Monitor is gone and reminded the group that the greatest power comes from community influence not from the MOU or Settlement Agreement. The CPC has critical and lasting role. Durkan offered to continue to provide technical assistance to CPC.

EMERGING ISSUES AND FUTURE TOPICS

Lisa led discussion on emerging issues and future topics.

Kate will revise emerging issues checklist and will include addition of community concerns in checklist.

Emerging Issues/Future Agenda Items:

1. NACOLE conference – Commissioners want to discuss conference at future meeting
2. Community Survey
3. Stipends
4. ICV
5. Director Hiring – executive session
6. Excessive use of force – future meeting.

Action Items:

1. Kate will revise emerging issues checklist
2. Staff will start CPC policy document

PUBLIC COMMENT

- Community member spoke about his frustration with SPD and elected officials.
- Community member asked about status of bias policing policy – Due to time constraints, Lisa offered to address her after the meeting
- Community member spoke about her recent experience visiting SPD headquarters – she didn't have a pleasant experience, felt intimidated by SPD

NEXT MEETING
Wednesday, July 10th
Seattle Municipal Tower, 16th Floor, Room 1610
700 - 5th Avenue