SEATTLE POLICE DEPARTMENT MEMORANDUM

DATE: 06/13/2011

TO: City Councilmember Tim Burgess, Chair
Public Safety and Education Committee

FROM: John Diaz, Chief of Police

SUBJ: **SEATTLE POLICE PRESENTATION ON 2011 RACE AND SOCIAL JUSTICE WORKPLAN**

I am pleased to share the Seattle Police Department's Race and Social Justice Initiative Work Plan prior to briefing the Committee on June 15. I will be joined at the briefing by Captain Ron Wilson and Change Team leads Lynnette De Shaw and Dana Lockhart. I want to emphasize that the Department is committed to RSJI as we continue to improve participation in the Core Team and Outreach and Public Engagement efforts. The development of the work plan was a group effort by stakeholders and other participants. Copies of the work plan have been distributed to my senior management staff, and the work plan is also available online for our employees.

Our presentation will highlight RSJI goals and major activities during 2011.

GOALS

1. End racial disparities within the Department.
2. Strengthen the way the Department provides services and engages with the community.
3. Eliminate race-based disparities in our communities.
4. Create a roll-out strategy and marketing campaign to educate SPD employees about RSJI.

MAJOR ACTIVITIES

- Initiated the Train the Trainer program for the "Race the Power of an Illusion" class. There are seven employees who have completed the training.
- There are 100 sworn and 90 civilians who have attended the "Race the Power of an Illusion" class.

- There are 14 employees trained on the Racial Equity tool kit. We have applied the kit in two instances to good effect and will pleased to tell you about that during our briefing.
- Held a community-focused Perspectives on Profiling pilot class that was attended by about 100 members of the community and well received with documented feedback. This was an opportunity to inform and educate those interested in how officers are trained to address profiling.
- Ongoing dialogue with the United Black Clergy Association to foster goodwill via faith-based leaders, discuss police issues, and continue to build the relationship between the Department and the African American community.
- Ongoing dialogue with the Minority Executive Directors Coalition to foster goodwill, discuss police issues, and continue to build the relationship between the Department and communities of color.
- Participating in the Seattle University School of Law Task Force on Race and Criminal Justice System public dialogue to work on addressing racial disparity in Washington's criminal justice system.
- Seattle Office of Emergency Management (OEM) has delivered disaster preparedness programs to a wide variety of community groups and agencies that serve a number of ethnic communities. In addition, partnerships with organizations like North Seattle Family Center, Seattle Central Community College ESL program, and Harborview Interpreter Services help extend our outreach efforts to groups that are more difficult to reach.
- SPD's 2011 goal for business with firms owned/managed by women or minorities (WMBE) is 20% for Purchasing and 3% for Consultant Contracts. Through May 2011, SPD's actually spent $417,987 or 11.08% of total purchasing with WMBE firms; and $21,492 or 4.48% for Consultant Contracts with WMBE firms.

I look forward to sharing our work plan, and welcome suggestions, feedback and questions on how we can further RSJI within the Department and the community we serve.

cc: SPD Executive Staff and Change Team
SOCR – Julie Nelson, Glenn Harris and Jacque Larrainzar
Mayor's Office – Beth Hester, Tim Killian