



City of Seattle

Office of the Mayor
City of Seattle
Jenny A. Durkan, Mayor

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CITY CLERK

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Executive Order 2020-01: Addressing Hate Crimes and Crimes of Bias

An Executive Order affirming my commitment, as Mayor of the City of Seattle, to advance the City's work to prevent hate crimes and crimes of bias.

WHEREAS, the Seattle City Auditor released a report on May 9, 2019, finding that reports of hate crimes have risen by almost 400 percent since 2012; and,

WHEREAS, the City Auditor's report indicated that crimes of malicious harassment increased 346 percent since 2012; and,

WHEREAS, the City Auditor's report found that crime with bias elements increased 378 percent since 2012 and non-criminal bias incidents increased 448 percent since 2012; and,

WHEREAS, our city has been impacted by the increase of hate and bias crimes, notably targeting African Americans, LGBTQ+ individuals, and Jewish and Muslim communities; and,

WHEREAS, every person in the City of Seattle has the fundamental right to safety, dignity, respect, and belonging, inclusive of their race, ethnicity, gender identity, sexual orientation, religion, place of origin, disabilities; and,

WHEREAS, addressing hate crimes and crimes of bias solely through the criminal justice system does not currently provide effective means for changing hearts and minds, or effective means for the communities and individuals harmed to seek restorative justice from those committing the act of hate violence; and,

WHEREAS, every City of Seattle employee has a responsibility to ensure that all people are welcomed in City spaces and can safely and equitably access city services; and,

WHEREAS, the City of Seattle has worked with community-based organizations advocating for the civil rights of populations most frequently targeted by hate violence to discuss how to effectively address the concerning findings of the auditor's report; and,

WHEREAS, civil rights organizations working with frequently targeted populations have stressed the value of preventing hate crimes and crimes of bias from taking place, sharing information about incidents that have occurred, and supporting community-based efforts to improve safety and belonging; and,

WHEREAS, it is in the interest of the City of Seattle to ensure that we have a city where everyone can belong, feel safe, and is protected.

NOW, THEREFORE, I, Jenny A. Durkan, Mayor of Seattle, hereby order:

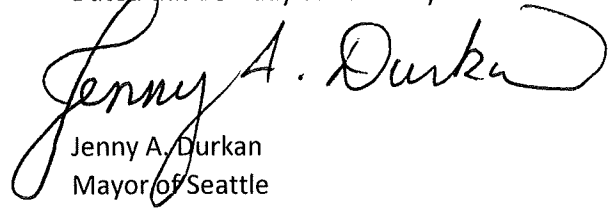
- 1) The City of Seattle will establish a Hate Crimes and Crimes of Bias working group led by Office of the Employee Ombud and supported by the Seattle Office for Civil Rights (OCR). The working group will consist of community members, civil rights organizations, and an interdepartmental team of City departments, including, but not limited to, Parks and Recreation, the Office of Arts and Culture, The Seattle Public Library, Department of Neighborhoods, Office of Labor Standards, Seattle Police Department, and the City Attorney's Office. They will provide regular progress updates and make final recommendations to the Mayor by October 1 regarding changes in City policy to more effectively address hate crimes and crimes of bias in Seattle.
- 2) The working group will be co-chaired by at least one community member and a City department representative, all appointed by the Mayor. The interdepartmental team will be accountable for the timely completion of the core deliverables:
 - a. Review and develop recommendations on cultural competency, bystander training for public-facing employees, and recommendations for mitigating institutional harm.
 - b. Review and develop recommendations on best practices for preventing hate crimes and crimes of bias and for programs providing pathways for individuals committing hate crimes and crimes of bias to make restorative action to the communities they have harmed. Review should include models used by local community organizations, models used by other peer cities, and recommendations for developing such a program in Seattle.
 - c. Review and develop recommendations to increase sharing of data regarding hate crimes and crimes of bias between community-based organizations and relevant City departments, including the Seattle Police Department and the Seattle Office for Civil Rights. This should include both a method for safely sharing aggregate data and for conducting regular meetings between involved City departments and community-based organizations to review data trends. Annual reports on this data will be shared with the Mayor, City Council, and the LGBTQ, Human Rights, Women's, DisAbilities, Immigrant and Refugee, and Community Police Commissions.
 - d. Review the existing municipal code, criminal prosecution practices, and existing sentencing options and alternatives to determine what improvements or additional resources would help the City meet the goals of the working group.

In addition to meeting these core deliverables, the community members of the working group may make additional recommendations to the Mayor regarding actions the City may take to counter hate crimes and crimes of bias.

- 3) Based on the recommendations of the community members of the Hate Crimes and Crimes of Bias working group, the Mayor's Office will establish a pilot grants program to support community safety initiatives aimed at preventing hate crimes and crimes of bias, using funds appropriated for that purpose. Grants will be made available to the public in fall 2020, with the fund administered by the Office for Civil Rights.

Inquiries by City departments and offices regarding this Executive Order should be directed to Adrienne Thompson, Policy Director, Office of the Mayor.

Dated this 25th day of February

A handwritten signature in black ink, reading "Jenny A. Durkan". The signature is fluid and cursive, with a large loop at the end of the last name.

Jenny A. Durkan
Mayor of Seattle