



# 2021 RSJI Report to City Council

## Seattle Police Department

July 12, 2022



# 2021 Accomplishments

- Expanded Women's Personal Safety classes to include:
  - Mixed genders
  - Seniors
  - Youth
  - East African and Spanish speaking participants (with an interpreter)
- Implemented a new civilian hiring process to reduce opportunity for bias
- Awarded a grant through DOJ to implement Restorative Practice training for officers and community members
- Developed relationships with RSJI Change Teams in other City departments to share strategies and ideas



# Challenges and Opportunities

## Community Demands for Alternate Responses to 911 Calls

Expansion of the CSO service unit to serve the community and complement the efforts of sworn personnel by providing non-enforcement services and social support for underserved and vulnerable populations.

## Rebuilding Community Relationships and Trust

After the death of George Floyd, Seattle was thrown into chaos. This has resulted in the breakdown of trust between the community and SPD. In order to rebuild, we need to have difficult conversations that can ultimately lead to understanding and finding a way forward to keep Seattle safe.

## Changing Department Culture

Nationally, there have been demands for a culture change within policing. SPD has taken this on by creating a pre-BLEA program that sets a community-based foundation for new officers.



# Alternative Response

The CSO team is expanding to 20 CSOs and 4 civilian supervisors. They will be fully staffed by August 2022. Community Service Officers are a diverse group of trained civilians who:

- Have gone through extensive training in RSJI, cultural competency, and following an inclusive response model
- Work as liaisons between the community and SPD
- Respond to non-emergent public safety concerns when other agencies are unable to do so
- Do not enforce criminal laws or carry weapons





# FOOD LIFELINE





# Before the Badge: *Changing SPD Culture*

In response to the call for a cultural change within police departments across the country, SPD has created and implemented a program called Before the Badge.

- 5 week program to be completed before attending the State Academy
- Focuses officer development around:
  - Cultural and community competency
  - Wellness and mental health
  - RSJI principles
  - Empathy and relationship-building
  - Community-led instruction



<https://www.kiro7.com/news/local/seattle-police-roll-out-new-training-before-recruits-go-academy/HDPO4NPYPZAXJPJZUEBCMS54BQ/>



# Women's Personal Safety Classes

✓ **Racial Equity Toolkit Completed**

The SPD Women's Personal Safety Classes have been offered for over a decade. With the challenges of the last 2 years, the community asked for an expanded version that can be offered to everyone.

The class offers proactive tips and skills to reduce the chances of becoming a victim of crime.

In response, SPD now offers a variety of classes:

- Mixed gender
- Youth
- Senior and senior care-givers
- Interpretation services for participants

In 2021, 42 classes were held with a total of 1,023 attendees.

In the first 6 months of 2022, 58 classes were held with a total of 1,422 attendees.



# New Hiring Process for Civilians

✓ Racial Equity Toolkit Completed

The goal is to help remove bias in the application process.

The HR department removes any identifiers such as name, age, race, etc., before providing a candidate list to the hiring manager. This promotes a focus on knowledge, skills, and abilities.

This new process currently focuses on civilian hires, and has been implemented during the CSO hiring process over the last year.

We have received positive feedback from applicants, who report reduced fear of putting in an application.





# 2022 Racial Equity Toolkits

1. Before the Badge (1<sup>st</sup> year of implementation)
2. Restorative Practices Community Conversations (grant)
3. Policy to reflect a change from the term “civilian” to “professional”
4. 30x30 Initiative (SPD)

