

City of Seattle



Chief of Police

Seattle Police Department

**Confirmation Packet
January 3, 2023**

Adrian Diaz



October 17, 2022

The Honorable Debora Juarez
President, Seattle City Council
Seattle City Hall, 2nd Floor
Seattle, WA 98104

Dear Council President Juarez:

It is my pleasure to transmit to the City Council the following confirmation packet for my appointment of Adrian Diaz as Chief of the Seattle Police Department.

The materials in this packet are divided into two sections:

A. Adrian Diaz

This section contains Adrian Diaz's appointment and oath of office forms, his cover letter and resume and the press release announcing his selection.

B. Background Check

This section contains the report on Adrian Diaz's background check.

Seattleites have clear expectations for the Seattle Police Department: effective public safety, meaningful community engagement, and a commitment to accountability and continuous improvement. They deserve a leader who will wake up every day to make those expectations a reality. Following a comprehensive national search for Seattle's next permanent Chief of Police, I am confident that Adrian Diaz will provide the leadership necessary to advance these critical priorities and make Seattle safe for all residents.

Interim Chief Adrian Diaz has been a dedicated member of the Seattle Police Department for more than two decades. His work building relationships that bridge divides can be seen across the Department and in every neighborhood in Seattle. Interim Chief Diaz began his career in Patrol, the Mountain Bike Unit, and the Anti-Crime Team before joining the Investigations Bureau. He is also a Master Defensive Tactics instructor at the Washington State Criminal Justice Training Commission. He served as Assistant Chief of the newly created Collaborative Policing Bureau before being promoted to the Deputy Chief and Interim Chief of Police. Chief Diaz holds a Bachelor of Arts in criminal justice from Central Washington University and a Master of Public Administration from the University of Washington. He has completed programs at the FBI's National Executive Institute, Major Cities Chiefs Associations Police Executive Leadership Institute, the Cascade Executive Program, and the Senior Management Institute of Policing. Interim Chief Diaz has authored numerous articles in national publications about community policing, misdemeanor justice, and juvenile justice. He is a leader committed to building relationships with all people served by SPD, which is why he created the Department's Before the Badge training program.

I nominated Adrian Diaz for the Council's consideration after extensive stakeholder engagement, as outlined below. In May of this year, I established a Police Chief Search Committee. The Search Committee met six times between June and August, where they established evaluation criteria, reviewed applicant materials and interviewed their preferred candidates. Committee members included:

- Council President Debora Juarez, Seattle City Council
- Councilmember Lisa Herbold, Seattle City Council
- Lieutenant Scott Bachler, Seattle Police Management Association
- Prachi Dave, Policy and Advocacy Director, Public Defender Association; Commissioner, Community Police Commission
- Gabe Galanda, Managing Lawyer, Galanda Broadman, PLLC
- Erin Goodman, Executive Director, SODO Business Improvement Area
- Esther Lucero, Chief Executive Officer, Seattle Indian Health Board
- Jim Pugel, former SPD Chief of Police
- Robert Saka, Attorney
- Rachel Smith, President & CEO, Seattle Metropolitan Chamber of Commerce
- Mary Ellen Stone, Chief Executive Officer, King County Sexual Assault Resource Center
- Reverend Harriett Walden, Founder, Mothers for Police Accountability; Co-Chair, Community Police Commission
- Natalie Walton-Anderson, Criminal Division Chief, Seattle City Attorney's Office
- Bishop Reggie Witherspoon, Mount Calvary Christian Center

The Seattle Department of Human Resources retained the firm *Public Sector Search & Consulting* to aid in conducting a national search for police chief candidates. Using an online community survey, feedback was solicited and received from Seattleites to ensure community voices from every neighborhood had the opportunity to be heard. The survey was made available in English, Amharic, Chinese (traditional), Korean, Somali, Spanish, and Vietnamese. Over 1,300 Seattleites provided their input. Further, we hosted seven community conversations, both virtually and in person, to delve deeper into what Seattleites were seeking in their next Chief. Summary notes from the forums are available [here](#), [here](#), and [here](#). Utilizing that feedback, the search committee narrowed the list of applicants to their top five. In early September, the top five candidates underwent a competitive examination and were evaluated by four [public safety experts](#). The evaluators unanimously narrowed the candidates down to the top three finalists for my consideration, as required by the City Charter. In September, the candidates participated in a [live-streamed and recorded public forum](#) moderated by Brian Callanan, who asked questions submitted by interested community members. Key members of my administration and representatives from our accountability partners also had the opportunity to meet with the three finalists. After considering feedback from the community, the search committee, accountability partners, and key stakeholders, and after meeting with the candidates myself, it was clear that Adrian Diaz was the right choice to respond to concerns about crime and safety and to drive the effective response that will make a real impact for all Seattleites.

I trust that after considering Interim Chief Diaz's application materials, reflecting on your past experiences working with him, and following Councilmember Herbold's diligent Public Safety and Human Services Committee review, you too will agree that he will provide the leadership we need as our permanent Seattle Police Chief. Adrian Diaz will be an instrumental partner as we move to the next phase of reform, ensure accountability, and drive innovative efforts to develop diversified emergency responses.

Lastly, I would like to express my profound gratitude to the Search Committee members who offered their time and valuable insight. Their work helped lead to the nomination of the credentialed leader I've referred for your review today.

If you have any questions about the attached materials or need additional information, Senior Deputy Mayor Monisha Harrell would welcome hearing from you. I appreciate your consideration.

Sincerely,

A handwritten signature in cursive script that reads "Bruce A. Harrell". The signature is written in black ink and is positioned above the printed name and title.

Bruce A. Harrell
Mayor of Seattle

SECTION

A



City of Seattle

Mayor Bruce Harrell

September 20, 2022

Adrian Diaz
Seattle, WA
Transmitted via e-mail

Dear Adrian,

It gives me great pleasure to appoint you to the position of Chief of Police at an annual salary of \$309,734.

Your appointment as Chief is subject to City Council confirmation; therefore, you will need to attend the Council's confirmation hearings. Once confirmed by the City Council, you serve at the pleasure of the Mayor.

Your contingent offer letter provided employment information related to the terms of your employment, benefits, vacation, holiday and sick leave.

I look forward to working with you in your role as Director and wish you success. We have much work ahead of us, and I am confident that the Department will thrive under your leadership.

Sincerely,


A handwritten signature in black ink that reads "Bruce A. Harrell".

Bruce A. Harrell
Mayor of Seattle

cc: Seattle Department of Human Resources file



City of Seattle Department Head Notice of Appointment

Appointee Name: <i>Adrian Diaz</i>		
City Department Name: <i>Seattle Police Department</i>		Position Title: <i>Chief of Police</i>
<input checked="" type="checkbox"/> Appointment <i>OR</i> <input type="checkbox"/> Reappointment		Council Confirmation required? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Appointing Authority: <input type="checkbox"/> Council <input checked="" type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>Specify appointing authority</i>		Term of Office: <i>City Council Confirmation to Mayor's Discretion</i>
Legislated Authority: <i>Seattle City Charter Article VI. Sec. 2</i>		
Background: Interim Chief Adrian Diaz has been a dedicated member of the Seattle Police Department for more than two decades. His work building relationships that bridge divides can be seen across the Department and in every neighborhood in Seattle. Interim Chief Diaz began his career in Patrol, the Mountain Bike Unit, and the Anti-Crime Team before joining the Investigations Bureau. He is also a Master Defensive Tactics instructor at the Washington State Criminal Justice Training Commission. He served as Assistant Chief of the newly created Collaborative Policing Bureau before being promoted to the Deputy Chief and Interim Chief of Police. Chief Diaz holds a Bachelor of Arts in criminal justice from Central Washington University and a Master of Public Administration from the University of Washington. He has completed programs at the FBI's National Executive Institute, Major Cities Chiefs Associations Police Executive Leadership Institute, the Cascade Executive Program, and the Senior Management Institute of Policing. Interim Chief Diaz has authored numerous articles in national publications about community policing, misdemeanor justice, and juvenile justice. He is a leader committed to building relationships with all people served by SPD, which is why he created the Department's Before the Badge training program.		
Date of Appointment: <i>10/17/2022</i>	Authorizing Signature (original signature): 	Appointing Signatory: <i>Bruce A. Harrell</i> <i>Mayor</i>



CITY OF SEATTLE ▪ STATE OF WASHINGTON

OATH OF OFFICE

State of Washington

County of King

I, Adrian Diaz, swear or affirm that I possess all of the qualifications prescribed in the Seattle City Charter and the Seattle Municipal Code for the position of the Chief of Police; that I will support the Constitution of the United States, the Constitution of the State of Washington, and the Charter and Ordinances of The City of Seattle; and that I will faithfully conduct myself as the Chief of Police.

Adrian Diaz

Subscribed and sworn to before me

this 12th day of January, 2023.

[Seal]

Elizabeth M. Adkisson, Interim City Clerk

July 5th, 2022

Public Sector Search and Consulting
6520 Lonetree Blvd., Suite 1040
Rocklin, CA 95765

Dear Selection Committee:

It is with great honor that I submit my application for the position of Chief of the Seattle Police Department.

We are at a critical and generational pivot point in evaluating the role that traditional policing should play in creating safe communities. The civil rights reckoning that followed the murder of George Floyd inspired and accelerated much-needed reforms in police practices and accountability, but also laid bare the glaring truth that our national reliance on police to patch together the many tears in our social fabric is patently unsustainable. For those of us who have dedicated not simply our careers, but to large extent our lives, to serving our communities, the impact on the profession of policing by two years of political strife, economic strain, and deep soul-searching cannot be overstated: Over half of the major cities in this country saw the departure of experienced chiefs. While not unique to policing, departments nationwide are addressing historic losses in staffing and hiring challenges. Data reflect the largest increase in violent crime saw the largest increase in over two decades – disproportionately impacting those communities already suffering from unacceptable levels of violence and social challenges. Broken promises to build robust community mental health systems and unsuccessful efforts to address the public health crisis around the increasingly potent synthetic narcotics that flood our communities have been exacerbated by the collective strain of the pandemic.

At this moment of societal inflection, it is imperative that Seattle identify a police executive with demonstrated ability and commitment lead the Seattle Police Department with transparency, empathy and compassion, and in committed partnership with City and community leaders. Seattle demands and deserves a police chief with a record of confronting the challenges of increasing crime while continuing to advance the commitments ingrained under the federal Consent Decree that have positioned SPD solidly on the leading edge of iterative police reform. Seattle's police chief must ensure that the department remains grounded on a foundation of accountability – to the community, to our city partners, and to the men and women of the department by ensuring that across all ranks, sworn and civilian, employees are provided the training, resources, and support to drive success. The challenges of this decade to build a new model of policing and public safety demand a leader committed to innovation, working with a community they love, and invested in ensuring everyone has the opportunity to thrive. I believe I embody, and have demonstrated, these qualities.

I have served as the Interim Chief of Police since my appointment was announced on August 12, 2020, transitioning to this position amidst a combination of events creating challenges at a level the city and department have never faced. To rebuild trust, both with the community and

within a department that was abjectly shattered, I knew we had to hit a reset button, We could not move forward without honestly acknowledging and rightly apologizing for the impact of our response to the demonstrations of 2020.

Above all, we needed to establish restorative dialogues with the community and sustain these listening sessions. By my second month as Interim Chief, after listening to stakeholders inside and outside the department, I worked with my team of dedicated professionals, sworn and civilian, to implement a new model of crowd management. The new approach helped to ensure that we were able to both support the right to free expression and protect life and property, without resorting to crowd control tools. Equally as challenging was balancing the need to ensure officers could respond to 911 calls for help in a timely and safe manner, while also providing the other services expected of us by the community. To do this, I made the difficult decision to move personnel back to patrol, downsizing or standing down several specialty units, and borrowing staff from number of follow-up units. While we strive for agility in how we maximize our sworn resources to meet the demands of both 911 response and downstream needs, from crisis also emerges opportunity, as we now look across the department for opportunities to build up our non-sworn capacity to supplement and support the work of our sworn personnel.

I set out a vision for the Seattle Police Department that is focused on continuous improvement, innovation, and teamwork. I have been fortunate throughout my career, and over the past twenty months as interim chief, to work with, support, and be supported by colleagues who share a commitment to making this city a better place for all and who believe that from rigorous debate can emerge collective brilliance. I am proud that notwithstanding our challenges, we have continued our commitment to ensure this department continued to function as a learning organization that drives measurable change. For example, over the last twenty-one months, we have achieved:

- A sustained 48% reduction in the use of force (2015-2021), with a nearly 50% reduction in complaints to the Office of Police Accountability.
- A substantial increase in resources to build a more comprehensive Officer Wellness program.
- Implementation of a Relational Policing Model, focused on a social emotional learning, brain development and trauma-informed approaches to training new police officers for meaningful organizational transformation, with the launch of SPD's community-centered "D Before the Badge" pre-academy program in May 2022.
- Development of an Equity, Accountability, Quality (EAQ) Risk Management program, a first-of-its-kind, nationally lauded program that tests and leverages data-driven models to identify and address disparities in enforcement activities in real time.
- A Gun Violence Reduction Strategy that reduced homicides by 15% in one year.
- A Risk Mitigation Assessment Matrix for alternative response to policing.
- A critical incident response to gun violence that partners with non-government organizations to reduce retaliatory gun violence

I have had the deep privilege to lead the Seattle Police Department through some of the toughest times in our history, and I am proud that with the support of our City administration, we are emerging stronger, more cohesive, and inspired Seattle is a beacon for innovation, it is the home where my wife and I are raising our three children, and it would be the honor of a lifetime to continue my career-long passion to make our community a safe, healthy, place where all belong and can thrive.

With deep appreciation for your consideration, I submit my application with honor and humility.

ADRIAN Z. DIAZ

CHIEF OF POLICE

Dedicated public safety leader with 25 years of experience protecting the community and implementing gun violence reduction strategies, youth empowerment, and mental health initiatives. Empowers teams through demonstrated leadership and outreach development programs serving as a catalyst to help ethnic/identity-based communities.

EXPERIENCE

2020-
Present

SEATTLE POLICE DEPARTMENT
Chief of Police

SEATTLE, WA

The City of Seattle is the largest city in the State of Washington and the 18th largest city in the United States with a population of over 734,000. The city covers 87 square miles of land and 59 square miles of both fresh and salt waterways. The Seattle Police Department has a \$360 million-dollar budget and 1,450 employees (1,100 sworn/350 civilian) working across six operational bureaus, each managed by an Assistant Chief.

- Ensured the department-maintained services in the face of historic reductions in staffing and budget, including coordinating a department-wide reorganization
- Re-established full and effective compliance with federal consent decree
- Revamped crowd management policies and procedures to include a public order engagement team reducing the need for the use of crowd control tools.
- Oversaw a reduction in the use of force by 48% in 2021 compared to 2015. Office of Police Accountability complaints down near 50%
- Implementing a Relational Policing Model, focused on a social emotional learning, brain development and trauma informed approach to training new police officers for meaningful organizational transformation
- Created the Equity, Accountability, Quality (EAQ) Risk Management model, becoming the first police agency in the country to develop and test a data-driven model of identifying and addressing disparity in enforcement in real time
- Coordinated a Gun Violence Reduction Strategy that reduced homicides by 15% in one year
- Oversaw the creation of a Risk Mitigation Assessment Matrix for alternative responses to policing
- Oversaw critical incident response to gun violence with non-profits to reduce retaliatory gun violence
- Serves on the Board of Directors for the International Association of Chiefs of Police (IACP) and Vice Chair for the Human and Civil Rights Committee – IACP
- Commission member to the National Commission On COVID-19 and Criminal Justice led by Chair Hon. Ret. AG Loretta Lynch and Hon. Ret. AG Alberto Gonzalez
- Committees and Board Members: Law Enforcement Immigration Task Force (LEITF), Alliance for Gun Responsibility, Salvation Army, Visit Seattle, 2023 MLB All Star, 2026 FIFA Human Rights Committee

2020

SEATTLE POLICE DEPARTMENT
Deputy Chief of Operations

SEATTLE, WA

- Primary function was to manage operations by providing leadership, guidance, supervision, and direction to the five Assistant Chiefs. Oversaw the management, administration, planning, coordination and strategy for the five major operational bureaus of the SPD: Patrol Operations, Criminal Investigations, Homeland Security, Collaborative Policing and Special Operations
- Coordinated police department's efforts for COVID Pandemic
- Coordinated SPD Budget – COVID Budget Reductions – Reimagining Policing/Defunding Discussions
- Directed consent decree reform efforts

2018-
2020

SEATTLE POLICE DEPARTMENT
Assistant Chief of the Collaborative Policing Bureau

SEATTLE, WA

- Spearheaded bureau initiatives to address homelessness and mental health issues through community program development and case management connection to appropriate services
- Championed de-escalation techniques and training, working cross-functionally with various departments to drastically reduce use of force to 0.15% during 850K+ dispatched calls

- Conducted seven-day operations and navigation services to assist homeless citizens into shelters, reducing large unsheltered encampments and addressing property & public health issues surrounding the topic
- Implemented crisis response units to combat mental health stigmas and patterns addressing root causes by identifying process gaps in traditional response methods. Successfully enacted use of force reforms in accordance with the 2012 Consent Decree
- Monitored and oversaw Seattle Police Department's Re-Entry Initiative to include program expansion addressing opioid epidemic and addiction

Select Achievements:

- Created a new bureau in the police department that incorporated Homeless (Navigation Team) Outreach, Community Outreach, Public Affairs, and the Crisis Response Unit
- Revitalized new Community Service Officer (CSO) program by recruiting and training 15 officers on three pillars of Community Engagement, Referral Navigation, and Youth Engagement & Diversion
- Served as Community Engagement Lead for Collaborative Reform propelling community support to 74% approval rating (2018) compared with 60% (2013); African American community approval increased from 49% to 72% in the same time period
- Established Seattle Police Activities League (SEAPAL), serving 800+ youth annually providing organized mentorship programs and youth employment
- Developed Community History Institute in the Chinatown/International District area, coordinating department-wide training with the Northwest African American Museum
- Oversaw the creation and grant process of first Police Department Women's Re-Entry Program, the "If Project" helping to empower returning to community from incarceration
- Developed SPD participation in the Immigrant Family Institute and Strengthening Families receiving national recognition by the Police Executive Research Forum for an in-depth publication
- Conducted three facility remodels for three units, including Crisis Response and the Mounted Unit
- Raised and administered funding of \$250K from private donors by demonstrating the positive community-based outcomes of a facility renovation

2017-
2018

SEATTLE POLICE DEPARTMENT

SEATTLE, WA

Aide to the Chief of Police / Lieutenant

- Supervised and trained staff of officers responsible for providing patrol support, crime prevention, and community relations for the Community Outreach Section
- Oversaw grant initiatives for community-based incentives helping individuals and the city as a whole

2005-
2017

SEATTLE POLICE DEPARTMENT

SEATTLE, WA

Acting Sergeant/Full Sergeant/Acting Lieutenant

- Promoted to Acting Lieutenant in (2014) overseeing a squad of 25 after demonstrated success in Acting and Full Sergeant roles
- Assigned to patrol operations and Gang Unit's Investigation bureau, implementing violence and crime prevention programs, "West Side Story and South Park Action Agenda."
- Developed three Mayor initiatives utilizing Collective Impact Model to reduce referrals to Youth Service Center for violent juvenile offenses by 49%; reduced homicides from seven to zero over 10-year period
- Managed four nationally recognized projects, including SPD Safe Place, The IF Project/Second Chance Re-Entry, Seattle Youth Violence Prevention Initiative, and Micro-Community Policing Plan (MCPPI)
- Designed and coordinated Seattle's MCPPI Initiative, consisting of 57 plans and an evaluation process conducted by Seattle University
- Oversaw Community Outreach Section, including the Race and Social Justice Initiative, Community Outreach Unit, Youth Violence Prevention Unit, False Alarms, and Nightlife Coordination
- Facilitated community roundtable discussions for US Attorney General on "Building Trust in Communities & Juvenile Justice Issues," leading to department recognition for community-policing efforts
- Reduced and prevented youth and gang violence in Seattle through the collaboration of Alive and Free Street Outreach program and Seattle Seahawks

1997-
2005

SEATTLE POLICE DEPARTMENT

SEATTLE, WA

Police Officer & Trainer

- Performed special assignments in Advanced Training, Anti-Crime Team, Youth Violence Prevention, and Race and Social Justice. Executed assignments as Undercover Officer, Mountain Bike Patrol, Instructor in Constitutional Law, and Use of Force Trainer
- Established one-month leadership inter-exchange program with the Peruvian National Police and selected as police liaison to 37 consulates in Washington State

EDUCATION

UNIVERSITY OF WASHINGTON
Master's in Public Administration (MPA)

SEATTLE, WA

CENTRAL WASHINGTON UNIVERSITY
Bachelor of Arts in Law & Justice

SEATTLE, WA

SPEAKING ENGAGEMENTS & MEMBERSHIPS

- Composed publications for Vera Institute and Community Oriented Policing Services on the topics of building trust in immigrant communities, community policing, and juvenile justice & engagement.
- Conducted 5 IACP Presentations at the Annual IACP Conference.
- Presented to 80 researchers on Crisis Response & Micro Community Policing at the International Law and Mental Health, Rome (2019).
- Presented for NIJ/BJA and others on topics of Juvenile Justice, Community Policing, Mental Health, Homelessness, ERPO, and Gun Violence.
- Serve on Peer Review panel for St. Anthony's Technical Assistance, COPS Recruiting and Hiring, and Lessons to Advance Community Policing for the Community Oriented Policing Services Office.
- Featured speaker on "What's New in the Blue", a Community Oriented Policing Services podcast on micro-community policing plans.
- Human and Civil Rights Committee - International Association of Chiefs of Police
- Community Oriented Policing Service (DOJ COPS Office) National Development Team Lead (2011-2019) "Practicing Community Policing Toolkit - Line Officer Guide"
- CVE Workgroup - National Consortium for Advanced Policing
- Core Team Member - Mayor's Homeless Subcabinet Team
- President, Washington State Chapter National Latino Peace Officer Association (NLPOA) (2015 - Current)
- Community Outreach Consulting - Hillard Heintze - Baltimore Reform Efforts (2015)
- Commissioner - Minority and Justice - Commission Washington State Supreme Court (2015-2022)

EXECUTIVE TRAINING

- Federal Bureau of Investigation – National Executive Institute (2021)
- Police Executive Leadership Institute, Class #VII, Major Cities Chiefs Association, (3/2020)
- Anti-Defamation League - Advance Training School (2019)
- Senior Management Institute of Policing – Police Executive Research Forum (06/2018)

RECOGNITIONS & AWARDS

- Seattle University - Innovation in Criminal Justice Education Award (2017)
- Parent Map Magazine Superheroes Award - Being a champion in the community (2017)
- 2016 "Excellence" Award; 2007 "Community Ambassador" Award; 2005 "Community Ambassador" Nomination; 2004 "Team Excellence" Award
- Awarded NFL Hispanic Heritage presented by the Seattle Seahawks for Community Building (2016)
- Recipient of the International Association of Chiefs of Police/Cisco Community, a worldwide recognition for preventing and decreasing crime and terrorism by forging partnerships with communities (2016)
- Recognized by Attorney General Loretta Lynch for outstanding work in Community Outreach and Engagement with the Seattle Police Department (2016)
- Recognition Award by the Minority Chamber of Commerce for building community capability through resources and services allocation (2011/2012)

Mayor Harrell To Appoint Adrian Diaz Seattle Chief of Police

by [Jamie Housen](#) on September 20, 2022

Seattle – Today, Mayor Bruce Harrell announced that he will appoint interim Chief Adrian Diaz as the next permanent Chief of the Seattle Police Department, following an extensive national search and robust community engagement.

“Throughout this process, we’ve heard Seattleites’ clear expectations for the Seattle Police Department: effective public safety, meaningful community engagement, and a commitment to accountability and continuous improvement. I am confident that Chief Adrian Diaz will provide the leadership necessary to advance these critical priorities and make Seattle safe for all residents,” **said Mayor Harrell**. “We looked for candidates across the department and across the nation, elevated the voices of the community, and closely examined applicants’ qualifications and skills. Chief Diaz was the clear choice to respond to concerns about crime and safety and to drive the effective response that will make a real impact.”

“My commitment to lead the Seattle Police Department is based in community. I am committed to ensuring that community is at the forefront of all SPD’s work and engagement, and I am committed to ensuring the department restores safety city-wide,” **said Chief Adrian Diaz**. “I approach this work with optimism, mindful of the trust that was shattered by the events of 2020 following the murder of George Floyd, of the combined trauma of community and our officers alike, and of the long path towards reconciliation ahead of us – not just between SPD and community members, but also between the city, the department, and the men and women, sworn and civilian, who form the heart and soul of the SPD. I remain 100% committed to this department, the City of Seattle, and I look forward to working on behalf of all people as Chief of Police.”

The search for Seattle’s next chief [began in April](#) and included the [formation of a diverse search committee](#) made up of a wide array of stakeholders and community members. Throughout the summer, the City held numerous community engagement sessions, listening to and receiving input from the public, in addition to opening a survey for people to submit safety priorities and share their opinions. The search committee elevated five candidates, who were administered a competitive exam by public safety experts. The [three final candidates](#) were unanimously advanced to Mayor Harrell. Last week, Mayor Harrell and City stakeholders interviewed the final candidates after they participated in a [public question-and-answer forum](#).

Chief Diaz is a leader committed to building relationships with all people served by SPD, which is why he created the department’s [Before the Badge](#) training program. Before SPD’s new recruits attend the state’s mandatory Basic Law Enforcement Academy (BLEA) training, they first attend Before the Badge for community-based, peer-based, and introspective experiences that provide them a more comprehensive understanding of the people they will eventually swear to serve and protect. Chief Diaz also created the Equity, Accountability, and Quality (EAQ) Risk Management model which allowed SPD to become the first police agency in the country to develop and test a data-driven model of identifying and addressing disparities in enforcement.

As the newly named Interim Chief during the summer of 2020, Diaz also reworked SPD's crowd management policies and procedures to include a public order engagement team, reducing the need for the use of crowd control tools. The Chief oversaw a reduction in the use of force by 48% in 2021 compared to 2015, led the creation of a Risk Mitigation Assessment Matrix for development of diversified responses to policing, and oversaw critical incident responses to gun violence with local non-profit organizations to reduce retaliatory gun violence. Chief Diaz is respected by law enforcement leaders world-wide and serves on the Board of Directors for the International Association of Chiefs of Police (IACP). He is Vice Chair for the IACP's Human and Civil Rights Committee, is a member of the National Commission on COVID-19 and Criminal Justice, serves on the Law Enforcement Immigration Task Force (LEITF), and is a member of the Alliance for Gun Responsibility Committee.

"Chief Diaz embraces our **One Seattle** vision and will be an instrumental partner as we move to the next phase of reform, ensure accountability, and drive innovative efforts to develop diversified emergency responses," said **Mayor Harrell**. "Chief Diaz understands that our department must continue striving for excellence, reject bias and complacency, and act on the needs of our communities. He recognizes how hard our officers have been working and will use his professional and lived experience to create an inclusive, forward-looking culture at SPD. As permanent chief, he will bring new energy and innovation to delivering public safety services, [supporting victims and survivors](#), and [recruiting and retaining officers](#). I look forward to years of collaboration."

Chief Diaz will begin a neighborhood tour to build on and expand his strong and longstanding community ties. Chief Diaz's confirmation as permanent chief of police requires City Council confirmation.

WHAT PEOPLE ARE SAYING

Kathleen O'Toole, Former Seattle Chief of Police

"Sincere congratulations to Chief Diaz as he continues to lead the Seattle Police Department through these very challenging times. His long-recognized commitment to communities throughout the city will serve as a great foundation for his work going forward."

Rachel Smith, Seattle Metropolitan Chamber of Commerce President & CEO

"This comprehensive search process included a competitive mix of local and national candidates, and it was an honor to serve alongside such outstanding partners on the search committee. Throughout the process, Interim Chief Adrian Diaz demonstrated his commitment to community, his willingness to address challenges, and his readiness to serve – along with a strong foundation of trust with Mayor Bruce Harrell – all qualities that will be critical as Seattle's permanent police chief."

Reverend Harriett Walden, Mothers for Police Accountability Founder

"Chief Diaz became the interim chief at a very difficult time for Seattle. He took this opportunity and has worked very hard to keep Seattle safe, while being faced with the loss of so many officers and increases in crime. Mothers for Police Accountability will work with Chief Diaz to further public safety and police accountability in Seattle, and I hope that that the accountability partners – the CPC, the OIG, and OPA – will as well."

Dr. Brent Jones, Seattle Public Schools Superintendent

“Chief Diaz is the leader our schools need. He has led the Seattle Police Department in supporting our schools, not just to ensure safety but also to foster community. Chief Diaz is the leader in public safety our students need. In many years of partnership with the school district, he has led with character, empathy, and justice.”

Carmen Martinez, Duwamish Valley Youth Corps Manager

“I want to thank Mayor Harrell for elevating community and youth voices throughout this process and congratulate Chief Diaz on this well-deserved appointment. Residents were clear that we need Seattle Police Department leadership that listens, that cares, and that is committed to rebuilding trust with our community. Chief Diaz is that candidate and I look forward to closer partnerships and true collaboration with his permanent appointment.”

ABOUT CHIEF ADRIAN DIAZ

Chief Adrian Diaz has been a dedicated member of the Seattle Police Department for more than two decades. His work building relationships that bridge race, ethnicity, and every flavor of humanity can be seen across the Department and in every neighborhood in Seattle.

Chief Diaz began his career in Patrol, the Mountain Bike Unit, and the Anti-Crime Team before joining the Investigations Bureau. He is also a Master Defensive Tactics instructor at the Washington State Criminal Justice Training Commission. He served as Assistant Chief of the newly created Collaborative Policing Bureau prior to being promoted to the Deputy Chief and Interim Chief of Police.

Chief Diaz holds a Bachelor of Arts in criminal justice from Central Washington University and a Master of Public Administration from the University of Washington. He has completed the FBI’s National Executive Institute, Major Cities Chiefs Associations Police Executive Leadership Institute, the Cascade Executive Program, and the Senior Management Institute of Policing. Chief Diaz has authored numerous articles in national publications about community policing, misdemeanor justice, and juvenile justice.

SECTION

B



City of Seattle

Seattle Department of Human Resources

Kimberly Loving, Director

October 17, 2022

TO: Pam Inch – Senior Executive Recruiter

FROM: Annie Nguyen - Seattle Department of Human Resources

SUBJECT: Background check for Adrian Zane Diaz

The Seattle Department of Human Resources has received a copy of **Adrian Zane Diaz's** background check provided by First Check Applicant Screening through Seattle Police Department. There were no findings that would impact their employment eligibility.

Cc: Personnel File

Seattle Department of Human Resources

Seattle Municipal Tower, 700 5th Avenue Suite 5500, PO Box 34028, Seattle, WA 98124-4028
(206) 684-7999 • TTY:7-1-1 Fax: (206) 684-4157 • Employment Website: www.seattle.gov/jobs

An equal employment opportunity employer. Accommodations for people with disabilities provided upon request.

