

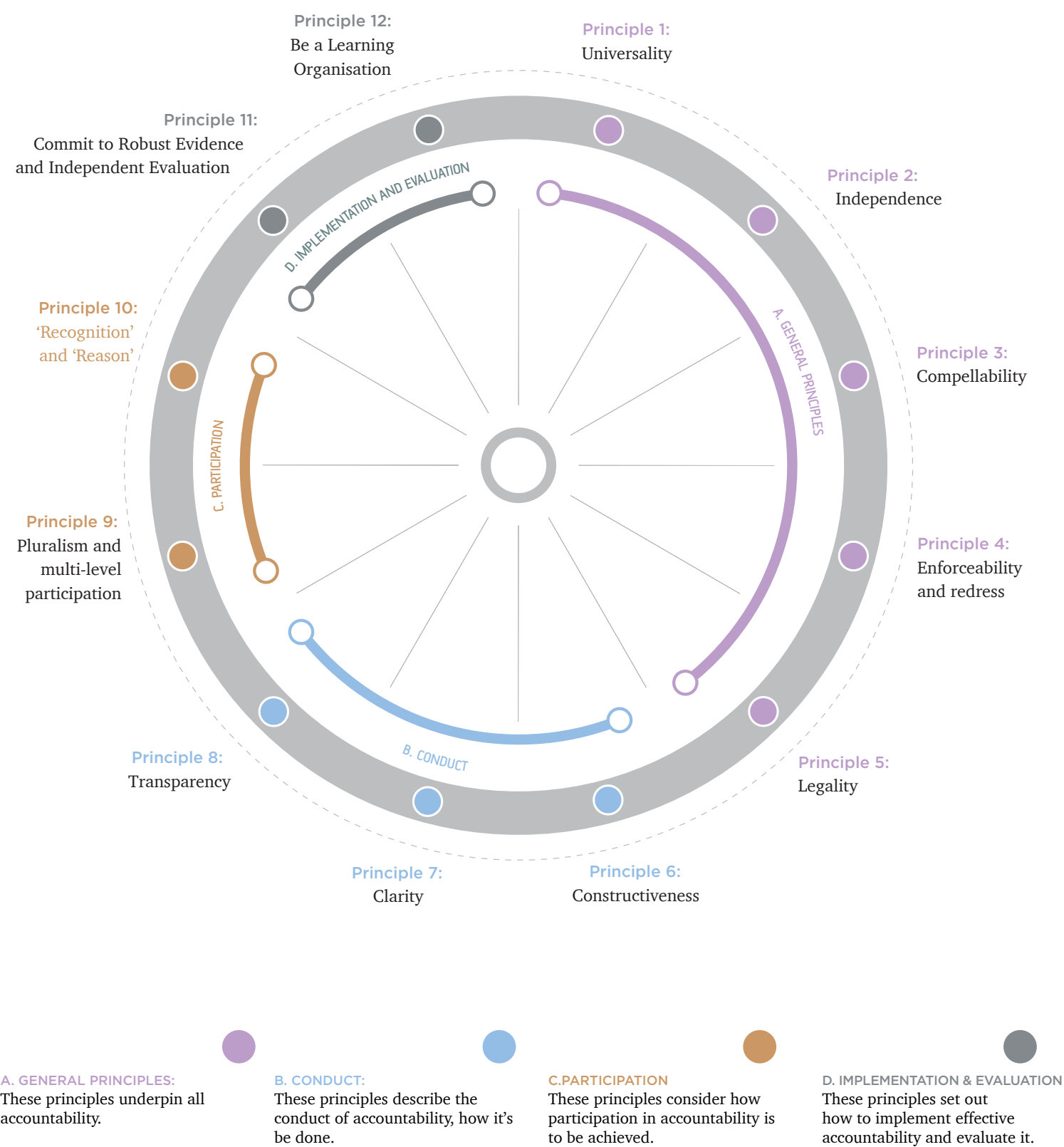
Thoughts on Potential Rapid Assessment of Seattle's Police Oversight System

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- 1) A baseline assessment of Seattle's police oversight system would complement a more sweeping rethinking/restructuring of the Seattle Police Department.
- 2) Ideally, an assessment of Seattle's police oversight system would include broad community input and adhere to the principles of empowerment evaluation, as outlined in our [2017 report](#).
- 3) To set the stage for an in-depth assessment with broad community input, a short-term Rapid Assessment of Seattle's police oversight system might be helpful.
- 4) A Rapid Assessment of Seattle's police oversight system could:
 - a) Provide a snapshot of how well the oversight system is functioning in 2020.
 - b) Identify key questions to promote effective functioning and continuous improvement in our police oversight system.
 - c) Provide a repeatable methodology to reassess system-functioning periodically.
 - d) Identify preliminary outcome measures that would let the City know whether its police oversight system is yielding positive change.
- 5) Such a Rapid Assessment of Seattle's police oversight system would rely heavily on conducting self-assessments, using tools outlined in our [2017 report](#) as well as a brand-new (February 2020) police oversight audit tool developed by a team of researchers and scholars from across England and Wales, Scotland, Northern Ireland and the Republic of Ireland (see attached infographic).
- 6) The self-assessment tools would allow the CPC, OIG, OPA themselves to give voice to what's working/what's not working.
- 7) The UK police oversight audit tool also includes feedback from a technical review panel of external researchers and practitioners.
- 8) Logistics:
 - a) When should a rapid-self assessment be completed? It might make most sense to complete the rapid assessment once decisions have been made about the 2020 SPD budget.
 - b) Who would conduct the self-assessments? One option might be to have CPC, OIG, and OPA self-organize and self-administer the assessments. Alternatively OCA or some other entity could administer and compile the assessments. In either scenario, it would be essential to have enthusiastic support/buy-in from CPC, OIG, and OPA.
 - c) Who would participate in the technical review panel? OCA has a short-list of five researchers/practitioners who might be a good fit for the technical review panel; suggestions from CPC, OIG, and OPA would be welcome. Members of the technical review panel may need stipends for participation.

PRINCIPLES OF ACCOUNTABLE POLICING

These Principles for Accountable Policing are intended to provide a practical baseline which will inform the practice and structure of accountable policing. The Principles apply to the police and oversight bodies. The Principles have been drafted primarily with public bodies in mind but are applicable to all forms of policing.



Principle 1: Universality
While the forms of accountability may differ, all policing must be accountable. Oversight bodies must provide holistic accountability that is inter-operable and considers the entire system (ie criminal justice system and public, private and third sector bodies).

Principle 2: Independence
Those conducting accountability must be functionally independent from those whose actions are being held to account. An oversight body should not be dependent on the police for resources, whether personnel or financial, nor to initiate its investigations.

Principle 3: Compellability
Oversight bodies must be able to compel the police to provide information, both witnesses and information. The power to compel will vary depending on the oversight body and may be subject to limitations in addition to the usual criterion of relevance.

Principle 4: Enforceability and redress
Accountability bodies must have the means to enforce their recommendations and monitor police progress towards implementation. It is appropriate that different oversight bodies have different powers in this respect and that one oversight body may enforce the recommendations of another.

Principle 5: Legality
The police must be accountable to the law. Accountability must be exercised in accordance with the law. Accountability structures should be governed by formal rules with major lines of accountability defined by law.

Principle 6: Constructiveness
Accountability should be responsive, enabling and non-confrontational. It should be a dialogic process between those performing accountability functions and the police. It should form a feedback loop where lessons are learned, not just identified.

Principle 7: Clarity
Police and oversight bodies must ensure clarity of oversight, clarity of expectations, clarity of expression and clarity of data.

Principle 8: Transparency
Accountability is a means to transparency and must itself be conducted in a transparent manner. In addition the police must be transparent by providing accurate, relevant and timely information. The default position for the police must be to routinely publish data on police performance.

Principle 9: Pluralism and multi-level participation
Participation in oversight requires a pluralistic approach and should be achieved through a combination of democratic processes, epistocratic bodies and consultative forums at national and local levels.

Principle 10: 'Recognition' and 'Reason'
(Public) Recognition requires routine democratic deliberation among all those affected by its decisions about security problems. The principle of reason demands that claims made in public deliberation are questioned, scrutinized, defended and revised in ways which align with idea of security as a public good.

Principle 11: Commit to Robust Evidence and Independent Evaluation
The deliberations of oversight bodies need to be informed by robust evidence and rigorous, independent evaluation of policing. Following Sherman, police should use the results of rigorous evaluations of policing tactics and strategies to guide decision-making and generate and apply analytical knowledge derived from a police data.

Principle 12: Be a Learning Organisation
Oversight bodies and the police need to be learning organisations that are skilled in creating, acquiring and transferring knowledge, and modifying their behaviour to reflect new knowledge and insights.