

START OF TRANSCRIPT

[00:00:29] THIS IS COMMISSION PRESIDENT PETER STEINBRUECK CONVENING THE  
[00:00:33] SPECIAL MEETING OF JUNE 30TH 2020. THE TIME IS APPROXIMATELY  
[00:00:39] 10:33AM. WE'RE MEETING REMOTELY TODAY VIA SKYPE TO  
[00:00:45] COMPLY WITH THE GOVERNOR'S SAFE START ORDER AND IN ACCORDANCE  
[00:00:49] WITH PROCLAMATION 2028. PRESENT WITH ME TODAY ARE COMMISSIONERS  
[00:00:55] BOWMAN, CALKINS, CHO, AND FELLEMAN.  
[00:00:58] I WILL ASK THAT WE DO A ROLL CALL OF ALL THE COMMISSIONERS  
[00:01:01] TO ENSURE EVERYONE IS ON THE LINE. CLERK, PLEASE CALL THE  
[00:01:04] ROLL.  
[00:01:06] COMMISSIONER BOWMAN. JUST SENT THE UNMUTE PROMPT. PRESENT. THANK YOU.  
[00:01:11] COMMISSIONER CALKINS.  
[00:01:16] HERE.  
[00:01:18] COMMISSIONER CHO. PRESENT. COMMISSIONER FELLEMAN. PRESENT.  
[00:01:26] COMMISSIONER STEINBREUCK. HERE. TODAY'S MEETING IS ORGANIZED THE SAME  
[00:01:29] AS OUR RECENT MEETINGS. WE HAVE MADE SPECIAL ARRANGEMENTS TO  
[00:01:33] PROVIDE FOR REMOTE PARTICIPATION FOR ALL OUR STAFF  
[00:01:36] AND COMMISSIONERS. LATER WE'LL BE TAKING PUBLIC COMMENT FROM  
[00:01:40] PEOPLE WHO ARE PARTICIPATING BY SKYPE AND WHO HAVE SIGNED UP TO  
[00:01:44] SPEAK. PLEASE NOTE THAT NO ACTION IS PLANNED AT  
[00:01:48] TODAY'S MEETING HOWEVER TO BE EQUITABLE WE WILL ASK ALL  
[00:01:52] COMMISSIONERS TO SPEAK IN TURN WHEN THEY'RE ASKING QUESTIONS  
[00:01:55] AND WAIT TO BE RECOGNIZING FOR SPEAKING AS MUCH AS POSSIBLE SO  
[00:01:59] WE CAN BE SURE TO UNMUTE EACH SPEAKER AS APPROPRIATE. WE BEGIN  
[00:02:04] TODAY'S MEETING BY ACKNOWLEDGING THE INDIGENOUS  
[00:02:07] PEOPLES OF THE DUWAMMISH AND COASTAL SALISH WHO HAVE  
[00:02:10] STEWARDED THE BEAUTIFUL LANDS AND WATER SINCE TIME IMMEMORIAL.  
[00:02:13] WE MUST COMMIT TO DOING THE SAME FOR THE PLANET AND FOR  
[00:02:17] GENERATIONS TO COME.  
[00:02:20] THIS MEETING IS BEING DIGITALLY RECORDED AND MAY BE VIEWED OR  
[00:02:23] HEARD AT ANY TIME ON THE PORT'S WEBSITE AND MAY BE REBROADCAST  
[00:02:28] BY KING COUNTY TELEVISION. ALTHOUGH IT MAY LOOK A LITTLE  
[00:02:31] DIFFERENT. PLEASE STAND AND JOIN US FOR THE PLEDGE OF  
[00:02:34] ALLEGIANCE.  
[00:02:38] I PLEDGE OF ALLEGIANCE TO THE FLAG OF THE UNITED STATES OF  
[00:02:42] AMERICA AND TO THE REPUBLIC FOR WHICH IT STANDS ONE NATION  
[00:02:47] UNDER GOD INDIVISIBLE WITH LIBERTY AND JUSTICE FOR ALL.  
[00:02:56] GOOD MORNING, COMMISSIONERS, STAFF, COLLEAGUES, FRIENDS,  
[00:03:00] ASSOCIATES. THANK YOU FOR BEING HERE WITH US TODAY TO DISCUSS A  
[00:03:04] VERY IMPORTANT TOPIC.  
[00:03:08] BEFORE WE START THE MEETING I WANT TO ACKNOWLEDGE THAT THIS  
[00:03:10] IS PRIDE MONTH AS WE WRAP UP THE MONTH OF JUNE AND  
[00:03:22] A SPECIAL ONE AT THAT. IS THIS YEAR MARKS THE 50TH ANNIVERSARY  
[00:03:26] OF THE OFFICIAL PRIDE MONTH CELEBRATIONS IN THE NATION.  
[00:03:30] THE FIRST PRIDE MARCH BEGAN AS AN LBGTQ CIVIL RIGHTS MOVEMENT  
[00:03:34] IN 1970 OVER PROTESTS FOLLOWING THE NEW YORK CITY  
[00:03:39] POLICE RAID OF THE STONEWALL INN, A GAY/TRANSGENDER BAR ON  
[00:03:44] JUNE 28 1969. THERE HAS BEEN MUCH SOCIAL  
[00:03:50] PROGRESS SINCE THEN INCLUDING THE LATEST LANDMARK SUPREME  
[00:03:53] COURT RULING THAT FEDERAL DISCRIMINATION PROTECTIONS  
[00:03:57] EXTEND THE GAY AND TRANSGENDER WORKERS. SO EMPLOYEES CANNOT BE  
[00:04:00] FIRED UNDER THE FEDERAL LAW SIMPLY BECAUSE OF THEIR GENDER  
[00:04:04] IDENTITY OR SEXUAL ORIENTATION.  
[00:04:08] THIS YEAR MANY PARTICIPATED IN LAST SUNDAY'S SEATTLE PRIDE  
[00:04:11] WEEKEND, EVENTS, AND A VIRTUAL PARADE. THE PORT OF SEATTLE'S  
[00:04:15] PRIDE EMPLOYEE RESOURCE GROUP HAS BEEN ACTIVE IN RAISING  
[00:04:19] AWARENESS OF SOCIAL ISSUES.  
[00:04:24] NOW MOVING ON TO THE PRIMARY TOPIC FOR TODAY'S SPECIAL MEETING.  
[00:04:28] OVER THE PAST FEW WEEKS, HUNDREDS OF THOUSANDS ACROSS  
[00:04:33] OUR NATION GATHERED TO PROTEST AND CONTINUE TO PROTEST THE  
[00:04:36] UNJUST DEATH OF GEORGE FLOYD, BRIANNA TAYLOR, MANUAL ELLIS,  
[00:04:41] RICHARD BROOKS, AHMED ARBURY, AND MANY OTHER BLACK AMERICANS

[00:04:45] WHO'VE DIED AT THE HANDS OF POLICE REFLECTING A DEEPLY  
[00:04:49] DISTURBING PATTERN OF SYSTEMIC RACISM IN OUR COUNTRY THAT  
[00:04:53] CONTINUES TO SEVERELY IMPACT OUR CITIES,  
[00:04:55] COMMUNITIES, AND ESSENTIAL INSTITUTIONS. HOW MANY MORE  
[00:05:00] WILL DIE BEFORE WE TAKE COLLECTIVE ACTION?  
[00:05:03] WIDESPREAD PROTESTS ACROSS THE NATION HAVE PROVIDED US WITH AN  
[00:05:08] OPPORTUNITY FOR DEEP INTROSPECTION OVER THE  
[00:05:11] CENTURIES OF RACISM AND OPEN WOUNDS THAT HAVE CLEARLY NOT  
[00:05:15] YET HEALED IN THIS COUNTRY AND FOR THE COMMUNITY MEMBERS TO  
[00:05:18] SHARE THEIR PAIN, ANGER, AND GRIEVING, ORGANIZE, CHALLENGE  
[00:05:22] HEAD-ON, THE ESTABLISHED PATTERN OF BRUTAL PRACTICES AND  
[00:05:27] SYSTEMIC RACISM THAT HAVE RESULTED IN SO MANY CRUEL AND  
[00:05:31] UNJUST DEATHS OF BLACK PEOPLE IN PARTICULAR. THIS IS A SEVERE  
[00:05:35] NATIONAL CRISIS OF HISTORIC PROPORTION THAT DEMANDS  
[00:05:39] IMMEDIATE ACTION FOR BROAD SOCIAL CHANGE TO END SYSTEMIC  
[00:05:43] RACISM. THIS IS WHY WE'RE HERE TODAY. THE PORT OF SEATTLE HAS  
[00:05:47] A RESPONSIBILITY DURING THIS CRITICAL MOMENT IN HISTORY TO  
[00:05:51] ENSURE THAT OUR PORT POLICE ARE HELD TO THE HIGHEST NATIONAL  
[00:05:54] STANDARDS ACHIEVABLE FOR PUBLIC SAFETY, PROTECTION OF CIVIL  
[00:05:58] RIGHTS, EQUITY, ACCOUNTABILITY, AND OVERSIGHT.  
[00:06:02] THIS IS IN NO WAY A REACTION TO ANY SPECIFIC ISSUES WITH OUR  
[00:06:06] PORT POLICE DEPARTMENT, BUT RATHER AN OPPORTUNITY TO  
[00:06:09] RESPOND WITH CLEAR INTENT DURING THIS TIME OF AWAKENING  
[00:06:12] ACROSS OUR COUNTRY. I MUST ALSO SAY THE PORT POLICE HAVE A  
[00:06:16] STRONG RECORD OF EXEMPLARY SERVICE TO THE COMMUNITY AND  
[00:06:19] PROTECTING PUBLIC SAFETY. PORT POLICE HAVE A TOUGH JOB OF  
[00:06:23] PROVIDING PRIMARY LAW ENFORCEMENT SERVICE TO PORT OWNED  
[00:06:26] FACILITIES AT THE AIRPORT, HARBOR, AND SEAPORT. THEY ARE  
[00:06:30] NOT THE MALL POLICE. BUT RATHER THEY INTERACT DAILY IN  
[00:06:34] CHALLENGING SITUATION, SOMETIMES DANGEROUS, WITH FEDERAL OFFICERS  
[00:06:38] INCLUDING AT TSA, CBP,  
[00:06:42] FAA, AND THE US COAST GUARD AND AT TIMES WITH LOCAL  
[00:06:45] JURISDICTIONS THROUGH MUTUAL AID. ROUTINE POLICE  
[00:06:49] ACTIVITIES AND SOMETIMES COMPLEX OPERATIONS ARE PART OF  
[00:06:52] THEIR WORK. I APPRECIATE EXECUTIVE DIRECTOR METRUCK FOR  
[00:06:57] TAKING DIRECT INITIAL ACTION ON THE TOPIC OF POLICING PRACTICES  
[00:07:00] AND CIVIL RIGHTS PROTECTIONS. WITH THE ANNOUNCEMENT THAT HE  
[00:07:05] MADE AT OUR LAST COMMISSION MEETING HE  
[00:07:09] CALLED FOR AN IMMEDIATE BAN ON COKEHOLDS IN PARTICULAR  
[00:07:12] AND IMPORTANT OTHER ACTIONS. TODAY WE MOVE FORWARD WITH ANOTHER  
[00:07:16] STEP IN THE PROCESS AND I WILL SAY THAT THIS PROCESS HAS BEEN  
[00:07:20] INTENTIONALLY A BOTTOM-UP APPROACH. A LISTENING SESSION IS  
[00:07:25] WHAT TODAY'S MEETING IS ABOUT, WORKING WITH OUR PORT EMPLOYEES  
[00:07:28] WHO HAVE BEEN MEETING FREQUENTLY AND DISCUSSING  
[00:07:30] ISSUES OF EQUITY IN POLICING AND HOW WE CAN IMPROVE THE  
[00:07:34] PORT'S POLICING POLICIES AND PRACTICES SO THAT IT'S BEST  
[00:07:38] ALIGNED WITH OUR PORT VALUES. THE PORT'S BLACKS IN  
[00:07:42] GOVERNMENT, BIG, EMPLOYEE RESOURCE GROUP ASKED US  
[00:07:47] SPECIFICALLY TO HOST TODAY'S COMMUNITY FORUM SO WE CAN GET  
[00:07:51] COMMUNITY AND EMPLOYEE INPUT ON THE MOTION WE ARE PROPOSING  
[00:07:54] TODAY. THE MOTION WOULD DO THE FOLLOWING: DIRECT A  
[00:07:57] COMPREHENSIVE ASSESSMENT OF THE PORT OF SEATTLE POLICE  
[00:08:00] DEPARTMENT TO ENSURE ALIGNMENT WITH THE HIGHEST NATIONAL  
[00:08:03] STANDARDS AND BEST PRACTICES RELATING TO POLICING AND  
[00:08:07] ESTABLISH A COMMISSION TASK FORCE TO LEAD THE ASSESSMENT  
[00:08:10] AND DEVELOP RECOMMENDATIONS FOR ACTIONS. SPECIAL THANKS TO MEMBERS OF  
[00:08:15] THE PORT'S BLACKS IN GOVERNMENT WHO HAVE BEEN LEANING  
[00:08:18] FOCUS GROUPS AND DISCUSSIONS ON THIS TOPIC FREQUENTLY SO THAT  
[00:08:22] WE COULD GATHER INPUT, IDEAS, AND PERSPECTIVES THAT CAN INFORM  
[00:08:26] OUR MOTION. THERE ARE ALWAYS OPPORTUNITIES FOR IMPROVEMENT  
[00:08:30] AND WE NEED TO ENSURE THAT OUR POLICIES AND PRACTICES ARE NOT  
[00:08:34] DISPROPORTIONATELY IMPACTING OUR BLACK COMMUNITY OR OTHER  
[00:08:37] COMMUNITIES OF COLOR. I FIRMLY BELIEVE THAT THE WORK OF THE

[00:08:40] TASK FORCE WILL BROADLY BENEFIT THE PORT, THE  
[00:08:43] PORT POLICE, THE COMMUNITIES WE SERVE, AND USERS OF THE PORT  
[00:08:47] FACILITIES. IT WILL MAKE US STRONGER AND BETTER AT WHAT WE  
[00:08:50] DO. WE MUST BE ON THE RIGHT SIDE OF HISTORY BY DOING THE  
[00:08:53] RIGHT THING AT THIS CRITICAL TIME. THE PORT  
[00:08:57] MUST LEAD BY EXAMPLE BY ACTING SWIFTLY AND MEANINGFULLY AND  
[00:09:02] IDENTIFYING AND IMPLEMENTING TASK FORCE RECOMMENDATIONS. I  
[00:09:07] LOOK FORWARD TO A ROBUST AND FRANK DISCUSSION TODAY FOLLOWED  
[00:09:10] BY THE PASSAGE OF A FINAL VERSION OF THE MOTION EXPECTED ON JULY 14TH.  
[00:09:13] NOW I'D LIKE TO TURN TO COMMISSIONER CALKINS WHO  
[00:09:17] WAS CO-SPONSOR OF THIS MOTION FOR SOME BRIEF COMMENTS AND  
[00:09:21] THEN WE'LL OPEN UP FOR OTHER COMMISSIONERS TO MAKE THEIR OWN  
[00:09:23] REMARKS BEFORE WE TAKE PUBLIC COMMENT.  
[00:09:27] COMMISSIONER CALKINS. THANK YOU, COMMISSIONER STEINBREUCK.  
[00:09:31] THOSE ARE GREAT WORDS AND I APPRECIATE YOUR LAYING OUT THE  
[00:09:35] NUTS AND BOLTS OF THE PROCESS AS WE PROCEED. THE QUESTION  
[00:09:39] BEFORE US TODAY, THE ASSESSMENT OF POLICING PRACTICES AT THE  
[00:09:43] PORT OF SEATTLE, COULD EASILY BE CONSIDERED WITHIN THE CONFINES  
[00:09:46] OF OUR INSTITUTION. IN THAT CASE, OUR EFFORTS WOULD BE  
[00:09:50] SIMILAR TO ANY REGULAR ASSESSMENT OF ONE OF OUR  
[00:09:53] OPERATIONS DEPARTMENTS. WE MIGHT ACTIVATE OUR AUDIT TEAM  
[00:09:56] TO EXAMINE PRACTICES, WE MIGHT HIRE AN OUTSIDE CONSULTANT TO  
[00:09:59] COUNSEL US ON BEST PRACTICES, AMONG SIMILAR DEPARTMENTS AT  
[00:10:03] PEER ORGANIZATIONS, AND WE MIGHT PLAN FOR NEW HIRING AND  
[00:10:06] TRAINING PRACTICES TO IMPROVE PERFORMANCE IN AREAS OF  
[00:10:09] WEAKNESS.  
[00:10:11] HOWEVER, THE POLICE DEPARTMENT IS NOT LIKE ANY OTHER  
[00:10:14] DEPARTMENT IN OUR ORGANIZATION. FOR WE HAVE TASKED THEM WITH  
[00:10:18] PROTECTING AND SERVING EVERYONE IN OUR JURISDICTION AND WE HAVE  
[00:10:22] EMPOWERED THEM WITH GRAVE POWERS: THE USE OF DEADLY FORCE  
[00:10:26] AND THE DEPRIVATION OF INDIVIDUAL LIBERTY.  
[00:10:30] BY CONFERRING THOSE POWERS TO OUR POLICE DEPARTMENT, WE AS AN  
[00:10:34] ORGANIZATION, TAKE ON AN ADDITIONAL RESPONSIBILITY: TO  
[00:10:38] ENSURE THAT THOSE POWERS ARE ONLY EVER USED WHEN NO OTHER  
[00:10:41] ALTERNATIVE IS AVAILABLE TO PROTECT AND TO SERVE. EXECUTIVE  
[00:10:46] DIRECTOR METRUCK TOOK EXECUTIVE ACTION LAST WEEK TO IMMEDIATELY  
[00:10:50] IMPLEMENT A NUMBER OF REFORMS. WHILE THOSE ARE REASONABLE AND  
[00:10:54] MEASURED, THEY ARE JUST A FIRST STEP TOWARD A MUCH MORE  
[00:10:56] THOROUGH EXAMINATION OF POLICING PRACTICES. TODAY, WE  
[00:11:00] WILL HEAR FROM MEMBERS OF OUR COMMUNITY AND OUR ORGANIZATION  
[00:11:03] AS WE CONSIDER ESTABLISHING A TASK FORCE TO DO THE LEG WORK  
[00:11:07] OF REFORM. THE GOAL OF THE TASK FORCE WILL BE TO RECOMMEND  
[00:11:11] SUBSTANTIVE CHANGES THAT MOVE US TOWARD A GOAL OF ELIMINATING  
[00:11:13] BIAS AND UNDUE USE OF FORCE AND TO IDENTIFY AREAS IN WHICH WE  
[00:11:18] HAVE EXPANDED THE SCOPE OF OUR POLICE BEYOND THEIR MISSION. THE  
[00:11:22] VOICES OF THOSE WHO SHARE TODAY, AND WHO HAVE SHARED THROUGH  
[00:11:25] EMAIL, AND SOCIAL MEDIA, AND OTHER PUBLIC CHANNELS MAKE  
[00:11:28] CLEAR THAT COSMETIC CHANGES TO OUR POLICIES ARE NOT ENOUGH.  
[00:11:32] RATHER, WE, LIKE EVERY OTHER PUBLIC AGENCY WITH A POLICE  
[00:11:35] DEPARTMENT, MUST UNDERSTAND THAT THIS IS A WATERSHED MOMENT WHEN  
[00:11:39] INCREMENTAL CHANGES ARE NOT ENOUGH.  
[00:11:42] LET ME CONCLUDE MY REMARKS WITH AN ANECDOTE THAT A NUMBER  
[00:11:46] OF MEMBERS OF OUR PORT FAMILY HAVE SHARED WITH ME. IT IS AS  
[00:11:49] STARK A REMINDER OF THE REALITY OF SYSTEMIC RACISM AS ANY  
[00:11:53] EXAMPLE.  
[00:11:55] I, AS A FATHER OF TWO YOUNG BOYS, HAVE NEVER ONCE CONSIDERED  
[00:11:58] SITTING THEM DOWN TO DISCUSS HOW THEY SHOULD HANDLE AN  
[00:12:00] INTERACTION WITH POLICE. HOWEVER, PARENTS OF BLACK  
[00:12:05] CHILDREN, BLACK BOYS IN PARTICULAR, HAVE SHARED WITH ME  
[00:12:08] THE NEED TO DO JUST THAT. IN A NUTSHELL, THAT IS WHAT OUR  
[00:12:13] COMMUNITY MEMBERS ARE ASKING FOR-- A WORLD IN WHICH THE  
[00:12:16] CHILDREN OF BLACK AND BROWN FAMILIES CAN SAFELY ASSUME THAT  
[00:12:20] THE POLICE ARE A FORCE FOR GOOD IN THEIR COMMUNITIES, THAT THEY

[00:12:23] HAVE NO REASON TO FEAR FOR THEIR OWN LIFE AND SAFETY WHEN  
[00:12:26] INTERACTING WITH THEM, AND THAT THE POLICE ARE THERE TO PROTECT  
[00:12:29] AND SERVE THEM AS WELL. IN SO MANY WAYS OUR PORT POLICE  
[00:12:34] DEPARTMENT HAS BEEN ON THE LEADING EDGE OF BEST POLICING  
[00:12:37] PRACTICES. I LOOK FORWARD TO THE WORK WE WILL DO TODAY  
[00:12:41] AS PART OF THIS TASK FORCE TO ENSURE THAT OUR POLICE DEPARTMENT  
[00:12:45] CONTINUES TO BE A MODEL FOR DEPARTMENTS AROUND THE STATE  
[00:12:48] AND THE COUNTRY.  
[00:12:50] WITH THAT I'LL YIELD.  
[00:12:55] THANK YOU. AND IT LOOKS AS THOUGH THE CONFERENCE ROOM WAS  
[00:12:59] MUTED. I APOLOGIZE. THANK YOU COMMISSIONER CALKINS. NOW I INTRODUCE OUR EXECUTIVE  
[00:13:05] DIRECTOR STEVE METRUCK. STEVE, YOU'RE ON NOW.  
[00:13:10] LET ME GET EXECUTIVE DIRECTOR METRUCK UNMUTED.  
[00:13:18] THANK YOU COMMISSIONER STEINBREUCK.  
[00:13:21] GOOD MORNING COMMISSIONERS AND ALL WHO ARE WITH US THIS  
[00:13:24] MORNING. I WANT TO THANK YOU ALL FOR ENGAGING IN THIS  
[00:13:27] IMPORTANT CONVERSATION AND I LOOK FORWARD TO THE COMMENTS  
[00:13:30] AND PERSPECTIVES OF EVERYONE JOINING US HERE TODAY. THE  
[00:13:33] TRAGIC DEATHS OF GEORGE FLOYD, BRIANNA TAYLOR, AND AHMAUD  
[00:13:36] AUBREY AND OTHERS COMPEL US TO ASK HARD QUESTIONS ABOUT THE  
[00:13:40] POLICIES AND PRACTICES OF OUR POLICE DEPARTMENTS.  
[00:13:44] COMMUNITIES AND INSTITUTIONS AROUND THE NATION ARE ENGAGED  
[00:13:47] NOW IN DEEP DISCUSSIONS ABOUT RACISM, ACKNOWLEDGING OUR  
[00:13:50] TROUBLED PAST, AND DEMANDING MEANINGFUL ACTIONS TO CREATE A  
[00:13:53] MORE INCLUSIVE AND JUST SOCIETY. THE PORT CONTINUES TO HAVE AN  
[00:13:57] IMPORTANT ROLE TO PLAY IN THESE DISCUSSIONS AND THE CALL TO  
[00:14:00] ACTION. AS A NATION, WE ARE ASKING CRITICAL QUESTIONS ABOUT  
[00:14:04] THE ROLE OF LAW ENFORCEMENT AND WHAT WE ASK OF THE MEN AND  
[00:14:07] WOMEN WHO HAVE CHOSEN TO SERVE IN THE PROFESSION OF LAW  
[00:14:10] ENFORCEMENT WITH ALL ITS CHALLENGES.  
[00:14:13] WE ARE HERE TODAY BECAUSE OF THE LEADERSHIP OF THE  
[00:14:15] COMMISSION, THE LEADERS OF BLACKS IN GOVERNMENT HERE AT  
[00:14:18] THE PORT INCLUDING PRESIDENT DELMAS WHITAKER,  
[00:14:24] PORT OF SEATTLE ACTING POLICE CHIEF MIKE VIA, AND THE  
[00:14:27] CONTRIBUTIONS OF MANY AROUND THE PORT.  
[00:14:31] THE PORT POLICE DEPARTMENT HAS A SPECIAL AND CRITICAL ROLE IN  
[00:14:33] PROTECTING THE TRAVELING PUBLIC, OUR EMPLOYEES, OUR BUSINESSES,  
[00:14:38] AND OUR VITAL INFRASTRUCTURE FOR TRADE AND COMMERCE. AT THE  
[00:14:41] AIRPORT ALONE THEY INTERACT WITH MILLIONS OF PEOPLE EACH  
[00:14:43] YEAR.  
[00:14:45] I ALSO WANT TO ECHO COMMISSIONER STEINBREUCK'S  
[00:14:51] COMMENT THAT THIS EFFORT IS NOT A REACTION TO ANY SPECIFIC  
[00:14:54] ISSUES OR SITUATION INVOLVING OUR PORT POLICE DEPARTMENT, BUT  
[00:14:58] RATHER AN OPPORTUNITY FOR REFLECTION AND EXAMINATION WITH  
[00:15:01] A RESOLVE TO IMPROVE  
[00:15:04] FURTHER. I WANT TO SAY THAT I FULLY SUPPORT THIS  
[00:15:07] ASSESSMENT FOR THE PORT OF SEATTLE POLICE DEPARTMENT. THIS  
[00:15:11] ASSESSMENT, IF APPROVED BY THE COMMISSION, WILL LOOK CLOSELY AT  
[00:15:14] THE POLICE DEPARTMENT'S POLICIES AND PROCEDURES TO  
[00:15:17] ENSURE THEY ALIGN WITH BEST PRACTICES AS WELL AS OUR CORE  
[00:15:20] VALUES AND COMMITMENT TO EQUITY DIVERSITY AND INCLUSION. PERHAPS  
[00:15:25] MOST IMPORTANTLY, WE MUST ENSURE THAT WE RECRUIT,  
[00:15:28] HIRE, AND TRAIN PEOPLE WHO SHARE THOSE VALUES. WHILE WE'RE PROUD  
[00:15:31] OF OUR POLICE DEPARTMENT AND THE WORK THAT IT DOES, WE MUST ALSO  
[00:15:34] BE WILLING AND ABLE TO LOOK AT OURSELVES, CHALLENGE  
[00:15:38] OUR ASSUMPTIONS, AND BE OPEN TO QUESTIONS FROM THOSE WE SERVE.  
[00:15:41] WE WILL INVITE OUTSIDE REVIEW WITH EXPERTISE AND BEST  
[00:15:44] PRACTICES AND WILL WORK TO DRAW ON THE PERSPECTIVES OF THOUGHT  
[00:15:47] LEADERS WITHIN THE PORT OF SEATTLE. AS A SIGN OF MY  
[00:15:50] COMMITMENT TO THIS EFFORT AND THE CALL TO ACTION,  
[00:15:53] I'VE UNDERTAKEN SEVERAL ACTIONS OR INITIAL STEPS TO ADDRESS  
[00:15:55] SOME OF THE PRESSING CONCERNS AS WE BEGIN THIS ASSESSMENT  
[00:15:58] EFFORT.

[00:16:01] THESE INCLUDE A BAN ON POTENTIALLY LETHAL VASCULAR OR  
[00:16:04] AIRWAY NECK CONSTRAINTS, SOMETIMES CALLED CHOKE  
[00:16:06] HOLDS, ENHANCEMENTS TO OUR TRAINING PRACTICES, AND A REVIEW  
[00:16:09] OF OUR OFFICERS' TRAINING. I APPRECIATE THE PRODUCTIVE  
[00:16:13] ACTIVE ENGAGEMENT OF OUR BLACKS IN GOVERNMENT AND POLICE  
[00:16:16] LEADERS TO DEVELOP THESE ACTIONS. THESE ARE ONLY THE  
[00:16:19] INITIAL STEPS. IN THE ASSESSMENT WE'LL CURRENTLY REVIEW THESE  
[00:16:22] AREAS WITH MUCH MORE DEPTH IN THE COMING  
[00:16:25] WEEKS. I LOOK FORWARD TO THE DISCUSSION, ENGAGEMENT BY THE  
[00:16:28] COMMISSION, OUR STAKEHOLDERS, THE PORT OF SEATTLE POLICE  
[00:16:31] DEPARTMENT AND OTHERS.  
[00:16:33] I DEEPLY APPRECIATE THE LEADERSHIP AND DRIVE TO BRING  
[00:16:35] ABOUT CHANGE DEMONSTRATED BY DELMAS WHITAKER AND THE  
[00:16:40] MEMBERSHIP OF THE B.I.G AS WELL AS THE WILLINGNESS  
[00:16:44] OF ACTING CHIEF MIKE VIA AND HIS LEADERSHIP TEAM TO  
[00:16:47] UNDERTAKE THIS CHANGE. WE NEED TO LISTEN TO ALL VOICES, ASK  
[00:16:51] DIFFICULT QUESTIONS, AND WORK TOGETHER TOWARD THE GOAL OF  
[00:16:53] MAKING THE PORT OF SEATTLE POLICE DEPARTMENT AND THE PORT  
[00:16:56] OF SEATTLE STRONGER AND MORE RESPONSIVE TO THE COMMUNITIES  
[00:16:58] WE SERVE. THANK YOU. I'LL NOW YIELD MY TIME.  
[00:17:04] THANK YOU. I MUTED AT THE CONFERENCE ROOM AGAIN BECAUSE  
[00:17:06] YOU GUYS WERE HAVING A LITTLE BIT OF BACKGROUND NOISE.  
[00:17:11] AND WE LOST VIDEO.  
[00:17:27] VIDEO IS BACK. I'M SENDING AN UNMUTE PROMPT TO THE CONFERENCE  
[00:17:29] ROOM.  
[00:17:40] DID YOU GET THE UNMUTE PROMPT PETE? YOU'RE LOOKING VERY  
[00:17:44] CONFUSED THERE. I'M GOING  
[00:17:46] TO MUTE AND UNMUTE AGAIN.  
[00:17:58] NOTHING?  
[00:18:04] CHALLENGE OF POLICE POLICY AND SOCIETAL RACISM ELECTED OFFICIALS CAN NOW FOLLOW.  
[00:18:36] I'M PROUD TO BE PART OF THIS POLICY DEVELOPMENT AND THIS  
[00:18:40] EFFORT. AS A MEMBER OF THE PUBLIC, I AM DEEPLY AFFECTED  
[00:18:45] TOO DESPITE MY COLOR. I ALSO WANT TO SAY A FEW OPENING  
[00:18:49] REMARKS JUST FOR FURTHER INTRODUCTION AND REALLY WANT TO SAVE MY  
[00:18:53] COMMENTS FOR THE Q&A WITH DELMAS AND CHIEF VIA.  
[00:18:59] I GREATLY APPRECIATE THE ABILITY TO SHARE  
[00:19:02] THESE INSIGHTS. THIS IS REALLY SOMETHING THAT  
[00:19:07] AFFECTS US ALL AND CERTAINLY DEEPLY AT THE PORT.  
[00:19:12] WE WANT TO MAKE SURE AS A RESULT OF THIS PROCESS THAT  
[00:19:14] THE POLICE DEPARTMENT OPERATES AT THE HIGHEST  
[00:19:16] STANDARD AND I'M GOING TO ASSUME THAT THE LIMITED NUMBER  
[00:19:20] OF PEOPLE WE HAVE TO COMMENT IS A REFLECTION OF THE GREAT  
[00:19:23] JOB THAT PING HAS DONE TO SOLICIT THE COMMENTS FROM THE  
[00:19:27] COMMUNITY AND THAT I REALLY LOOK FORWARD TO HEARING DALMAS'  
[00:19:30] SUMMARY OF THOSE, AT LEAST THE NEAR-TERM SUMMARY.  
[00:19:35] AND I ALSO WANT TO IDENTIFY THAT [INAUDIBLE] SHORTCOMINGS AT  
[00:19:40] THE PORT THAT I'VE ALREADY BEEN ABLE TO IDENTIFY AND THAT'S THE  
[00:19:43] FAILURE OF EXECUTIVE LEADERSHIP TO PROVIDE TIMELY INFORMATION  
[00:19:46] TO THE COMMISSION WHO ARE IN A POSITION TO CHANGE POLICIES  
[00:19:50] BEFORE THEY BECOME MAJOR PROBLEMS.  
[00:19:53] AND I WANT TO THANK YOU FOR YOUR TIME AND ATTENTION. ONCE  
[00:19:55] AGAIN, I KNOW WE CAN DO A BETTER JOB FOR THE PUBLIC AND  
[00:19:58] FOR THE PORT. THANK YOU.  
[00:20:01] THANK YOU COMMISSIONER FELLEMAN. COMMISSIONER CHO,  
[00:20:05] YOU HAVE THE FLOOR. YES. WELL, THANK YOU SO MUCH. FIRST AND  
[00:20:10] FOREMOST I WANT TO THANK PRESIDENT STEINBREUCK AND  
[00:20:14] COMMISSIONER CALKINS FOR THE LEADERSHIP ON THIS. YOU KNOW, I  
[00:20:20] THINK THAT IS THE ONLY PERSON OF COLOR ON THE COMMISSION, I  
[00:20:23] SINCERELY APPRECIATE THE LEADERSHIP THAT BOTH OF YOU  
[00:20:27] HAVE SHOWN AS WELL AS DIRECTOR METRUCK, BUT ALSO THE  
[00:20:31] ALLYSHIP AND THIS IS SOMETHING THAT I DISCUSSED BRIEFLY  
[00:20:37] DURING THE TOWN HALL A FEW WEEKS AGO. I THINK  
[00:20:40] THAT THIS IS A VERY BIG STEP FOR US AS AN ORGANIZATION

[00:20:44] TOWARDS DEMONSTRATING SOLIDARITY AND ALLYSHIP AND  
[00:20:49] I BELIEVE THAT IN ENTERTAINING THIS MOTION WE  
[00:20:52] ARE DOING OUR PART AS A PORT.  
[00:20:56] I ALSO WANT TO TAKE A SECOND TO REALLY THANK THE PORT PD FOR  
[00:20:59] ALL THEIR GREAT WORK THAT THEY DO THAT QUITE FRANKLY GOES  
[00:21:03] UNDERAPPRECIATED. I THINK MOST PEOPLE OUTSIDE OF THE PORT  
[00:21:08] DON'T KNOW WE HAVE OUR OWN POLICE FORCE  
[00:21:11] AND THEY DO NOT REALIZE THE TREMENDOUS AMOUNT  
[00:21:15] OF WORK THAT GOES INTO PROTECTING, YOU KNOW,  
[00:21:17] EVERYTHING FROM OUR PROPERTIES TO THE AIRPORT. SO I REALLY  
[00:21:22] REALLY WANT TO EXTEND MY GRATITUDE TO POLICE FORCE FOR  
[00:21:27] THEIR WORK IN OUR COMMUNITY.  
[00:21:29] YOU KNOW, I REALLY HOPE THAT  
[00:21:31] THIS SESSION BECOMES AN OPPORTUNITY FOR THOSE WHO NORMALLY  
[00:21:35] DON'T HAVE A VOICE WITH THE COMMISSION DIRECTLY TO REALLY  
[00:21:39] EXPRESS THEMSELVES. AND I HOPE THAT WHOEVER DECIDES TO STEP UP  
[00:21:43] AND SPEAK TO US FRANKLY FEELS FREE TO DO SO. YOU KNOW, I  
[00:21:50] JUST WANT TO ESTABLISH RIGHT NOW THAT  
[00:21:53] THERE WILL NOT BE NO ATTRIBUTION, RETALIATION, OR ANY  
[00:21:57] FORM OF MALICE FOR ANYONE WHO IS FRANK  
[00:22:02] TO US FOR THIS MOTION. I WANT THIS TO BE A SAFE  
[00:22:07] SPACE. I WANT TO BE AN HONEST AND AUTHENTIC SPACE.  
[00:22:11] AND SO I REALLY ENCOURAGE THOSE OF YOU WHO HAVE SIGNED UP TO  
[00:22:15] SPEAK FRANKLY AND REALLY HELP US, AS A COMMISSION,  
[00:22:19] INFORM THE DECISIONS THAT WE'LL BE MAKING WITH REGARDS TO THIS  
[00:22:22] MOTION AND FUTURE MOTIONS ON RACE EQUITY AND INCLUSION. SO  
[00:22:26] WITH THAT I'LL YEILD MY TIME. THANK YOU.  
[00:22:28] THANK YOU COMMISSIONER CHO. COMMISSIONER  
[00:22:31] BOWMAN, YOU HAVE THE FLOOR.  
[00:22:36] GREAT. THANK YOU. I THINK MY COLLEAGUES HAVE MADE MOST OF  
[00:22:40] THE MOST PERTINENT COMMENTS. I DO WANT TO ECHO THE COMMENTS  
[00:22:44] THANKING THE BLACKS IN GOVERNMENT IN PARTICULAR AND  
[00:22:48] DELMAS ESPECIALLY FOR HIS LEADERSHIP IN PROVIDING EARLY  
[00:22:52] INPUT INTO THIS PROPOSED MOTION AND REALLY LOOK FORWARD TO WHAT  
[00:22:57] WE'RE DOING TODAY, WHICH IS HEARING FROM OUR EMPLOYEES AND  
[00:23:00] FROM THE PUBLIC. SO WITH THAT I WOULD GIVE UP MY TIME BECAUSE  
[00:23:04] ACTUALLY THE PURPOSE OF THIS IS TO HEAR COMMENTS FROM THE  
[00:23:07] PUBLIC ABOUT WHAT'S BEFORE US TODAY. I DO THE WANT TO ECHO  
[00:23:11] COMMISSIONER CHO'S COMMENTS WITH REGARD TO OUR POLICE  
[00:23:14] DEPARTMENT AND CALL OUT THAT I KNOW OF NO OTHER POLICE  
[00:23:17] DEPARTMENT THAT ROUTINELY DEALS WITH OVER 60 MILLION PEOPLE A  
[00:23:22] YEAR. THEY HAVE A TREMENDOUS JOB IN FRONT OF THEM. THERE IS  
[00:23:26] ALWAYS ROOM FOR IMPROVEMENT IN ALL OF THE WORK THAT EACH OF US  
[00:23:29] DO BUT I DO THINK IT'S IMPORTANT TO NOTE THAT TO DATE  
[00:23:34] THEY HAVE AN EXCELLENT REPUTATION AND I THINK THAT  
[00:23:37] WHAT WE CAN PROVIDE MOVING FORWARD IS GUIDANCE ON HOW TO  
[00:23:41] ALWAYS IMPROVE. BUT AGAIN, THANK YOU TO DELMAS AND THE  
[00:23:44] REST OF OUR PORT'S STAFF FOR COMING FORWARD WITH YOUR  
[00:23:48] RECOMMENDATIONS, AND I AM LOOKING FORWARD TO THE TIME  
[00:23:51] THIS MORNING AND THIS AFTERNOON TO HEAR FROM YOU SPECIFICALLY.  
[00:23:54] THANK YOU.  
[00:23:56] THANK YOU COMMISSIONER BOWMAN. AT THIS TIME. I'D LIKE TO TURN  
[00:23:59] THE FLOOR OVER TO DELMAS WHITAKER WHO IS PRESIDENT OF  
[00:24:03] BLACKS IN GOVERNMENT AT PORT OF SEATTLE  
[00:24:07] AND HE HAD SOME OPENING COMMENTS THAT HE'D LIKE  
[00:24:11] TO PROVIDE. CLERK PLEASE UNMUTE MR. WHITAKER.  
[00:24:16] YES, I BELIEVE I SENT THAT UNMUTE PROMPT. DELMAS, ARE YOU  
[00:24:20] ABLE TO SPEAK NOW? OKAY, CAN YOU HEAR ME OKAY? YEAH. ALL  
[00:24:24] RIGHT. WELL. GOOD MORNING COMMISSIONERS, EXECUTIVE  
[00:24:27] DIRECTOR METRUCK, PORT STAFF, COMMUNITY MEMBERS, AND FRIENDS.  
[00:24:33] AS WE SAID, MY NAME IS DELMAS WHITAKER. I'M THE SENIOR  
[00:24:36] MANAGER FOR FISHING AND COMMERCIAL VESSELS. HOWEVER  
[00:24:40] TODAY I STAND BEFORE YOU AS A PRESIDENT OF BLACKS IN

[00:24:42] GOVERNMENT AND THE CHAIRMAN OF THE BLACKS IN GOVERNMENT FOCUS  
[00:24:46] GROUP. JUST A FEW SHORT WEEKS AGO, PRESIDENT STEINBREUCK  
[00:24:50] PROVIDED BLACKS AND GOVERNMENT WITH THE OPPORTUNITY TO REVIEW  
[00:24:54] HIS DRAFT FOR A COMPREHENSIVE ASSESSMENT OF THE PORT POLICE  
[00:24:58] AND THE CREATION OF A COMMISSION TASK FORCE THAT  
[00:25:02] WOULD LEAD THIS EFFORT IN THE WAKE OF THE KILLINGS OF GEORGE  
[00:25:06] FLOYD. I HAD VERY LITTLE DOUBT THAT THE CONSTITUENCY OF  
[00:25:12] BLACKS IN GOVERNMENT WOULD NOT BE EAGER TO BE FRONT AND CENTER  
[00:25:16] IN THIS CONVERSATION. THIS WAS A WATERSHED MOMENT FOR ALL. A  
[00:25:21] CALL TO ACTION. LOCALLY AND NATIONALLY THE CALL FOR  
[00:25:26] SUBSTANTIVE CHANGE, PARTICULARLY IN REGARDS TO POLICING POLICIES  
[00:25:31] AND PROCEDURES THAT DISPROPORTIONATELY IMPACT BLACK  
[00:25:35] AND BROWN PEOPLE, NEEDED TO BE ELIMINATED IMMEDIATELY.  
[00:25:39] WITHIN THE WALLS OF THE PORT OF SEATTLE, FRUSTRATION OVER OUR  
[00:25:43] OWN POLICIES THAT IMPACT PORT EMPLOYEES AS WELL AS BLACK AND  
[00:25:48] BROWN BUSINESSES SEEKING TO PARTNER WITH THE PORT OF  
[00:25:51] SEATTLE WERE BEING DISCUSSED WITH INCREASED ENERGY AND  
[00:25:55] PASSION. DURING THE SAME TIME, THAT'S WHEN I HAD THE  
[00:26:01] OPPORTUNITY TO ENGAGE WITH THIS ORGANICALLY FORMED FOCUS GROUP  
[00:26:06] THAT CAME TOGETHER TO ADDRESS THE ISSUES SURROUNDING THIS  
[00:26:09] DEVASTATING NEWS OF THE DEATH OF GEORGE FLOYD. I TOOK THE  
[00:26:13] OPPORTUNITY TO PARTNER WITH THIS FOCUS GROUP.  
[00:26:17] AFTER REVIEW OF THIS DOCUMENT IT WAS CLEAR THAT IN  
[00:26:20] ORDER FOR THIS MOTION TO BE MEANINGFUL AND NOT SYMBOLIC, WE  
[00:26:25] NEEDED TO DEMAND IMMEDIATE ACTIONS TO BE INCLUDED.  
[00:26:29] COMMISSIONER STEINBREUCK AND EXECUTIVE DIRECTOR STEVE  
[00:26:32] METRUCK HAVE TAKEN ON THIS CHALLENGE AND HAVE TAKEN  
[00:26:35] IMMEDIATE ACTION. AS YOU CAN IMAGINE, WE STILL HAVE A LOT OF  
[00:26:40] WORK TO DO. THE VOICES OF OUR CO-WORKERS, THE COLLECTIVE  
[00:26:45] VOICES OF OUR EMPLOYEE RESOURCE GROUPS, AND THE 30 MEMBERS FOR  
[00:26:49] WHICH WE ARE HERE TO SERVE ARE ESSENTIAL TO MAKING THESE  
[00:26:54] MEANINGFUL AND SUBSTANTIVE CHANGES.  
[00:27:00] IN CONCLUSION, I WOULD LIKE TO EMPHASIZE THE WORK OF THE FOCUS  
[00:27:04] GROUP. AND THIS PROPOSED MOTION IS NOT CONNECTED TO ANY ONE  
[00:27:10] INCIDENT IN THE POLICE DEPARTMENT. IT IS NOT INTENDED  
[00:27:15] AS AN INDICTMENT OF OUR POLICE DEPARTMENT. I'VE HAD THE  
[00:27:19] PLEASURE OF WORKING WITH THE POLICE FOR OVER 10 YEARS. I'M  
[00:27:23] PROUD TO REFER TO OUR PORT POLICE AS AMERICA'S FINEST PORT  
[00:27:27] POLICE. WE VALUE THE WORK OUR OFFICERS DO EVERY SINGLE DAY.  
[00:27:35] THIS MOTION IS SPECIFICALLY INTENDED TO ASSESS AND  
[00:27:39] ELIMINATE THOSE POLICIES THAT MAY TARNISH THE HIGH STANDARDS  
[00:27:44] SET BY OUR DEPARTMENT AND EXPECTED BY OUR COMMUNITY.  
[00:27:49] THANK YOU VERY MUCH FOR TAKING THE TIME TO PARTICIPATE IN  
[00:27:52] THESE CONVERSATIONS AND THANK YOU FOR ALLOWING ME TO SPEAK  
[00:27:56] TODAY. I YIELD MY TIME. OKAY.  
[00:28:00] THANK YOU. MR. WHITAKER.  
[00:28:04] COMMISSIONERS, WE'RE NOW AT THE ORDER OF APPROVAL OF THE  
[00:28:07] AGENDA. IS THERE ANY MOTION TO REARRANGE THE ORDERS OF THE DAY? HEARING NONE, THE  
[00:28:20] AGENDA IS APPROVED WITHOUT OBJECTION. ITEM NUMBER FOUR.  
[00:28:24] EXECUTIVE DIRECTOR'S REPORT. EXECUTIVE DIRECTOR STEVE  
[00:28:28] METRUCK PROVIDES A REPORT AT THIS POINT. I THINK HE'S GIVEN  
[00:28:33] HIS REPORT. SO WE'LL MOVE ON TO ITEM 5.  
[00:28:37] PUBLIC COMMENT.  
[00:28:40] THE COMMISSION WILL NOW ACCEPT PUBLIC COMMENT FROM THOSE WHO  
[00:28:43] HAVE SIGNED UP. DIRECT MATERIALS PROVIDED TO THE CLERK WILL BE  
[00:28:46] INCLUDED IN TODAY'S MEETING RECORD. THE CHIEF HAS A LIST OF  
[00:28:51] THOSE PREPARED TO SPEAK. EXCUSE ME, THE CLERK HAS A LIST OF  
[00:28:54] THOSE PREPARED TO SPEAK. AS THE CLERK CALLS YOUR NAME, WE WILL  
[00:28:58] OPEN THE LINE AND COMMENTERS WILL HAVE TO UNMUTE THEMSELVES.  
[00:29:02] THEN PLEASE REPEAT YOUR NAME FOR THE RECORD. COMMENT  
[00:29:06] TIME WILL BE LIMITED TO THREE MINUTES PER SPEAKER.  
[00:29:10] AS NOTICED IN THE AGENDA, PUBLIC COMMENT FOR THIS MEETING  
[00:29:13] WAS LIMITED TO THE TOPIC OF PORT POLICING. I WILL ASK ALL

[00:29:18] INDIVIDUALS PROVIDING COMMENT TO KEEP THEIR REMARKS  
[00:29:21] RESPECTFUL AND RESPECTIVE AND REMAIN TO THE TOPIC BEFORE  
[00:29:27] US.  
[00:29:28] WE ALSO HAVE RECEIVED APPROXIMATELY 10 WRITTEN  
[00:29:32] COMMENTERS AND WE'LL HEAR A SUMMARY OF THOSE A LITTLE LATER.  
[00:29:36] CLERK. PLEASE CALL THE FIRST SPEAKER.  
[00:29:39] YES, THANK YOU. THE FIRST SPEAKER THAT I HAVE ON MY LIST  
[00:29:41] IS RACHEL ENGLISH. SO RACHEL I'M GOING TO SEND THE UNMUTE  
[00:29:46] PROMPT YOUR WAY NOW. THANK YOU FOR THE OPPORTUNITY TO SPEAK. AS  
[00:29:55] A COMMUNITY MEMBER AND AN EMPLOYEE OF THE PORT OF  
[00:29:57] SEATTLE I CELEBRATE and STRONGLY SUPPORT THE ACTIONS  
[00:30:00] TAKEN BY EXECUTIVE DIRECTOR METRUCK THIS WEEK AND  
[00:30:04] I STRONGLY SUPPORT THIS MOTION INCLUDING AN EMPOWERED TASK  
[00:30:08] FORCE TO PROVIDE ADDITIONAL ASSESSMENT.  
[00:30:11] THANK YOU FOR THE STATEMENTS OF SUPPORT I'VE HEARD FROM  
[00:30:13] EVERYONE SO FAR. WHILE I ALSO HAVE NO PARTICULAR ISSUE WITH  
[00:30:18] PORT OF SEATTLE POLICE AS DELMAS WHITTAKER SAID FOR  
[00:30:22] HIMSELF,  
[00:30:23] I HAVE HEARD MUCH FROM MY FRIENDS AND MY FAMILY AND  
[00:30:28] COMMUNITY MEMBERS ABOUT ENCOUNTERS WITH POLICE IN  
[00:30:31] SEATTLE AND SOUTH KING COUNTY THAT CAUSE ME CONCERN AND I  
[00:30:37] BELIEVE STRONGLY THE PORT OF SEATTLE POLICE NEED TO BE AS  
[00:30:40] MUCH OF A MODEL AS THEY HAVE BEEN. AND CONTINUE TO SET SUCH  
[00:30:43] A HIGH STANDARD GOING FORWARD.  
[00:30:46] THE MOTION IS IMPORTANT TO ME BECAUSE I BELIEVE WE NEED TO  
[00:30:49] LISTEN TO OUR BLACK AND BROWN COMMUNITY MEMBERS, ESPECIALLY  
[00:30:52] BLACK COMMUNITY MEMBERS, WHO ARE TELLING US THIS IS IMPORTANT AT  
[00:30:55] THIS TIME. IT'S ALSO PERSONALLY IMPORTANT.  
[00:30:59] IT'S PERSONALLY IMPORTANT TO ME FOR MY ADULT CHILDREN WHO ARE  
[00:31:03] MIXED RACE AND HAVE BEEN STOPPED BY POLICE OVER AND OVER  
[00:31:06] FOR NO REASON OTHER THAN WALKING DOWN THE STREET. IT'S  
[00:31:10] IMPORTANT TO ME BECAUSE OF THE FEAR THAT WAS STRUCK IN MY  
[00:31:12] HEART WHEN TOMMY LEE WAS SHOT BY POLICE NOT FAR FROM MY HOME,  
[00:31:16] FOR WHAT MAY HAVE BEEN A MENTAL HEALTH CRISIS THAT COULD HAPPEN  
[00:31:18] TO ANYBODY.  
[00:31:20] WE'D BE HERE ALL DAY IF I DETAILED FOR YOU THE UNPLEASANT  
[00:31:23] AND OFTEN VIOLENT INTERACTIONS THAT TOO MANY OF MY FRIENDS AND  
[00:31:27] FAMILY HAVE HAD WITH POLICE IN SEATTLE AND SOUTH KING  
[00:31:30] COUNTY, BUT I WILL MENTION THAT IT HAS BEEN FOR NO OTHER REASON  
[00:31:34] THAN BEING PERCEIVED AS NON-WHITE, BEING GENDER  
[00:31:37] NON-CONFORMING, SPEAKING IN A CHALLENGING MANNER TO A POLICE  
[00:31:41] OFFICER, OR JUST FOR PROTESTING PEACEFULLY. MY FRIENDS HAVE  
[00:31:45] ENCOUNTERED CHOKEHOLDS, BEING STRUCK BY A BICYCLE, HAVING HAD  
[00:31:49] BONES BROKEN, AND BRAIN DAMAGE FROM POLICE OFFICERS. AGAIN,  
[00:31:53] NONE OF THAT IS AN ENCOUNTER WITH PORT OF SEATTLE POLICE,  
[00:31:56] BUT AN OPPORTUNITY THAT WE HAVE HERE  
[00:32:00] TO SET A MODEL TO DO BETTER FOR OUR LOCAL COMMUNITIES IS  
[00:32:04] EXTREMELY IMPORTANT AND I THANK YOU FOR YOUR SUPPORT WITH IT.  
[00:32:09] THANK YOU RACHEL. NEXT SPEAKER, PLEASE. YES, THANK YOU. THE  
[00:32:13] NEXT SPEAKER I HAVE IS TIFFANY SILVIA. TIFFANY, I'M  
[00:32:17] GOING TO SEND THE UNMUTE PROMPT NOW.  
[00:32:25] GOOD MORNING. I'M CALLING TODAY TO VOICE MY SUPPORT FOR THE  
[00:32:28] DRAFT MOTION TO DIRECT A COMPREHENSIVE ASSESSMENT OF THE  
[00:32:31] PORT OF SEATTLE POLICE DEPARTMENT. BLACK LIVES MATTER.  
[00:32:36] FROM THE FIRST PUBLICLY FUNDED POLICE PROGRAMS, WHICH WERE  
[00:32:39] CHARGED WITH GUARDING MERCHANT SHIP VESSELS AND HUNTING  
[00:32:44] ENSLAVED PERSONS SEEKING FREEDOM, OUR NATION HAS  
[00:32:48] DESIGNED POLICE FORCES TO DEFEND PROPERTY AND CRIMINALIZE  
[00:32:52] THE BLACK BODY.  
[00:32:54] I ALSO BELIEVE THAT THE MOTION SHOULD BE BENEFICIAL FOR THE  
[00:32:57] PEOPLE WHO WANT TO BE A POLICE OFFICER TO QUOTE PROTECT AND TO  
[00:33:02] SERVE BUT THEN BECOME POLICE AND FIND OUT THEY'RE ONLY  
[00:33:06] PROTECTING PROPERTY AND ENFORCING POLICIES THAT TARGET



[00:33:09] OPPRESSED COMMUNITIES.THERE NEEDS TO BE SUPPORT FOR A  
[00:33:13] CULTURE OF TRANSPARENCY ABOUT THE POLICE DEPARTMENT'S HISTORY  
[00:33:16] AND CHALLENGES FOR NEW RECRUITS. PEOPLE WHO WANT TO  
[00:33:20] SERVE THE PUBLIC DESERVE TO DO SO WITH THE FULL KNOWLEDGE OF  
[00:33:23] WHAT THAT ENTAILS.  
[00:33:26] AND THERE'S NO QUESTION THAT THE VIOLENCE VISITED UPON OUR  
[00:33:29] BLACK COMMUNITIES HAS TAKEN MANY FORMS OTHER THAN RACIST  
[00:33:32] POLICING. AS CORETTA SCOTT KING SAID, I MUST REMIND YOU THAT  
[00:33:38] STARVING A CHILD IS VIOLENCE, NEGLECTING SCHOOL CHILDREN IS  
[00:33:42] VIOLENCE, PUNISHING A MOTHER AND HER FAMILY IS VIOLENCE,  
[00:33:46] DISCRIMINATION AGAINST A WORKING MAN IS VIOLENCE.  
[00:33:51] THIS MOTION IS JUST ONE OF MANY STEPS WE WILL NEED TO TAKE IN  
[00:33:55] THE LONG MARCH FOR JUSTICE. OPPORTUNITY GAPS IN EDUCATION,  
[00:33:59] ECONOMIC PARTNERSHIPS, AS WELL AS ENVIRONMENTAL INJUSTICES ARE  
[00:34:03] AMONG THE OTHER SYSTEMIC ISSUES OUR COMMUNITY MUST ADDRESS IF  
[00:34:07] WE ARE SINCERE IN OUR ANTI-RACIST COMMITMENTS.  
[00:34:12] AS WE LOOK TOWARD THE CELEBRATION OF INDEPENDENCE DAY  
[00:34:14] IN THE UNITED STATES THIS SATURDAY, MAY WE REFLECT ON THE  
[00:34:18] WORDS OF FANNIE LOU HAMER, NOBODY'S FREE UNTIL EVERYBODY'S  
[00:34:22] FREE. THANK YOU. I YIELD THE REMAINDER OF MY TIME.  
[00:34:30] YES. THE NEXT PERSON ON MY LIST IS JESSICA SANFORD.  
[00:34:34] JESSICA. I'M GOING TO SEND THE UNMUTE PROMPT NOW.  
[00:34:41] GOOD MORNING, AND THANK YOU FOR THE OPPORTUNITY TO COMMENT ON  
[00:34:44] THIS IMPORTANT MOTION. MY NAME IS JESSICA SANFORD, AND I  
[00:34:47] CURRENTLY WORK IN AVIATION OPERATIONS. BEFORE MOVING BACK  
[00:34:50] HOME TO THE SEATTLE AREA, I WORKED FOR THE CITY OF  
[00:34:53] CHARLESTON POLICE DEPARTMENT IN SOUTH CAROLINA FOR SEVEN YEARS  
[00:34:56] AS THE MANAGER OF THEIR TECHNOLOGY SYSTEMS, REPORTING,  
[00:34:58] AND CRIMINAL INTELLIGENCE. THE TOPIC OF POLICE REFORM IS NEAR  
[00:35:02] AND DEAR TO MY HEART AS CHARLESTON'S DEPARTMENT WENT  
[00:35:05] THROUGH THIS EXACT SAME PROCESS FOLLOWING MICHAEL BROWN'S DEATH  
[00:35:08] IN FERGUSON, MISSOURI IN 2014.  
[00:35:11] I WANT TO THANK EVERYONE WHO HAS CONTRIBUTED THUS FAR TO  
[00:35:14] THIS EFFORT. I AM PROUD THE PORT IS PROACTIVELY LOOKING  
[00:35:17] INWARD TO BETTER OUR ORGANIZATION.  
[00:35:20] REGARDING THE BAN ON DANGEROUS RESTRAINT TECHNIQUES AND USE OF  
[00:35:23] FORCE, I WOULD LIKE TO IMPRESS UPON THE FUTURE TASK FORCE  
[00:35:26] THE IMPORTANCE OF GIVING OFFICERS OTHER  
[00:35:29] INTERMEDIARY TOOLS AND OPTIONS AS YOU TAKE SOME AWAY. OFFICERS  
[00:35:33] CAN GO THROUGH HOURS OF DE- ESCALATION TRAINING AND AT THE  
[00:35:36] END OF THE DAY, THERE WILL STILL BE SITUATIONS WHERE SUBJECTS  
[00:35:38] RESIST ARREST. YOU'RE SETTING OFFICERS UP FOR FAILURE IF  
[00:35:42] THEIR ONLY OPTIONS ARE A BATON OR A GUN. GIVE THEM  
[00:35:46] INTERMEDIARY OPTIONS, REQUIRE ADDITIONAL TRAINING, AND SET  
[00:35:49] HIGH EXPECTATIONS FOR WHEN THEY ARE USED.  
[00:35:53] REGARDING BUDGET ALLOCATION, I WILL CAUTION THAT INCREASED  
[00:35:56] EXPECTATIONS OF OUR POLICE DEPARTMENT WILL LIKELY LEAD TO  
[00:35:59] INCREASED BUDGETARY NEEDS. BODY CAMERAS THEMSELVES ARE NOT  
[00:36:02] EXPENSIVE BUT THE STORAGE AND REDACTION CAPABILITY ARE COSTLY  
[00:36:06] OVER TIME. NEW OR INCREASED FREQUENCY OF TRAINING ALSO  
[00:36:09] COMES AT A COST. IT NEEDS TO BE ACKNOWLEDGED THAT TO HAVE A  
[00:36:13] POLICE DEPARTMENT WITH HIGHER STANDARDS AND A BETTER  
[00:36:15] COMMUNITY OUTREACH WILL LIKELY REQUIRE MORE MONEY NOT LESS.  
[00:36:19] I STRONGLY SUGGEST ADDING LANGUAGE TO THE MOTION THAT  
[00:36:22] ADDRESSES THE NEED FOR DATA COLLECTION ANALYSIS AND  
[00:36:25] TRANSPARENCY. I'VE HEARD MANY PEOPLE SAY "WE HAVE A GREAT  
[00:36:28] POLICE FORCE". WHAT DOES OUR DATA SHOW? WHERE WE STARTING  
[00:36:32] FROM? WHAT ARE WE LOOKING TO CHANGE? I WOULD HATE TO HAVE SO  
[00:36:35] MANY PEOPLE PUT THIS MUCH EFFORT AND TIME INTO REFORMING  
[00:36:38] A SYSTEM ONLY TO MAKE IT TWO OR THREE YEARS DOWN THE ROAD AND NOT BE  
[00:36:42] ABLE TO QUANTIFY THE PROGRESS.  
[00:36:44] FINALLY TRANSPARENCY BOTH IN THE REFORM PROCESS AND OUR  
[00:36:48] FINDINGS OVER TIME IS A HUGE OLIVE BRANCH TO THE COMMUNITY.

[00:36:52] IF WE ARE PROUD OF OUR POLICE FORCE AND THE CHANGES WE ARE  
[00:36:55] MAKING, THE INFORMATION NEEDS TO BE READILY AVAILABLE. USE OF  
[00:36:58] FORCE SUMMARY STATISTICS AND DEMOGRAPHIC REPORTS MAY NOT BE  
[00:37:01] SOMETHING WE'RE PROUD OF RIGHT NOW, BUT WE NEED TO OWN OUR  
[00:37:04] STORY AND THE JOURNEY. I APPRECIATE THE COMMISSION'S  
[00:37:07] TIME AND LOOK FORWARD TO THE WORK AHEAD OF US. THANK YOU.  
[00:37:11] THANK YOU, JESSICA. NEXT SPEAKER, PLEASE. YES, THE NEXT  
[00:37:15] SPEAKER THAT I HAVE IS RUDY KALUZA AND RUDY I AM SENDING  
[00:37:20] THE UNMUTE PROMPT NOW.  
[00:37:32] RUDY I SEE YOU'RE HIGHLIGHTED. YEP, THERE WE ARE. SO WE'RE  
[00:37:35] GOOD. YEP. ALL RIGHT GOOD. THANK YOU. I'M RUDY COLUSA,  
[00:37:39] PORT OF SEATTLE'S DIRECTOR OF ACCOUNTING, ALSO A MEMBER OF THE BLACKS IN  
[00:37:43] GOVERNMENT, AS WELL AS THE ASIAN PACIFIC ISLANDERS EMPLOYEE  
[00:37:46] RESOURCE GROUP. AND TO ME, SUBSTANTIALLY, MY LIFE, BLACK  
[00:37:51] LIVES MATTER.  
[00:37:52] THROUGHOUT MY 42 YEAR CAREER IN PUBLIC SERVICE, I PLACED THE  
[00:37:56] HIGHEST PRIORITY TO PUBLIC ACCOUNTABILITY, INTEGRITY, AND  
[00:37:59] FULL TRANSPARENCY, AND I'VE PROVEN THAT IN MY YEARS OF THE  
[00:38:02] PORT OF SEATTLE.  
[00:38:04] THE MOTION, I JOINED BLACKS IN GOVERNMENT FOCUS GROUP AND I'VE  
[00:38:08] BECOME INTEGRAL PART OF IT TO FURTHER THESE PRINCIPLES AND  
[00:38:12] INVESTED A SUBSTANTIAL AMOUNT OF TIME AND COLLECTIVELY  
[00:38:14] PROVIDE [INAUDIBLE] CRITICAL THINKING FOR THE FORMULATION OF  
[00:38:18] THIS MOTION ON POLICING REFORM FOR CONSIDERATION BY THE  
[00:38:23] COMMISSION TODAY. THE EMPHASIS HAS BEEN TO STRENGTHEN  
[00:38:27] ACCOUNTABILITY, INTEGRITY, AND TRANSPARENCY AT THE PORT OF  
[00:38:30] SEATTLE REGARDING OUR POLICING PRACTICES. I PROVIDE  
[00:38:35] FULL SUPPORT AND RESPECTFULLY COMMEND COMMISSION  
[00:38:39] PRESIDENT STEINBREUCK, PETER STEINBREUCK, AS WELL AS  
[00:38:41] CO-SPONSOR COMMISSIONERS FOR BRINGING THIS ACTION FORWARD AS  
[00:38:46] WELL AS EXPRESS SINCERE APPRECIATION TO EXECUTIVE  
[00:38:48] DIRECTOR STEVE METRUCK EMBRACING THE DIRECTION TAKING  
[00:38:51] ACTION. IT TAKES A LOT OF COURAGE, DETERMINATION, AND  
[00:38:54] SIGNIFICANT LEADERSHIP TOWARD EXAMINING AND REFINING OUR  
[00:38:58] POLICING PRACTICES AND I RECOGNIZE THIS IS A COMPLEX  
[00:39:02] CONTROVERSIAL MATTER TO ADDRESS. I STAND IN SOLIDARITY, BLACKS  
[00:39:06] IN GOVERNMENT, OUR FOCUS GROUP, MANY PORT EMPLOYEES, THE PUBLIC  
[00:39:11] AND WITH COMMITMENT TO WORK IN PARTNERSHIP WITH OUR FINE  
[00:39:14] PORT POLICE DEPARTMENT TOWARD SUSTAINABLE SOLUTIONS.  
[00:39:19] AND I RESPECTFULLY ENCOURAGE AND SUPPORT COMMISSION TO ACT  
[00:39:21] EXPEDITIOUSLY TO CLOSELY EXAMINE OUR CURRENT POLICING  
[00:39:25] PRACTICES, TO ESTABLISH ASSURANCE TO THE CITIZENS THAT WE ARE  
[00:39:29] GOING TO BE INVITING TO THE HIGHEST STANDARDS IN TERMS OF  
[00:39:32] POLICING PRACTICES, OFFICER CONDUCT, AND WITH EMPHASIS ON  
[00:39:36] PUBLIC SAFETY, EXCELLENCE, AS WELL AS CIVIL RIGHTS PROTECTION,  
[00:39:39] AND MOST IMPORTANTLY, SUBVERT ANY EXPOSURES TO  
[00:39:42] SYSTEMIC RACISM AND IMPLICIT BIAS OR ANY FORM OF MISCONDUCT.  
[00:39:48] THE MOTION IN MANY AREAS, I FULLY SUPPORT AS TO  
[00:39:51] ITS BREADTH, FOCUS, AND DIRECTION. I RESPECTFULLY RECOMMEND,  
[00:39:54] HOWEVER, CONSIDERATION AS WE MOVE FORWARD TO REFINE  
[00:39:57] ACCORDINGLY IN TERMS OF BANS ON RESTRAINT TECHNIQUES THAT  
[00:40:01] CAN LEAD TO LETHAL RESULTS. I ENCOURAGE IT TO COVER ANY  
[00:40:04] TECHNIQUE THAT PROHIBITS A PERSON, OR MAKES THEM INCAPABLE  
[00:40:08] OF BREATHING OR STOPS THE BLOOD FLOW TO THE BRAIN AND NOT JUST  
[00:40:11] AT THE NECK WITH CHOKEHOLDS. WITH REGARD TO RECRUITMENT AND  
[00:40:15] EVALUATION OF CANDIDATES AND DISQUALIFYING FACTORS, I  
[00:40:19] RESPECTFULLY RECOMMEND CONSIDERATION TO ALSO INCLUDE  
[00:40:22] RACIALLY-MOTIVATED MISCONDUCT NOT JUST RACIAL DISCRIMINATION.  
[00:40:26] AS WE COVER QUALIFIED IMMUNITY FOR OFFICERS, I  
[00:40:30] RECOGNIZE THERE INVOLVES BROAD CONSIDERATIONS AND  
[00:40:33] ENCOURAGE WE VIGOROUSLY PURSUE THIS AND RESOLVE THE COMPLEX  
[00:40:37] ISSUES BECAUSE THEY ARE PROBLEMATIC AND THEY HINDER  
[00:40:39] EFFECTIVELY HOLDING OFFICER SUBSTANTIALLY ACCOUNTABLE. AND I

[00:40:42] WILL CLOSE. MY HEARTFELT THANKS TO OUR COMMISSION  
[00:40:45] EXECUTIVE DIRECTOR FOR THE SIGNIFICANT LEADERSHIP YOU ARE  
[00:40:48] PROVIDING TO GUIDE OUR PORT OF POLICE TOWARD ENHANCED  
[00:40:52] POLICIES AND POLICING PRACTICES AND MOST IMPORTANTLY  
[00:40:55] SERVE AS A MODEL POLICE FORCE FOR OUR NATION. THANK YOU SO  
[00:40:58] MUCH.  
[00:41:00] THANK YOU RUDY FOR YOUR LEADERSHIP AS WELL. WE'LL  
[00:41:03] HEAR FROM THE NEXT SPEAKER. YES. THE NEXT SPEAKER I HAVE IS  
[00:41:07] DEWAYNE HILL.  
[00:41:11] I JUST SAW HIS ICON AND NOW I'M HAVING TROUBLE FINDING IT.  
[00:41:15] OKAY, DEWAYNE. I AM SENDING OVER THE UNMUTE PROMPT.  
[00:41:23] GOOD MORNING COMMISSIONERS, EXECUTIVE DIRECTOR METRUCK, THE  
[00:41:32] PORT EMPLOYEES, AND THE COMMUNITY THAT ARE LISTENING IN  
[00:41:35] ON THIS CALL. MY NAME IS DEWAYNE HILL AND I'M THE SENIOR MANAGER  
[00:41:39] FOR DISBURSEMENTS FOR THE PORT OF SEATTLE. I'VE BEEN AT THE  
[00:41:43] PORT FOR ABOUT 12 YEARS. I'M A 65 YEAR OLD BLACK AMERICAN  
[00:41:49] WHO'S COMMITTED TO ELIMINATING SYSTEMIC RACISM WITHIN ALL  
[00:41:53] ASPECTS OF AMERICAN SOCIETY. TODAY WE'RE TALKING ABOUT  
[00:41:58] POLICING AND AGAIN THE WAY THAT BLACK AMERICANS HAVE BEEN  
[00:42:03] POLICED IN THIS COUNTRY FOR HUNDREDS OF YEARS HAS GOT TO  
[00:42:07] CHANGE. THE RECENT DEATHS OF BRIANNA TAYLOR, AHMAUD AUBREY,  
[00:42:12] MR. GEORGE FLOYD, ARE JUST RECENT EXAMPLES OF HOW  
[00:42:18] AFRICAN-AMERICANS, BLACK PEOPLE, HAVE BEEN TREATED IN THIS  
[00:42:20] COUNTRY FOR SIMPLY DOING SOME OF THE MOST, YOU KNOW, THINGS  
[00:42:25] THAT REALLY WOULD NOT, SHOULD NOT RESULT IN DEATH. AND  
[00:42:30] AS A MEMBER OF THE BLACK COMMUNITY WHO HAS EXPERIENCE  
[00:42:34] WITH POLICE, BEING STOPPED WHILE DRIVING  
[00:42:38] BLACK, OR WALKING DOWN THE STREET WHILE BEING BLACK,  
[00:42:41] MY WIFE AND I HAVING GUNS PULLED ON US, THIS IS  
[00:42:44] UNACCEPTABLE. SO TO THAT END I'M GOING TO SAY THAT THE PORT  
[00:42:49] SHOULD BE ACTING NOW TO ENSURE ACCOUNTABILITY AND  
[00:42:52] TRANSPARENCY WITHIN THE PORT OF SEATTLE POLICE AND THAT  
[00:42:56] OUR POLICIES  
[00:42:58] ACTUALLY REFLECT THAT ALL LIVES MATTER, INCLUDING BLACK LIVES.  
[00:43:04] SOME OF THE THINGS THAT I'M REALLY PASSIONATE ABOUT AND I'M  
[00:43:08] JUST SPEAKING SHORTHAND A LITTLE BIT HERE, BUT BANNING  
[00:43:11] CHOKEHOLDS IN ALL FORMS, BASICALLY MAKING SURE THAT IF  
[00:43:17] AN OFFICER DOES NEED TO USE FORCE TO SUBDUED SOMEONE THAT IT  
[00:43:21] SHOULDN'T RESULT IN THEIR DEATH.  
[00:43:24] OF COURSE, REQUIRING ONGOING TRAINING TO DE-ESCALATE  
[00:43:29] SITUATIONS AS WELL AS PROVIDING RACIAL BIAS TRAINING,  
[00:43:35] ALSO NOT HIRING ANY OFFICER CANDIDATE THAT HAS A HISTORY OF  
[00:43:39] EXCESSIVE FORCE, OR COMPLAINTS, OR HAS A SUBSTANTIALLY  
[00:43:45] DEMONSTRATED RATIO OF DISCRIMINATION. REVIEW THE ISSUE  
[00:43:50] OF QUALIFIED IMMUNITY AND WE KNOW THIS IS A FEDERAL LAW  
[00:43:53] THAT PROVIDES PROTECTIONS TO POLICE  
[00:43:57] OFFICERS, BUT IT SHOULD NOT BE USED WHEN THERE IS CLEARLY A  
[00:44:02] SITUATION WHERE THAT POLICE HAS ABUSED AN INDIVIDUAL.  
[00:44:10] FINALLY THE PORT SHOULD ENSURE THAT POLICIES AND PROCEDURES  
[00:44:14] THAT GOVERN IT'S POLICE FORCE ARE IN LINE WITH THE PRINCIPLES  
[00:44:17] OF EQUITY, DIVERSITY, AND INCLUSION WHILE SUBVERTING THE  
[00:44:21] IMPACTS OF SYSTEMIC RACISM, IMPLICIT BIAS, AND ALL  
[00:44:27] FORMS OF POLICE MISCONDUCT. ANYTHING LESS IS INSUFFICIENT.  
[00:44:31] BLACK LIVES MATTER. THANK YOU.  
[00:44:34] THANK YOU, DWAYNE. NEXT SPEAKER, PLEASE.  
[00:44:38] YES. NEXT IS ADRIAN DOWN ADRIAN. I'M GOING TO SEND THE  
[00:44:42] UNMUTE PROMPT NOW.  
[00:44:50] THANK YOU VERY MUCH FOR THE OPPORTUNITY TO SPEAK TODAY. MY  
[00:44:52] NAME IS ADRIAN DOWN AND I WORK FOR THE PORT OF SEATTLE AT  
[00:44:57] SEA-TAC AIRPORT. I WANT TO EXPRESS MY STRONG SUPPORT FOR  
[00:45:00] THE DRAFT MOTION BEING PRESENTED TODAY. ONE PURPOSE OF  
[00:45:04] THIS MOTION IS TO BEGIN A CULTURE SHIFT IN HOW WE AT THE  
[00:45:07] PORT PROTECT PUBLIC SAFETY. ACHIEVING MEANINGFUL, LASTING

[00:45:11] CULTURE CHANGE IS NOT EASY AND IT IS NOT FAST. IT CANNOT BE  
[00:45:14] ACHIEVED BY SIGNING A SINGLE MOTION, THOUGH THIS MOTION  
[00:45:17] IS AN EXCELLENT START. I ENCOURAGE YOU AS THE LEADERS OF  
[00:45:21] OUR ORGANIZATION TO CONTINUE TO STAY ENGAGED IN THIS EFFORT  
[00:45:24] AFTER PASSING THIS MOTION, EVEN IF THE PUBLIC'S FOCUS MOVES ON  
[00:45:27] TO OTHER ISSUES, PLEASE CONTINUE TO PUSH US, YOUR PORT  
[00:45:31] STAFF, AND POLICE FORCE TO ACHIEVE THE HIGHEST STATE  
[00:45:35] STANDARDS OF PUBLIC SAFETY, ACCOUNTABILITY, AND EQUITY.  
[00:45:39] SECONDLY, IN ADDITION TO LEADERSHIP SUPPORT, MEANINGFUL  
[00:45:42] CULTURE CHANGE REQUIRES RESOURCES, TIME, AND MONEY. BOTH  
[00:45:46] ARE IN SHORT SUPPLY RIGHT NOW BUT WE CANNOT LET THAT STOP US  
[00:45:49] FROM UNDERTAKING THIS IMPORTANT WORK. WE MUST COMMIT ONGOING  
[00:45:53] MONEY, STAFF TIME, AND LEADERSHIP ATTENTION IF WE HOPE TO BE SUCCESSFUL.  
[00:45:58] AS WE LOOK FORWARD TO THE CREATION OF A COMMISSION TASK  
[00:46:00] FORCE ON PORT POLICING AND CIVIL RIGHTS, THERE ARE TWO  
[00:46:03] IDEAS THAT I PROPOSE TO BE INCLUDED IN THAT TASK FORCE'S  
[00:46:06] REVIEW. I PREFACE THIS BY ACKNOWLEDGING THAT I AM NOT  
[00:46:09] FAMILIAR WITH THE HISTORY OF THE PORT'S CURRENT POLICING  
[00:46:12] POLICIES SO IT'S POSSIBLE THAT THESE IDEAS HAVE BEEN EXPLORED  
[00:46:16] PREVIOUSLY. THE FIRST IS TO CONSIDER WHETHER EVERY INCIDENT  
[00:46:19] HANDLED BY THE PORT POLICE NECESSITATES AN ARMED OFFICER  
[00:46:23] OR WHETHER SOME MAY BE BETTER HANDLED BY OTHER TYPES OF  
[00:46:26] POLICE STAFF. CREATING A GREATER VARIETY OF ROLES,  
[00:46:29] RESPONSIBILITIES, AND CAREER PATHS WITHIN OUR POLICE FORCE  
[00:46:33] MAY HELP US RECRUIT MORE CANDIDATES FROM THE SOUTH KING  
[00:46:36] COUNTY COMMUNITIES WHERE MANY OF OUR OTHER EMPLOYEES LIVE. THE  
[00:46:40] SECOND IS TO ENSURE THAT ALL POLICE STAFF HAVE THE MENTAL  
[00:46:42] HEALTH SUPPORT TO DO THEIR JOBS EFFECTIVELY AND SAFELY. THE  
[00:46:46] CURRENT FORM OF POLICING THAT WE HAVE ADOPTED IN THIS COUNTRY  
[00:46:49] CAN BE DEHUMANIZING FOR PEOPLE WHO INTERACT WITH THE POLICE  
[00:46:52] AND ALSO FOR POLICE OFFICERS. TO REBUILD PUBLIC TRUSTS AND END  
[00:46:57] SYSTEMIC RACISM IN LAW ENFORCEMENT, WE MUST BREAK THIS  
[00:47:00] ONGOING CYCLE OF TRAUMA.  
[00:47:02] THANK YOU AGAIN FOR THE OPPORTUNITY TO SPEAK TODAY. I  
[00:47:05] LOOK FORWARD TO YOUR PASSAGE OF THIS MOTION AND YOUR ONGOING  
[00:47:08] ENGAGEMENT IN THE FUTURE. WE MUST ACT QUICKLY AND DECISIVELY  
[00:47:11] TO AVOID ANOTHER TRAGIC DEATH AT THE HANDS OF LAW ENFORCEMENT  
[00:47:15] LIKE GEORGE FLOYD, BRIANNA TAYLOR, AHMAUD AUBREY, AND SO MANY OTHERS.  
[00:47:18] WE MUST ALSO RECOGNIZE THAT UNDOING THE HARMS OF  
[00:47:22] SYSTEMIC RACISM WITHIN OUR ORGANIZATION FOR THE PAST  
[00:47:25] HUNDRED YEARS AND IN OUR SOCIETY FOR HUNDREDS MORE  
[00:47:28] WILL REQUIRE ALL OF US WORKING TOGETHER FOR THE REST OF OUR  
[00:47:32] CAREERS HERE AT THE PORT OF SEATTLE. THANK YOU.  
[00:47:35] THANK YOU ADRIAN. NEXT SPEAKER.  
[00:47:38] THE NEXT SPEAKER I HAVE IS EFRON LOPEZ,  
[00:47:44] WHO I KNOW EARLIER WE WERE HAVING SOME ISSUES GETTING  
[00:47:46] UNMUTED. EFRON, I'M GOING TO SEND THE UNMUTE PROMPT. YOU  
[00:47:50] SHOULD SEE IT AS A SMALL BANNER AT THE BOTTOM--  
[00:47:56] OKAY, HEAR ME? YES.  
[00:47:59] GOOD MORNING EVERYONE.  
[00:48:04] STEVE, COMMISSIONERS, EVERYONE CALLING IN. FIRST I WANT TO  
[00:48:10] THANK COMMISSIONERS THAT APPROACHED BIG, DELMAS FOR HIS  
[00:48:15] LEADERSHIP, AND BLACKS IN GOVERNMENT FOR DRAFTING THIS  
[00:48:20] MOTION. I'M HERE IN SUPPORT OF THE MOTION BEING  
[00:48:25] BROUGHT TO COMMISSION.  
[00:48:28] I DO HAVE TWO RECOMMENDATIONS: I HAVE THE MOTION IN FRONT OF  
[00:48:33] ME AND I'LL START WITH LINE 22  
[00:48:38] RECOMMENDING OR SUGGESTING LINE 22 TO LINE 74  
[00:48:44] TO BE HEADS OF EMPLOYEE RESOURCE GROUPS. TO ME  
[00:48:50] THE LEADERSHIP OF EACH EMPLOYEE RESOURCE GROUP IT'S  
[00:48:54] THE DIVERSITY OF THE PORT AND VOICES OF MANY UNDERREPRESENTED FOLKS IN THE ORGANIZATION.  
[00:49:03] MY SECOND ONE IS LINE 137  
[00:49:08] ADD A NEW ITEM. THE PORT SHALL UNDERTAKE AN INDEPENDENT

[00:49:11] ASSESSMENT OF THE ETHNIC COMPOSITION OF THE POLICE  
[00:49:14] DEPARTMENT MEASURED AGAINST KING COUNTY DEMOGRAPHICS  
[00:49:19] AND THE DEMOGRAPHICS OF THE TRAVELING PUBLIC. THE FINDINGS  
[00:49:23] WILL HELP GUIDE THE ORGANIZATION FOR FUTURE  
[00:49:27] OUTREACH AND HIRING EFFORTS. AND I WOULD ALSO LIKE TO ADD  
[00:49:32] LANGUAGE. TAKING AN ASSESSMENT OF OUR CURRENT LANGUAGES THAT  
[00:49:40] OUR CURRENT DEPARTMENT OFFICERS TO REFLECT THE TRAVELING  
[00:49:45] PUBLIC AND THE COMMUNITIES THAT WE SERVE. I YIELD THE REST OF MY  
[00:49:49] TIME AND I WANT TO THANK EVERYONE THAT'S BEING INVOLVED  
[00:49:52] AND PARTICIPATING IN THIS AND  
[00:49:55] THANK YOU FOR YOUR TIME.  
[00:49:57] THANK YOU. NEXT SPEAKER. THAT IS ALL OF THE SPEAKERS I HAVE  
[00:50:02] ON MY LIST. AND JUST AS A NOTE, EFRON SUBMITTED THOSE  
[00:50:07] SUGGESTED CHANGES AS AN ATTACHMENT WHICH IS INCLUDED AS  
[00:50:10] ONE OF THE WRITTEN COMMENTS TODAY. SO YOU WILL HAVE  
[00:50:12] VISIBILITY ON THAT AS WELL AS THEM BEING ATTACHED TO THE  
[00:50:14] MINUTES. THANK YOU LAUREN. CAN YOU PLEASE OFFER A QUICK  
[00:50:18] SUMMARY OF THE WRITTEN MATERIALS THAT WE RECEIVED?  
[00:50:23] YES. I THINK I'M GOING TO TURN IT OVER TO OUR NEW COMMISSION  
[00:50:25] CLERK, MICHELLE HART, FOR THAT.  
[00:50:28] THANK YOU. MR. COMMISSION PRESIDENT, MEMBERS OF THE  
[00:50:30] COMMITTEE,  
[00:50:33] CAN YOU HEAR ME?  
[00:50:37] I'M HAPPY TO BE HERE. I WANT TO GIVE A QUICK SUMMARY OF  
[00:50:40] THE WRITTEN COMMENTS RECEIVED. WE JUST RECEIVED TEN WRITTEN  
[00:50:44] COMMENTS PRIOR TO THE MEETING STARTING. SEVEN WERE INTERNAL [INAUDIBLE]  
[00:50:48] AND THREE EXTERNAL. WE DID RECEIVE TWO ADDITIONAL  
[00:50:52] AFTER THE MEETING STARTED. ONE IS FROM A MISS JENNIFER LEE,  
[00:50:57] TECHNOLOGY AND LIBERTY MANAGER AT ACLU OF WASHINGTON AND THE OTHER IS  
[00:51:01] FROM A STANLEY KAKUMA, THE PRESIDENT OF THE JAPANESE  
[00:51:05] AMERICAN CITIZENS LEAGUE. SO AFTER THIS MEETING IS OVER, WE  
[00:51:08] WILL GO AHEAD AND SEND THOSE OUT TO YOU AS WELL AND ALL OF  
[00:51:11] THE WRITTEN COMMENTS WILL BE ATTACHED TO THE MINUTES.  
[00:51:15] RIGHT, VERY GOOD. THANK YOU.  
[00:51:18] HEARING NO FURTHER PUBLIC TESTIMONY WE WILL ADVANCE NOW  
[00:51:22] TO THE NEXT ITEM OF BUSINESS WHICH IS PRESENTATIONS AND  
[00:51:25] REPORTS ITEM NUMBER 9. CLERK. THANK YOU. MR. COMMISSION  
[00:51:30] PRESIDENT AND MEMBERS OF THE COMMISSION. BEFORE YOU TODAY IS  
[00:51:33] ITEM 9A, THE BRIEFING ON DRAFT MOTION 2015 A MOTION OF  
[00:51:40] THE PORT OF SEATTLE COMMISSION TO DIRECT A COMPREHENSIVE  
[00:51:43] ASSESSMENT OF THE PORT OF SEATTLE POLICE DEPARTMENT TO  
[00:51:46] ENSURE ALIGNMENT WITH THE HIGHEST NATIONAL STANDARDS AND  
[00:51:49] BEST PRACTICES RELATED TO POLICING AND TO ESTABLISH A  
[00:51:53] COMMISSION TASK FORCE TO LEAD THE ASSESSMENT AND DEVELOPMENT  
[00:51:56] OF RECOMMENDATIONS FOR ACTION.  
[00:51:59] THANK YOU. WE'LL NOW HEAR FROM PORT STAFF ON THE CONTENT  
[00:52:03] OF THE DRAFT MOTION. LET ME MENTION THAT THERE HAS BEEN  
[00:52:09] TREMENDOUS EFFORT THAT HAS GONE INTO THIS DRAFT MOTION. IT HAS  
[00:52:14] BEEN CIRCULATED WIDELY THROUGHOUT THE PORT AMONGST  
[00:52:17] COMMISSIONERS, STAFF. WE'VE GOTTEN I WOULD SAY VERY  
[00:52:22] SUBSTANTIAL  
[00:52:25] RECOMMENDATIONS FOR CONTENT FROM THE BLACKS IN GOVERNMENT  
[00:52:29] LED BY DELMAS AND HIS FOCUS GROUP AND WE STILL HAVE TIME  
[00:52:36] TO MAKE ADDITIONAL CHANGES BEFORE THE JULY 14TH  
[00:52:40] INTENDED VOTE ON THE MOTION. BUT IT I WILL SAY IT  
[00:52:43] HAS EVOLVED IN A WAY THAT HAS BEEN  
[00:52:47] NOTHING LESS THAN REALLY EXTRAORDINARY AND WHAT GREAT  
[00:52:50] INPUT FROM THE BOTTOM UP IF YOU WILL, NOT TO PUT ANYBODY IN THAT  
[00:52:54] PLACE BUT TO SAY THAT IT HAS BEEN VERY MUCH A PORT-WIDE  
[00:52:58] COMMUNITY EFFORT AND I THANK ALL THOSE INVOLVED WHO HAVE  
[00:53:01] SO FAR BEEN INVOLVED IN HELPING SHAPE THIS MOTION. WITH THAT,  
[00:53:06] I'D LIKE TO TURN IT TO PRESENTER ERIC SHENFIELD AND  
[00:53:10] VERONICA VALDEZ.

[00:53:15] I'M WORKING ON GETTING THEM UNMUTED. HANG ON ONE SECOND.  
[00:53:30] COMMISSIONER STEINBRUECK, I DID JUST RECEIVE AN EMAIL.  
[00:53:34] IT'S HARD TO MONITOR DURING THESE MEETINGS, HOWEVER, WE HAVE  
[00:53:38] ONE MORE PORT EMPLOYEE WHO HAS REQUESTED TO GIVE COMMENT.  
[00:53:42] OKAY.  
[00:53:44] GREAT SO KENNY LYLES. I'M GOING TO SEND AN UNMUTE PROMPT NOW.  
[00:53:50] KENNY I'M SENDING THAT YOUR WAY.  
[00:53:56] THANK YOU, LAUREN. CAN YOU HEAR ME? YES, WE CAN. OKAY. YEAH, I  
[00:54:02] SIGNED UP. I APOLOGIZE. I DON'T KNOW WHAT HAPPENED. BUT I WOULD JUST LIKE TO SAY.  
[00:54:08] MAMA I CAN'T BREATHE.  
[00:54:14] I'D ALSO LIKE TO SAY I'M SORRY. I CAN'T BREATHE.  
[00:54:19] IN HONOR OF ELIJAH MCLANE, AURORA, COLORADO, WHO LOOKED  
[00:54:24] SUSPICIOUS WALKING DOWN THE STREET. HIS ONLY CRIME.  
[00:54:29] HAVING SAID THAT, MY NAME IS KENNY LYLES. I'M THE DIRECTOR  
[00:54:31] OF MARITIME OPERATIONS AND SECURITY. I'VE BEEN WITH THE  
[00:54:34] PORT OF SEATTLE FOR 35 YEARS. HALF OF THAT TIME WAS SPENT AT  
[00:54:40] SEA-TAC AIRPORT. DURING MY TIME AT SEA-TAC AIRPORT I HAD A  
[00:54:45] CHANCE TO WORK CLOSELY WITH THE PORT OF SEATTLE POLICE AND  
[00:54:49] BASICALLY I HAD A CHANCE TO MEET AND FELLOWSHIP  
[00:54:53] WITH A NUMBER OF THE PORT OF SEATTLE OFFICERS. HAVING SAID  
[00:54:57] THAT I WOULD FIRST LIKE TO SAY GOOD MORNING TO PRESIDENT  
[00:55:04] STEINBREUCK, COMMISSIONERS, AND EXECUTIVE DIRECTOR METRUCK.  
[00:55:07] THANK YOU FOR THIS OPPORTUNITY TO PARTICIPATE IN THE DRAFT  
[00:55:12] PORT POLICING ASSESSMENT MOTION. ALTHOUGH I AM AN ACTIVE  
[00:55:17] PARTICIPANT IN THE BLACKS IN GOVERNMENT FOCUS GROUP PROCESS,  
[00:55:20] I AM REPRESENTING MY OWN PERSPECTIVE AS AN INDEPENDENT  
[00:55:23] EMPLOYEE AT THE INVITATION OF DIRECTOR METRUCK FOR THE  
[00:55:29] RECORD. I ENDORSE THE ACTION ITEMS PRESENTED TO THE  
[00:55:32] COMMISSION AND MR. METRUCK AS PRESENTED BY THE FOCUS GROUP. I  
[00:55:37] AM ONLY SPEAKING ON ONE OF THOSE ACTION ITEMS FOR  
[00:55:40] EMPHASIS. I'M ASKING THAT THE PROCESS OF HIRING FRONTLINE  
[00:55:44] POLICE OFFICERS THROUGH LATERAL POSTINGS BE DISCONTINUED. THE HIRING OF  
[00:55:50] A FRONT LINE OFFICERS THROUGH LATERAL POSTINGS REDUCES THE  
[00:55:53] FIELD OF APPLICANTS TO ONLY THOSE OFFICERS WHO ARE  
[00:55:56] CURRENTLY IN OTHER POLICE DEPARTMENTS FOR A PERIOD OF  
[00:55:59] TIME.  
[00:56:01] BY MAINTAINING THIS PROVISION THE POOL OF CANDIDATES OF COLOR  
[00:56:04] WILL BE REDUCED. THIS REQUEST WOULD ONLY APPLY TO  
[00:56:08] RANK-AND-FILE OFFICERS AND TO THE COMMAND STAFF.  
[00:56:12] REASONS FOR USING THE LATERAL PROCESS HAVE BEEN THAT THE  
[00:56:16] FORCE NEEDS TO REPLACE A POSITION IN THE MOST  
[00:56:18] EXPEDITIOUS FASHION.  
[00:56:21] THIS OFTEN CAN BE USED AS A FALSE NARRATIVE NOT TAKING INTO  
[00:56:24] ACCOUNT THAT OUR POLICE FORCE IS 100 PLUS STRONG. THE PRACTICE  
[00:56:29] RUNS CONTRARY TO OUTREACH EFFORTS IF WE ARE APPEARING AT  
[00:56:33] INNER-CITY JOB FAIRS PROMOTING THE PROMISE OF A CAREER IN LAW  
[00:56:36] ENFORCEMENT ONLY TO BE DENIED THE OPPORTUNITY TO EVEN APPLY.  
[00:56:43] THIS REQUEST CAN BE ENACTED IMMEDIATELY BY EXECUTIVE  
[00:56:45] DIRECTOR OR HUMAN RESOURCES MANAGING DIRECTOR  
[00:56:49] AUTHORIZATION.  
[00:56:51] AS A RESULT OF GENTRIFICATION, COMMUNITIES OF COLOR HAVE  
[00:56:54] MIGRATED TO COMMUNITIES SURROUNDING THE AIRPORT. IT  
[00:56:58] WOULD BE IN OUR PORT OF SEATTLE INTEREST TO REFLECT THE  
[00:57:00] SURROUNDING COMMUNITY POPULATIONS IN WHICH WE HAVE  
[00:57:03] MUTUAL AID LAW ENFORCEMENT AGREEMENTS. I ALSO  
[00:57:07] ASK THAT AN ANALYSIS BE CONDUCTED TO SEE THE NUMBER OF  
[00:57:10] LATERAL JOB POSTINGS OVER THE PAST FIVE YEARS AND TO REPORT  
[00:57:14] OUT THE DEMOGRAPHICS OF THOSE RESPECTIVE HIRING. THANK YOU  
[00:57:18] FOR YOUR TIME. BLACK LIVES MATTER. AND I YIELD MY TIME.  
[00:57:22] THANK YOU VERY MUCH. THANK YOU. THANK YOU FOR ALL YOUR  
[00:57:26] TREMENDOUS WORK AS WELL AND LEADERSHIP. I THINK NOW WE ARE  
[00:57:31] CONCLUDED WITH PUBLIC COMMENT AND WE CAN MOVE ON. HAVE WE GOT  
[00:57:34] THE PRESENTERS UNMUTED AT THIS TIME? I CAN DO THAT MOMENTARILY.

[00:57:40] COMMISSIONER STEINBREUCK, WOULD YOU LIKE ME TO CALL FOR A FINAL  
[00:57:44] REQUEST IF THERE'S ANYBODY ELSE ON THE LINE THAT WOULD LIKE TO  
[00:57:47] SAY SOMETHING? YES, LET'S DO THAT. JUST IN CASE  
[00:57:51] YOU MISSED THE SIGN UP OR WE MISSED YOU, IF YOU WOULD  
[00:57:54] LIKE TO GIVE PUBLIC COMMENT AND YOU HAVE JOINED US VIA DESKTOP  
[00:57:56] I WOULD REQUEST THAT YOU PUT A MESSAGE IN THE CHAT BOX IN THE  
[00:58:01] IM ON THE SKYPE MEETING OR IF YOU HAVE JOINED US BY PHONE AND  
[00:58:04] REQUEST TO GIVE COMMENTS ON THIS TOPIC, YOU WILL NEED TO  
[00:58:08] PRESS STAR SIX TO INDICATE THAT YOU ARE ON THE LINE AND WOULD  
[00:58:11] LIKE TO SPEAK.  
[00:58:17] I'LL GIVE IT A MINUTE OR TWO TO WATCH FOR ANY OF THOSE REQUESTS  
[00:58:21] AND THEN WE WILL MOVE ON AFTER THAT.  
[00:58:58] OKAY. I AM NOT SEEING ANY. WE HAD ONE PHONE NUMBER ON MUTE.  
[00:59:04] IS THAT? HELLO? YES, CAN YOU HEAR ME? I CAN. WHAT IS YOUR  
[00:59:10] NAME?  
[00:59:12] MY NAME IS ERNEST THOMPSON. I'D LIKE TO MAKE A SHORT STATEMENT.  
[00:59:15] THANK YOU FOR THIS TIME TODAY. I'M LISTENING TO THIS AND THIS  
[00:59:18] IS SUPPOSED TO BE SPECIFICALLY ABOUT THE PORT OF SEATTLE  
[00:59:21] POLICE AND I LISTENED TO PREVIOUS PRESENTATIONS AND WHEN  
[00:59:25] SOMEONE ASKED HOW MANY PEOPLE OF COLOR OR PERSONS OF COLOR  
[00:59:30] THE PORT OF SEATTLE POLICE EMPLOYED, THE POLICE IN CHARGE  
[00:59:35] OF IT EITHER COULD NOT OR WOULD NOT ANSWER THAT QUESTION AND I  
[00:59:39] FIND THAT A LITTLE DISINGENIOUS AND HE ONLY SAID THAT  
[00:59:43] IT WAS NOT ENOUGH. WE SIMPLY WANT TO KNOW HOW MANY  
[00:59:47] SPECIFICALLY PEOPLE OF COLOR THERE ARE WORKING FOR THE PORT,  
[00:59:50] NUMBER ONE, SO WE KNOW WHAT KIND OF PROBLEM WE'RE DEALING  
[00:59:53] WITH AND HOW TO GO ABOUT ACTIVELY INCLUDING PEOPLE. THE  
[00:59:56] SECOND THING IS A LOT OF TIMES I HEAR A LOT OF PLATITUDES, BUT  
[01:00:00] WHAT I REALLY WANT TO HEAR IS SPECIFICS AND NUMBERS AND HARD  
[01:00:04] DATA THAT WE CAN FOCUS ON AND NOT JUST TURN THIS INTO A  
[01:00:08] COMMISSION THAT REALLY HAS NOTHING TO TALK ABOUT OR NO  
[01:00:11] SPECIFIC PLAN OF ACTION. THE REAL PROBLEM IS THAT PEOPLE GET  
[01:00:17] LOST IN THE BIGGER PICTURE AND WE ARE TALKING ABOUT  
[01:00:19] SPECIFICALLY THE PORT OF SEATTLE POLICE. IF THERE'S NO  
[01:00:23] PROBLEM, IF THERE IS NO CASES OF BRUTALITY, IF THERE IS NO CASES  
[01:00:27] OF SPECIFIC DATA, IT DOESN'T HELP US TO HAVE ANOTHER  
[01:00:31] COMMISSION TO SIT AROUND AND TALK ABOUT AN ISSUE. THAT  
[01:00:35] APPARENTLY DOESN'T APPLY TO THE PORT OF SEATTLE SPECIFICALLY. IF  
[01:00:39] IT DOES APPLY TO THE PORT OF SEATTLE, WE NEED DAT., WE NEED  
[01:00:43] SPECIFICS AND THAT IS WHAT WE WOULD LIKE TO HEAR. THANK YOU  
[01:00:47] FOR YOUR TIME.  
[01:00:49] THANK YOU.  
[01:00:51] LAUREN ANY MORE SPEAKERS? NOT THAT I HAVE SEEN INDICATE A  
[01:00:56] REQUEST TO SPEAK. SO I THINK WE SHOULD BE GOOD TO MOVE ON.  
[01:01:00] LET'S MOVE ON TO ITEM 9.  
[01:01:04] YES, AND SINCE WE HAVE ALREADY INTRODUCED THAT ITEM I WILL NOW  
[01:01:08] GET OUR TWO PRESENTERS UNMUTED AND I WILL ALSO WORK ON PULLING  
[01:01:17] UP THE POWERPOINT. THANK YOU SO MUCH LAUREN. THANK YOU  
[01:01:22] COMMISSIONERS. THANK YOU EXECUTIVE DIRECTOR METRUCK. MY  
[01:01:24] NAME IS ERIC SHENFIELD. I AM THE ACTING COMMISSION CHIEF OF  
[01:01:27] STAFF. I'M JOINED BY MY COLLEAGUE VERONICA VALDEZ WHO  
[01:01:30] WAS COMMISSION SPECIALISTS AND WE ARE REALLY HONORED TO BE  
[01:01:33] WITH YOU TODAY TO PRESENT THE CONTENTS OF THIS DRAFT MOTION.  
[01:01:36] I WANT TO START BY EMPHASIZING WHAT COMMISSIONER STEINBREUCK  
[01:01:40] JUST SAID THAT THIS IS TRULY A DRAFT MOTION. IT REPRESENTS  
[01:01:44] INCREDIBLE PROGRESS TO DATE FROM ITS FIRST INITIAL  
[01:01:47] ITERATION IN TAKING FEEDBACK, MAKING IMPROVEMENTS, MAKING SURE  
[01:01:51] THAT THIS MOTION TRULY REPRESENTS WHAT IT NEEDS TO BE.  
[01:01:54] BUT THERE IS STILL SIGNIFICANT WORK TO BE DONE. WE'VE HEARD  
[01:01:58] EVEN TODAY IN BOTH THE ORAL AND THE WRITTEN COMMENTS  
[01:02:00] OPPORTUNITIES FOR IMPROVEMENT, OPPORTUNITIES TO MAKE THIS  
[01:02:03] MOTION THE BEST IT CAN BE AND SO, PLEASE DO EXPECT THAT YOU  
[01:02:07] WILL SEE AN UPDATED VERSION OF THIS MOTION WELL IN ADVANCE OF

[01:02:11] WHEN YOU CONSIDER IT AT THE JULY 14TH PUBLIC MEETING OF THE  
[01:02:15] COMMISSION. THAT HAVING BEEN SAID, VERONICA AND I WILL WALK  
[01:02:18] YOU THROUGH TODAY WHAT IS IN THE DRAFT MOTION AS IT STANDS  
[01:02:21] RIGHT NOW TO MAKE SURE IT'S REALLY CLEAR TO EVERYBODY WHO  
[01:02:24] IS FOLLOWING ALONG WHAT IT IS THAT WE'RE TRYING TO ACHIEVE  
[01:02:27] AND HOW WE ARE TRYING TO ACHIEVE IT. AND SPECIFICALLY TO  
[01:02:30] FOCUS, AS MANY PEOPLE HAVE COMMENTED ON, NOT JUST ON A  
[01:02:34] ASSESSING, NOT JUST ON HAVING A DISCUSSION, BUT  
[01:02:37] SPECIFICALLY ON IDENTIFYING AND TAKING BOLD STEPS AS SOON AS  
[01:02:42] POSSIBLE TO TAKE ACTION TO ADDRESS ANY ISSUES THAT ARE  
[01:02:45] IDENTIFIED.  
[01:02:47] SO WE DO HAVE A SHORT POWERPOINT HERE. LAUREN, I'LL  
[01:02:49] ASK YOU TO GO TO THE NEXT SLIDE. THERE ARE FIVE SECTIONS  
[01:02:53] IN THE MOTION, FIVE ACTIONS THAT THE COMMISSION DIRECTS TO  
[01:02:57] OCCUR. NUMBER ONE IS, AS WAS REFERENCED EARLIER, THE  
[01:03:01] COMMISSION EXPRESSING ITS SUPPORT FOR THE ACTIONS THAT  
[01:03:04] EXECUTIVE DIRECTOR METRUCK TOOK ON JUNE 23RD, THESE VERY  
[01:03:08] SPECIFIC STEPS THAT THE EXECUTIVE DIRECTOR HAS, THROUGH  
[01:03:11] HIS EXECUTIVE AUTHORITY, IMMEDIATELY IMPLEMENTED AND  
[01:03:14] YOU'LL SEE AS WE'LL TALK ABOUT LATER THOSE STEPS ARE IMPORTANT.  
[01:03:18] THE COMMISSION ACKNOWLEDGES THOSE STEPS, BUT THERE IS MORE  
[01:03:21] WORK TO BE DONE NOT ONLY TO IMPLEMENT THOSE STEPS BUT ALSO  
[01:03:24] TO PROVIDE ADDITIONAL CLARITY AND DEFINITION AROUND THOSE  
[01:03:26] STEPS AND TO BUILD ON THOSE STEPS. SO THAT'S NUMBER ONE.  
[01:03:29] NUMBER TWO IS REALLY WHERE WE TALK ABOUT WHAT ARE THE TACTICAL  
[01:03:35] WAYS THAT WE'RE GOING TO PURSUE THIS AND SO THE MOTION  
[01:03:37] DOES TWO THINGS: FIRST OF ALL IT OF COURSE DIRECTS THAT  
[01:03:41] COMPREHENSIVE ASSESSMENT OF THE PORT OF SEATTLE POLICE  
[01:03:43] DEPARTMENT TO MAKE SURE THAT WE ARE LOOKING AT BEST PRACTICES,  
[01:03:47] NATIONAL STANDARDS RELATED TO POLICING, AND THAT OUR POLICE  
[01:03:50] DEPARTMENT LIVES UP TO ALL OF THOSE STANDARDS PARTICULARLY AS  
[01:03:52] IT RELATES TO EQUITY, CIVIL RIGHTS, AND SEVERAL OF THESE  
[01:03:55] OTHER ISSUES THAT WERE TALKING ABOUT TODAY. AND THEN TACTICALLY  
[01:03:59] IT ESTABLISHES BOTH A COMMISSION TASK FORCE ON PORT  
[01:04:03] POLICING AND CIVIL RIGHTS. NEXT SLIDE, LAUREN. THAT TASK FORCE IS  
[01:04:08] MADE UP OF TWO COMMISSIONERS APPOINTED BY THE COMMISSION  
[01:04:11] PRESIDENT. IT IS ALSO LED BY TWO TASK FORCE CO-CHAIRS. THESE ARE  
[01:04:16] NOT THE COMMISSIONERS, THESE ARE SEPARATE CO-CHAIRS WHO WILL  
[01:04:19] LEAD THE TASK FORCE. THOSE CO-CHAIRS WILL BE APPOINTED BY  
[01:04:22] THE COMMISSION PRESIDENT. WE ASSUME THAT THOSE WILL BE PORT  
[01:04:25] STAFF WHO ARE LEADING THIS EFFORT AND THEN THE REST  
[01:04:30] OF THE TASK FORCE WILL BE MADE UP OF A MIX OF PORT STAFF FROM  
[01:04:34] KEY DEPARTMENTS, DIVISIONS, ORGANIZATIONS, GROUPS WITHIN THE  
[01:04:39] PORT, AS WELL AS EXTERNAL REPRESENTATIVES. IT'S REALLY  
[01:04:42] IMPORTANT TO US THAT WHILE THERE IS INCREDIBLE EXPERTISE  
[01:04:46] WITHIN THE PORT ON THIS TOPIC THAT WE MAKE SURE THAT WE ARE  
[01:04:48] TAKING FULL ADVANTAGE OF EXPERTISE OUTSIDE THE PORT AS  
[01:04:52] WELL. AND TO THAT END, ONE OF THE FIRST THINGS THAT THE TASK  
[01:04:55] FORCE WILL DO IS ACTUALLY TO HIRE A CONSULTANT, HIRE AN  
[01:05:00] OUTSIDE EXPERT. NOT JUST TO FACILITATE THE PROCESS, BUT  
[01:05:04] SPECIFICALLY TO BRING EXPERTISE TO MAKE SURE THAT WE ARE LOOKING  
[01:05:08] THOUGHTFULLY AND STRATEGICALLY AT ALL OF THESE ISSUES, BRINGING  
[01:05:12] IN EXTERNAL EXPERTISE AS NECESSARY AND MAKING SURE THAT WE'RE  
[01:05:16] DOING THIS PROCESS AS WELL, AS EFFICIENTLY, AND AS EFFECTIVELY  
[01:05:19] AS POSSIBLE. SO NEXT SLIDE AND I WILL TURN THINGS OVER TO  
[01:05:23] VERONICA VALDEZ TO START TO WALK THROUGH EACH OF THE  
[01:05:26] SECTIONS WITHIN THE ASSESSMENT THAT ARE OUTLINED. WHAT WE  
[01:05:29] SHOULD BE LOOKING AT TO UNDERSTAND WHAT ACTIONS NEED TO  
[01:05:32] BE TAKEN. GOOD MORNING COMMISSIONERS. I'M VERONICA  
[01:05:35] VADAS, COMMISSION SPECIALIST.  
[01:05:38] WE WILL GO THROUGH ALL THE AREAS THAT THE  
[01:05:42] ASSESSMENT INCLUDES BUT IT'S IMPORTANT TO KNOW THAT THE  
[01:05:44] ASSESSMENT IS NOT LIMITED TO THE LIST THAT WE WERE GOING



[01:05:47] THROUGH. WE WANTED TO SPECIFICALLY CALL OUT THESE  
[01:05:50] AREAS THAT WE WANTED INCLUDED TO ENSURE THAT THE ASSESSMENT  
[01:05:55] SPOKE TO SOME OF THE FEEDBACK WE'RE GETTING FROM OUR  
[01:05:59] BLACKS IN GOVERNMENT AND OUR PORT EMPLOYEES.  
[01:06:03] AND THERE MIGHT BE OTHER AREAS THAT THE REVIEW WILL  
[01:06:06] UNCOVER THAT WE WANT TO MAKE SURE THAT WE ARE NOT JUST  
[01:06:11] EXCLUSIVELY STICKING TO THIS LIST HERE.  
[01:06:15] THE TASK FORCE WILL HAVE THE AUTHORITY TO REVIEW  
[01:06:18] DOCUMENTATION. I KNOW SOME OF OUR SPEAKERS TALKED ABOUT DATA.  
[01:06:23] SO THE TASK FORCE WILL LOOK AT POLICE AFTER ACTION REPORTS, USE  
[01:06:27] OF FORCE REPORTS, DEMOGRAPHIC DATA, AND OTHER INFORMATION  
[01:06:30] NECESSARY WITHIN LEGAL LIMITS AND PRIVACY LAWS TO CONDUCT  
[01:06:34] THE ASSESSMENT. SO FIRST ON THE LIST IS DIVERSITY IN  
[01:06:38] RECRUITMENT AND HIRING. WHY DOES DIVERSITY IN THE POLICE  
[01:06:41] DEPARTMENT MATTER? WELL, IT'S A CRITICAL ELEMENT IN  
[01:06:44] ESTABLISHING AND EXPANDING TRUST BETWEEN LAW ENFORCEMENT  
[01:06:47] AND THE COMMUNITY. IT ALSO MAKES THE POLICE DEPARTMENT  
[01:06:50] LESS INSULAR AND MORE RECEPTIVE TO CHANGE. BY EXAMINING THE  
[01:06:54] RECRUITMENT SELECTION AND HIRING PRACTICES, THE TASK  
[01:06:57] FORCE WILL BE ABLE TO IDENTIFY ANY BARRIERS THAT MAY EXIST  
[01:07:02] THAT UNDERMINE DIVERSITY AND DISPROPORTIONATELY IMPACTS  
[01:07:05] POTENTIAL OFFICERS OF COLOR FROM ENTERING OUR POLICE  
[01:07:09] DEPARTMENT. SO THE GOAL HERE IS FOR THE PORT TO ATTRACT  
[01:07:13] AND RETAIN HIGHLY QUALIFIED OFFICERS THAT BETTER REFLECT  
[01:07:17] THE COMMUNITY.  
[01:07:19] THIS INCLUDES LOOKING AT WHERE ARE WE RECRUITING OFFICERS FROM  
[01:07:23] AND HOW OFFICER CANDIDATES ARE BEING VETTED DURING TESTING,  
[01:07:26] BACKGROUND CHECKS, AND OVERALL HIRING PROCESS. THE NEXT IS  
[01:07:30] TRAINING AND DEVELOPMENT. THE ASSESSMENT WILL INCLUDE A  
[01:07:35] COMPREHENSIVE REVIEW OF POLICE TRAINING CURRICULUM TO IDENTIFY  
[01:07:38] AREAS FOR IMPROVEMENT. BUT I WILL GO BACK TO WHAT OUR POLICE  
[01:07:42] CHIEF HAS OFTEN SAID: IDENTIFYING CANDIDATES WHOSE  
[01:07:45] MOTIVATION IS TO PROTECT AND TO SERVE IS CRUCIAL AND NO AMOUNT  
[01:07:50] OF TRAINING CAN INSTILL THAT IN SOMEONE WHO DOESN'T ALREADY  
[01:07:52] HAVE IT. THIS WILL BUILD UPON THE EXECUTIVE DIRECTOR'S NEW  
[01:07:56] MANDATE FOR ANTI-BIAS BYSTANDER INTERVENTION AND DE-ESCALATION  
[01:08:01] TRAINING. IT WOULD ALSO LOOK AT WHETHER AND HOW TRAINING IS  
[01:08:04] PROMOTING THE GUARDIAN MENTALITY. FOR SOME FOLKS WHO  
[01:08:08] ARE NOT FAMILIAR WITH THIS, IT'S WHEN OFFICERS CAN BE TRAINED TO  
[01:08:12] BE TACTICALLY SAFE WITHOUT  
[01:08:17] APPROACHING EVERY CITIZEN AS A POTENTIAL ENEMY COMBATANT  
[01:08:20] WHICH IS OFTEN TERMED THE WARRIOR MINDSET.  
[01:08:25] AND THEN ON THE DEVELOPMENT SIDE, IT WOULD LOOK AT HOW  
[01:08:27] OFFICERS ARE DEVELOPED AND ADVANCED THROUGHOUT THE  
[01:08:30] ORGANIZATION TO ENSURE  
[01:08:31] EQUITABLE OUTCOMES FOR OFFICERS  
[01:08:33] OF COLOR SUCH AS PROMOTION BOARDS. THIS INCLUDES REVIEW  
[01:08:36] AND COLLECTIVE BARGAINING AGREEMENTS AS WELL TO ENSURE  
[01:08:39] THEY ARE NOT DISPROPORTIONATELY IMPACTING OFFICERS OF COLOR.  
[01:08:44] THE NEXT AREA IS EQUITY WHICH REALLY UNDERPINS A LOT OF THE  
[01:08:48] EFFORTS THAT THE PORT HAS TAKEN TO INCLUDE UPDATING OUR CENTURY  
[01:08:52] AGENDA TO BE A MODEL OF EQUITY, DIVERSITY, AND INCLUSION. SO THE  
[01:08:57] ASSESSMENT WILL LOOK AT PROTOCOLS AND OVERSIGHT THAT  
[01:09:00] ARE IN PLACE TO ENSURE THAT ALL OFFICERS ARE TREATED WITH  
[01:09:03] FAIRNESS, EQUITY, AND RESPECT. IT WILL ALSO INCLUDE A REVIEW OF  
[01:09:07] PROTOCOLS FOR REPORTING MISTREATMENT EXPERIENCED OR  
[01:09:10] OBSERVED WITHIN THE POLICE DEPARTMENT AND HOW IT WAS  
[01:09:12] ADDRESSED OR RESOLVED.  
[01:09:17] THE NEXT AREA IS USE OF FORCE. THIS ASSESSMENT WILL INCLUDE A  
[01:09:21] REVIEW OF POLICIES AND PROCEDURES GOVERNING THE USE OF  
[01:09:23] FORCE BEYOND THE EXECUTIVE DIRECTOR'S NEW BAN ON THE USE OF  
[01:09:27] CHOKEHOLDS TO DETERMINE IF CURRENT POLICIES AND PROCEDURES  
[01:09:31] NEED TO BE UPDATED. AS ONE OF OUR PUBLIC COMMENTERS MENTIONED,

[01:09:37] ARE THERE OTHER POTENTIALLY LETHAL TECHNIQUES THAT MAY NEED  
[01:09:39] TO BE PROHIBITED? HOW ABOUT THE USE OF TEAR GAS AND  
[01:09:43] PEPPER SPRAY, BLAST BOMBS AND OTHER NON-LETHAL WEAPONS AND  
[01:09:46] TACTICS THAT ARE USED TO MANAGE AND DISPERSE CROWDS? THE TASK  
[01:09:51] FORCE WILL ALSO REVIEW THE ANNUAL USE OF FORCE REPORTS  
[01:09:54] THAT THE PORT PRODUCES TO REVIEW AND ANALYZE INCIDENTS.  
[01:09:57] THESE REPORTS HELP THE DEPARTMENT DETERMINE EMPLOYEE  
[01:10:00] DEVELOPMENT NEEDS, EQUIPMENT ISSUES, AND RECOGNIZE TRENDS OR  
[01:10:04] PATTERNS.  
[01:10:07] I WILL NOW TURN IT OVER TO ERIC TO GO OVER THE REMAINING AREAS  
[01:10:10] OF ASSESSMENT. THANK YOU SO MUCH VERONICA. SO OVERSIGHT  
[01:10:14] AND ACCOUNTABILITY. RIGHT NOW WE NEED TO REALLY UNDERSTAND  
[01:10:17] HOW ARE COMPLAINTS AGAINST OFFICERS CURRENTLY HANDLED? WHAT  
[01:10:23] ROLE SHOULD OR COULD ADDITIONAL LEADERSHIP OUTSIDE OF THE  
[01:10:26] POLICE FORCE ITSELF PLAY IN REVIEWING AND DEALING WITH  
[01:10:29] THOSE COMPLAINTS? WHETHER IT BE THE EXECUTIVE DIRECTOR OF THE  
[01:10:32] PORT, WHETHER IT BE COMMISSIONERS, WHETHER THERE'S A  
[01:10:35] ROLE FOR CIVILIAN OVERSIGHT AND ACCOUNTABILITY. WE NEED TO MAKE  
[01:10:40] SURE THAT TO THE EXTENT THAT WE ARE PUBLISHING THINGS ON OUR  
[01:10:43] WEBSITE, PROVIDING AN OPPORTUNITY FOR THE GENERAL  
[01:10:46] PUBLIC TO BE AWARE OF COMPLAINTS, OF ISSUES WITHIN THE  
[01:10:50] POLICE FORCE, HOW DO WE DO THAT WELL? HOW DO WE DO THAT IN A WAY  
[01:10:53] THAT IS FULLY TRANSPARENT? AND WE DO HAVE A DISCUSSION IN THIS  
[01:10:58] MOTION ABOUT QUALIFIED IMMUNITY. THAT IS A NATIONAL TOPIC THAT  
[01:11:01] HAS ATTRACTED A LOT OF ATTENTION AND DOES NOT  
[01:11:04] SPECIFICALLY IMPACT HOW WE DEAL WITH COMPLAINTS INTERNALLY BUT  
[01:11:09] WE DO WANT TO MAKE SURE THAT THERE IS TRANSPARENCY. ARE THERE  
[01:11:12] CIVIL CASES BEING BROUGHT AGAINST OFFICERS IN THE PORT OF  
[01:11:15] SEATTLE POLICE? IF SO, HOW ARE THOSE CIVIL CASES BEING MADE  
[01:11:20] AWARE TO PORT LEADERSHIP, TO THE COMMISSION? AND DOES THAT IN ANY  
[01:11:24] WAY IMPACT HOW WE LOOK AT THOSE ISSUES?  
[01:11:27] NEXT WE WILL TALK ABOUT THE POLICE UNION WHO ARE REALLY A  
[01:11:30] KEY PARTNER IN THIS ASSESSMENT IN FIGURING OUT WHAT WE CAN AND  
[01:11:35] SHOULD BE ABLE TO CHANGE. MANY OF THESE ISSUES ARE  
[01:11:37] COLLECTIVELY BARGAINED AND SO WE WANT TO HAVE A REALLY  
[01:11:40] PRODUCTIVE CONVERSATION ABOUT THE ROLE OF COLLECTIVE  
[01:11:43] BARGAINING, POTENTIAL IMPROVEMENTS TO THE NEGOTIATED  
[01:11:46] COLLECTIVE BARGAINING AGREEMENTS, SO THAT WE ARE ABLE  
[01:11:49] TO REALLY DRIVE THE OUTCOMES THAT WE'RE LOOKING FOR. THOSE  
[01:11:53] THINGS MIGHT BE: HOW DO WE BALANCE THE HIGH STANDARD OF  
[01:11:57] CONDUCT AND THE DISCIPLINARY PROCESS? HOW DO WE MAKE SURE  
[01:12:00] THAT WE ARE IDENTIFYING AREAS FOR IMPROVEMENT IN THAT  
[01:12:04] DISCIPLINARY PROCESS? AND THEN REALLY A VERY IMPORTANT  
[01:12:09] QUESTION HERE IS ARE THERE THINGS WITHIN THE  
[01:12:12] COLLECTIVELY BARGAINED AGREEMENT THAT ACTUALLY SERVE  
[01:12:15] AS A BARRIER TO PROGRESS ON ADDRESSING SYSTEMIC RACIAL  
[01:12:18] CHANGE FOR PEOPLE OF COLOR INTENTIONAL OR UNINTENTIONAL?  
[01:12:22] AND HOW DO WE NEED TO LOOK AT POTENTIALLY CHANGING THOSE  
[01:12:25] THINGS IN TERMS OF BUDGET ROLLS AND EQUIPMENT? THIS IS WHERE WE  
[01:12:29] GET TO SOME OF THE REALLY MAJOR ISSUES THAT ARE BEING DEBATED  
[01:12:33] DEEPLY IN OUR COUNTRY RIGHT NOW. WHEN WE TALK ABOUT THE QUOTE  
[01:12:36] UNQUOTE DEFUND THE POLICE MOVEMENT, A LOT OF THAT IS  
[01:12:39] REALLY, TO ONE OF THE COMMENTS THAT WE HEARD FROM TODAY IN  
[01:12:42] PUBLIC COMMENT, IT'S NOT ABOUT GETTING RID OF THE POLICE  
[01:12:45] BUDGET BUT REALLY IDENTIFYING AREAS WHERE POLICE ARE NOT, OR  
[01:12:50] RATHER UNIFORMED OFFICERS, ARE NOT THE BEST PEOPLE TO RESPOND  
[01:12:54] TO AN ISSUE. IF THERE IS AN ISSUE RELATED TO HOMELESSNESS,  
[01:12:57] IF THERE'S AN ISSUE RELATED TO DOMESTIC VIOLENCE, IS IT BEST  
[01:13:00] FOR A POLICE OFFICER TO RESPOND TO THAT OR IS IT BETTER FOR A  
[01:13:04] DIFFERENT PERSON, COMMUNITY SERVICE PERSON OF SOME KIND  
[01:13:07] WHETHER THEY WORK FOR THE POLICE DEPARTMENT OR FOR A  
[01:13:09] DIFFERENT PART OF THE PORT, TO RESPOND TO THOSE ISSUES? IS  
[01:13:12] THAT A MORE EFFECTIVE USE OF THE BUDGET? HOW DO WE REINVEST

[01:13:16] IN THE COMMUNITY IN A WAY THAT ADDRESSES THESE ISSUES IN A  
[01:13:19] CORE WAY.  
[01:13:21] AND THEN IN TERMS OF EQUIPMENT. WE HAVE ALSO HEARD THE PHRASE  
[01:13:24] ABOUT DEMILITARIZATION OF THE POLICE. WHAT DOES THAT ACTUALLY  
[01:13:27] MEAN? PARTICULARLY FOR THE PORT OF SEATTLE WHERE WE DO HAVE  
[01:13:31] SOME VERY SPECIALIZED ROLES THAT WE HAVE TO PLAY, ANTI-  
[01:13:34] TERRORISM, THINGS OF THAT NATURE WHERE WE DO NEED SPECIFIC EQUIPMENT  
[01:13:38] AND PARTICULARLY BECAUSE OF THE ENVIRONMENTS IN WHICH THE PORT  
[01:13:41] OF SEATTLE POLICE WORK, WHETHER THAT BE ANY AVIATION SPACE OR  
[01:13:44] THE MARITIME SPACE. HOWEVER WE NEED TO JUST HAVE A REVIEW OF  
[01:13:48] THAT AND MAKE SURE THAT THE PORT OF SEATTLE POLICE IS NOT  
[01:13:50] PURCHASING EQUIPMENT THAT IS UNNECESSARY FOR THE ROLE THAT  
[01:13:54] THEY PLAY AND COULD POTENTIALLY CAUSE CONCERNS WITH THE GENERAL  
[01:13:58] PUBLIC. MUTUAL AID IS SOMETHING THAT WE'VE MENTIONED IN THE  
[01:14:02] PAST. MUTUAL AID IS WHEN OUR POLICE FORCE PARTICIPATES IN  
[01:14:06] SUPPORT OF OTHER JURISDICTIONS WHETHER IT BE IN A PROTEST  
[01:14:10] ENVIRONMENT, WHETHER IT BE IN A CRISIS RESPONSE ENVIRONMENT, OUR  
[01:14:14] PORT OF SEATTLE POLICE HAVE AGREEMENTS NOT ONLY THROUGHOUT  
[01:14:17] SOUTH KING COUNTY BUT WITH THE CITY OF SEATTLE AND OTHER  
[01:14:21] JURISDICTIONS WITHIN KING COUNTY AND OTHERWISE. IT'S A  
[01:14:23] REALLY IMPORTANT ROLE THAT WE PLAY. IT'S SOMETHING THAT WE'RE  
[01:14:26] PROUD TO DO ON A REGULAR BASIS. BUT HOW DO WE ENSURE THAT PORT  
[01:14:31] POLICE, REGARDLESS OF WHETHER THEY'RE ON PORT PROPERTY OR IN  
[01:14:33] PARTNERSHIP WITH OTHER JURISDICTIONS, ARE ALWAYS LIVING  
[01:14:36] UP TO THAT HIGH STANDARD OF CONDUCT THAT WE  
[01:14:39] HAVE SET FOR OURSELVES, THAT WE HOLD OURSELVES TO? WHAT ARE THE  
[01:14:42] ACTUAL AGREEMENTS IN PLACE AND THE PROTOCOLS IN PLACE WHEN THE  
[01:14:46] PORT OF SEATTLE POLICE ARE IN A MUTUAL AID SITUATION? AND HOW  
[01:14:50] ARE THOSE AGREEMENTS REVIEWED ON A REGULAR BASIS TO MAKE SURE  
[01:14:52] THAT WE ARE ONLY ENGAGING IN MUTUAL AID WHEN IT FITS WITH  
[01:14:56] OUR VALUES AND WHEN IT ALLOWS OUR PORT POLICE TO CONTINUE TO  
[01:14:59] OPERATE IN THE WAY THEY FEEL MOST COMFORTABLE WITH? AND  
[01:15:03] FINALLY ADVOCACY. IN EXECUTIVE DIRECTOR METRUCK'S STEPS THAT HE  
[01:15:08] TOOK ON JUNE 23RD ONE OF THE THINGS THAT HE IDENTIFIED WAS  
[01:15:12] LOOKING AT QUALIFIED IMMUNITY. AGAIN THIS ISSUE IS A  
[01:15:15] FEDERAL ISSUE AND WHETHER OR NOT IT MAKES SENSE TO ADD IT TO  
[01:15:18] OUR STATE AND OR FEDERAL LEGISLATIVE AGENDA. THERE ARE A  
[01:15:21] NUMBER OF OTHER ISSUES THAT COULD OR SHOULD BE ADDED TO OUR  
[01:15:25] STATE AND FEDERAL LEGISLATIVE AGENDA. SEVERAL BILLS IN  
[01:15:29] CONGRESS BOTH FROM DEMOCRATS AND REPUBLICANS THAT LOOK AT  
[01:15:32] EVERYTHING FROM DOES THERE NEED TO BE A DATABASE OF COMPLAINTS  
[01:15:36] AGAINST POLICE OFFICERS TO ENSURE THAT POLICE OFFICERS  
[01:15:39] WITH A BAD TRACK RECORD DON'T GET HIRED WITHOUT THE KNOWLEDGE  
[01:15:42] OF THAT NEW POLICE FORCE ABOUT WHAT THEIR PAST BEHAVIORS HAVE  
[01:15:48] BEEN. OTHER ISSUES LIKE THAT WHERE POTENTIALLY WE COULD  
[01:15:51] REALLY BE A LEADING PORT, ADVOCATING FOR SOME OF THOSE  
[01:15:54] CHANGES AT THE STATE AND FEDERAL LEVEL. AND THEN LET ME  
[01:15:57] JUST STOP BY SAYING THAT AGAIN, AS VERONICA MENTIONED,  
[01:16:01] THIS IS A LIST OF NINE ITEMS FOR ASSESSMENT. THE TASK FORCE  
[01:16:05] IS FULLY EMPOWERED BY THE COMMISSION, BY THIS MOTION TO  
[01:16:08] ADD ADDITIONAL ITEMS TO THIS LIST. WE WILL LEARN  
[01:16:11] SIGNIFICANTLY MORE AS WE GO THROUGHOUT THIS PROCESS AND SO  
[01:16:14] THIS LIST IS IN NO WAY TRYING TO LIMIT THE WORK OF THE TASK  
[01:16:18] FORCE. THE TASK FORCE IS FULLY EMPOWERED TO DO EVERYTHING IT  
[01:16:21] NEEDS TO DO. AGAIN, TO GET BACK TO THAT CORE DIRECTIVE OF THE  
[01:16:25] COMMISSION, WHICH IS TO ENSURE THAT OUR POLICE FORCE IS LIVING  
[01:16:28] UP TO OUR VALUES, IS OPERATING ON THE NATIONAL BEST  
[01:16:33] PRACTICES AND STANDARDS THAT WE HOLD FOR OURSELVES AND THAT WE  
[01:16:36] HOPE TO ACHIEVE. SO LET ME TURN THINGS OVER TO VERONICA TO TALK  
[01:16:39] ABOUT NEXT STEPS.  
[01:16:41] NEXT SLIDE PLEASE, LAUREN.  
[01:16:43] GREAT. SO WE WILL COLLECT THE FEEDBACK WE RECEIVED TODAY AND  
[01:16:47] ANY THAT WE RECEIVE AFTER THIS MEETING AND INTEGRATE THE

[01:16:50] INPUTS INTO THE MOTION WHERE APPROPRIATE. THEN ON JULY 14TH  
[01:16:54] WE WILL COME BACK TO COMMISSION FOR YOU TO CONSIDER AND VOTE ON  
[01:16:57] THE PROPOSED MOTION. IF THE MOTION IS APPROVED, THEN THE  
[01:17:00] TASK FORCE WILL BE STOOD UP AND WORK WILL BE UNDERWAY TO COME  
[01:17:03] BACK TO COMMISSION ON OCTOBER 31ST FOR THE FIRST PROGRESS  
[01:17:07] REPORT AND ANY RECOMMENDATIONS FOR IMMEDIATE ACTIONS. AND THEN  
[01:17:12] AS RECOMMENDATIONS ARE DEVELOPED BY THE TASK FORCE,  
[01:17:14] THE CO-CHAIRS WILL SUBMIT A REPORT TO THE COMMISSION AND  
[01:17:17] EXECUTIVE DIRECTOR FOR REVIEW, RESPONSE, AND IMPLEMENTATION.  
[01:17:23] AND THEN FURTHER OUT WE EXPECT THE TASK FORCE TO RECOMMEND HOW  
[01:17:26] REPORTING WILL BE PROVIDED TO COMMISSIONERS AND THE EXECUTIVE  
[01:17:30] DIRECTOR ON AN ONGOING BASIS TO INCREASE OVERSIGHT AND  
[01:17:33] ACCOUNTABILITY.  
[01:17:35] SO I WILL PAUSE THERE AND ASK COMMISSIONERS IF YOU HAVE ANY  
[01:17:39] QUESTIONS AT THIS TIME REGARDING WHAT WE CURRENTLY  
[01:17:43] HAVE PRESENTED.  
[01:17:45] CLERK PLEASE UNMUTE THE COMMISSIONERS' MICS AND WE'LL  
[01:17:50] TAKE ANY QUESTIONS OR COMMENTS.  
[01:17:54] THANK YOU MR. COMMISSIONER. BEGINNING WITH COMMISSIONER FELLEMAN.  
[01:18:00] WELL I'M NOT SURE IF YOU WANTED THIS HAVING CLARIFYING  
[01:18:02] QUESTIONS ABOUT THE MOTION? WE'RE GOING TO HEAR FROM OTHERS  
[01:18:05] AS WELL INCLUDING CHIEF VIA. SO I GUESS SO IN TERMS OF JUST  
[01:18:11] SPECIFICS THAT NEED CLARIFICATION, I DON'T  
[01:18:15] I DON'T HAVE THAT. BUT I JUST WANT TO SAY ONE THING.  
[01:18:18] MY PERSONAL EXPERIENCE WITH THE  
[01:18:20] POLICE HAVE BEEN VERY GOOD AND I'VE SEEN A GREAT LEVEL OF  
[01:18:24] PREPARATION FOR DEMONSTRATIONS THAT RESULTED IN  
[01:18:29] VERY CONTROLLED ENVIRONMENTS. FROM CIVIL RIGHTS TO  
[01:18:32] ENVIRONMENTAL TO LABOR UNIONS. AND THAT KIND OF PLANNING AND  
[01:18:37] THAT THOUGHTFULNESS THAT ALLOWS FOR PROTEST AT THE SAME TIME  
[01:18:41] KEEPS THE PEACE IS REALLY A GREAT REFLECTION OF OUR POLICE  
[01:18:45] DEPARTMENT. AT THE SAME TIME THOUGH, AS EVERYBODY SAYS,  
[01:18:48] COLLECTING THE DATA FOR INTERNAL AND EXTERNAL  
[01:18:51] OPERATIONS THAT ARE NOT ON THE COMMISSION'S RADAR SCREEN  
[01:18:55] IS CRITICAL AND WE HAVE BEEN PROVIDED WITH THOSE DATA  
[01:18:59] AND THERE ARE THINGS CLEARLY TO LOOK INTO. SO THE DIFFERENCE  
[01:19:01] BETWEEN WHAT COMES TO OUR VISIBILITY AND WHAT'S OUT ON THE  
[01:19:05] STREETS-- IT'S STILL, AGAIN, AN ADMIRABLE ORGANIZATION I'M NOT  
[01:19:09] TAKING A DISPARAGING COMMENTS THERE BUT THERE ARE SIGNIFICANT  
[01:19:13] THINGS THAT CAN BE LOOKED AT BUT THEY HAVE TO COME TO THE  
[01:19:16] COMMISSION ATTENTION AND I BELIEVE THIS IS A REALLY GOOD  
[01:19:18] START FOR THAT PROCESS.  
[01:19:24] THANK YOU. NEXT IS COMMISSIONER CHO.  
[01:19:56] I WOULD JUST SAY THAT THE ABSENCE OF DATA DOESN'T MEAN  
[01:19:59] THAT THERE IS NOT A PROBLEM. I WOULD ALSO DISAGREE WITH THE  
[01:20:02] NOTION THAT BECAUSE THERE IS  
[01:20:06] NO ISSUE AT THE PORT TODAY, THAT IT IS NOT AN ISSUE RELEVANT TO  
[01:20:09] THE PORT AT ALL. JUST BECAUSE WE DON'T HAVE ANY  
[01:20:12] RECENT CASES DOESN'T MEAN THAT IT CAN'T HAPPEN IN THE FUTURE  
[01:20:16] AND SO I JUST WANT TO, ONCE AGAIN, REITERATE THAT THE POINT  
[01:20:19] OF THIS MOTION IS NOT TO REACT TO ANY SPECIFIC DATA POINT OR  
[01:20:24] ANY SPECIFIC INCIDENT BUT THE POINT IS TO BE PROACTIVE AND TO  
[01:20:29] MITIGATE THE CHANCES OF SUCH DATA OR SUCH INCIDENTS FROM  
[01:20:33] FORMING IN THE FUTURE AND I THINK THIS IS A REALLY GOOD  
[01:20:35] EXAMPLE OF US BEING PROACTIVE AND NOT REACTIVE POLICYMAKERS.  
[01:20:41] AND I REALLY APPRECIATE THE WORK THAT ERIC, VERONICA, AND  
[01:20:44] THE REST OF THE STAFF HAVE DONE. SO I'LL LEAVE IT AT THAT.  
[01:20:48] THANK YOU COMMISSIONER CHO. NEXT IS COMMISSIONER CALKINS.  
[01:20:56] THANK YOU. I'M FEELING A LITTLE BIT SANGUINE ABOUT.  
[01:21:04] I'M NOT TOO CONCERNED ABOUT MISSING ANYTHING TODAY  
[01:21:07] BECAUSE I WILL BE SITTING ON THIS TASK FORCE AND WILL BE  
[01:21:10] ABLE TO ENGAGE SOME OF THE DETAILED QUESTIONS BUT I'LL  
[01:21:13] JUST THROW OUT A FEW OF THE THINGS THAT I'VE BEEN THINKING

[01:21:16] ABOUT AS WE'VE BEEN CONSIDERING THIS MOTION, SOME OF THE MORE  
[01:21:19] SPECIFIC THINGS.  
[01:21:21] THE ISSUE OF BODY-WORN CAMERAS WHICH WAS MENTIONED A COUPLE OF  
[01:21:24] TIMES TIMES DURING PUBLIC COMMENT. THIS IS ONE OF THOSE  
[01:21:28] AREAS IN PUBLIC POLICY WHERE YOU NEED TO BE VERY CAREFUL  
[01:21:32] ABOUT THE LAW OF UNINTENDED CONSEQUENCES AND THERE'S QUITE  
[01:21:35] A BIT OF LITERATURE NOW ON  
[01:21:38] STUDIES THAT HAVE BEEN DONE, RANDOM CONTROLLED TRIAL  
[01:21:41] EXPERIMENTS IN POLICE DEPARTMENTS INCLUDING IN  
[01:21:44] WASHINGTON DC, AND THE OUTCOMES ARE NOT WHAT YOU'D EXPECT. AND  
[01:21:48] SO I WANT US TO TAKE TIME DURING THIS ASSESSMENTS TO  
[01:21:52] EXAMINE OUR OWN USE OF BODY-WORN CAMERA AND ALSO  
[01:21:56] TO DETERMINE POLICY MOVING FORWARD. THE NEXT ISSUE IS  
[01:22:01] TRANSPARENCY. IT IS AN AREA WHERE  
[01:22:05] THERE ARE LOTS OF OVERLAPPING CONSIDERATIONS AND DIFFERENT  
[01:22:10] VALUES THAT WE NEED TO KEEP IN MIND SUCH AS PRIVACY  
[01:22:13] AND FREE SPEECH RIGHTS AND FREEDOM TO ASSEMBLY RIGHTS THAT  
[01:22:17] CAN BE INADVERTENTLY TRIPPED UP IF WE AREN'T CONSCIENTIOUS  
[01:22:22] ABOUT HOW WE'RE EXPOSING DATA WE COLLECT AND A WHOLE HOST  
[01:22:26] OF OTHER ISSUES RELATED TO TRANSPARENCY. SO I THINK THAT'S  
[01:22:31] AN AREA WHERE WE NEED TO, AS A TASK FORCE, DO A DEEP DIVE.  
[01:22:34] WE'VE DISCUSSED MUTUAL AID. I WOULD SUGGEST THAT ONE OF THE  
[01:22:38] AREAS WE OUGHT TO CONSIDER IS WHETHER OR NOT IT IS A  
[01:22:41] SYMMETRICAL AGREEMENT AT THIS POINT OR IF THERE IS AN  
[01:22:47] ASYMMETRY IN TERMS OF YOU KNOW, IS OUR POLICE FORCE BEING ASKED  
[01:22:51] TO COME TO THE AID OF OTHER POLICE FORCES AT A MUCH GREATER  
[01:22:56] LEVEL THAN RECIPROCAL BENEFITS THAT WE MIGHT GET FROM  
[01:23:00] IT AND HOW WE MIGHT ADDRESS THAT IF THERE IS IN FACT AN  
[01:23:03] ASYMMETRY THERE. AND THEN FINALLY THE ISSUE THAT WAS  
[01:23:06] MENTIONED AS WELL IN PUBLIC COMMENT A FAIR BIT, WHICH IS  
[01:23:08] THAT QUESTION OF  
[01:23:11] THE ADOPTION OF TECHNOLOGY OR EQUIPMENT THAT IS INAPPROPRIATE  
[01:23:16] FOR THE MISSION OF PORT POLICE.  
[01:23:19] AND THAT IS ANOTHER AREA THAT REQUIRES A GREAT DEAL OF  
[01:23:23] CONSIDERATION. SO  
[01:23:25] I THINK THOSE ARE THE QUESTIONS THAT ARE LINGERING FOR ME BUT I  
[01:23:28] THINK THEY'RE PROBABLY QUESTIONS THAT  
[01:23:31] ARE EITHER ALREADY INCLUDED IN THE MOTION OR THAT  
[01:23:34] WILL BE A DETAILED EXAMINATION AS A PART OF THE TASK FORCE  
[01:23:37] WORK. SO WITH THAT I'LL YIELD.  
[01:23:42] THANK YOU COMMISSIONER CALKINS. NEXT IS COMMISSIONER BOWMAN.  
[01:23:49] GREAT. THANK YOU AGAIN. I DON'T HAVE ANY SPECIFIC COMMENTS  
[01:23:53] RELATED TO THE MOTION ALTHOUGH I AM CURIOUS. WHAT  
[01:23:57] INTERACTION HAVE WE HAD WITH OUR CURRENT POLICE FORCE  
[01:24:01] REGARDING THIS MOTION? CAN SOMEBODY ON STAFF PROVIDE THAT?  
[01:24:05] I KNOW I'VE SEEN SOME MEMOS WHERE THEY'VE PROVIDED  
[01:24:08] INFORMATION ABOUT USE OF FORCE OVER THE LAST FEW YEARS BUT  
[01:24:14] WITH REGARD TO THIS MOTION OR THE TASK FORCE, HAVE THEY BEEN  
[01:24:19] CONSULTED AT ALL OR INVOLVED IN ANY OF THE PUTTING TOGETHER OF  
[01:24:25] THIS? YEAH I CAN ANSWER THAT COMMISSIONER BOWMAN. SO I REALLY  
[01:24:29] DO WANT TO THANK CHIEF VIA AND DEPUTY CHIEF THOMAS IN  
[01:24:32] PARTICULAR FOR THEIR ACTIVE PARTICIPATION IN THIS PROCESS.  
[01:24:35] THEY PROVIDED VERY SUBSTANTIVE LINE EDITS TO THIS MOTION,  
[01:24:39] PROVIDED A LOT OF INSIGHTS TO US IN TERMS OF HOW THESE ISSUES  
[01:24:43] CAN BE FRAMED IN THE MOST PRODUCTIVE WAY, AND THEY'VE BEEN  
[01:24:46] REALLY ACTIVE NOT ONLY WITH US IN DRAFTING THE MOTION BUT ALSO  
[01:24:50] WITH MEMBERS OF THE B.I.G IN THEIR FOCUS GROUP CONVERSATIONS  
[01:24:53] AS WELL. SO I DO BELIEVE THIS REFLECTS THE FEEDBACK RIGHT NOW  
[01:24:58] THAT WE'VE RECEIVED FROM THE PORT OF SEATTLE POLICE  
[01:25:00] DEPARTMENT AND I KNOW CHIEF VIA WILL BE TESTIFYING IN A LITTLE  
[01:25:03] BIT AS WELL. HE CAN PROVIDE ANY ADDITIONAL COMMENTS THERE. BUT  
[01:25:05] WE APPRECIATE, NOT ONLY HAVE THEY BEEN ACTIVE BUT REALLY  
[01:25:08] OPEN AND REALLY COLLABORATIVE THROUGHOUT THIS ENTIRE PROCESS.

[01:25:12] THAT'S GREAT. THANK YOU FOR CLARIFYING THAT.  
[01:25:18] THANK YOU COMMISSIONER BOWMAN. NEXT IS COMMISSIONER  
[01:25:20] STEINBRUECK.  
[01:25:22] ONE CLARIFYING QUESTION WHICH ACTUALLY MAY BE  
[01:25:28] BEST ANSWERED BY CHIEF VIA LATER BUT  
[01:25:32] SINCE I JOINED THE COMMISSION TWO AND A HALF  
[01:25:35] YEARS AGO, I'VE NOT SEEN A SINGLE POLICE REPORT TO THE  
[01:25:39] COMMISSION  
[01:25:41] OTHER THAN AN AFTER-ACTION REPORT WITH REGARD TO SOME OF  
[01:25:44] THE PROTESTS OVER IMMIGRANT RIGHTS OF SEATAC AIRPORT.  
[01:25:48] BUT I'VE NOT SEEN USE OF FORCE REPORTS. I'VE NOT SEEN ANY  
[01:25:52] COMPLAINTS BROUGHT TO THE  
[01:25:56] POLICE, NOR ANY RESOLUTION OF SUCH COMPLAINTS.  
[01:26:00] ONLY UNTIL VERY RECENTLY HAS SOME OF THIS INFORMATION  
[01:26:05] AND DATA COLLECTION BEEN SHARED AT OUR REQUEST IN THE CONTEXT  
[01:26:10] OF THIS MOTION. AND SO WHAT IS THE LEVEL OF OVERSIGHT  
[01:26:16] CURRENTLY OF THE PORT POLICE DEPARTMENT? OTHER JURISDICTIONS  
[01:26:22] HAVE OVERSIGHT COMMISSIONS, HAVE CIVILIAN REVIEW,  
[01:26:27] AND HAVE AN EXECUTIVE LEVEL OF OVERSIGHT WITH REGARD TO  
[01:26:32] THOSE ELECTED OFFICIALS WHOSE RESPONSIBILITY FIRST IS PUBLIC  
[01:26:36] SAFETY. SO IF ANYBODY HAS ANY SPECIFICS, I'D REALLY LIKE TO  
[01:26:42] UNDERSTAND WHAT THE PRACTICES HAVE BEEN AROUND OVERSIGHT,  
[01:26:48] TRANSPARENCY, AND REPORTING FOR USE THE FORCE, COMPLAINTS, AND  
[01:26:52] .AFTER-ACTION REPORTS  
[01:26:56] OKAY IT LOOKS LIKE EXECUTIVE DIRECTOR METRUCK WANTS TO  
[01:26:58] RESPOND TO THAT QUESTION, COMMISSIONER.  
[01:27:00] THANK YOU COMMISSIONER STEINBRUECK. I THINK THAT'S  
[01:27:02] SOMETHING THAT'S WORTHY OF THE ASSESSMENT TO TAKE A LOOK AT  
[01:27:04] THAT. I CAN SAY NOW THAT THE CHIEF OF THE POLICE DEPARTMENT  
[01:27:08] REPORTS DIRECTLY TO THE CHIEF OPERATING OFFICER  
[01:27:13] DAVE SWANKEY ON THAT. THEN IN THAT PROCESS THOSE  
[01:27:16] REPORTS ARE SUBMITTED BUT THERE ISN'T A FORMAL  
[01:27:20] PROCESS THAT COMES UP AND BRINGS TO ATTENTION ON  
[01:27:22] ANNUAL REVIEW. I THINK THAT'S ONE OF THE THINGS THAT WE  
[01:27:24] DEFINITELY WE SHOULD TAKE A LOOK AND THE ASSESSMENT OF HOW  
[01:27:27] THAT PROCESS IS SET UP. AND I SHOULD JUST SAY THE REASON IT  
[01:27:30] REPORTS TO THE  
[01:27:32] CHIEF OPERATING OFFICER IS THAT POLICING  
[01:27:37] COVERS ACROSS ALL THE OPERATIONS AT THE PORT. THAT  
[01:27:39] INCLUDES MARITIME, ALL OF OUR FACILITIES, AVIATION AS WELL.  
[01:27:44] BUT I THINK THAT'S A VERY GOOD  
[01:27:46] QUESTION COMMISSIONER OF HOW DO WE REPORT OUT? YOU KNOW, WHAT  
[01:27:49] INFORMATION THAT WE POST FOR TRANSPARENCY? I THINK IN THIS  
[01:27:53] PROCESSES THAT WE NEED TO BE TRANSPARENT ABOUT  
[01:27:56] THOSE AND THEN REPORT OUT ON AT LEAST A MINIMUM OF AN  
[01:28:02] ANNUAL TIMEFRAME TO DO THAT, TO REVIEW THAT WHEN THAT  
[01:28:05] INFORMATION COMES OUT. BUT I THINK THAT'S A GOOD FOCUS OF  
[01:28:08] THE ASSESSMENT TO LOOK AT THAT WITH THE PROPER LEVEL OF  
[01:28:11] TRANSPARENCY AND YOU KNOW IN REPORTING OUT IS IN THAT EFFORT.  
[01:28:16] ALL RIGHT. VERY GOOD. THANK YOU. ONE MORE QUESTION FROM  
[01:28:19] COMMISSIONER FELLEMAN. I GUESS I WANT TO MAKE THE POINT  
[01:28:24] THAT THESE DATA ARE COLLECTED, THAT THESE DATA ARE VERY DEEPLY  
[01:28:29] DISSECTED BY THE NATURE OF THE INTERACTIONS, THE  
[01:28:34] SPECIFICS OF WHO IS BEING INTERACTED WITH,  
[01:28:39] AND SO GREAT INSIGHT CAN BE PROVIDED [INAUDIBLE]  
[01:28:43] BETWEEN 2014 AND 2017 BUT LOOKING AT SEASONALITY, DAYS OF  
[01:28:48] THE WEEK, AS WELL AS THE RACE AND GENDER. IT'S REALLY QUITE  
[01:28:52] IMPRESSIVE HOW DISTILLED THESE DATA ARE.  
[01:28:58] IT SUGGESTS THAT THE FORCE IS LOOKING INTO IT AND I'M GLAD  
[01:29:02] THAT WE HAVE SOME TRANSMISSION [INAUDIBLE] PERHAPS  
[01:29:07] [INAUDIBLE] THAT THERE'S A MORE  
[01:29:10] DIRECT OVERSIGHT AS COMMISSIONER STEINBRUECK WAS SAYING.  
[01:29:14] IT'S NOT FOR THE LACK OF INFORMATION. THAT'S I

[01:29:17] GUESS THE POINT BUT WE NEED TO DO SOMETHING ABOUT IT.  
[01:29:21] MY OTHER POINT THAT I REALLY WANT TO HAVE ADDRESSED IS THAT  
[01:29:26] HOW IS THIS TASK FORCE GOING TO WORK IN THE CONTEXT OF THE  
[01:29:29] OTHER THINGS THAT ARE GOING ON AROUND US? ON JUNE 22ND THE  
[01:29:32] GOVERNOR IS CONVENING A TASK FORCE ON POLICING AND RACIAL  
[01:29:36] JUSTICE AND THE COORDINATION WITH SOMETHING LIKE THAT? BACK  
[01:29:40] IN 1994 WITH THE RODNEY KING CATASTROPHE, CONGRESS WAS GIVEN  
[01:29:45] THE RIGHT TO INVESTIGATE PATTERNS OF POLICING THAT  
[01:29:47] VIOLATED CIVIL RIGHTS PROTECTION. WHAT DATA ARE  
[01:29:50] AVAILABLE FROM THAT AND IS IT DISTILLED TO REGION?  
[01:29:56] WHILE WE WILL FOCUS ON OUR FORCE I THINK THERE ARE  
[01:30:00] IMPORTANT INSIGHTS THAT CAN BE GAINED MORE BROADLY AND I JUST  
[01:30:04] DON'T WANT IT TO BE WORKING IN A VACUUM FOR THE OTHER EFFORTS.  
[01:30:07] AND IN FACT THIS TEST WERE SHOULD HELP INFORM  
[01:30:10] THAT PROCESS AND VICE VERSA.  
[01:30:13] COMMISSIONER FELLMAN, I'LL JUST RESPOND TO THAT. I THINK THAT IS  
[01:30:16] AN ABSOLUTELY IMPORTANT POINT AND WE SHOULD PROBABLY EVEN  
[01:30:19] CALL IT OUT IN THE DRAFT ITSELF. THIS IS A NATIONAL MOMENT RIGHT  
[01:30:23] NOW ON LOOKING AT POLICING. THERE'S CLEARLY BEST  
[01:30:26] PRACTICES THAT EXPERTS FROM AROUND THE COUNTRY HAVE BEEN  
[01:30:29] LOOKING AT AND AS YOU MENTIONED HERE IN WASHINGTON STATE BOTH  
[01:30:32] AT THE CITY AND THE STATE LEVEL. SO WE ABSOLUTELY WILL COMMIT TO  
[01:30:37] MAKING SURE THAT WE'RE SHARING BEST PRACTICES, SHARING IDEAS  
[01:30:40] NOT REINVENTING THE WHEEL, AND TRYING TO BUILD ON THE GREAT  
[01:30:42] WORK OF OTHERS AROUND THE STATE AND AROUND THE COUNTRY.  
[01:30:46] IF I CAN JUST ADD TO THAT TOO. OF COURSE THAT'S THE  
[01:30:48] TASK FORCE WORK. BUT OF COURSE THERE'S ACTUALLY OPERATIONAL  
[01:30:51] AND WE WILL CONTINUE TO ANALYZE THOSE THINGS AS THEY  
[01:30:54] DEVELOP BECAUSE THEY'RE NOT DIVORCED. I MEAN WE CAN  
[01:30:56] LOOK AT THAT IN THE TASK  
[01:30:59] FORCE AND EXAMINE THAT BUT THERE MAY BE OPERATIONAL THINGS  
[01:31:01] THAT IMPACT US AND WE CAN REPORT OUT ON THOSE AS THOSE  
[01:31:04] OPERATIONAL DEVELOPMENTS INCORPORATION OCCUR.  
[01:31:11] OKAY VERY GOOD.  
[01:31:13] AT THIS POINT LET'S TURN TO OUR PRESENTERS WITHIN THE PORT  
[01:31:17] COMMUNITY HERE. I THINK WE HAVE THREE PRESENTERS.  
[01:31:21] WILL THE CLERK PLEASE UNMUTE?  
[01:31:26] I'VE JUST SENT UNMUTE PROMPTS ALTHOUGH IT LOOKS LIKE  
[01:31:28] DELMAS GOT MUTED AGAIN. DELMAS I'M GOING TO SEND OVER ANOTHER  
[01:31:31] UNMUTE PROMPT.  
[01:31:36] DID THAT ONE WORK?  
[01:31:39] YEP. ALRIGHT AWESOME. AND THEN MARIN BURNETT AND AMIRA  
[01:31:46] ARE ALSO UNMUTED.  
[01:31:51] COMMISSIONERS, EXECUTIVE DIRECTOR METRUCK, I DO WANT TO  
[01:31:55] MAKE SURE THAT I INTRODUCE YOU TO TWO OF THE  
[01:32:01] SUPERSTARS IN THE WORK THAT'S BEING DONE BY THE  
[01:32:05] FOCUS GROUP.  
[01:32:09] MARIN BURNETT, WHO  
[01:32:12] YOU'RE VERY FAMILIAR WITH AS OUR STRATEGIC PLANNING  
[01:32:17] GURU AND SHE IS  
[01:32:20] ACTIVELY WORKING TO BE ABLE TO HELP US  
[01:32:25] COORDINATE OUR THOUGHTS AS WE MOVE FORWARD THROUGH THIS  
[01:32:29] PROCESS AND TO DO IT RESPONSIBLY AND WITH  
[01:32:36] WITH INTENT.  
[01:32:39] AND ALSO AMIRA XIAOYU WHO IS ONE OF OUR YOUNG AND INSPIRING  
[01:32:48] AND AMAZING  
[01:32:50] MARITIME ENVIRONMENTAL SPECIALISTS WHO HAS SHARED HER  
[01:32:55] VOICE WITH US TO ALSO COLLECTIVELY PUT THIS WORK  
[01:32:59] TOGETHER, AGAIN, SO IT WILL BE EFFECTIVE AND INTENTIONAL.  
[01:33:06] SO I WOULD LIKE TO, BEFORE YOU ASK ME SOME QUESTIONS AND AGAIN  
[01:33:12] I'M SHARING THE STAGE WITH THOSE  
[01:33:16] TWO YOUNG LADIES AND I KNOW THAT THEY HAVE A LOT TO  
[01:33:19] OFFER AND I WANT TO BE ABLE TO MAKE SURE THAT WE DISTRIBUTE

[01:33:22] THAT. BUT I WANT TO JUST CAUTION AS WE MOVE THROUGH  
[01:33:26] THIS PROCESS.  
[01:33:28] ASK OURSELVES WHY WE'RE HERE? WHY ARE WE HAVING THESE  
[01:33:33] CONVERSATIONS TODAY?  
[01:33:36] THERE'S A FRACTURE BETWEEN THE BLACK AND BROWN. I MEAN,  
[01:33:41] THERE ARE FRACTURES WHERE THEY ARE AFFECTING THE BLACK AND  
[01:33:43] BROWN COMMUNITY.  
[01:33:46] LET'S NOT DISTRACT FROM THAT POINT.  
[01:33:52] THERE'S A LOT OF WORK TO DO. WE GET IT. WE KNOW THAT THERE'S A  
[01:33:56] LOT OF THINGS THAT NEED TO BE DONE AND WE WANT TO BE ABLE TO  
[01:34:03] DO IT WITH RESPONSIBLY  
[01:34:07] AND SO THIS MOTION IS THAT STARTING POINT. BUT  
[01:34:15] DEFINITELY AS WE TACK ON THESE DIFFERENT  
[01:34:20] THINGS,  
[01:34:22] PLEASE KEEP THAT IN MIND OF WHY ARE WE HERE.  
[01:34:28] SUBJECT TO YOUR QUESTIONS.  
[01:34:42] I DON'T KNOW IF. I THINK WE WERE EXPECTING TO HEAR  
[01:34:46] FROM THE PORT REPRESENTATIVES? OR ARE THEY HERE TO ANSWER  
[01:34:50] QUESTIONS? WELL I TELL YOU WHAT COMMISSIONER, WHY DON'T I START.  
[01:34:55] IF MARIN WOULDN'T MIND, I THINK THERE WERE A COUPLE OF COMMENTS  
[01:34:59] WITH REGARDS TO WHAT'S BEEN DONE SO FAR AND ALSO MAYBE YOU  
[01:35:05] KNOW SOME OF THE RESULTS OF YOU KNOW OUR PUBLIC ENGAGEMENT AT  
[01:35:10] THIS POINT. MARIN, WOULD YOU LIKE TO SHARE AT THIS POINT?  
[01:35:14] SURE. THANK YOU, EVERYONE, FOR THE OPPORTUNITY.  
[01:35:18] SO AS DELMAS WAS TELLING YOU AT THE TOP OF THIS MEETING, THIS  
[01:35:22] GROUP, THIS TASK FORCE, HAS BEEN A BIT OF A DREAM  
[01:35:26] TEAM. THESE ARE PEOPLE WHO HAVE TAKEN TIME OUT OF THEIR  
[01:35:29] EVENINGS, THEIR WEEKENDS, THEIR AFTER WORK TIME WITH FAMILY TO  
[01:35:34] TRY TO FIGURE OUT THE BEST WAY FORWARD FOR THE ENTIRE PORT. IN  
[01:35:37] A VERY SHORT PERIOD OF TIME, WE HAD TO GET ORGANIZED VERY  
[01:35:41] QUICKLY TO ENGAGE AS MANY PEOPLE AS POSSIBLE AND TO OUR  
[01:35:44] LAST COUNT WE'VE HAD NEARLY 200 PARTICIPANTS IN OUR WORKING  
[01:35:49] SESSIONS THAT WE SET UP JUST FOR LAST WEEK. AGAIN ON A VERY QUICK  
[01:35:53] TURNAROUND. SO TO ME THAT MEANS THAT SO MANY PEOPLE HAVE BEEN  
[01:35:58] INTERESTED IN THIS, WAITING FOR THIS, READY FOR SOME KIND OF  
[01:36:01] CHANGE. AND SO THE UNDER THE DIRECTION OF DELMAS, WE DID A  
[01:36:04] LOT OF WORK BEHIND THE SCENES TO TRY TO GET AS MANY VOICES  
[01:36:08] BEHIND THIS MOTION AS POSSIBLE.  
[01:36:10] SO WHEN I WAS CRAFTING THIS, IT IS A COLLECTIVE VOICE, SO WHEN  
[01:36:14] WE SUBMITTED THIS LANGUAGE TO THE COMMISSION AT THE BEHEST  
[01:36:18] OF LEADERSHIP, IT WAS INTENDED TO BE AS COLLECTIVE A VOICE AS  
[01:36:22] WE COULD POSSIBLY MUSTER. WE ARE STILL NOT DONE. WE MET WITH, AS  
[01:36:26] I SAID, ABOUT 190 STAFFERS ACROSS THE PORTS AND  
[01:36:30] ALSO SOME FOLKS FROM OUTSIDE THE PORT. LINDSAY PULSIFER  
[01:36:33] PARTICIPATED IN ONE OF OUR MEETINGS. IT WAS GREAT TO SEE  
[01:36:36] HER.  
[01:36:38] SETTING THAT ASIDE, WE ALSO HAVE MORE.  
[01:36:40] DELMAS HAS ORGANIZED TWO MORE MEETINGS  
[01:36:43] WITH POLICE OFFICERS IN PARTICULAR TO GET THEIR  
[01:36:45] FEEDBACK ON THE MOTION AND OUR PROPOSAL FOR THE LANGUAGE. AS  
[01:36:48] WELL AS WE'RE GOING TO HAVE SHIFT WORKERS PARTICIPATE  
[01:36:51] MONDAY I BELIEVE THE SIXTH. WE HAVE TWO SESSIONS FOR SHIFT  
[01:36:54] WORKERS WHO DON'T NECESSARILY HAVE TIME DURING THE MIDDLE OF  
[01:36:58] THE DAY OR ARE WORKING GRAVEYARD SO AGAIN WE'RE GOING TO HAVE  
[01:37:01] ADDITIONAL VOICES THAT WE WOULD LOVE TO HAVE PULLED INTO THIS  
[01:37:05] MOTION. WE WOULD LOVE TO MAKE SURE THAT ALL THE COMMENTS THAT  
[01:37:08] WE HAVE HEARD THAT ARE  
[01:37:11] APPROPRIATE FOR THE MOTION ARE INCORPORATED AS BEST  
[01:37:14] POSSIBLE AND I CAN ASSURE THE PEOPLE WHO HAVE BEEN KIND  
[01:37:17] ENOUGH TO GIVE US ALL OF THEIR TIME AND ATTENTION. I MEAN,  
[01:37:20] SEVERAL OF OUR PARTICIPANTS PARTICIPATED IN MORE THAN ONE  
[01:37:23] HOUR AND A HALF LONG WORKING SESSION. PEOPLE ARE  
[01:37:26] DEDICATED TO THIS AND SO WE WANT TO MAKE SURE THAT THEIR



[01:37:28] VOICES ARE HEARD IN IT AND THAT THE LANGUAGE THAT WE PRESENTED  
[01:37:30] TO THE COMMISSION IS NOT WATERED DOWN SO MUCH THAT WE GO FROM  
[01:37:33] HAVING A MOTION THAT WAS FULL OF PURPOSE AND REFLECTIVE OF  
[01:37:38] ALL OF THE WORK OF ALL OF US ACROSS THE PORT TO BEING  
[01:37:40] SOMETHING THAT'S A LITTLE BIT MORE SYMBOLIC OF A GESTURE. THAT  
[01:37:44] WOULD BE MY PLEA. I THINK THAT'S A PLEA ON BEHALF OF THE ENTIRE  
[01:37:48] FOCUS GROUP AND ANY PERSON THAT TOOK THE TIME OUT  
[01:37:53] FROM THEIR FAMILY, FROM THEIR WEEKENDS TO ACTUALLY HAVE  
[01:37:57] A SAY IN THIS. SO THAT WOULD BE MY PLEA TO EVERYONE HERE. WHAT  
[01:38:01] WE DID OVER THE COURSE OF THE PAST TWO WEEKS WAS REFLECTED IN  
[01:38:04] THE MOTION THAT WE SENT. WE'RE VERY GRATEFUL TO SEE THAT THE  
[01:38:08] MAJORITY OF THE CHANGES WE SUGGESTED WERE ADOPTED BOTH BY  
[01:38:13] COMMISSIONER STEINBRUECK, THE COMMISSION STAFF HELPING US TO  
[01:38:16] GET IT WORDED INTO A PLACE WHERE IT WAS  
[01:38:19] FORMATTED PROPERLY AND TO EXECUTIVE DIRECTOR METRUCK WHO  
[01:38:22] WAS WILLING TO MOVE WITH EXPEDIENCY WITH REGARD TO THE  
[01:38:26] THINGS THAT WE THOUGHT NEEDED TO HAPPEN AS QUICKLY AS  
[01:38:28] POSSIBLE. SO WE'RE NOT DONE. BOTH ON THE WRITING SIDE, AND ON THE  
[01:38:33] DATA COLLECTION, AND VOICE COLLECTION SIDE. SO IF YOU HAVE  
[01:38:37] ANY QUESTIONS FOR ANY OF US, I THINK WE'RE EQUIPPED  
[01:38:41] TO ANSWER BUT I'M HAPPY TO TELL YOU ANY DETAIL THAT WENT INTO  
[01:38:44] ANY PORTION OF THE MOTION THAT YOU DIDN'T  
[01:38:49] MAYBE UNDERSTAND THE GENESIS OF. THERE WAS A LOT OF THOUGHT THAT  
[01:38:52] WENT BEHIND EACH AND EVERY ONE OF THE SECTIONS, WITHIN ALL FIVE  
[01:38:56] OF THE SECTIONS INCLUDED IN THAT MOTION AND THE FOCUS GROUP  
[01:38:59] HAD A LOT TO DO WITH THE LANGUAGE THAT'S WRITTEN THERE.  
[01:39:02] WE'RE HERE TO ANSWER ANY OF THE DETAILED QUESTIONS THAT YOU  
[01:39:05] MIGHT HAVE WITH REGARD TO THAT.  
[01:39:08] OKAY EXCELLENT. THAT'S A VERY GOOD OVERVIEW OF HOW THIS  
[01:39:13] MOTION HAS BEEN EVOLVING AND THE INCREDIBLE WORK WITH THE  
[01:39:17] FOCUS GROUPS THAT HAVE BEEN VERY MUCH A CONTRIBUTING PART  
[01:39:21] OF THIS AND I TAKE TO HEART YOUR WORDS THAT THIS MUST BE  
[01:39:25] MORE THAN A SYMBOLIC GESTURE AND PROCESS FOR PROCESS TO LOOK  
[01:39:31] LIKE WE'RE DOING SOMETHING.  
[01:39:34] THAT IS WHY IT IS SO IMPORTANT WE MAKE THIS MEANINGFUL AND  
[01:39:40] ACTIONABLE AND I'M SO GRATIFIED WHAT THE COLLECTIVE EFFORT THAT  
[01:39:45] HAS GONE INTO THIS BOTTOMS UP COMMUNITY ENGAGEMENT THAT WE'VE  
[01:39:49] SEEN HERE AT THE PORT. WOULD WE LIKE TO HEAR FROM AMIRA  
[01:39:54] MAYBE?  
[01:39:56] YES. THANK YOU. I DID HAVE SOME COMMENTS TO  
[01:40:00] BUILD OFF OF THAT AND AGAIN THANK YOU ALL FOR ALLOWING ME  
[01:40:02] TO BE HERE. SO THIS IS MY FIRST MOMENT OF PARTICIPATION IN A  
[01:40:06] COMMISSION SPECIAL MEETING SO THANK YOU FOR HAVING ME  
[01:40:10] HERE AND JUST TO SEE THIS PROCESS. I THINK SOMETHING  
[01:40:14] THAT'S IMPORTANT, TOO, I THINK THAT IS BECOMING A THEME OF  
[01:40:17] THIS IS THAT WHAT WE'RE DOING HERE IS RESPONDING  
[01:40:21] TO A NATIONWIDE MOVEMENT AND SENTIMENT BUT WE ARE ALSO  
[01:40:26] ESTABLISHING A MODEL AND A FRAMEWORK FOR HOW TO INSTILL  
[01:40:33] PERMANENT CHANGE IN OUR INSTITUTIONS THAT DOES LEAD  
[01:40:35] US TOWARDS RACIAL JUSTICE AND EQUITY AND NOT ONLY IN THE  
[01:40:40] OUTCOMES THAT WILL COME OUT OF THIS ASSESSMENT AND THIS MOTION  
[01:40:43] WILL WE BE FURTHER IN THAT PATH, BUT WE'RE ALSO LAYING DOWN A  
[01:40:48] MODEL AND A FRAMEWORK FOR HOW WE CAN BE ADAPTIVE AND ACT FAST  
[01:40:53] TO CREATE CHANGE. AND DOING THAT ALL MOST IMPORANTLY IN A VERY  
[01:40:58] DEMOCRATIC PROCESS. SO I JUST APPLAUD OUR PORT LEADERSHIP.  
[01:41:02] COMMISSIONER STEINBREUCK, STEVE METRUCK, COMMISSION STAFF, AND  
[01:41:07] OTHERS WHO ENGAGED. TRULY MEMBERS OF THE PORT  
[01:41:11] COMMUNITY. AND SOMETIMES I THINK WE SAY COMMUNITY AND WE  
[01:41:14] TOSS THE WORD AROUND A LITTLE FRIVOLOUSLY BUT I FEEL THAT  
[01:41:20] WITH THIS PARTICULAR INSTANCE, YOU KNOW, PEOPLE WERE GENUINE  
[01:41:26] WITH URGENCY ABOUT ENGAGING PEOPLE IN A DEMOCRATIC WAY TO  
[01:41:30] BRING ABOUT THIS MOTION AND FOR A GROUP OF PEOPLE, A LOT OF  
[01:41:34] HEADS, A LOT OF MINDS, THEY SAID OVER 200

[01:41:38] PEOPLE HAD FEEDBACK AND LISTENED IN. WHAT WE HAVE  
[01:41:41] CREATED IS JUST REALLY AMAZING. I MEAN I DON'T THINK MOST OF US  
[01:41:47] HAVE EXPERTISE SPECIFICALLY IN THESE AREAS BUT  
[01:41:50] COLLECTIVELY WHAT WE HAVE PUT TOGETHER IS TRULY AMAZING  
[01:41:54] AND I THINK REPRESENTATIVE OF OF WHAT A LOT OF THE  
[01:42:00] EVEN NATIONWIDE AND GLOBAL POLICE REFORM MEASURES  
[01:42:05] ARE CALLING FOR AND SO I JUST I GUESS I APPLAUD US AND I  
[01:42:10] WANT US TO THINK ABOUT HOW WE HAVE ORCHESTRATED THIS  
[01:42:14] DEMOCRATIC PROCESS WHICH IS SO IMPORTANT TO CREATE IT AND THE  
[01:42:18] SHORT AMOUNT OF TIME TO CREATE WHAT COULD BE AND WHAT SHOULD  
[01:42:21] BE AND WILL BE LASTING AND PERMANENT CHANGE OF THE PORT  
[01:42:24] FOR DECADES TO COME. SO THANK YOU. VERY WELL SAID AMIRA.  
[01:42:30] AND THANK YOU ALL AGAIN. AND NOW I'D LIKE TO TURN TO  
[01:42:34] COMMISSIONERS FOR ANY CONTINUING QUESTIONS, COMMENTS,  
[01:42:38] REMARKS ON WHAT YOU'VE HEARD. COMMISSIONER FELLEMAN?  
[01:42:43] I THINK WHERE WE'VE BEEN SO FAR OBVIOUSLY WITH THE LEVEL and  
[01:42:47] DEPTH OF ENGAGEMENT I HAVE NO  
[01:42:51] NO QUALMS OR CONCERNS ABOUT WHERE WE STARTED. WHAT I'M GOING  
[01:42:55] TO ASK ABOUT ARE THINGS THAT I HAVE YET TO SEE AND WANT TO  
[01:42:59] KNOW WHETHER THE FOLKS WHO ARE GOING TO BE ENGAGED IN THIS ARE  
[01:43:04] INTERESTED IN ADDRESSING SOME OF THESE QUESTIONS.  
[01:43:08] THERE'S A CURRENT PORT HIRING EVALUATION PANEL THAT THE  
[01:43:12] RECOMMENDATION SPEAKS TO  
[01:43:15] POPULATE MORE DIVERSELY. AND I DON'T KNOW HOW MANY  
[01:43:19] PEOPLE ARE CURRENTLY ON FOR HIRING EVALUATION PANELS AND  
[01:43:24] HOW MUCH BROADER WE HOPE TO MAKE THAT BUT IT SEEMS TO ME  
[01:43:28] THAT'S ONE OF THE VERY BASIC QUESTIONS. WHERE ARE WE DRAWING  
[01:43:31] OUR POLICE FORCE FROM? AND I DON'T KNOW WHAT THE CURRENT  
[01:43:35] POLICY IS ON THAT.  
[01:43:39] COMMISSIONER, IS YOUR QUESTION WHETHER OR NOT  
[01:43:44] WE ARE GOING TO BE EXPANDING THEM BEYOND OUR CURRENT STATUS  
[01:43:48] OR THE CURRENT AMOUNT OF FOLKS WHO ARE ON HIRING PANELS FOR  
[01:43:52] THE POLICE DEPARTMENT? WELL I BELIEVE THE RECOMMENDATION IS  
[01:43:57] TO MAKE SURE THAT THEY ARE MORE DIVERSE AND I ASSUME A LARGER  
[01:44:00] GROUP. BUT I DID NOT UNDERSTAND I DON'T KNOW HOW MANY ARE THERE  
[01:44:04] CURRENTLY IN A NORMAL HIRING PANEL.  
[01:44:08] TO BE HONEST I'M NOT ALTOGETHER CERTAIN EITHER. BUT WE WANTED TO  
[01:44:11] MAKE SURE THAT IN THE COMPOSITION OF THAT GROUP,  
[01:44:14] WHETHER IT BE LARGER OR THE EXACT SAME SIZE, THAT THE  
[01:44:17] COMPOSITION OF THE GROUP WAS REFLECTIVE OF NOT JUST THE PORT  
[01:44:20] COMMUNITY BUT REFLECTIVE OF ENSURING THAT ANY KIND OF ANY  
[01:44:25] EFFORT TO EMPLOY SOMEONE, IN PARTICULAR OFFICERS OF COLOR,  
[01:44:29] RIGHT, THAT THERE WAS REPRESENTATION FROM PEOPLE OF  
[01:44:31] COLOR THAT WORK AT THE PORT ON THAT BOARD ON THAT HIRING PANEL.  
[01:44:36] CURRENTLY THE WORD DIVERSITY, HAVING A DIVERSE HIRING PANEL,  
[01:44:39] I'M PRETTY CERTAIN WE ALREADY STRIVE TOWARDS THAT BUT  
[01:44:42] DIVERSITY CAN MEAN A LOT OF THINGS AND SO WE WANTED TO MAKE  
[01:44:46] SURE THAT IN THIS PARTICULAR INSTANCE FOR WHEN WE TALK ABOUT  
[01:44:49] DIVERSITY WE ARE SPECIFICALLY ADDRESSING THE NEED FOR PEOPLE  
[01:44:53] OF COLOR ON THOSE HIRING PANELS. IN PARTICULAR WHEN IT DEALS  
[01:44:56] WITH THE POLICE DEPARTMENT. NOT NECESSARILY GROWING THE NUMBER  
[01:44:58] OF PEOPLE ON THE PANEL BUT ENSURING THAT IN THAT  
[01:45:01] DIVERSITY THAT WE ALREADY STRIVE FOR, THAT PEOPLE OF COLOR  
[01:45:04] ARE REPRESENTED ON THEM.  
[01:45:07] I SEE THAT AS OBVIOUSLY SO CRITICAL TO THE SUCCESS OF THIS  
[01:45:11] ONGOING EFFORT. I JUST WANTED TO MAKE SURE WE HAVE AS MUCH  
[01:45:15] DETAIL OF WHAT WE'RE BUILDING ON AND HOW MUCH MORE WE CAN DO.  
[01:45:20] IN ADDRESSING THAT ALSO COMMUNITY POLICING HAS BEEN  
[01:45:22] TALKED ABOUT FOR MANY MANY YEARS AND THE IMPORTANCE OF THE  
[01:45:26] COPS ON THE BEAT KNOWING WHO THEIR COMMUNITY IS. AND ONE OF  
[01:45:30] THE THINGS ABOUT THE DATA I FOUND VERY INTERESTING IS THAT  
[01:45:33] THE MAJORITY OF THESE INTERACTIONS ARE NOT WITH  
[01:45:36] THE TRAVELING PUBLIC BUT WITH THE LOCAL COMMUNITIES. THAT

[01:45:40] WAS BY FAR THE MAJORITY OF THESE USE OF FORCE AND OTHER  
[01:45:43] INTERACTIONS. AND SO I JUST WANT TO KNOW. WE DO HAVE PRIORITY  
[01:45:47] HIRE ANALYSIS BY ZIP CODE. WOULD WE LOOK AT OUR POLICE  
[01:45:52] FORCE BY WHAT IS THE DISTRIBUTION OF OUR CURRENT  
[01:45:57] GEOGRAPHIC DISTRIBUTION OF OUR EXISTING FORCE AND WE'D BE ABLE  
[01:46:01] TO USE THAT POTENTIALLY AS MAKING TARGETED RECRUITMENT  
[01:46:04] EFFORTS  
[01:46:06] BASED ON THE GAPS THAT WE SEE IN THAT DISTRIBUTION.  
[01:46:10] COMMISSIONER, I CAN TELL YOU EXPLICITLY THAT WHAT  
[01:46:13] YOU JUST BROUGHT FORWARD IS SOMETHING THAT WE HAVE  
[01:46:16] ADDED TO OUR. WELL, WE HEARD THAT. WE HEARD OF SEVERAL.  
[01:46:19] YOU'VE TOUCHED ON SEVERAL THINGS THE FIRST BEING THE NEED  
[01:46:22] FOR COMMUNITY AND GREATER COMMUNITY ENGAGEMENT AND  
[01:46:24] COMMUNITY INVOLVEMENT BECAUSE AT THE END OF THE DAY THEY ARE.  
[01:46:27] THE INTERACTIONS THAT OUR POLICE DEPARTMENT HAVE ARE NOT  
[01:46:29] JUST WITH TRAVELING PUBLIC, THEY ARE WITH OUR COMMUNITY. SO  
[01:46:31] INCREASING OUR ENGAGEMENT AND INVOLVEMENT WITH COMMUNITY  
[01:46:34] SERVICE ACTIVITIES THAT'S ANOTHER THING THAT'S BEEN ADDED  
[01:46:37] TO THE MOTION AT LEAST IN OUR RECOMMENDATIONS. ADDITIONALLY WE  
[01:46:41] DO WANT TO MAKE SURE THAT THE ACTUAL CURRENT COMPOSITION,  
[01:46:44] BASED ON THE DEMOGRAPHY OF OUR CURRENT POLICE FORCE, IS LAID  
[01:46:48] DOWN IN WHAT I'M KIND OF DEEMING, WE ARE DEEMING, A  
[01:46:52] BASELINE ASSESSMENT. SO THE NEED FOR DATA HAS BEEN BROUGHT UP  
[01:46:55] MULTIPLE TIMES. NOT JUST IN THIS MEETING BUT IN OUR WORKING  
[01:46:58] SESSIONS AS WELL AND IT IS SOMETHING THAT I'M NOT SURE HOW  
[01:47:01] IT GOT LEFT OFF BECAUSE THERE WERE SO MANY GOOD MINDS IN THE  
[01:47:03] ROOM BUT WE DEFINITELY WOULD LIKE TO ADD THAT. IN  
[01:47:06] THAT ASSESSMENT FOR OUR BASELINE, ONE OF THE THINGS THAT  
[01:47:10] WE WOULD LIKE TO LOOK AT IS THE DEMOGRAPHIES OF  
[01:47:14] OUR CURRENT POLICE DEPARTMENT SO THAT WE CAN MAKE SURE THAT  
[01:47:17] IT'S REFLECTIVE OF OUR COMMUNITY, THE COMMUNITIES THAT  
[01:47:21] WE SERVE AND THAT OUR HIRING PRACTICES ARE  
[01:47:27] CORRECTING ANY KIND OF DEFICIENCIES THAT WE MIGHT FIND  
[01:47:30] IN THAT INITIAL ASSESSMENT.  
[01:47:33] DOES THAT ANSWER YOUR QUESTION? YEAH ABSOLUTELY I JUST SAW THAT  
[01:47:37] WE USE THE ZIP CODE FOR OUR PRIORITY HIRE. THAT'S JUST ONE  
[01:47:39] TOOL TO A WHOLE NEW TOOLKIT THAT YOU HAVE. I WAS JUST  
[01:47:43] WONDERING ARE WE GOING TO EXPAND THIS TO LOOK AT SECURITY  
[01:47:46] OFFICERS THAT ARE NOT COPS? BECAUSE I KNOW WE'VE HAD SOME  
[01:47:49] INTERACTIONS AT THE HEADQUARTERS FOR EXAMPLE OF  
[01:47:53] INTERACTIONS THAT WERE LESS THAN  
[01:47:57] STRAIGHT UP ON A RACIAL BASIS. AND I DON'T KNOW WHETHER  
[01:48:02] THE LESSONS LEARNED COULD BE ABLE TO BE APPLIED TO OUR  
[01:48:05] SECURITY TEAMS THAT ARE NOT IN THE SAME  
[01:48:08] UNIFORM AS JUST A POINT OF CONSIDERATION. AND THEN FINALLY  
[01:48:13] I STILL WANTED THE RECOMMENDATIONS THAT CAME OUT  
[01:48:15] OF THE 2017 ANNUAL REPORT. THE DISCUSSION OF THE REMOVAL OF  
[01:48:19] LEG RESTRAINTS FROM FUTURE USE OF FORCE REPORTS.  
[01:48:25] I WAS A LITTLE SURPRISED BY THAT AND I URGE YOU TO TAKE A  
[01:48:28] LOOK AT THAT RECOMMENDATION.  
[01:48:32] THANK YOU. I HADN'T HEARD OF THAT BUT WE'RE GOING TO LOOK  
[01:48:34] INTO IT.  
[01:48:38] COMMISSIONER STEINBREUCK. IF I COULD JUST COMMENT SAYING WE'RE CAPTURING  
[01:48:40] ALL THE COMMISSIONERS' QUESTIONS ON  
[01:48:42] THESE AS PART OF THAT PROCESS. NOT JUST PUTTING  
[01:48:46] THE ONUS MARIN TO CAPTURE THOSE BUT WE'RE  
[01:48:51] CAPTURING THOSE AND SO WE'LL MAKE SURE WE ADDRESS THOSE IN  
[01:48:53] THE PROCESS AND IN THE ASSESSMENT.  
[01:48:57] OTHER COMMISSIONERS? I THINK WE'RE ON TO COMMISSIONER CHO.  
[01:49:01] THEN WILL THE CLERK CONTINUE ON THE ROLL CALL FOR  
[01:49:06] COMMISSIONERS.  
[01:49:08] I DON'T HAVE ANY FOLLOW-UP QUESTIONS, I THINK MARIN AND  
[01:49:12] THE TEAM DID A REALLY GOOD JOB SO THANK YOU FOR

[01:49:16] YOUR WORK AND I'LL ALL YIELD MY TIME TO RYAN AND OTHERS  
[01:49:21] WHO MIGHT HAVE HAD MORE TO ASK OR SAY.  
[01:49:24] [INAUDIBLE]  
[01:49:32] THESE ACTIONS ARE INTENDED TO BE PROACTIVE NOT REACTIVE. WE  
[01:49:39] REALLY NEED TO ADJUST OUR MINDSET AND SAY THAT YES WE  
[01:49:44] WANT TO MAKE SURE THAT WE'RE PUTTING POLICIES AND PROCEDURES  
[01:49:48] IN PLACE THAT PREVENT INCIDENTS  
[01:49:54] NOT JUST PLACES IN EXTREMIS. SO THANK YOU FOR  
[01:49:59] THAT COMMENT. ABSOLUTELY.  
[01:50:02] IN THAT SAME SPIRIT, I JUST WANT TO MENTION REAL  
[01:50:08] QUICK THAT SINCE FRED BROUGHT UP HIRING AND ALL THAT  
[01:50:11] STUFF. I DO HAVE A MOTION AND I'M WORKING ON ALONG  
[01:50:15] WITH YOU, DELMAS AND  
[01:50:17] WE HAD A GREAT MEETING LAST WEEK WITH RUDY AND  
[01:50:21] KENNETH AND WE ARE GOING TO LOOK INTO INTRODUCING A BROADER  
[01:50:25] MOTION THAT GOES BEYOND POLICING AT THE PORT OF SEATTLE  
[01:50:31] BECAUSE WE ALL KNOW THAT THIS MOVEMENT, THIS BLACK LIVES  
[01:50:33] MATTER MOVEMENT, WHILE IT MAY HAVE BEEN SPARKED BY  
[01:50:38] MANY INSTANCES OF POLICE BRUTALITY, WE KNOW THAT  
[01:50:41] INSTITUTIONALIZED RACISM EXTENDS BEYOND JUST POLICE  
[01:50:46] DEPARTMENTS AND SO I'M LOOKING FORWARD TO WORKING WITH YOU  
[01:50:50] DELMAS AND THE OTHER ERGS WITHIN THE PORT TO PUT TOGETHER  
[01:50:54] AND BRING FORTH A MOTION THAT LOOKS AT OUR ENTIRE  
[01:51:00] ORGANIZATION FROM THE BOTTOM UP TO MAKE SURE THAT WE'RE NOT  
[01:51:03] PROMOTING OR INADVERTANTLY PROMOTING ANY INSTITUTIONAL RACISM OR BIASES.  
[01:51:09] SO I'M REALLY LOOKING FORWARD TO THAT AND I APPRECIATE YOUR  
[01:51:12] ENGAGEMENT ON THAT.  
[01:51:15] THANK YOU COMMISSIONER CHO AND MR. WHITAKER. AND NEXT IS  
[01:51:18] COMMISSIONER CALKINS.  
[01:51:25] THANK YOU MICHELLE. FOR MARIN AND OTHERS WHO ARE BEGINNING TO  
[01:51:30] REALLY BECOME OUR INTERNAL SUBJECT MATTER EXPERTS ON THIS  
[01:51:33] AREA, MAYBE YOU COULD SPEAK TO SOME OF THE EXTERNAL  
[01:51:37] ORGANIZATIONS THAT HAVE BEEN DOING REALLY GOOD WORK ON  
[01:51:42] EXAMINING WHAT POLICING PRACTICES ARE MOST EFFECTIVE IN  
[01:51:46] TERMS OF ACHIEVING REDUCTION USE OF FORCE, REDUCTION IN  
[01:51:49] VIOLENT ENCOUNTERS BETWEEN POLICE AND MEMBERS OF THE COMMUNITY,  
[01:51:55] EXAMINING THE  
[01:51:57] ROLE OF MILITARIZATION IN POLICE, WHAT'S BEEN EFFECTIVE IN  
[01:52:01] TERMS OF CHANGING INTERNAL CULTURES FROM ONE OF WARRIOR  
[01:52:06] MENTALITY TO THE GUARDIAN MENTALITY.  
[01:52:10] I KNOW THAT CERTAINLY OVER THE LAST MONTH I HAVE DEVELOPED A  
[01:52:13] BIT OF AN UNDERSTANDING OF THE UNIVERSE OF ACADEMICS AND  
[01:52:16] PUBLIC POLICY INSTITUTIONS AND OTHER ELECTED OFFICIALS WITH  
[01:52:20] EXPERTISE BUT MARIN, IF YOU COULD MAYBE SPEAK TO SOME OF  
[01:52:23] THAT AND TELL US HOW THAT WILL BE INCORPORATED INTO THE  
[01:52:27] TASK FORCE WORK THAT WOULD BE HELPFUL.  
[01:52:31] SO I CAN SEE. I WANT TO ANSWER YOUR QUESTION BUT I CAN SEE  
[01:52:35] THAT BOOKDHA HAS REQUESTED THAT DELMAS SPEAK ABOUT A MEETING  
[01:52:39] YESTERDAY. I GUESS IN RESPONSE TO THIS? YES ABSOLUTELY.  
[01:52:45] COMMISSIONER I WILL SAY THAT WE FOCUSED A LOT OF OUR LEG WORK  
[01:52:51] ON THE TONE AND TENOR OF PUTTING TOGETHER THE  
[01:52:56] NEED FOR THE ASSESSMENT AND THE AND THE TASK FORCE. SOME OF  
[01:53:03] THAT WORK UNDERSTANDING THE  
[01:53:09] BROADER ASPECT I THINK WILL COME WITH THE TASK FORCE BUT WE  
[01:53:13] DID HAVE THE OPPORTUNITY TO SPEND SOME TIME WITH FAYE LOPEZ  
[01:53:19] WITH THE SEATTLE COMMUNITY POLICE COMMISSION AND DEBORAH  
[01:53:25] JACOBS WHO'S WITH KING COUNTY LAW ENFORCEMENT AND  
[01:53:30] OVERSIGHT TO BE ABLE TO ONE, GET SOME SOLID  
[01:53:36] FEEDBACK FROM THEM ABOUT THINGS THAT WE SHOULD KEEP IN MIND  
[01:53:41] [INAUDIBLE] WE WERE HOPING  
[01:53:47] THAT WE WOULD HAVE THAT OPPORTUNITY TO CHAT WITH  
[01:53:51] THEM A BIT WITH SOME OF THE THINGS THAT WE SHOULD KEEP IN  
[01:53:55] MIND AND CONSIDER AS WE LAID THE FOUNDATION FOR THE WORK OF

[01:53:59] THE TASK FORCE AND SO  
[01:54:02] THAT WORK IS IN INFANCY AND SO AND OBVIOUSLY  
[01:54:07] WE'RE HOPING AS THIS TASK FORCE GETS OFF THE GROUND AND IN  
[01:54:12] COOPERATION WITH THE OFFICE OF EQUITY, DIVERSITY, AND INCLUSION  
[01:54:16] THAT WE WILL ONE, BE ABLE TO USE THIS AS THAT PLATFORM TO GET  
[01:54:21] THOSE EXTERNAL PARTNERS TO BE ABLE TO ALSO MOVE IN A  
[01:54:26] DIRECTION OF MAKING SURE THAT WE HAVE A GOOD SCOPE OF WORK TO  
[01:54:30] MOVE THE TASK FORCE'S EFFORTS FORWARD AND MAKE SURE  
[01:54:36] THAT WE HAVE THE RIGHT GOALS AND OBJECTIVES AND FUTURE  
[01:54:40] MILESTONES THAT WILL MAKE US EFFECTIVE.  
[01:54:45] I CAN ALSO SAY IF THAT'S IF IT'S OKAY FOR ME TO CHIME IN  
[01:54:48] HERE THAT ONE OF THE THINGS THAT WE WERE VERY COGNIZANT OF  
[01:54:52] IS THE LIMITATIONS OF OUR FOCUS GROUP. WE WERE COGNIZANT OF THE  
[01:54:56] FACT THAT WE ARE HERE TRYING TO WORK INTERNALLY AT THE PORT BUT  
[01:54:59] IN DRAFTING THIS MOTION THAT WE HAD TO PAY SOME DEFERENCE TO  
[01:55:03] THE FACT THAT PART OF THIS ASSESSMENT SHOULD BE DONE WITH  
[01:55:06] OUTSIDE EXPERTISE FROM PEOPLE WHO ARE SUBJECT MATTER EXPERTS  
[01:55:10] IN THE FIELD OF USE OF FORCE, POLICING TACTICS, TEMPER  
[01:55:14] ASSESSMENT, THINGS LIKE THAT WHICH ARE ALL PART AND PARCEL  
[01:55:17] TO THE MOTION AND IT IS MY ASSUMPTION AND I BELIEVE THAT  
[01:55:20] WORK HAS ALREADY BEGUN TO TRY TO FIND WHO A GOOD PERSON  
[01:55:25] OR COMPANY WOULD BE TO COME IN TO DO AN OUTSIDE THIRD PARTY  
[01:55:29] ASSESSMENT, HAVE THE ASSESSMENT BE CONDUCTED BY A THIRD PARTY  
[01:55:32] SUBJECT MATTER EXPERT OR TEAM OF EXPERTS SO THAT WE'RE NOT  
[01:55:37] REINVENTING THE WHEEL AS WE TALKED ABOUT EARLIER, SO THAT WE  
[01:55:39] ARE ENGAGING WITH THE COMMUNITIES THAT KNOW THE VERY  
[01:55:42] MOST THAT THERE IS TO KNOW ABOUT THIS, AND THAT HAVE BEST  
[01:55:45] PRACTICES LOCKED DOWN THAT WE CAN THEN TAKE ADVANTAGE OF AND  
[01:55:49] MAKE SURE THAT THIS MOTION BECOMES A REALITY AND THAT WE  
[01:55:51] ARE ON THE RIGHT TRACK AS FAR AS HAVING THIS BE A SYSTEMIC  
[01:55:54] CHANGE THAT WE CAN ADHERE TO OVERTIME. SO THAT IS PART AND  
[01:55:58] PARCEL TO WHAT IT IS THAT WE'RE TRYING TO ACCOMPLISH WITH THE  
[01:56:01] ASSESSMENT ITSELF AND HAVING IT BE CONDUCTED BY SOMEONE FROM  
[01:56:04] OUTSIDE THE PORT.  
[01:56:10] MARIN, BUILDING OFF OF THAT I THINK ALSO IT WILL ALLOW  
[01:56:14] MEMBERS OF THE TASK FORCE TO ALSO ACT AS PARTICIPANTS  
[01:56:18] BECAUSE SOMETIMES WHEN YOU ARE LEADING THE CONVERSATION YOU  
[01:56:20] DON'T GET THAT SAME OPPORTUNITY TO TRULY ENGAGE AS A  
[01:56:23] PARTICIPANT. SO I THINK THAT'S ANOTHER KEY ASPECT OF THAT.  
[01:56:29] I WILL ADD TO THAT, COMMISSIONER CALKINS, THAT  
[01:56:33] THERE ARE VARIOUS REPORTS FROM CAMPAIGN ZERO, A LOT OF  
[01:56:37] DOCUMENTATION THAT ACLU, BLACK LIVES MATTER, HAVE POSTED THAT A  
[01:56:41] LOT OF OUR FOLKS HAVE BEEN LOOKING AT AND SEEING ARE THERE  
[01:56:46] TRENDS, AREAS THAT WE NEED TO INCLUDE AS PART OF THIS  
[01:56:48] ASSESSMENT AND THAT WE COULD ASK THE TASK FORCE TO LOOK AND  
[01:56:52] DEEP DIVE INTO THOSE REPORTS TO SEE IF THERE ARE BEST PRACTICES.  
[01:57:00] THANK YOU COMMISSIONER CALKINS AND SPEAKERS. NEXT WE HAVE  
[01:57:03] COMMISSIONER BOWMAN FOR COMMENTS.  
[01:57:09] AND COMMISSIONER BOWMAN HAS REJOINED US BY PHONE SO SHE  
[01:57:13] WILL NEED A PRESS STAR SIX TO UNMUTE.  
[01:57:23] LAUREN, AM I ON? YES YOU ARE. THANK YOU. THANKS, APOLOGIES I  
[01:57:28] WAS HAVING TROUBLE WITH THE AUDIO. IT WAS DIFFICULT TO HEAR  
[01:57:31] SOME OF THE COMMENTS BUT I DON'T HAVE A LOT MORE TO ADD. I REALLY  
[01:57:34] APPRECIATE THE WIDE SCOPE OF WHAT IS BEING PROPOSED. I DID  
[01:57:38] WANT TO MAKE A SUGGESTION PERHAPS THAT AS WE'RE LOOKING  
[01:57:42] AT THE DEMOGRAPHICS OF OUR CURRENT FORCE AND I VERY MUCH  
[01:57:46] SUPPORT THE IDEA OF COMPARING THAT TO HOW THAT RELATES TO THE  
[01:57:51] DEMOGRAPHICS OF OUR COMMUNITY  
[01:57:53] AND THEIR RECOMMENDATIONS COMING FORWARD. I AM NOT DRAWING  
[01:57:56] A CONCLUSION BUT IF THE TASK FORCE WERE TO FIND THAT OUR  
[01:58:03] DIVERSITY IN POLICE FORCE DOES NOT YET REFLECT THE DIVERSITY  
[01:58:06] IN OUR COMMUNITY, I WOULD HOPE THAT THE TASK FORCE WOULD ALSO  
[01:58:09] CONSIDER OR AT LEAST TAKE A LOOK AT THE DATA ABOUT

[01:58:13] RECRUITMENT OF POLICE. MY UNDERSTANDING AND VERY MUCH IS  
[01:58:16] THAT OF A LAYMAN IS THAT THERE HAS BEEN A GREAT DIFFICULTY IN  
[01:58:21] RECRUITING  
[01:58:23] PEOPLE INTO THE POLICE FIELD WRIT LARGE BUT PARTICULARLY IN  
[01:58:27] SEATTLE. I DON'T KNOW HOW THE PORT OF SEATTLE COMPARES TO  
[01:58:31] THAT BUT I JUST HOPE THAT THAT'S A DATA POINT THAT WE  
[01:58:34] CONSIDER. IF WE DO FIND THAT WE NEED MORE DIVERSITY THAT IT  
[01:58:38] MIGHT NOT JUST BE THE FACT THAT WE NEED TO HAVE MORE DIVERSE  
[01:58:41] CANDIDATES WE NEED TO HAVE MORE PEOPLE INTERESTED IN THE CAREER  
[01:58:45] OF BEING A POLICE OFFICER AND HOW MIGHT WE ENCOURAGE THAT  
[01:58:50] WORKING WITH OTHER AGENCIES. AGAIN, I KNOW THAT'S HAS BEEN A  
[01:58:53] MAJOR MAJOR PROBLEM WITH THE CITY OF SEATTLE. THEY'VE TRIED  
[01:58:58] TO DO NATIONAL RECRUITMENT FOR OFFICERS WITHOUT MUCH LUCK SO  
[01:59:02] NOT SURE HOW OUR POLICE FORCE COMPARES BUT HOPE YOU'LL  
[01:59:04] CONSIDER THAT.  
[01:59:07] COMMISSIONER BOWMAN CAN I JUST SPEAK TO THAT REAL QUICKLY? I  
[01:59:09] KNOW THAT ALSO THE CHIEF IS GOING TO WEIGH IN ON THIS AS  
[01:59:16] WELL. THIS IS ALSO THAT OPPORTUNITY AS WE CONTINUE THAT  
[01:59:20] OUTREACH, IN WHICH I KNOW YOU ARE A HUGE  
[01:59:25] ADVOCATE WHEN IT COMES TO THE OUTREACH WITH OUR YOUTH AND  
[01:59:29] OUR YOUNG PEOPLE IN THE COMMUNITY,  
[01:59:32] IS THAT, YOU KNOW, WHERE WE CAN FIND THOSE OPPORTUNITIES TO  
[01:59:36] PROMOTE THAT THROUGH EXPLORE PROGRAMS AND OTHER THINGS. CHIEF  
[01:59:40] VIA AND I HAD THIS CONVERSATION YESTERDAY AND I DO THINK THAT  
[01:59:44] THERE ARE DEFINITELY SOME UNIQUE OPPORTUNITIES THAT WE  
[01:59:49] JUST HAVEN'T TAPPED INTO YET AND HOPEFULLY THAT  
[01:59:53] WORK WILL BE ACCOMPLISHED AT THE TASK FORCE LEVEL TO KIND  
[01:59:58] OF RENEW THE SPIRIT OF THAT TRUE NATURE OF THE  
[02:00:05] WORK AND THE CONTRIBUTION THAT LAW ENFORCEMENT PROVIDES  
[02:00:08] TO OUR COMMUNITIES. I WON'T STEAL THE CHIEF'S THUNDER  
[02:00:12] BUT I DO THINK THAT THERE ARE SOME UNIQUE OPPORTUNITIES THERE  
[02:00:16] AND THAT'S A GOOD  
[02:00:21] FOUNDATIONAL ITEM FOR THE TASK FORCE.  
[02:00:25] COMMISSIONER, THIS IS MARION BURNETT. AGAIN THANK YOU FOR THE  
[02:00:28] COMMENTS. JUST SO THAT YOU'RE AWARE, WE GOT SOME REALLY  
[02:00:32] WONDERFUL COMMENTARY FROM PORT STAFF AND I CANNOT REMEMBER WHO  
[02:00:36] SAID IT BUT IT WAS AN EXCELLENT POINT THAT BY DOING THIS, BY  
[02:00:39] BEING PROACTIVE, BY ENSURING THAT THE ETHOS OF OUR  
[02:00:44] POLICE DEPARTMENT AND THE SYSTEMS THAT GOVERN IT  
[02:00:48] ARE LED BY A NEED FOR DIVERSITY AND ACCOUNTABILITY  
[02:00:51] AND EQUITY AND INCLUSION ON TRANSPARENCY ARE GOING TO BE, WE HOPE,  
[02:00:56] SOMETHING THAT ACTUALLY DOES ATTRACT MORE POLICE OFFICERS TO  
[02:01:00] OUR DEPARTMENT, TO THE PORT OF SEATTLE POLICE  
[02:01:02] DEPARTMENT. WE DON'T KNOW IF THAT'S GOING TO BE THE CASE BUT  
[02:01:05] I DO BELIEVE IT'S A GOOD STEP FORWARD IN THAT DIRECTION AND  
[02:01:08] RECRUITMENT AND WHAT WE'RE DOING FOR RECRUITMENT IS  
[02:01:12] ACTUALLY PART AND PARCEL TO THE CURRENT LANGUAGE AND I WOULD  
[02:01:16] HOPE THAT IT STAYS THERE FOR EXACTLY THE REASONS THAT YOU  
[02:01:18] WERE PRESCRIBING HERE AND  
[02:01:22] IF WE FIND THAT WE NEED A REMEDY  
[02:01:26] THAT IT'S ACTUALLY THERE AND WILL BE ASSESSED BY THE TASK  
[02:01:29] FORCE. THAT'S ACTUALLY PART OF THE MOTION NOW AND WE'LL  
[02:01:32] HOPE IT STAYS.  
[02:01:33] COMMISSIONER CAN I ALSO JUST SHARE. ONE QUICK ITEM IS  
[02:01:38] THAT I KNOW THAT OUR FORCE, IT IS NOT GERMANE TO THEM.  
[02:01:42] THEY KNOW HOW TO DO THAT BECAUSE ON AN INDIVIDUAL BASIS  
[02:01:48] AND IN THEIR OWN TIME SOME OF THEM ARE DOING IT THEMSELVES. I'VE HAD  
[02:01:53] ONE EXAMPLE WHERE I'VE HAD COLLEGE STUDENTS THAT HAVE COME  
[02:01:56] TO ME AND I'VE REACHED OUT TO OUR CHIEF AND I'VE REACHED OUT  
[02:01:59] TO SERGEANTS TO BE ABLE TO HELP YOU KNOW GUIDE THOSE STUDENTS  
[02:02:05] OR PROVIDE THEM INSIGHT AND THEY'VE BEEN OPEN TO HAVE THOSE  
[02:02:08] CONVERSATIONS AND EVEN HELP THEM WITH THE DIFFERENT  
[02:02:11] OPPORTUNITIES

[02:02:15] TO UNDERSTAND MORE ABOUT HOW THE RECRUITMENT PROCESS WORKS  
[02:02:20] AND HOW TO GET ENGAGED. SO I DON'T THINK IT'S A BIG  
[02:02:24] LEAP FOR THIS GROUP OR THIS  
[02:02:27] ORGANIZATION TO BE ABLE TO DO THAT. IT'S JUST, AGAIN, MAKING  
[02:02:31] SURE THAT THERE'S SOMETHING THAT'S FORMALIZED THAT HELPS US  
[02:02:34] TO BUILD THAT DEEPER BENCH OF YOUNG  
[02:02:39] PEOPLE AND YOUNG OFFICERS AND EVEN INTERNAL FOLKS. WE  
[02:02:43] HAVE FOLKS HERE IN THE PORT THAT ARE INTERESTED IN  
[02:02:46] BEING PART OF THAT PORT  
[02:02:51] POLICE TEAM. I'M TOO OLD TO BE  
[02:02:56] CHASING DOWN BAD GUYS. BUT DEFINITELY I KNOW THAT  
[02:03:02] THIS IS THAT OPPORTUNITY FOR US  
[02:03:05] TO LAY THAT FRAMEWORK.  
[02:03:09] GREAT. THANK YOU. THANK YOU COMMISSIONER BOWMAN AND  
[02:03:12] SPEAKERS. COMMISSIONER STEINBRUECK, DID YOU HAVE ANY  
[02:03:15] ADDITIONAL QUESTIONS OR COMMENTS?  
[02:03:20] I JUST SENT AN UNMUTE TO THE CONFERENCE ROOM, COMMISSIONER  
[02:03:23] STEINBRUECK. THERE WAS SOME BACKGROUND NOISE SO I WAS MUTING.  
[02:03:27] THANK YOU LAUREN.  
[02:03:34] SOUNDS LIKE I MIGHT NEED TO SEND IT AGAIN. HANG ON ONE  
[02:03:37] SECOND.  
[02:03:40] OKAY PETE, I'M SENDING THE UNMUTE PROMPT.  
[02:03:55] SOMETIMES I UNMUTE AND I'M ACCIDENTALLY MUTING. SO, HOW'S  
[02:03:58] THAT WORKING? THAT'S EXCELLENT. OKAY GOOD. PRESENTERS, THIS HAS BEEN A TRULY INSPIRING  
[02:04:00] DISCUSSION AND I APPRECIATE UNDER THE DIFFICULTIES OF VIRTUAL MEETINGS THAT WE COULD  
[02:04:01] HAVE A LITTLE BIT OF DIALOGUE AND EXCHANGE WITH COMMISSIONERS AND STAFF. WE NOW HAVE AN  
[02:04:19] OPPORTUNITY TO HEAR DIRECTLY FROM OUR ACTING CHIEF MICHAEL  
[02:04:23] VIA WHO HAS BEEN, I'M SURE, LISTENING TO  
[02:04:29] THIS DISCUSSION AND HOPEFULLY WILL HAVE SOME  
[02:04:33] PERSPECTIVE TO SHARE WITH US COMING DIRECTLY FROM OUR PORT  
[02:04:38] POLICE DEPARTMENT. AND I DON'T KNOW HOW MANY YEARS CHIEF VIA  
[02:04:41] HAS SERVED HERE AT THE PORT OF SEATTLE BUT WE CERTAINLY  
[02:04:45] WELCOME THE OPPORTUNITY TO HAVE HIM SPEAK. I ESPECIALLY WANTED  
[02:04:50] HIM TO BE PART OF THIS DISCUSSION AND FORUM. SO WITH  
[02:04:55] THAT, CHIEF VIA.  
[02:04:58] CAN WE UNMUTE THE CHIEF?  
[02:05:02] I JUST SENT THE UNMUTE PROMPT. I THINK YOU SHOULD BE GOOD.  
[02:05:06] GOOD AFTERNOON COMMISSIONERS AND EXECUTIVE  
[02:05:09] DIRECTOR METRUCK. I AM MIKE VIA, ACTING CHIEF FOR YOUR PORT OF  
[02:05:13] SEATTLE POLICE DEPARTMENT. AND I DO WANT TO THANK YOU FOR JUST  
[02:05:17] GIVING ME THIS OPPORTUNITY TO PARTICIPATE IN TODAY'S  
[02:05:20] DISCUSSION. I ALSO WANT TO THANK ALL OF THOSE SO FAR WHO HAVE  
[02:05:25] MADE A PUBLIC COMMENT TODAY.  
[02:05:28] AND THE STAFF AND THE OTHERS THAT HAVE MADE THOSE  
[02:05:31] COMMENTS. IT'S TRULY APPRECIATED OUR DEPARTMENT MEMBERS  
[02:05:35] WANT TO HEAR ALL THE PERSPECTIVES AND WE DEFINITELY  
[02:05:39] WANT TO IMPROVE. I'M GOING TO START BY SPEAKING ABOUT THE  
[02:05:43] POLICE DEPARTMENT AND THEN FINISH UP WITH SOME COMMENTS ON  
[02:05:48] THE MOTION TO ASSESS THE DEPARTMENT AND THEN I KNOW  
[02:05:52] WE'LL HAVE SOME OPPORTUNITY FOR SOME ADDITIONAL QUESTIONS.  
[02:05:56] REGARDING THE POLICE DEPARTMENT, WE PROVIDE SERVICE TO THE  
[02:06:00] AIRPORT AND SEAPORT AND OTHER PORT PROPERTIES AND OUR MISSION  
[02:06:05] IS THAT WE ARE IN SUPPORT OF THE PORT OF SEATTLE'S  
[02:06:09] MISSION AND WE FIGHT CRIME AND WE PROTECT AND SERVE OUR  
[02:06:14] COMMUNITIES.  
[02:06:17] THERE'S A HUNDRED AND FIFTY SIX CURRENT MEN AND WOMEN THAT  
[02:06:21] COMPRISE THE POLICE DEPARTMENT; A HUNDRED AND SIXTEEN OFFICERS  
[02:06:25] AND 40 CIVILIANS. WE TOUCHED A LITTLE BIT TODAY ON DIVERSITY  
[02:06:29] AND SO LET ME GIVE SOME STATS ON THAT.  
[02:06:35] I'LL JUST START OFF SAYING THAT THIS IS AN ITEM THAT WE DO  
[02:06:38] NEED TO EXPLORE. I COMPLETELY AGREE WITH THAT REGARDING  
[02:06:43] THE DIVERSITY OF THE DEPARTMENT. AND A GOOD QUESTION THAT  
[02:06:46] CAME UP EARLIER AND I FORGET WHO BROUGHT THIS UP, IT MIGHT

[02:06:49] HAVE BEEN DELMAS OR SOMEONE ELSE'S. YOU KNOW HOW DO WE  
[02:06:51] RECRUIT AND ATTRACT MORE PERSONS OF COLOR? AND THAT HAS  
[02:06:55] BEEN A CHALLENGE FOR US OVER THE YEARS. YOU KNOW, RIGHT NOW  
[02:07:01] ONLY FOUR PERCENT, THAT'S FIVE OUT OF THE HUNDRED AND SIXTEEN  
[02:07:04] OFFICERS THAT WE HAVE, IDENTIFY AS BLACK OR  
[02:07:07] AFRICAN-AMERICAN IN THE POLICE DEPARTMENT; 55% IDENTIFY AS  
[02:07:12] WHITE; 6% OR SEVEN OFFICERS IDENTIFY AS TWO OR MORE RACES  
[02:07:19] AND THEN WE ACTUALLY HAVE 28 PERCENT, 32 OFFICERS WHO  
[02:07:24] HAVE NOT PROVIDED THEIR RACE WHILE WE'VE GONE OUT AND ASKED.  
[02:07:28] SO EARLIER THERE WAS SOMEONE  
[02:07:32] THAT MADE PUBLIC COMMENT THAT WERE ASKING ABOUT WHY  
[02:07:34] DON'T WE KNOW. WELL IF PEOPLE DON'T IDENTIFY AS A RACE THEN WE  
[02:07:37] CAN'T NECESSARILY SAY WHAT THAT IS.  
[02:07:41] GETTING BACK TO JUST SOME MORE STATISTICS OR INFORMATION ABOUT  
[02:07:44] THE POLICE DEPARTMENT. WE HANDLE 2,500  
[02:07:47] CALLS FOR SERVICE EACH YEAR.  
[02:07:50] WE ARE VERY SIMILAR TO OTHER LAW ENFORCEMENT AGENCIES IN  
[02:07:53] THAT WE RESPOND TO DOMESTIC VIOLENCE CALLS, ROBBERIES  
[02:07:56] BURGLARIES, ASSAULT, VEHICLE THEFTS, ALL THE CRIMES THAT  
[02:08:01] OTHER LAW ENFORCEMENT AGENCIES RESPOND TO, WE ALSO RESPOND TO  
[02:08:03] THOSE. WE DO PROVIDE MUTUAL AID TO OTHER AGENCIES AND I KNOW  
[02:08:08] THAT THAT WAS A QUESTION THAT'S COME UP AND I  
[02:08:11] ASSUME THERE WILL BE SOME MORE QUESTIONS ABOUT THAT .WE'VE  
[02:08:15] ACTUALLY SIGNED A LETTER THAT ALLOWS OTHER AGENCIES FROM  
[02:08:18] WASHINGTON STATE TO COME IN AND PROVIDE MUTUAL AID TO US IF WE  
[02:08:21] PUT OUT THAT CALL AND LIKEWISE WILL PROVIDE MUTUAL AID TO  
[02:08:25] SEATTLE, KING COUNTY, PIERCE COUNTY, ANY OTHER AGENCY THAT  
[02:08:28] PUTS A CALL OUT TO US IF WE HAVE A CAPACITY OR CAPABILITY  
[02:08:31] OF DOING THAT. IN ADDITION TO JUST THE MUTUAL AID THAT WE  
[02:08:36] PROVIDE THOSE AGENCIES, WE ALSO PARTICIPATE ON REGIONAL TEAMS  
[02:08:40] SUCH AS THE VALLEY SWAT AND THE VALLEY INDEPENDENT  
[02:08:44] INVESTIGATIVE TEAM AND THAT'S THE TEAM THAT INVESTIGATES  
[02:08:48] OFFICER-INVOLVED SHOOTINGS. THAT'S A REGIONAL TEAM. AND  
[02:08:52] WE HAVE INTERLOCAL AGREEMENTS IN PLACE FOR THOSE TEAMS.  
[02:08:56] WHILE WE'RE SIMILAR, WE DIFFER IN THAT WE ARE A VERY  
[02:09:01] CUSTOMER FOCUSED POLICE DEPARTMENT AND MANY OF OUR  
[02:09:05] CALLS ARE TO ASSIST BUSINESS PARTNERS AND TRAVELERS. AND SO  
[02:09:09] WE WILL RESPOND CALLS, WE'LL HELP LOCATE LOST ONES, WE WILL  
[02:09:13] HELP LOCATE LOST OR STOLEN LUGGAGE, WE WILL HELP PEOPLE  
[02:09:18] NAVIGATE THE AIRPORT AND OUR OFFICERS ARE OUT THERE  
[02:09:21] CONSTANTLY HELPING OTHERS. A COUPLE EXAMPLES: ONE WAS OFFICER  
[02:09:25] MANNING WHO NOTICED A FEMALE AND HER SMALL CHILDREN AND  
[02:09:30] LOTS OF LUGGAGE TRYING TO GET TO HER FLIGHT AND  
[02:09:34] HE JUST GRABBED SOME BAGGAGE AND HELPED HER GET TO THE GATE.  
[02:09:37] OFFICER BAYLOR CAME ACROSS A MAN WITH NO SHOES AT THE  
[02:09:42] AIRPORT AND HE ACTUALLY WENT UP TO HIS PERSONAL LOCKER,  
[02:09:47] RETRIEVED HIS PERSONAL SHOES, BROUGHT THEM DOWN, AND GAVE THEM  
[02:09:50] TO THE MAN. THAT'S SOME OF THE WORK THAT'S DEMONSTRATIVE  
[02:09:54] OF THE WHAT OUR OFFICERS ARE DOING.  
[02:09:57] WE ALSO DIFFER IN THAT WE ARE AN INTEGRAL COMPONENT OF ONE,  
[02:10:03] THE OVERALL SECURITY PROFILE AND TWO, THE CONTINUITY OF  
[02:10:06] OPERATIONS OF THE CRITICAL INFRASTRUCTURE OF AIRPORT AND  
[02:10:11] THE SEAPORT. AND SO WITH THAT WE WILL RESPOND TO AND CHECK  
[02:10:15] SECURITY BREACHES. WE'LL PROVIDE LAW ENFORCEMENT SERVICES AT THE  
[02:10:19] TSA CHECKPOINTS. WE HAVE CANINES WHO ARE DEPLOYED TO DETECT  
[02:10:24] POTENTIAL EXPLOSIVES. OUR OFFICERS ARE TRAINED AND  
[02:10:28] THEY'RE EQUIPPED AND THEY'RE PREPARED TO MITIGATE  
[02:10:31] EXTRAORDINARY ACTS OF VIOLENCE SUCH AS ACTIVE SHOOTERS LIKE  
[02:10:34] LAX EXPERIENCED A FEW YEARS AGO.  
[02:10:37] SOME OF THE TEAMS THAT WE HAVE THAT  
[02:10:40] ARE PART OF OUR DEPARTMENT IS THAT WE HAVE A BOAT AND DIVE  
[02:10:43] TEAM. WE HAVE A SWAT TEAM. WE HAVE A CROWD MANAGEMENT TEAM, A  
[02:10:46] BOMB DISPOSAL UNIT TEAM, PATROL AND BIKE OFFICERS, EXPLOSIVE



[02:10:51] DETECTION CANINES, CRIMINAL INVESTIGATIONS  
[02:10:55] DEPARTMENT, AND ALSO WE HAVE OUR OWN FIRE AND POLICE  
[02:11:01] DISPATCH CENTER, AND A DRUG INTERDICTION TEAM JUST TO  
[02:11:04] NAME A FEW OF THE DIFFERENT TEAMS TO GIVE YOU A  
[02:11:06] FEEL FOR THE VARIETY OF THE WORK THAT OUR OFFICERS DO.  
[02:11:10] SOMETHING I'M PROUD OF. WE ARE ONE OF EIGHT  
[02:11:14] POLICE AGENCIES IN WASHINGTON STATE THAT IS  
[02:11:17] NATIONALLY ACCREDITED. WE'RE ACCREDITED BY THE COMMISSION ON  
[02:11:21] ACCREDITATION OF LAW ENFORCEMENT AGENCIES AND  
[02:11:24] THERE'S ONLY FIVE PERCENT OF AGENCIES NATIONWIDE THAT HOLD  
[02:11:28] THAT ACCREDITATION. AS PART OF THAT ACCREDITATION, WE HAVE TO  
[02:11:31] MEET OVER A HUNDRED EIGHTY STANDARDS. WE'RE ASSESSED ANNUALLY  
[02:11:36] AND WE HAVE AN ON-SITE ONCE EVERY FOUR YEARS. LAST TIME WE  
[02:11:40] WERE ASSESSED WAS IN 2017 AND THERE WERE SOME QUESTIONS THAT  
[02:11:44] CAME UP REGARDING ACCOUNTABILITY OR EVEN JUST  
[02:11:47] OVERSIGHT. AND THAT IS ONE FORM OF OVERSIGHT-- THAT WE HAVE AN  
[02:11:50] INDEPENDENT  
[02:11:53] ASSOCIATION OR ORGANIZATION THAT COMES IN AND DOES THAT  
[02:11:56] ASSESSMENT FOR US. AND WE HAVE TO SHOW PROOFS THAT WERE IN  
[02:11:59] COMPLIANCE WITH OUR POLICIES AND WITH THOSE STANDARDS.  
[02:12:03] I DO WANT TO ALSO COMMENT JUST IN REGARDS TO THE POLICE  
[02:12:05] DEPARTMENT THAT YOU KNOW WE DID RECEIVE DIRECTOR METRUCK'S  
[02:12:09] DIRECTIVES AND WE ARE IN THE PROCESS OF IMPLEMENTING THOSE  
[02:12:12] CHANGES. PRETTY MUCH ALL OF THEM ARE JUST ABOUT IMPLEMENTED. A  
[02:12:16] COUPLE WERE PUT INTO EFFECT IMMEDIATELY. ONE WAS THAT THERE  
[02:12:19] WAS A BAN ON NECK RESTRAINTS AND CHOKEHOLDS AND THAT HAS NOW  
[02:12:23] BEEN PROHIBITED WITHIN OUR MEMBERSHIP IN THE POLICE  
[02:12:26] DEPARTMENT. OUR POLICIES ARE ALSO ONLINE. IF YOU GO TO OUR  
[02:12:30] WEB PAGE VIA THE PORT PAGE OR JUST TYPE IN PORT OF SEATTLE  
[02:12:34] POLICE DEPARTMENT, PULL UP THAT WEB PAGE, AND YOU'LL SEE AND  
[02:12:37] FIND ALL OUR POLICIES THAT ARE LINKED TO THAT. WE ALSO CONTINUE  
[02:12:42] TO LOOK AT IMPROVEMENTS THAT WE CAN MAKE NOW. AND I THINK  
[02:12:45] SOMEONE BROUGHT THAT UP EARLIER AS WELL. WE DON'T NEED TO WAIT  
[02:12:48] FOR ALL THE IMPROVEMENTS AND SO FOR INSTANCE, WITHIN THE NEXT  
[02:12:51] WEEK WE'LL BE POSTING OUR ANNUAL USE OF FORCE REPORTS.  
[02:12:54] COMMISSIONER PRESIDENT STEINBRUECK I THINK  
[02:12:57] BROUGHT UP OR MAYBE FELLEMAN, FORGIVE ME I FORGET WHO IT  
[02:13:00] WAS, BUT YOU TALKED A LITTLE BIT ABOUT THE USE OF FORCE REPORTS.  
[02:13:04] THOSE WILL BE POSTED ONLINE WITHIN THE NEXT WEEK AND JUST  
[02:13:08] TO BRING UP A COUPLE OF DETAILS ON THAT REPORT THAT YOU'LL SEE.  
[02:13:11] ONE IS THAT WE AVERAGE ABOUT 30 USES OF FORCE ANNUALLY WHICH  
[02:13:16] REALLY, FOR OUR DEPARTMENT SIZE, IS PHENOMENAL. AND MOST OF  
[02:13:20] THOSE ARE LOW-LEVEL USES OF FORCE. AND SO 23 OF THE 30 IN  
[02:13:26] 2019 WERE OFFICERS TAKING SOMEONE TO THE GROUND AND  
[02:13:33] THAT WAS THE EXTENT OF THE USE OF FORCE. YOU'LL NOTICE TWO  
[02:13:36] OF THOSE WERE TASER APPLICATIONS THERE WERE SEVEN  
[02:13:39] VASCULAR NECK RESTRAINT APPLICATIONS WHICH, AGAIN, HAS  
[02:13:43] NOW BEEN PROHIBITED, AND ONE POINTING OF A FIREARM. SO  
[02:13:47] THERE'S A LOT MORE DATA INFORMATION IN THOSE REPORTS  
[02:13:50] BUT IT KIND OF GIVES YOU A LITTLE BIT OF AN IDEA OF SOME  
[02:13:53] OF WHAT YOU'LL SEE.  
[02:13:56] NOW WITH THAT, I'VE TALKED ABOUT THE POLICE DEPARTMENT AND I'D  
[02:13:58] LIKE TO SHARE SOME OF MY OWN PERSONAL RESPONSE TO THE DEATH  
[02:14:02] OF MR. FLOYD.  
[02:14:05] I WATCHED THE GEORGE FLOYD VIDEO AND AS I WATCHED THAT  
[02:14:11] EVERYTHING IN ME WANTED TO  
[02:14:15] STOP WHAT I WAS SEEING UNFOLD IN THAT VIDEO. AND THAT MAN'S  
[02:14:21] CRUELTY, CALLOUSNESS, DIDN'T REPRESENT ME AND IT DOESN'T  
[02:14:26] REPRESENT THE MEN AND WOMEN THAT I KNOW WHO WORK IN LAW  
[02:14:30] ENFORCEMENT IN OUR DEPARTMENT.  
[02:14:33] YET HIS ACTIONS, IT ERODED THE THE TRUST AND THE LEGITIMACY OF  
[02:14:38] LAW ENFORCEMENT THAT I AND MANY, I'LL SAY MOST OF MY COLLEAGUES  
[02:14:42] IN LAW ENFORCEMENT, THAT WE'VE WORKED TO BUILD. I'VE BEEN IN

[02:14:46] LAW ENFORCEMENT FOR 30 YEARS AND DURING THAT 30 YEARS I HAVE  
[02:14:51] SOUGHT TO AND I'VE TREATED PEOPLE OF ALL COLORS WITH  
[02:14:55] RESPECT AND DIGNITY. I WORKED IN ONE OF THE MOST DIVERSE  
[02:14:58] COMMUNITIES IN THE STATE IF NOT THE NATION AND I HAVE WORKED AND  
[02:15:04] WORK TO ENSURE THAT I DON'T VIOLATE CONSTITUTIONAL RIGHTS.  
[02:15:07] I TREAT EVERYONE WITH THAT RESPECT AND DIGNITY. AND YET AS  
[02:15:11] I WATCHED THIS OFFICER WITH THIS SENSELESS AND CRUEL ACT, HE  
[02:15:16] ERASED WHAT I FELT WAS THAT WORK THAT I HAD DONE. AND I KNOW THAT  
[02:15:19] THE OTHER OFFICERS AT THE PORT OF SEATTLE FEEL A LOT THE  
[02:15:23] SAME WAY. AND AT LEAST THAT'S WHAT IT FEELS LIKE TO ME, IS  
[02:15:26] THAT'S BEEN ERASED. BUT AS I'VE CONSIDERED THOSE THINGS I'M NOT  
[02:15:32] DONE. I'M NOT READY TO GIVE UP. AND REALLY I DON'T  
[02:15:35] THINK ANY OF YOU ARE AS WELL. AND THAT SHOWS JUST BY YOUR  
[02:15:38] PARTICIPATION IN THIS WHOLE PROCESS. AND NOW MORE THAN EVER  
[02:15:42] WE NEED TO WORK TO MEND THOSE RELATIONSHIPS AND  
[02:15:46] AND I, AND MY DEPARTMENT, OUR DEPARTMENT, WE'RE COMMITTED TO  
[02:15:49] DOING THAT.  
[02:15:51] THAT BRINGS ME TO THE MOTION TO ASSESS THE POLICE DEPARTMENT.  
[02:15:56] WHEN I FIRST LEARNED THAT WE WOULD BE CONDUCTING THIS  
[02:15:59] ASSESSMENT I THOUGHT ABOUT A COUPLE INTERACTIONS THAT I HAD  
[02:16:02] WITH MARK RENNAKER. NOW THAT THAT NAME MIGHT RING A  
[02:16:06] BELL IN YOUR MIND AND IF  
[02:16:09] IT DOES HE WAS ONE OF THE LAKEWOOD FOUR OFFICERS THAT WAS  
[02:16:14] MURDERED IN 2009. AND I WORKED WITH MARK AT TUKWILA BEFORE HE  
[02:16:19] WENT TO LAKEWOOD AND HE AND I BECAME GOOD FRIENDS.  
[02:16:23] AT THE TIME OF THESE INTERACTIONS I WAS A COMMANDER  
[02:16:26] AND HE WAS A YOUNG PATROL OFFICER. SO THIS WAS MANY YEARS  
[02:16:31] AGO. AND AS A COMMANDER AND PATROL, I WANTED TO AND I WOULD  
[02:16:35] LIKE TO, RIDE WITH NEW OFFICERS. I WAS RIDING WITH MARK, I GOT  
[02:16:39] INTO HIS VEHICLE, AND I TOLD MARK, I SAID HEY LISTEN. DON'T  
[02:16:43] BE ANXIOUS. DON'T WORRY. JUST TREAT ME LIKE ANOTHER OFFICER. I JUST  
[02:16:47] WANT TO GET TO KNOW YOU BETTER. I WANT TO MAKE SURE I STAY IN  
[02:16:49] TOUCH WITH WHAT OUR PATROL OFFICERS ARE DOING AND I  
[02:16:53] REMEMBER MARK. I CAN SEE HIS FACE TO THIS DAY. I REMEMBER HIM LOOKING AT ME  
[02:16:57] AND HE SAID I'M NOT WORRIED. I'M GLAD YOU'RE RIDING WITH ME  
[02:17:01] BECAUSE I'M GOING TO SHOW YOU THE GOOD JOB THAT I DO. AND THAT  
[02:17:05] WAS THAT WAS ONE OF THE FIRST THOUGHTS THAT CAME TO MY MIND WITH THE  
[02:17:08] ASSESSMENT. I KNOW IT'S GOING TO BE A LOT OF WORK AND I  
[02:17:10] KNOW WE'RE GOING TO DIAL IN AND WE'RE GOING TO  
[02:17:13] LOOK AT EVERYTHING AND ASSESS EVERYTHING AND BE VERY THOROUGH  
[02:17:16] AND SO PART OF ME SAYS YES. LET'S SHOW YOU. I WANT TO SHOW  
[02:17:20] YOU THE WORK THAT THE MEN AND WOMEN OF THE PORT OF SEATTLE  
[02:17:24] POLICE DEPARTMENT ARE DOING.  
[02:17:27] AND SO I'M EXCITED ABOUT THE ASSESSMENT IN THAT REGARDS.  
[02:17:30] ANOTHER INTERACTION THAT I HAD WITH MARK, AGAIN, HE'S A YOUNG  
[02:17:35] PATROL OFFICER. I'M A COMMANDER AND PATROL AND I PASSED HIM UP  
[02:17:38] FOR A SPECIALTY POSITION THAT HE WANTED AND SO HE'S IN MY  
[02:17:41] OFFICE AND WE'RE TALKING ABOUT THAT AND  
[02:17:46] I COMMUNICATED TO HIM. I SAID MARK, YOU'RE VERY SKILLED,  
[02:17:48] VERY TALENTED. THE REASON I PASSED YOU UP, OR ONE OF THE  
[02:17:52] REASONS IS THAT YOU NEED TO GAIN SOME HUMILITY. YOU ARE TOO  
[02:17:56] ARROGANT. I REMEMBER MARK TELLING ME, HE SAID WELL COMMANDER VILLA,  
[02:18:02] WANT TO BE PART OF THIS SPECIALIZED TEAM BECAUSE I WANT  
[02:18:04] TO LEARN, I WANT TO BECOME BETTER, I WANT TO IMPROVE. AND  
[02:18:08] THEN HE SAID, AND BY THE WAY COMMANDER VIA YOU'RE PRETTY  
[02:18:12] ARROGANT TOO.  
[02:18:16] AND I REMEMBER TAKING A STEP BACK. I DON'T KNOW IF PHYSICALLY  
[02:18:18] I DID BUT AT LEAST MENTALLY I THOUGHT, I'M ARROGANT? I KNOW I'M SOMEWHAT  
[02:18:22] CONFIDENT. I DIDN'T THINK I WAS ARROGANT. BUT IT REALLY STRUCK  
[02:18:26] ME. THAT'S THE THOUGHT THAT CAME UP WHEN TALKING ABOUT THIS ASSESSMENT. WAS  
[02:18:29] WHAT AREAS, AS A POLICE DEPARTMENT, ARE WE ARROGANT?  
[02:18:33] WHILE WE KNOW WE HAVE A GREAT POLICE DEPARTMENT, WHAT  
[02:18:36] AREAS ARE WE BLIND TO BECAUSE OF OUR ARROGANCE? AND I WANT

[02:18:41] TO SEE THOSE AREAS. I WANT THOSE AREAS TO BE DRAWN OUT SO WE CAN  
[02:18:43] TAKE A LOOK AT THAT AND WE CAN MAKE SOME CHANGES FOR THE  
[02:18:45] BETTER. ALSO LIKE MARK, WE WANT TO LEARN AND WE WANT TO IMPROVE.  
[02:18:49] WE WANT TO BE THE BEST POLICE DEPARTMENT IN THE NATION. OUR  
[02:18:54] VISION IS THAT WE WOULD BE THE BEST POLICE DEPARTMENT,  
[02:18:57] FINEST PORT POLICE DEPARTMENT IN THE NATION. WELL, WE WANT TO  
[02:19:00] BE THE BEST NOT JUST PORT POLICE DEPARTMENT BUT  
[02:19:03] POLICE DEPARTMENT IN THE NATION. SO REALLY, WITH THAT, I  
[02:19:07] WELCOME THE ASSESSMENT. I WANT TO SHOWCASE THE GOOD WORK THAT  
[02:19:11] THE MEN AND WOMEN OF THE DEPARTMENT ARE DOING. AND WE  
[02:19:13] WANT TO IDENTIFY AREAS WHERE WE'RE ARROGANT AND WE, AS  
[02:19:17] YOUR POLICE DEPARTMENT, WE WANT TO LEARN AND WE WANT TO IMPROVE.  
[02:19:22] SO THANK YOU FOR INCLUDING US IN THIS ASSESSMENT AND I LOOK  
[02:19:25] FORWARD TO IT.  
[02:19:28] WELL,  
[02:19:29] CHIEF VILLA.  
[02:19:31] COMMISSIONER STEINBREUCK HERE. YOU'VE REALLY SET A VERY FINE  
[02:19:34] TONE  
[02:19:37] GOING FORWARD WITH THIS EFFORT FOR ALL OF US. YOU'VE HELPED US  
[02:19:42] UNDERSTAND BETTER THE CHALLENGES AND DEMANDS OF PORT  
[02:19:47] POLICING WHICH, AS I SAID, THAT YOU ARE NOT THE MALL POLICE  
[02:19:52] OR THE PUPPY DOG POLICE. YOU GUYS DO, YOU MEN AND WOMEN, DO  
[02:19:56] INCREDIBLE WORK,  
[02:19:59] RISK YOUR OWN LIVES IN PROTECTING PUBLIC SAFETY AT  
[02:20:04] ONE OF THE BUSIEST PLACES IN THE FIVE STATE REGION, UNTIL  
[02:20:08] RECENTLY, SEATAC INTERNATIONAL AIRPORT. AS WELL AS OUR SEAPORT.  
[02:20:15] I CAN'T TELL YOU HOW GRATEFUL I AM TO HEAR YOUR WORDS OF  
[02:20:19] INSPIRATION AND WILLINGNESS TO TAKE ON, YOU KNOW, THIS  
[02:20:25] PERHAPS EXHAUSTING EFFORT HERE.  
[02:20:29] AND TO DO IT HUMBLY AND WITH THE INTENT OF DOING BETTER AND  
[02:20:35] BEING CALLED UPON TO EXAMINE YOUR OWN PRACTICES AND  
[02:20:41] HOW THEY CAN BE DONE BETTER WITH THE INTEREST OF ALL  
[02:20:47] THE THINGS THAT WE'VE HEARD TODAY IN TERMS OF CONCERNS  
[02:20:49] AROUND CIVIL RIGHTS, AND USE OF FORCE,  
[02:20:54] MUTUAL AGREEMENTS, AND SO FORTH.  
[02:20:59] IT'S EXTRAORDINARILY COMPLEX AND YOU HAVE SUCH A  
[02:21:04] GOOD PERSPECTIVE ON THIS. SO I THANK YOU FOR THAT. AND THANK  
[02:21:07] YOU FOR BEING HERE TODAY AND SPEAKING OPENLY AND CANDIDLY  
[02:21:11] ABOUT YOUR CAREER IN POLICING. WITH THAT LET'S SEE IF  
[02:21:17] COMMISSIONERS HAVE SPECIFIC QUESTIONS OR COMMENTS TO FOLLOW  
[02:21:20] UP ON WITH THE CHIEF.  
[02:21:23] THANK YOU. BEGINNING WITH COMMISSIONER FELLEMAN.  
[02:21:33] THANK YOU. HAVING YOUR ENGAGEMENT ON THIS IS KEY.  
[02:21:35] [INAUDIBLE]  
[02:21:53] POINT AND THE PEOPLE ONBOARD EXPRESSED THEIR PRIDE IN THEIR  
[02:21:57] OPERATION AND IT JUST EXUDED THROUGH THE ORGANIZATION AND  
[02:22:00] REALLY HELPED ME BETTER APPRECIATE THE DEDICATION OF  
[02:22:04] THOSE PEOPLE. BUT THAT WILLINGNESS TO EXPOSE YOURSELF  
[02:22:07] BECAUSE YOU'RE CONFIDENT OF THE WORKFORCE REALLY GIVES ME  
[02:22:11] ENCOURAGEMENT THAT WE'RE GOING TO SEE RESULTS THAT, OBVIOUSLY  
[02:22:14] WE'LL ALWAYS HAVE ROOM FOR IMPROVEMENT, BUT THAT  
[02:22:17] TRANSPARENCY WILL ASSURE US AND THE COMMUNITY THAT WE ARE ABOVE  
[02:22:22] BOARD AND DOING THE BEST WE CAN. SO THANK YOU FOR YOUR  
[02:22:25] ENGAGEMENT. THANK YOU.  
[02:22:28] THANK YOU COMMISSIONER FELLEMAN. COMMISSIONER CHO.  
[02:22:40] CHIEF I JUST WANT TO THANK YOU SO MUCH FOR BEING SO GRACIOUS  
[02:22:43] AND OPEN TO WHAT WE'RE DOING HERE. I KNOW THAT IT'S  
[02:22:48] IT'S EASY TO MISINTERPRET OR TAKE THIS THE WRONG WAY SO I  
[02:22:50] REALLY APPRECIATE THE OPEN-MINDEDNESS THAT YOU HAVE.  
[02:22:55] ONCE AGAIN, I WANT TO REITERATE THAT I THINK WE  
[02:22:58] HAVE THE FINEST POLICE FORCE IN THE COUNTY. OBVIOUSLY YOU AGREE.  
[02:23:03] AND YOU KNOW IT WAS BROUGHT TO MY ATTENTION EARLIER TODAY THAT  
[02:23:07] OUR POLICE FORCE IS ACTUALLY ALSO VERY UNIQUE IN THE SENSE

[02:23:11] THAT YOU ARE NOT JUST A  
[02:23:15] LAW ENFORCEMENT AGENCY BUT YOU'RE A REGULATORY  
[02:23:17] AGENCY AS WELL IN THE SENSE THAT YOU DEAL WITH OTHER  
[02:23:21] AGENCIES LIKE TSA, CBP, AND FEDERAL PARTNERS THAT, QUITE  
[02:23:26] FRANKLY, OTHER POLICE DEPARTMENTS DON'T HAVE TO DEAL  
[02:23:30] WITH, RIGHT? A LOT OF POLICE DEPARTMENTS ARE KIND OF SILOED  
[02:23:33] IN THEIR OWN LITTLE COMMUNITIES WHEREAS I THINK OUR POLICE  
[02:23:36] FORCE IS VERY UNIQUE IN THE SENSE THAT WE HAVE TO  
[02:23:39] PARTNER AND WORK WITH A LOT OF DIFFERENT ENTITIES WHICH I  
[02:23:42] THINK IS ANOTHER HUGE TASK THAT YOU ALL  
[02:23:46] NAVIGATE SO WELL AND EFFECTIVELY. SO ONCE AGAIN THANK  
[02:23:49] YOU FOR ALL THE GREAT WORK.  
[02:23:51] I HOPE THAT THROUGH THIS PROCESS WE ALL COME OUT BETTER  
[02:23:55] THAN WE ALREADY ARE AND I LOOK FORWARD TO IT.  
[02:24:00] THANK YOU.  
[02:24:02] THANK YOU COMMISSIONER CHO. COMMISSIONER CALKINS.  
[02:24:08] THANK YOU.  
[02:24:10] I WAS REMINDED AS YOU SHARED THE ANECDOTE OF DOING THE RIDE  
[02:24:15] ALONG WITH YOUR  
[02:24:17] OFFICER AND  
[02:24:20] HOW IMPORTANT IT IS TO UNDERSTAND WHAT IT'S LIKE TO  
[02:24:24] WALK IN THE SHOES OF THE OFFICERS WHO COMPRISE OUR PORT  
[02:24:30] OF SEATTLE POLICE DEPARTMENT. AND SO SOMETHING I HAD  
[02:24:33] MENTIONED TO COMMISSIONER STEINBRUECK AND OUR CHIEF OF  
[02:24:36] STAFF PROBABLY THREE WEEKS AGO NOW WAS AN INTEREST IN DOING A  
[02:24:40] RIDE-ALONG WITH THE OFFICERS AND GETTING A SENSE OF WHAT  
[02:24:44] IT'S LIKE TO SPEND A DAY IN THE SHOES OF THE FOLKS WE'VE TASKED  
[02:24:49] WITH THIS EXTRAORDINARY MISSION. AND I WOULD HOPE THAT FOR OTHER  
[02:24:53] MEMBERS OF THE TASK FORCE THAT THAT OPPORTUNITY WOULD BE  
[02:24:55] AVAILABLE AS WELL. IT'S ONE THING TO LOOK AT THESE  
[02:24:58] QUESTIONS ACADEMICALLY, IT'S AN ENTIRELY DIFFERENT THING TO SIT  
[02:25:02] IN THE PATROL CAR AND SEE WHAT IT'S LIKE TO HEAR THE  
[02:25:06] RADIO CRACKLE AND BE CALLED OUT TO A SITUATION WHICH YOU DON'T  
[02:25:11] KNOW WHAT THE OUTCOME WILL BE AND YOU JUST HOPE THAT EVERYONE  
[02:25:14] IS SAFE AND UNINJURED AT THE END OF IT. SO YOU KNOW I HOPE WE  
[02:25:21] CAN ORGANIZE THAT WITH ALL DUE PRUDENCE RELATED TO COVID BUT I  
[02:25:27] DO THINK OVER THE COURSE OF THIS TASK FORCE THAT WOULD  
[02:25:29] REALLY BE INFORMATIVE FOR US AS WELL. ABSOLUTELY.  
[02:25:35] THANK YOU COMMISSIONER CALKINS. COMMISSIONER BOWMAN.  
[02:25:44] AND JUST A REMINDER COMMISSIONER BOWMAN IT LOOKS  
[02:25:46] LIKE YOU MAY HAVE MUTED YOURSELF AGAIN WHEN YOU PRESS  
[02:25:49] STAR 6 BECAUSE I SAW A PHONE NUMBER GO DIM. I THINK YOU'RE  
[02:25:52] BACK NOW.  
[02:25:55] GREAT. THANK YOU. APPRECIATE THAT. CHIEF I JUST WANTED TO SAY  
[02:26:00] I THINK MY COLLEAGUES [INAUDIBLE] COMMISSIONER CALKINS, GREAT SUGGESTION.  
[02:26:01] TO GET A FULL COMPLEMENT OF THE JOB THEY PROVIDE. I THINK YOUR POINT IS WELL TAKEN.  
[02:26:25] IT'S CRITICAL TO NOT JUST ADDRESS THESE QUESTIONS  
[02:26:29] ACADEMICALLY BUT HAVE EXPONENTIAL EXPERIENCE IN  
[02:26:32] UNDERSTANDING WHAT OUR OFFICERS FACE AND THE JOB BEFORE THEM.  
[02:26:36] BUT TO THE CHIEF SPECIFICALLY, I JUST WANTED TO SAY IF THERE WAS  
[02:26:40] A MOMENT YEARS AGO WHEN SOMEBODY THOUGHT YOU WERE  
[02:26:42] ARROGANT, BY YOUR COMMENTS TODAY THE FIRST WORD THAT CAME TO ME  
[02:26:46] WAS HUMILITY.  
[02:26:48] AND I REALLY THANK YOU FOR THAT. BECAUSE YOU, IN MY OPINION,  
[02:26:52] SINGLE-HANDEDLY CHANGED THE TENOR OF THIS CONVERSATION.  
[02:26:57] AND SO I DEEPLY DEEPLY APPRECIATE YOUR WILLINGNESS AS THE CURRENT  
[02:27:02] LEADER OF THE DEPARTMENT AND A LONG-STANDING OFFICER BE OPEN  
[02:27:07] TO HAVING THIS LEVEL OF SCRUTINY PLACED UPON YOU AND  
[02:27:11] DOING IT WITH OPEN ARMS. SO THANK YOU VERY MUCH. THANK YOU  
[02:27:15] COMMISSIONER.  
[02:27:17] THANK YOU COMMISSIONER BOWMAN. COMMISSIONER STEINBECK,  
[02:27:20] BELIEVE EXECUTIVE DIRECTOR METRUCK WOULD LIKE TO SPEAK AS  
[02:27:24] WELL. WELL I COULDN'T AGREE MORE WITH THE PRECEDING SENTIMENTS

[02:27:29] OF COMMISSIONER BOWMAN AND MY OTHER COLLEAGUES. I HAVE THE  
[02:27:32] SAME REACTION TO YOUR PUBLIC STATEMENT HERE, CHIEF. SO  
[02:27:38] LET'S HEAR FROM OUR EXECUTIVE DIRECTOR METRUCK AND WE'RE  
[02:27:42] WINDING DOWN HERE. I WOULD WELCOME, IF ANY OF THE OTHER  
[02:27:45] PRESENTERS WISH TO ASK QUESTIONS OR MAKE COMMENTS,  
[02:27:49] WE STILL HAVE A LITTLE BIT OF TIME FOR THAT. BUT LET'S  
[02:27:52] TURN TO EXECUTIVE DIRECTOR METRUCK. YES I AM WORKING ON  
[02:27:56] GETTING HIM UNMUTED NOW AND THEN I WOULD ASK THAT IF OUR  
[02:27:59] OTHER PRESENTERS DO YOU HAVE QUESTIONS THEY WOULD LIKE TO  
[02:28:02] ADDRESS THEY NOTIFY ME IN THE CHAT BOX SO THAT I CAN UNMUTE  
[02:28:05] THEM.  
[02:28:06] THANK YOU COMMISSIONER STEINBRUECK. I JUST WANTED TO  
[02:28:08] COMMENT ALSO ABOUT ABOUT THE WILLINGNESS OF ACTING CHIEF  
[02:28:12] VILLA TO UNDERTAKE THIS WORK AND I THINK HE  
[02:28:16] WAS PAINTING THE PICTURE OF WHAT OUR PORT OF SEATTLE  
[02:28:20] POLICE DEPARTMENT FACES FROM THE LOW END, FROM THAT  
[02:28:23] CUSTOMER SERVICE WHEN SOMEBODY'S HAVING A BAD DAY  
[02:28:25] THERE, TO BEING PREPARED AND POSITIONING OURSELVES FOR AN  
[02:28:28] ACTIVE SHOOTER OR EVEN HIGHER LEVEL, A BOMB OR  
[02:28:32] TERRORIST EVENT. AND I'VE SEEN ALL THAT IN MY TWO AND A HALF  
[02:28:34] YEARS. I'VE SEEN THEM RAMP UP AND DOWN THROUGH THOSE  
[02:28:37] DIFFERENT EVENTS WITH A LOT OF  
[02:28:40] PROFESSIONALISM. RAMPING UP AND DOWN THROUGH THAT WHOLE SCALE  
[02:28:44] OF EVENTS. AND SO THAT'S WHAT I THINK A LOT OF PEOPLE UNDERSTAND  
[02:28:51] BUT WITH THAT COMES A LOT OF CHALLENGES, TOO. AS I SAID THAT  
[02:28:54] INTERACTING WITH A LOT OF PEOPLE HAVING THE WORST DAY OR  
[02:28:56] BAD DAY WHEN WE INTERACT WITH THEM. AND SO I THINK AS YOU LAID OUT, CHIEF VILLA,  
[02:29:02] TALKING ABOUT THAT, LOOKING AT THE LESSONS LEARNED, WE DO SOME  
[02:29:04] THINGS WELL AND LOOKING FOR THOSE AREAS TO IMPROVE. SO I  
[02:29:06] THINK THAT'S REALLY, THAT WILLINGNESS TO UNDERTAKE THIS  
[02:29:09] WORK, IS REALLY IMPORTANT. AND ALSO IF I CAN JUST TAKE A  
[02:29:11] SECOND, COMMISSIONER STEINBREUCK TO COMMENT ON THE GREAT WORK OF  
[02:29:15] OUR BLACKS IN GOVERNMENT AND OTHER PORT EMPLOYEES.  
[02:29:19] AMIRA, ACTUALLY I TEXTED HER SHE WAS SAYING HER REMARKS,  
[02:29:23] I'LL BE HONEST HERE, AS I SENT THAT AFTERWARDS I SAID "YOU'RE  
[02:29:26] RIGHT. THIS IS A MODEL FOR HOW TO ORGANIZE AND HOW TO ACT  
[02:29:29] QUICKLY ON ISSUES THAT  
[02:29:34] HERE THAT WE NEED TO UNDERTAKE BEYOND JUST POLICING." I WANT  
[02:29:38] TO RECOGNIZE THOSE MEMBERS OF BLACKS IN GOVERNMENT AND OTHER  
[02:29:41] PORT EMPLOYEES THAT ARE TAKING PART IN THIS IMPORTANT  
[02:29:43] CONVERSATION BECAUSE THIS IS IN ADDITION TO ALL THE WORK  
[02:29:45] THEY'RE DOING RIGHT NOW, IN ADDITION TO THE TO THE PROBLEMS  
[02:29:51] WITH COVID, THOSE ROADBLOCKS ARE PUTTING IN FRONT  
[02:29:54] OF US AND WORKING WITH. THEY'RE UNDERTAKING ALL THIS.  
[02:29:57] WE HEARD THAT THEY'RE MEETING AFTER HOURS IN ORDER TO DO THIS  
[02:30:00] THAT'S BECAUSE THEY'RE CONCENTRATING ON THE  
[02:30:02] WORK, ON DELIVERING THOSE SERVICES FOR THE PEOPLE EVERY  
[02:30:04] DAY AND THEN GOING ABOVE AND BEYOND. SO I JUST WANT TO  
[02:30:07] RECOGNIZE THAT. THIS SELF ORGANIZING GROUP OF THIS FOCUS  
[02:30:10] GROUP OF BLACKS AND GOVERNMENT, ALL THOSE 13, THEY GOT TOGETHER AND ENGAGED IN A NUMBER OF  
CONVERSATIONS WITH US.  
[02:30:16] THAT ENERGY AND JUST THOSE EFFORTS AND THE THOUGHTFULNESS  
[02:30:20] OF THOSE COMMENTS COMING BACK IS NOT JUST, "HEY THERE'S A  
[02:30:23] PROBLEM HERE" BUT REALLY PUT US ON THE COURSE TO ADDRESSING  
[02:30:27] THOSE THINGS AND WE SAW THOSE REFLECTED IN THE MOTION GOING  
[02:30:29] FORWARD. SO I'M JUST REALLY PROUD OF THE  
[02:30:33] ORGANIZATION, THE ROAD THAT WE'VE LAID OUT FOR OURSELVES,  
[02:30:36] THE WILLINGNESS TO UNDERTAKE THIS WORK, AND FOR US TO BE THAT  
[02:30:39] MODEL THAT WE STRIVE TO BE. THANK YOU. EXCELLENT  
[02:30:42] COMMENTS. THANK YOU FOR THAT DIRECTOR METRUCK. PRESENTERS  
[02:30:47] ANYONE?  
[02:30:49] YES DELMAS HAS INDICATED THAT HE WOULD LIKE TO SPEAK. SO  
[02:30:52] DELMAS I SENT THE UNMUTE PROMPT. LET ME KNOW IF YOU DIDN'T GET

[02:30:55] IT AND I WILL SEND IT AGAIN. I THINK I GOT IT HERE. THANK YOU VERY MUCH FOR THAT  
[02:31:05] I WANTED TO START OFF THAT YES  
[02:31:13] THAT GROUP OF FOLKS THAT ARE WORKING BEHIND THE SCENES AND  
[02:31:18] GIVING THEMSELVES OF THEIR TIME, DAWN HUNTER, RUDY KALUZA,  
[02:31:24] MARIN BRUNETTE WHO YOU SAW TODAY, OUR MANAGING DIRECTOR FOR  
[02:31:29] THE AIRPORT, LANCE LITTLE, AND HIS ASSISTANT PATRICIA LEE, AND  
[02:31:33] OBVIOUSLY THE FAMOUS KENNY LYLES, MY BOSS TRACY PATTERSON,  
[02:31:41] SOFIA MAYO, DEWAYNE HILL, [INAUDIBLE] CLAYTOR, LEANNE RICE  
[02:31:48] AND THE AMAZING AMIRA, TALIA.  
[02:31:52] SO THANK YOU GUYS FOR ALL THE THINGS THAT YOU'RE DOING. I  
[02:31:56] WOULD LIKE TO SAY TO THE CHIEF AND TO HIS COMMANDERS AND  
[02:32:02] FOLKS THAT HAVE TAKEN PART IN THE SESSIONS.  
[02:32:07] IT IS VITAL FOR US TO BE ABLE TO DO THIS WORK  
[02:32:13] AND I THANK YOU FOR YOU STEPPING UP AND  
[02:32:19] BEING PRESENT IN THOSE SESSIONS AND I LOOK  
[02:32:25] FORWARD TO THE CONTINUING CONVERSATIONS AS WE  
[02:32:30] MOVE THIS FORWARD. WE WANT TO DO IT RIGHT AND THAT'S RIGHT FOR  
[02:32:33] FOR BOTH SIDES. AND AGAIN WE THANK YOU GUYS FOR ALL OF  
[02:32:39] THE WORK THAT'S BEING DONE IN OUR COMMUNITY SO  
[02:32:45] THANK YOU VERY MUCH.  
[02:32:51] DO WE HAVE ANYONE ELSE WISHING TO COMMENT OR  
[02:32:55] QUESTION?  
[02:32:57] I HAVE NOT SEEN ANYBODY INDICATE SO. WELL ONCE  
[02:33:02] AGAIN THIS HAS BEEN A TRULY INSPIRING AND INCREDIBLY  
[02:33:05] INFORMATIVE DISCUSSION.  
[02:33:11] WE CAN GO AROUND ONCE MORE WITH COMMISSIONERS IF THEY WOULD  
[02:33:15] LIKE TO MAKE ANY CLOSING COMMENTS.  
[02:33:18] [CROSSTALK]  
[02:33:25] IS SOMEONE SPEAKING?  
[02:33:28] YEAH WHO IS THIS?  
[02:33:34] YES I'M NO LONGER ON VIDEO. I'M ON MY PHONE.  
[02:33:52] LANGUAGE ACCESS. I DON'T KNOW IF THERE IS AN ASSESSMENT  
[02:33:57] NOW OF BILINGUAL OFFICERS BUT I JUST WANT TO MAKE SURE  
[02:34:04] MOVING FORWARD IF THERE IS  
[02:34:08] INCENTIVES OR STIPENDS. I KNOW IT'S A CHALLENGE  
[02:34:13] BRINGING IN  
[02:34:15] OFFICERS THAT REPRESENT THE COMMUNITY BUT  
[02:34:22] TO ME I JUST WANT TO MAKE SURE THAT WE'RE NOT FORGETTING THAT  
[02:34:25] WE ARE IN AN INTERNATIONAL AIRPORT, ALL OUR PORTS. WE  
[02:34:29] HAVE MULTIPLE LANGUAGES. THAT'S ALSO PART OF THE  
[02:34:32] CONVERSATION WHEN RECRUITING THAT WE'RE BEING MINDFUL  
[02:34:37] OF THAT. SO I JUST WANT TO MAKE SURE THAT WE KEEP THAT IN MIND  
[02:34:42] MOVING FORWARD WITH CHANGES. THAT WE DON'T FORGET ABOUT THAT  
[02:34:46] WE'RE IN AN AIRPORT THAT REPRESENTS MANY FOLKS FROM ALL  
[02:34:51] OVER THE WORLD WITH DIFFERENT LANGUAGES. SO JUST WANT TO MAKE  
[02:34:55] SURE THAT BILINGUAL, OR MORE THAN ONE LANGUAGE, THAT WE KEEP  
[02:35:00] THAT IN MIND. THAT'S ALL I HAVE. THANK YOU.  
[02:35:04] BACK TO COMMISSIONERS FOR A CLOSING ROUND. IF YOU WOULD LIKE  
[02:35:08] TO MAKE A COMMENT. COMMISSIONER FELLEMAN. I JUST WANT TO THANK  
[02:35:12] EVERYBODY FOR THEIR GREAT CONTRIBUTIONS. THIS WAS CLEARLY  
[02:35:16] VERY VALUABLE FOR THE COMMISSION. YOUR DIRECT  
[02:35:19] EXPERIENCE IS WORTH SO MUCH MORE THAN OUR ACADEMIC EXPERIENCE  
[02:35:23] HERE BUT WE WILL ONLY DO A GOOD JOB IF WE DO THIS TOGETHER AND  
[02:35:28] YOUR CONTRIBUTIONS ARE VERY WELL NOTED. I STILL BELIEVE THAT  
[02:35:33] WE NEED TO HAVE THIS LOOKED AT IN A BROADER CONTEXT JUST TO  
[02:35:38] HELP SHAPE THE MICROCOSM IN WHICH WE WORK. I MUST SAY WITH  
[02:35:42] ALL THE TELEVISION COVERAGE, NEWS COVERAGE THAT THIS HAS  
[02:35:45] RECEIVED. THE PERSON THAT I'VE HEARD WITH THE MOST ARTICULATE  
[02:35:49] VOICE ON JUST THE UNDERLYING ISSUES OF THE SOCIAL  
[02:35:54] INJUSTICE THAT OCCURS IN OUR WORLD IS THIS WOMAN NAMED  
[02:35:56] SHERRILYN IFILL WITH THE NAACP LEGAL DEFENSE FUND AND  
[02:36:01] UM SHE JUST HAD ARTICLES IN SLATE. SHE'S DOING VERY POPULAR  
[02:36:05] STUFF IN ADDITION TO ALL HER LEGAL WORK AND I JUST SAW THIS

[02:36:10] LEVEL OF CLARITY AND THIS, YOU KNOW, ORGANIZATION WAS FOUNDED  
[02:36:12] BY THURGOOD MARSHALL. SO THERE'S SOMETHING  
[02:36:16] VERY FUNDAMENTAL HERE THAT I THINK WE ARE ALL  
[02:36:19] STANDING ON THE SHOULDERS OF GIANTS. THAT THIS IS A CONTEXT  
[02:36:22] THAT WE HAVE TO ALWAYS RECOGNIZE AND THEN JUST IN  
[02:36:25] LOOKING AROUND, HOW DO WE RECRUIT PEOPLE OF COLOR INTO  
[02:36:29] THE FORCE WHICH WILL ULTIMATELY BE A KEY TO OUR SUCCESS.  
[02:36:33] THERE'S A GROUP THAT I KNOW NOTHING ABOUT IT'S THE NATIONAL  
[02:36:35] BLACK POLICE ASSOCIATION WHICH I THINK ONE OF THEIR JOBS IS TO  
[02:36:41] MAKE SURE THAT THE THE POLICE FORCE LOOKS  
[02:36:44] LIKE THE COMMUNITIES THEY MANAGE AND SO.  
[02:36:47] ANYWAY. THANK YOU AGAIN. AND I LOOK FORWARD TO SEEING HOW WE  
[02:36:51] WILL INTEGRATE WITH THE LOCAL, REGIONAL, AND NATIONAL CONTEXTS  
[02:36:56] IN WHICH WE LIVE.  
[02:37:00] THANK YOU COMMISSIONER FELLEMAN. COMMISSIONER CHO, DID YOU HAVE CLOSING COMMENTS TODAY?  
[02:37:06] NO. I JUST WANT TO REITERATE THE TREMENDOUS WORK THAT EVERYONE  
[02:37:10] HAS DONE. I WANT TO THANK THE CHIEF ONE MORE TIME. AND ALSO  
[02:37:13] THE SUPPORT STAFF WHO TOOK THE TIME TO PROVIDE US WITH COMMENTARY  
[02:37:18] AND THEIR SUPPORT. I KNOW THAT IT ISN'T EVERY DAY THAT YOU GET  
[02:37:22] TO TESTIFY DIRECTLY TO THE COMMISSIONER SO IT WAS  
[02:37:25] REALLY GOOD TO SEE SOME FAMILIAR FACES.  
[02:37:29] THANK YOU COMMISSIONER CHO. COMMISSIONER CALKINS, DO YOU  
[02:37:32] HAVE CLOSING COMMENTS TODAY?  
[02:37:35] NO FURTHER COMMENTS FOR ME.  
[02:37:39] THANK YOU. COMMISSIONER BOWMAN? ANY CLOSING COMMENTS FOR TODAY?  
[02:37:44] NO FURTHER COMMENTS EXCEPT TO THANK EVERYBODY THAT PUT THIS  
[02:37:48] TOGETHER TODAY. AND REALLY JUST THE VERY CANDID AND HONEST  
[02:37:53] CONVERSATIONS THAT HAVE HAPPENED. I JUST REALLY LOOK  
[02:37:55] FORWARD TO THAT CONTINUING THROUGH THE PROCESS OF THE TASK  
[02:37:58] FORCE AND THE REPORTING OF THE RECOMMENDATIONS. AND I ALSO WANT  
[02:38:02] TO SAY THAT I VERY MUCH SUPPORT THE EFFORT THAT COMMISSIONER  
[02:38:05] CHO IS STARTING TO UNDERTAKE ABOUT LOOKING AT MORE SYSTEMIC  
[02:38:09] RACISM THROUGHOUT THE PORT AND ALL OF OUR POLICIES AND  
[02:38:13] PROCESSES. THE USE OF POLICE FORCE IS A CRITICAL ISSUE AND  
[02:38:19] THIS IS ABSOLUTELY THE RIGHT TIME, IF NOT BEFORE, THAT WE  
[02:38:23] SHOULD BE DEALING WITH THIS BUT THERE ARE BROADER IMPLICATIONS  
[02:38:26] AND I JUST WANT TO SAY I SUPPORT WHAT COMMISSIONER CHO HAS  
[02:38:30] UNDERTAKEN AN APPRECIATE ALL OF THE EXTRA WORK THAT OUR STAFF  
[02:38:34] HAS DONE TO AS DIRECTOR METRUCK MENTIONED. THIS IS REALLY ALL  
[02:38:38] DONE ON WHAT WOULD BE CONSIDERED VOLUNTEER BASIS. IT  
[02:38:42] IS A SUBSTANTIAL CONTRIBUTION AND THANK YOU SO MUCH  
[02:38:46] FOR FOR TAKING THAT TIME ESPECIALLY GIVEN ALL OF THE  
[02:38:50] EXTRA STRESSES THAT YOU ALL FACE, WE ALL FACE WITH  
[02:38:54] TRYING TO WORK FROM HOME, TRYING TO PROTECT OUR FAMILIES, AND YET  
[02:38:57] SO MANY PEOPLE WITH DELMAS AT THE HEAD HAVE TAKEN THIS ON. SO  
[02:39:02] JUST MY SINCERE APPRECIATION AND I LOOK FORWARD TO THE WORK  
[02:39:06] AHEAD AND WHAT YOU'LL BE REPORTING BACK. THANK YOU.  
[02:39:10] THANK YOU COMMISSIONER BOWMAN. AND TURNING IT BACK TO YOU  
[02:39:12] COMMISSION PRESIDENT  
[02:39:14] STEINBRUECK FOR YOUR CLOSING COMMENTS IF ANY. OKAY  
[02:39:18] WELL THANK YOU CLERK HART. WELCOME TO THE COMMISSION, ONCE  
[02:39:23] AGAIN. AND IT'S BEEN GOOD HAVING YOU ENGAGED IN THIS MEETING.  
[02:39:28] THANK YOU. I HAVE NO ADDITIONAL COMMENTS TO MAKE I THINK PEOPLE  
[02:39:32] HAVE HEARD ENOUGH FOR ME ALREADY. SO AT THIS POINT I  
[02:39:36] WOULD LIKE TO CONCLUDE THIS SPECIAL MEETING BUT ALSO  
[02:39:40] MENTION THAT THE MOTION 2020-15  
[02:39:46] WILL BE BEFORE THE COMMISSION JULY 14TH 2020.  
[02:39:51] AT THAT TIME MEMBERS OF THE PUBLIC WILL AGAIN HAVE AN  
[02:39:55] OPPORTUNITY TO MAKE PUBLIC COMMENT, RESPOND TO THE MOTION  
[02:40:00] AND ANY CHANGES THAT WE MIGHT BE PROPOSING AT THAT DATE  
[02:40:07] ON THE TOPIC OF PORT POLICING. SO IF THERE'S NO  
[02:40:11] OBJECTION WE ARE NOW ADJOURNED AT 1:13PM.

END OF TRANSCRIPT