



COMMISSION
AGENDA MEMORANDUM
BRIEFING ITEM

Item No.	11a
Date of Meeting	April 27, 2021

DATE: April 9, 2021
TO: Stephen P. Metruck, Executive Director
FROM: Bookda Gheisar, Senior Director, Equity, Diversity & Inclusion
Delmas Whittaker, Senior Manager, Vessel Fishing Services

SUBJECT: Port Policing Assessment Progress Report

EXECUTIVE SUMMARY

In response to the Port of Seattle Commission's Motion 2020-15 creating a Task Force on Port Policing and Civil Rights, staff have been actively working to implement a comprehensive assessment of the Port of Seattle Police Department's (POSPD) policies, protocols and procedures impacting issues of diversity, equity and civil rights. With the help of a wide range of external stakeholders and a consulting team, Port staff are making steady progress toward achieving the Commission's goal of identifying opportunities for the POSPD to meet the highest nationwide standards achievable for public safety and protection of civil rights, equity, accountability and oversight.

At the Commission's November 17 public meeting, staff presented a progress report of initial findings. The briefing on April 27 will provide further status updates, additional recommendations for potential Commission or Executive action, and an updated timeline for completion of the assessment. The presentation also includes an update on the Port's engagement during the 2021 Washington State Legislative Session on various legislative proposals related to policing.

BACKGROUND

Upon the passage of Motion 2020-15, the Task Force on Port Policing and Civil Rights hired 21CP Solutions as its consultant and formed a Task Force composed of key internal and external stakeholders to guide the process and provide input on key issues. In addition, the structure of the policing assessment was divided into subcommittees that include both Task Force members and other Port and external participants:

- 1) Use of force*
- 2) Mutual aid*
- 3) Oversight, accountability, racial equity and civil rights*
- 4) Diversity and hiring**
- 5) Training and development**
- 6) Budget, roles and equipment***
- 7) Advocacy***

*completed

**currently convening

***will convene in May

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In addition to supporting the work of the subcommittees and integrating their feedback into the assessment, 21CP has also interviewed stakeholders, reviewed documents, surveyed POSPD employees and drawn on their expertise to develop their recommendations to-date. Please note that, while the Use of Force, Mutual Aid and Oversight & Equity subcommittees have completed their work, the recommendations on those topics will continue to evolve – informed by the work of other subcommittees, new research and the passage of state legislation.

The Diversity & Hiring and Training & Development subcommittees began convening in February 2021. The Budget and Advocacy subcommittees will begin meeting shortly. A full timeline for the subcommittee work and the overall assessment process is included in the slide presentation attached to this memo.

ATTACHMENTS TO THIS PRESENTATION -

- (1) Presentation slides

PREVIOUS COMMISSION ACTIONS OR BRIEFINGS

- November 17, 2020 – The Commission heard a progress report from the Task Force co-chairs.
- July 14, 2020 – The Commission approved the Port Policing Assessment Motion.
- June 30, 2020 – The Commission held a study session on the draft Port Policing Assessment Motion.