



**COMMISSION
AGENDA MEMORANDUM
BRIEFING ITEM**

Item No.	<u>11b</u>
Date of Meeting	<u>September 14, 2021</u>

DATE: September 14, 2021
TO: Stephen P. Metruck, Executive Director
FROM: Bookda Gheisar, Senior Director, Equity, Diversity & Inclusion
Delmas Whittaker, Director, Marine Maintenance
SUBJECT: Port Policing Assessment Final 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 have achieved 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.

The briefing on September 14 will provide a summary of key findings and recommendations for potential Commission or Executive action, as well as a proposed plan for implementation over the coming year.

BACKGROUND

Upon the passage of Motion 2020-15, the Task Force on Port Policing and Civil Rights hired 21CP Solutions (21CP) 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.

In addition to supporting the work of the subcommittees and integrating their feedback into the assessment, 21CP also interviewed stakeholders, reviewed documents, surveyed POSPD employees and drawn on their expertise to develop their recommendations. The results of this work are found in 21CP’s report which is included in the public materials for the September 14 Commission meeting.

Motion 2020-15 states that the Executive Director and Commission will “review the report within 90 days of receipt” and will “respond to the recommendations within six (6) months”. The Task Force Co-chairs and staff will work with Commissioners, the Executive Director and the POSPD during this period to facilitate this review and response, as well as any subsequent implementation.

Meeting Date: September 14, 2021

SUMMARY OF FINDINGS

The 21CP final report and the summary of the final report – both of which provided as attachments to this memo – highlight two main conclusions:

- 1) First, the Port of Seattle Police Department is in a strong position and already operating to a great extent in alignment with the Commission’s goals as articulated in Motion 2020-15. POSPD has good policies and procedures, a robust training program and a clear commitment to mission and goals. Use of force is infrequent and, with few exceptions, reasonable, necessary, and proportional. The relatively few POSPD misconduct complaints were investigated in a timely and objective manner. Forward thinking appears typical of POSPD leadership and was observed in supervisors and officers providing day-to-day policing services, the POSPD training program, and through participation in the work of the Task Force.
- 2) Second, as with any organization, there are opportunities for growth and change that will bring POSPD even closer to the Commission’s vision of a world-class police force that not only sets a high standard for performance and community service, but also centers equity and civil liberties as core values in its work. To that end, 21CP’s full report offers a wide variety of recommendations in each of the nine areas for assessment outlined by the Commission.

In particular, 21CP’s recommendations focus on three priority areas:

- How increased organizational transparency can improve perceptions about the POSPD;
- Supporting the POSPD’s move away from a traditional police response on homelessness; and
- The need for the POSPD to focus on internal procedural justice to address a perception of inequity experienced by many, but particularly Non-White employees.

Overall, 21CP offers a full list of more than 50 recommendations based on the work of the subcommittees as well as its engagement efforts with the POSPD, other Port staff, and external stakeholders. Those recommendations are listed in the summary report document, and are further explained in the full report document.

ATTACHMENTS TO THIS PRESENTATION -

- (1) 21CP Final Policing Assessment Report Summary
- (2) 21CP Final Policing Assessment Report
- (3) Presentation slides

PREVIOUS COMMISSION ACTIONS OR BRIEFINGS

- April 27, 2021 – The Commission heard a progress report from the Task Force co-chairs.
- November 17, 2020 – The Commission heard a progress report from the Task Force co-chairs.

Meeting Date: September 14, 2021

- 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.