

Commission Task Force on Policing and Civil Rights Final Report

September 14, 2021

BACKGROUND, GOALS & PROCESS

Commission Motion 2020-15

- Directed a comprehensive assessment of the Port of Seattle Police Department
 - Established a Commission Task Force on Port Policing and Civil Rights to lead the assessment and develop recommendations for action
- Nine Areas for Assessment:
 1. Diversity in Recruitment and Hiring
 2. Training and Development
 3. Equity
 4. Use of Force
 5. Oversight and Accountability
 6. Police Union Participation
 7. Mutual Aid
 8. Advocacy
 9. Budget, Roles, and Equipment

Task Force Work & Goals

- Engaged over 50 internal and external stakeholders in Task Force, subcommittees; conducted a POSPD employee survey & interviews
 - Most of the recommendations are the direct result of stakeholder engagement
- Task Force worked not only to identify areas for improvement, but also serve as an example of how to productively engage in a thorough review of police practices, protocols and internal processes.
- Goal was to help POSPD achieve the highest nationwide standards for public safety, protection of civil rights, equity, accountability and oversight.

Key Next Steps

- Finish gathering/incorporating feedback from stakeholders on the final report to ensure transparency/alignment with Task Force contributions.
 - Co-chairs will provide an addendum of additional suggestions not incorporated into final report based on stakeholder feedback.
- Advance the Port's Implementation Plan, which will prioritize recommendations and provide proposed timelines, budget and other details.
 - ED and Task Force Co-chairs will present that plan to Commissioners at a future meeting; potential for Commission Order codifying the plan at that time
- POSPD is already working to incorporate substantive changes required through legislation passed during the Washington State Legislature's 2021 session

Policing Assessment Findings

POSPD Has Strong Foundation For Success

- Clear commitment to mission and goals
- Good policies and procedures
- Robust training program
- Use of force is infrequent and, with few exceptions, reasonable, necessary, and proportional.
- Few POSPD misconduct complaints; all investigated in a timely and objective manner.
- Forward thinking leadership

Opportunities For Improvement Exist

- More than 50 recommendations based on the work of the subcommittees as well as additional engagement efforts
- Focus on three priority areas:
 - How increased organizational transparency can improve external perceptions about the POSPD;
 - Supporting the POSPD's move away from a traditional police response on homelessness on Port property; 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.
- Over 25% of recommendations focus on increasing equity through internal procedural justice trainings and processes.

Select Recommendations Include:

Use of Force

- De-escalation policy should be updated to make de-escalation attempts mandatory, when possible, and to add de-escalation tactics
- Create a standing use of force review committee

Oversight & Accountability

- ***Create a quarterly public safety committee to bring interested stakeholders together***
- Enhance internal procedural justice at the POSPD
- Develop protocols between POSPD, Customer Services, and Human Resources on the handling of complaints and compliments about police officers

Select Recommendations, Con't.

Mutual Aid

- Take the lead on updating current mutual aid agreements
- Add levels of approval required before deploying resources for mutual aid

Budget, Roles and Equipment

- *Develop first responder alternatives to homelessness that do not involve armed POSPD officers*
- Implement recommended policies to guide the use of body-worn cameras

Advocacy

- Incorporate new legislative requirements into policy and training
- Continue to engage with key stakeholders and elected officials on emerging state and federal legislation.

Select Recommendations, Con't.

Diversity in Recruitment & Hiring

- Develop a police officer recruitment plan aimed at increasing the number of Hispanic/Latinx police officers
- Update race/ethnic identification data for employees, benchmarks to use for assessing availability and utilization, and consolidate data sources

Training & Development

- Increase transparency around promotional and special team processes
- ***Commence a campaign of internal procedural justice training; continue to train de-escalation as a core engagement philosophy; continue to stress a “guardian mentality” in trainings***

Task Force Members

1. **Marin Burnett** – Port of Seattle, Strategic Initiatives, Strategic Planning Manager
2. **Milton Ellis** – Port of Seattle, Labor Relations, Labor Relations Manager
3. **Sean Gillebo** – Port of Seattle Police Department, Commander
4. **Monisha Harrell** – Equal Rights Washington, Chair
5. **John Hayes** – Seattle Police Department, Captain
6. **Jesse Johnson** – Washington State Representative
7. **Deborah Jacobs** – Consultant, Police Accountability
8. **Anne Levinson** – Retired Judge, Deputy Mayor, and police accountability Oversight Auditor
9. **Sofia Mayo** – Port of Seattle, Central Procurement Office, Senior Manager Service Agreements
10. **Sam Pailca** – Microsoft, Associate General Counsel, Office of Legal Compliance; Board Member of ACLU Washington
11. **Eric Schinfeld** – Port of Seattle, External Affairs, Senior Manager, Federal and International Government Relations
12. **Ericka Singh** – Port of Seattle Human Resources, Talent Acquisition Manager
13. **Jessica Sullivan** – REI, Corporate Security and Emergency Manager; retired Captain, King County Sheriff's Office
14. **Veronica Valdez** – Port of Seattle, Commission Office, Commission Specialist
15. **Michelle Woodrow** – Teamsters, Local 117, President and Executive Director
16. **Shaunie Wheeler** – Teamsters, Local 117, Political & Legislative Director Joint Council of Teamsters No. 28

Questions?

APPENDIX

Engagement Activities

Outreach to Community Groups

Shilshole Bay Marina residents and Dock Captains

Duwamish Valley Stakeholders

Harbor Island Stakeholders

Drayage Truck Companies and Drivers

Aviation Community Stakeholders

Airport Customer Service/Pathfinders

Homelessness advocates/service providers

City of Sea-Tac government

POSPD Survey / Engagement

111 surveys received out of approximately 151 employees

Remote listening sessions for officers, sergeants, commanders, and non-commissioned employees.

Identified Processes That Support Equity Goals

- De-escalation
- Procedural Justice
- Recognition of the sanctity of human life
- Accountability system that provides checks and balances
- Acknowledge value of continuous improvement

Task Force Leadership

Task Force Co-Chairs

- Bookda Gheisar, Senior Director of Equity, Diversity and Inclusion
- Delmas Whittaker, Senior Manager of Fishing Vessel Services; President of the Port's chapter of Blacks in Government (BIG)

Task Force Commissioners:

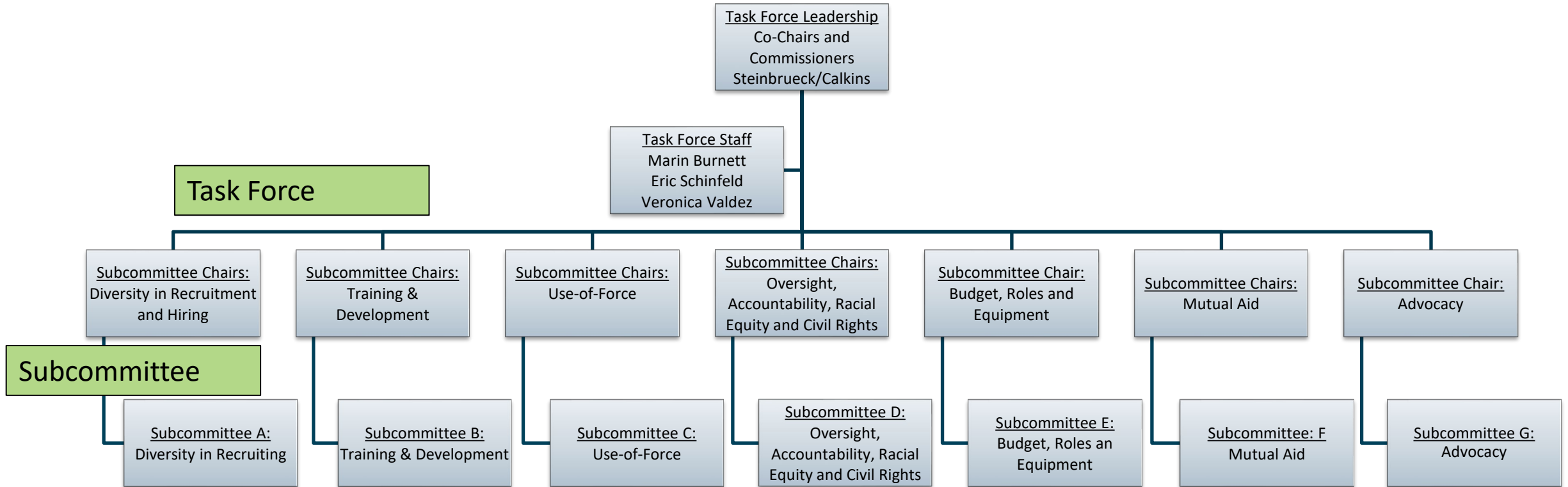
- Commissioner Peter Steinbrueck
- Commissioner Ryan Calkins

Consultant

21CP Solutions

- Selected through a rigorous RFP process, 21CP was formed by members of President Obama's Task Force on 21st Century Policing
- 21CP Solutions “helps cities and communities effectively tackle the challenges of delivering safe, effective, just, and constitutional public safety services in the 21st Century.”
- Role of consultant:
 - Conduct analysis of police department policies, practices and programs
 - Facilitate subcommittee meetings
 - Prepare reports, minutes and recommendations

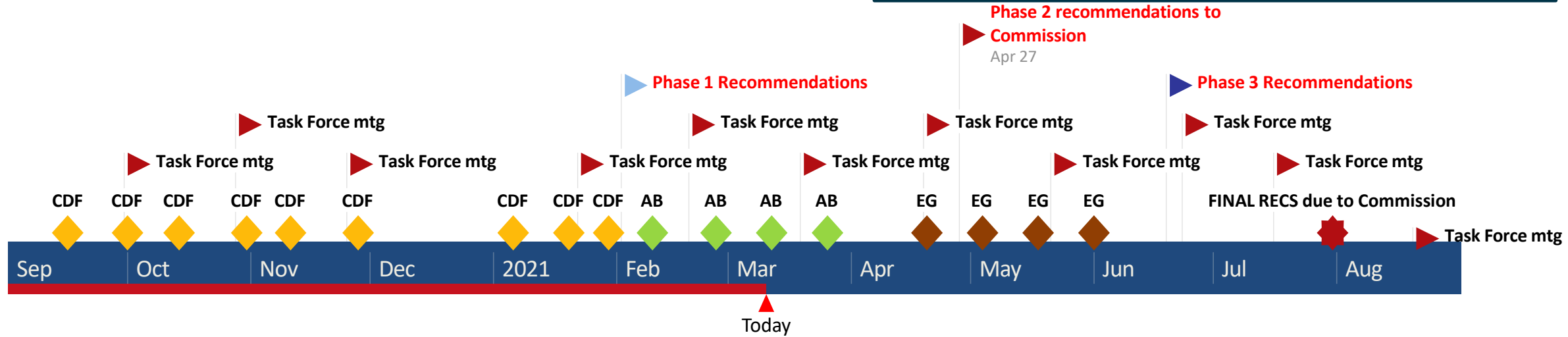
Task Force Structure



- Each member of the Task Force (excluding Commissioners, Co-Chairs and staffers) will lead a subcommittee

UPDATED (12.9.20) Policing Motion Subcommittee Meeting structure

Phase 1	Phase 2	Phase 3
Subcommittees C,D,E,G	Subcommittees A,B	Subcommittees F,H
18 weeks	9 weeks	6 weeks
7-9 meets	3-5 meets	3-5 meets
Sept-Jan	Feb-Apr	Apr-May



SubCom C - Use-of-Force	Sep 8 - Jan 29
SubCom D - Oversight, Accountability & Civil Rights	Sep 8 - Jan 29
SubCom F - Mutual Aid	Sep 8 - Jan 29
SubCom A - Div & Hiring	Feb 8 - Apr 2
SubCom B - Training & Dev	Feb 8 - Apr 2
SubCom E - Budget, Roles & Equip	Apr 19 - May 31
SubCom G - Advocacy	Apr 19 - May 31

Note: Due to anticipated variances in the complexity of certain issues, subcommittees have varying numbers of meetings. All timelines/dates are tentative. Subcommittees are activated at their allotted start time but may be disbanded before or after the estimated dates depending on necessity.