

King County Police Chiefs' Association
Public Trust / Community Building Committee
"MENU OF OPTIONS"

This Menu of Options is intended to serve as a list of resources for Chiefs and the Sheriff to use when seeking meaningful ways in which to establish and build trust with our respective communities. This Menu of Options provides specific strategies tied to specific points of contact. The KCPCA has agreed to adopt the Statement of Values and to conduct annual Biased Policing Prevention training. The KCPCA recognized that not all the options would be a good fit for every community, so each Chief and the Sheriff can choose the resources that best fit the needs of their particular community.

1. POLICY

- a) Adopt a Statement of Values for all members of the King County Police Chiefs' Association. This Statement of Values highlights our commitment as Law Enforcement leaders to ensure all members of our communities are treated with equity and respect.

"The Sheriff and Police Chiefs in King County place a high value on creating a culture within our respective departments wherein everyone shares the common values of community trust, mutual respect, and protection of everyone's civil rights. We live out our values by ensuring adequate training, leading by example, and holding our personnel accountable."

- b) Adopt the Justice Based Policing model
Sue Rahr
Dave Bales
- c) Collect and analyze statistics relating to arrests, citations, and race.
Individual agency staff
- d) Utilize the Equity Lens Toolkit when enacting new policies
Kevin Milosevich
Benita Horn (Seattle Office of Civil Rights)

2. Training

- a) Conduct regular training in Biased Policing Prevention
 - “Race, the Power of an Illusion” video (Mike Villa)
 - “Because of the Color of their Skin” documentary by Wayne Perryman
 - Community Building training (John Hayes, Ed Holmes)
 - Fair and Impartial Policing (Ken Thomas)
 - Blue Courage (Samantha Daly - CJTC staff)

- b) Conduct cultural and community awareness training
 - Muslim (Mike Villa, John Hayes, Mohammed Jama)
 - Hispanic (Jamie Garcia)
 - African American (John Hayes, Wayne Perryman)
 - East African (Jim Pugel)
 - Eastern European (Mike Villa)
 - South Asian (Henry Simon)
 - Chinese (Alan Lai)
 - LGBTQ (Jim Ritter)

3. Hiring / Recruiting

- a) Ensure recruiting efforts attract a diverse candidate pool, with the goal of having a department that is reflective of the communities we serve.
 - Connect with Worksource for potential candidates (Chelsea Baylen)
 - Encourage candidates to attend interviewing classes (Chelsea Baylen)
 - Ensure our background investigators are clear on our expectations.
 - Disqualifiers – we should revisit automatic disqualifiers (e.g. should minimal marijuana use and old records of reckless driving be automatic disqualifiers? Ensure that we are taking into account the context in which candidates made their mistakes, so as to avoid screening out potentially great candidates. If we continue with automatic disqualifiers, make sure they are clearly stated on promotional materials

- b) Messaging – our recruiting efforts must include an emphasis on the fact that police work is very meaningful and honorable.
 - PublicSafetyTesting.com (Jon Walters)
 - Streamline hiring process
 - Enhance our websites
 - Participate in job fairs

Create posters with pictures of our diverse departments
Actively recruit promising candidates

4. **Community Outreach**

- a) Host Citizens' Academies, and invite your representatives from diverse communities. This can be used as a forum to share with the community what the PD is doing (and why) in relation to connecting with our citizens.

Chief Mike Villa
KCSO Jim Pugel
SPD Capt. John Hayes
Kevin Milosevich

- b) Develop mentoring program for youth of color

George Delgado
Adrian Diaz ("Explorer" program)

- c) Develop strong relationships with leaders from local churches / faith communities (go out to their places of worship to establish and build relationships).

Carol Cummings (Cops and Clergy program)
Ken Thomas
Mike Villa
Joel Ingebritson
Kevin Milosevich

- d) Develop Liaison Committees with our diverse communities, and assign Command personnel to go out into the community to participate in committee meetings.

John Hayes
Ken Thomas
Jim Pugel

- e) Develop / host workshops and open houses to educate and empower the community to work in collaboration with Law Enforcement. Reach out to community leaders, and conduct a series of regular, face-to-face discussions with the community to strategize, identify barriers and opportunities.

Chief Milosevich
Ed Prince

- f) Host a National Night Out focused on engaging our diverse communities in efforts to reduce crime.

Chief Mike Villa

- g) Engage with those struggling with mental health issues, to include our returning veterans. Be mindful on labels (e.g. “mental” or “220” as these can hinder fair and compassionate treatment)
 - Susan Schoeld
 - Jamie Garcia
 - SPD Lt. Rivera
- h) Participate in “Coffee with a Cop” program.
 - Steve Burns
- i) Pursue avenues to become part of the community (e.g. officers can serve as Little League coaches)
 - Wayne Perryman
- j) Develop relationships with our military veterans
 - Susan Schoeld
 - Chelsea Baylen

5. Partnerships

- a) Partner with School Districts in efforts to address the needs of our diverse communities
 - e.g. Participate in a civics class in collaboration with the School District focused on engaging a diverse group of high school seniors on police related issues.
 - e.g. Focus on elementary schools to reach the young diverse students in our school districts
 - Mike Villa
- b) Partner with the International Rescue Committee or other refugee placement organizations in outreach and education to assist our refugee community transitioning to their new environment here in the U.S.
 - Chief Mike Villa
 - Susan Schoeld
- c) Partner with our media outlets for proactive outreach opportunities
 - Chris Bennett
 - Ed Prince
 - Social media
- d) Partner with elected officials to reach out to our diverse communities.
 - Local City Councils
 - Dennis Law

Ed Prince

POINTS OF CONTACT

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The Committee recognizes that this Menu of Options and the points of contact will change over time.