

White House Conference on 21st Century Policing What Spokane is Accomplishing

Pillar 1. Trust & Legitimacy.

1. SPD has completed “procedural justice” training for all members of the department.
2. Currently developing fair & impartial policing training in conjunction with the Mayor’s Advisory Committee on Multi-cultural Affairs.
3. All SPD policies and procedures are available on the department’s website. Revisions as per the Collaborative Reform Agreement are being made with input from SPD subject matter experts.
4. Tracking, analyzing and publicly reporting race data regarding police-citizen interactions in collaboration with a professor at Eastern Washington University.
5. We regularly survey our community through community outreach, telephone town halls, and a citywide survey later this summer.
6. Working with Civil Service to diversify workforce. Contracted with Public Safety Testing Service to recruit nationally for candidates. Exploring strategy to offer stipends for officers proficient in foreign languages.
7. Immigration enforcement has been “de-coupled” from local police activities for more than 10 years.
8. We use a “language line” to provide officers with the ability to communicate with individuals who are not fluent in English. We are also actively recruiting officers with foreign language ability.

Pillar 2. Policy & Oversight.

1. Working with DOJ in the Collaborative Reform process, SPD is conducting a complete review and re-write of all use of force policies, procedures and training.
2. All SPD officers have completed de-escalation training.
3. All officer-involved shootings or incidents that lead to death or serious injury to a community member during police interactions are investigated by the Spokane Investigative Regional Response Team – Spokane Police, Spokane County Sheriff and Washington State Patrol.

Additionally, the Police Ombudsman and Ombudsman Commission provides oversight and review of all internal affairs investigation including officer involved shootings and use of force incidents.

4. All use of force policies and procedures are available to the community through the SPD website and all internal affairs reports are posted to website upon completion.

5. The SPD currently conducts peer review on all use of force incidents and conducts a deadly force review board (which includes OPO and members of public) on all officer involved shootings.
6. SPD policies and procedures regarding policing mass demonstrations are available on the website. Additionally, SPD is a recognized leader in training Pacific Northwest police agencies regarding the topic.
7. We do not employ a "quota system" regarding arrests, traffic citations, summonses, etc.
8. SPD has established a liaison to the LGBTQ community as well as the NAACP.
9. SPD has a long established policing regarding "bias free policing."

Pillar 3. Technology & Social Media.

1. The SPD currently has 95 body worn cameras deployed. Will have approximately 180 deployed by the end of 2015. Working with Arizona State University to study the effect of BWCs on police-community relations. Only department in the country conducted of post-BWC interactions to determine effect on of the technology on involved community members and officers. Members of SPD and City Attorney's office have testified at the White House, Congress and State legislature regarding our policies, practices and training.
2. Member of the SPD recently testified before Congress regarding our less than lethal technology.

Pillar 4. Community Policing & Crime Reduction.

1. Data-driven/evidence-based practices have led to a significant reduction in Part 1 violent and property crime over the last three years.
2. Community policing is the guiding principal for all SPD policing policies, practices, strategy and training.
3. Established precincts to move officers closer to the neighborhoods they serve.
4. Created a Mental Health Steering Committee which meets monthly to collaborate on strategies to respond to persons challenged by mental illness, drug addiction, autism and developmental disabilities.
5. Hosting the first-ever public safety conference on mental illness in Spokane.
6. All SPD officers have completed 40-hours of crisis intervention training. Fifteen (15) officers have completed over 100 hours of enhanced crisis intervention training.
7. Re-established a Citizen's Police Academy as well as "mini-academies" for community, business and faith-based leaders.
8. The SPD has had for more than 10 years a community-based citizens' advisory committee.
9. SPD is working with several Universities – Washington State, Eastern Washington and Arizona State on various research projects.
10. Community Intervention and Outreach Programs:

- **Chronic Offender Unit**-This program evolved out of the need to stop the revolving door of arresting the same criminals repeatedly. Since inception (March 2014), we have determined root cause behaviors and connected needed resources (housing, insurance, substance abuse treatment, employment) to 66 top offenders for Burglary and Vehicle Theft. There are 45 individuals currently in the program. 21 offenders are no longer in the program (Graduates: 4, Left area: 3, Long-term incarceration: 14)
- **Youth & Police Initiative (YPI)**-Chief Straub introduced this program which gathers potential at-risk youth together with police officers to engage in dialogue about the issues concerning each group. The goal is to have each group see each other as human beings with commonalities, in order to break down barriers and stereotypes and build trust. Since we started in January 2014, we have connected 175 youth to 78 different officers.
- **Spokane Police Activities League (PAL)**-Pastor Shon Davis and Chief Straub began this program the summer of 2013 after a conversation about the need to engage our at-risk youth in activities, in order to prevent gang recruitment and build trust with law enforcement. For two summers, the program has been held at one park and has connected with approx. 50 youth each summer. This year we have expanded to three separate parks to connect with approx. 150 youth.

The PAL program also includes literacy activities in collaboration with the United Way as well as drug and gang prevention education.

- **Restore Our Kids (ROK)**-Lt. Meidl initiated this alternative to school suspension to the public school district after seeing the disproportionality of discipline and the need for restorative options. Students who are suspended have the option to attend this 2 day course, where they have to own up to the choices they made to get them in their current situation and how their choices affect them and others. They are referred by the Assistant Principals and are allowed to stay in school while going through the program. The pilot program ran for 5 weeks, engaging with 43 students.
- **Coordination of Services (COS)**-Ofc. DeRuwe participates in a monthly program at Juvenile Court for low risk juvenile offenders are attending as an alternative course. The presentation is an hour block titled "Bridging the Gap", where the youth and officer engage in conversation centered on criminal behavior.
- **Community Outreach**-Intentional engagement of traditionally under-represented groups within the community; some of which are Faith-Based, NAACP, LGBTQ and Refugee Communities. The conversations are ongoing and work to build trust and relationship with their police department.

11. The SPD is an active participant in the Spokane Law and Justice Council which is working with the MacArthur Foundation to review and re-engineering all aspects of the criminal justice system in the City of Spokane and the County.

Pillar 5. Training & Education.

1. The SPD created a Training Plan Committee that includes external experts such as the Director of Crisis Response for Frontier Behavioral Health, the Washington State Criminal Justice Training Commission, Washington State University, our Training Director, and other Academy staff.
2. The Washington State Criminal Justice Training Commission re-established their Basic Law Enforcement Academy in Spokane in recognition of the tremendous work being accomplished by the SPD.
3. SPD received Washington State accreditation.
4. Members of the community – World Relief and LBGTQ community have instructed at SPD in-service training.
5. SPD has contracted with a WSU Professor to become a senior member of the police academy's training cadre.
6. Sixty members of SPD's civilian and commissioned staff have successfully completed the International Chiefs of Police Associations' Leadership in Police Organizations program. Additional sessions will be scheduled in 2016.
7. Most recent labor contracts encourage continuing education by offering stipends for academic degrees.
8. SPD has and is working closely with WSU to develop empirically-based crisis intervention, use-of-force, and other training.
9. SPD has completely re-engineered its Field Training Program to ensure it is consistent with the best practices of the profession, that it emphasizes community service, and includes rotations through community-based programs.

Pillar 6. Officer Wellness & Safety.

1. All members of the SPD (civilian and commissioned) have received training regarding stress, sleep and nutrition.
2. SPD is participating, and has participated for many years, with WSU Sleep study center (80 police officers to date have participated in the study).
3. Every officer has completed a tactical first aid course and is issued a trauma kit that includes: tourniquets, quick clot, bandages, etc.
4. We have increased the number of police department emergency medical technicians assigned to our Emergency Response Unit. We are in the process of increasing the number of patrol officers certified to the EMT level.
5. We are participating with the Police Foundation in their "near miss" research.
6. All officers are issued and required to wear bullet-proof vests on duty. Officers are required to wear seatbelts while operating a department vehicles.

7. We are collaborating with WSU to study the effect of in-car computers on officer involved accidents.