

2016 Community Outreach Strategy

Spokane Police Department



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Mission

The mission of the Spokane Police Department is to demonstrate excellence in policing by working in partnership with the community we serve to:

- Prevent and reduce crime, the fear of crime, and improve the quality of life for our residents and visitors.
- Enforce laws while safeguarding the constitutional rights of all people.
- Provide high quality police services to all of our residents and visitors through integrity, compassion, and a commitment to innovation.
- Create a work environment in which we recruit, train, and develop an exceptional team of employees.

Integral to our commitment to community policing, we strive to build collaborative partnerships between law enforcement and the community we serve in order to develop solutions to problems and increase trust in police.

2016 Goals

The three primary goals of 2016:

- 1) Reduce crime,
- 2) Rebuild and strengthen our relationship with the community we serve, and
- 3) Implement reform recommendations to improve our internal business practices and the level of service we provide to our community.

Goals of Community Outreach

- Strengthen relationships between Spokane Police Department and the city's geographic and demographic communities; build opportunities for open communications and dialogue.
- Increase community awareness of Spokane Police Department and its crime reduction efforts and outreach programs.
- Respond to community concerns in a timely and respectful fashion.

Citizen input is vital to guide the department towards excellence.

SPD plans to measure the effectiveness of community outreach activities by:

- Engaging in dialogue and discussion with community members at meetings, events, and programs.
- Using Outreach Presentation Feedback Forms at presentations.
- Providing feedback forms for many activities (e. g., Citizens Academy).
- Surveying participants, parents, community leaders, and officers in youth outreach programs.
- Surveying community partners.
- Administering a city-wide survey.*

*SPD commissioned Strategic Research Associates to administer a city-wide survey in September/October of 2015. Only 42.1% of those surveyed were aware of our youth outreach although 86.2% of all respondents felt the youth outreach efforts made by SPD are beneficial to its mission of serving the community. This survey further illustrates the importance of getting the word out about these programs to the Spokane community.

Purpose of Community Outreach Strategy

The purpose of this document is to memorialize SPD's outreach and collaboration. It serves as an internal resource. It is also helpful for the public to be aware of SPD's outreach efforts so they can get more involved as well as let us know how we can improve our outreach efforts.

Office of the Chief

The Chief's Office engages with the community in significant formal and informal ways. The Chief (or Law Enforcement Director) and Assistant Chief(s) participate in community events, attend meetings, and give presentations, both in response to invitations and also by initiating contact.

Point of contact: Angie Napolitano, (509) 625-4001, or anapolitano@spokanepolice.org.

Office of Professional Accountability (OPA)

The Office of Professional Accountability (OPA) is led by the Director of Strategic Initiatives. In his absence during the first six months of 2016, it is led by Major Justin Lundgren. In order to increase the flow of information between the Department and City leadership, the Director/Major attends the City of Spokane's Public Safety Committee monthly meetings and provides a report at each meeting. The meetings are open to the public and receive media coverage, and the reports are posted to the City's website. The Director/Major is also the designated person to brief the City Council. Council members are invited to various SPD training opportunities.

The OPA Police Accountability web page provides an opportunity for disclosure, as citizens can view a myriad of documents: use of force incident reports, various SPD policies and reports, department statistics, and information on topics of interest such as bias-based policing and body cameras. Citizens can also contact the Director of Strategic Initiatives/Major Lundgren to request a presentation or submit a complaint.

OPA staff members Director Schwering, Major Lundgren, and Program Manager Kathy Armstrong conduct regular outreach presentations throughout the community. Outreach presentations focus on topics such as use of force, police accountability, the complaint process, use of body cameras, the Department of Justice COPS Office Collaborative Reform process and implementation of reform recommendations. In addition to offering presentations, OPA staff members work on cultivating productive relationships by meeting directly with community leaders at regular intervals or at key milestones to engage in ongoing dialogue.

The OPA also sends out several updates each month to a list of community organizations and community members, totaling more than 300 individuals. Public Safety Committee reports, training opportunities, outreach opportunities, public meetings, and various SPD reports are routinely sent out.

Point of contact: Kathy Armstrong, (509) 835-4519, or karmstrong@spokanepolice.org
Website: beta.spokanecity.org/police/accountability



Office of Police Ombudsman (OPO) and OPO Commission

The Office of the Police Ombudsman (OPO) conducts regular outreach presentations and attends many community meetings. SPD OPA staff members collaborate with the OPO and the OPO Commission, sharing outreach resources and opportunities so that both agencies are aware of areas where more engagement is needed on particular topics. The Ombudsman and OPO Commissioners also regularly attend SPD training opportunities such as use of force training, body camera training, and Citizen Academies.

OPO point of contact: Interim Ombudsman Bart Logue, (509) 625-6742, or spdombudsman@spokanecity.org

Website: www.spdombudsman.com

OPOC point of contact: Marty Huseman, mhuseman@spokanecity.org or (509) 625-6745



Citizen Advisory Groups

Police Advisory Committee (PAC)

The Police Advisory Committee (PAC) is an advisory body to the Chief representing various community groups (Filipino-American, Iraqi-American, LGBTQ community, etc.). PAC has been in existence for more than thirty years, functioning as a conduit for the police regarding community needs and concerns. PAC representatives relay information about the police department back to their communities to dispel misconceptions and also communicate the community's concerns to the police department. PAC does not take citizen complaints; any complaints are referred to SPD Internal Affairs or the Office of Police Ombudsman.

In response to requests from community leaders, PAC members were added to the media distribution list in early 2015. Now PAC members get information about major incidents, investigative updates, and SPD initiatives at the same time the media gets the information. PAC members can now share the information with members of their communities. Additionally, in their advisory role, PAC members review body camera footage and reports from critical incidents before the information is released to the media.

Spokane Faith Leaders-Police Community Alliance

In the fall of 2015, the Alliance held the first Police & Community forum, with the intent to “bridge the gap” and build trust between community members and law enforcement. These public forums allow community members and members of local law enforcement to discuss issues relating to mistrust, especially in communities of color, and also brainstorm solutions towards building a bridge. The forums promote healing in the community, as people stay and talk one-on-one or in small groups afterward. At every forum, both police and community leaders are available to talk with forum participants afterward and provide follow up to those who request it on their survey. Forums begin with panel discussion and then questions are taken from the audience. Some of the questions have dealt with arrests and traffic stops. According to the exit surveys, community members appreciated the forums. At the March 2015 forum at Morning Star Baptist Church, 81% of participants agreed with the question: “Did this event further our goal of building trust?” and 97% agreed the “event gives the community a chance to be heard.” Based on community feedback, the format has been changed to include small group discussion. 95% of participants in the April 2016 forum agreed that the small group discussion made it easier for community members to engage.



Forums have been held on a monthly basis in various locations (schools, churches) around Spokane. Information is sent to over 400+ community members and organizations via email, as well as promoted by word of mouth and social media.

Mayor’s Advisory Council on Multi-Cultural Affairs (MACMA)

The Mayor’s Advisory Council on Multi-Cultural Affairs (MACMA) is an advisory council for the City of Spokane. The objective of MACMA is to engage community leaders from the City’s diverse communities in dialogue related to improving the quality of life for all citizens of Spokane and to advise the Mayor and his leadership team on effective programs and administrative policy to build a healthy community. MACMA is comprised of over 45 members from the public and private sector representing various racial ethnic minority communities, faith communities, and the LGBTQ community. MACMA advises on SPD issues such as policy, training, and outreach. Lt. Tracie Meidl is the SPD liaison to MACMA.



Point of contact: Gloria Ochoa-Bruck, Director of Multi-Cultural Affairs, (509) 625-6326, gocho-abruck@spokanecity.org

Community, Youth, and Intervention Services (CYI) Unit



Although community engagement is facilitated by the department as a whole, the Community, Youth, and Intervention Services Unit is the lead unit, coordinating most of SPD’s outreach efforts. The CYI unit will collaborate with others in the department to share contacts and identify additional outreach opportunities. CYI will identify areas where outreach is needed and engage in a positive way.

SPD Youth Outreach Programs

Youth and Police Initiative (YPI): The goal of YPI, which is a nationally recognized program, is to break the cycle of mutual distrust that commonly exists between youth and police. YPI is an early intervention and prevention program that works to build trust in the law while reducing stereotypes, using role play, discussion, and rapport-building activities between teens and officers. The program takes place over several days, each month, with a special graduation at the end of the session. YPI participant survey results are always great at the end of the sessions with the majority of kids rating their YPI experience as excellent and commenting that they loved getting to know the officers. As of January 2016, 18 sessions were held; approximately 220 youth and 92 police officers participated in YPI. SPD continues to invest in YPI and sessions are scheduled on a monthly basis. Several YPI graduates have kept in touch with police officers and have participated in YPI reunions and job fairs. YPI has been locally and nationally recognized for excellence. In 2015, SPD received the Champion of Youth Award for a government agency by Spokane's Chase Youth Foundation in recognition of YPI and Spokane Police Activities League (PAL) programs. YPI was also recognized by the Washington State Minority and Justice Commission as an "innovative way police officers are positively interacting with youth." Spokane was recognized as an All-American City in 2015, based in part on the City's youth initiatives including YPI.



Spokane Police Activities League (PAL): PAL hosts events during July and August with the goal of increasing the level of respect, understanding and goodwill between Spokane area youth, community leaders, and members of the Spokane Police Department. SPD partners with KFCA Ministries, Northeast Youth Center, Southeast Lions Club, WSU Food Sense, Spokane Parks Department, United Way "Excelerate Success," and Spokane Public Schools. PAL began in 2013 and expanded as participation doubled in 2014. In 2015, the program expanded to three neighborhoods and served approximately 150 youth.

2015 participant surveys showed that youth were highly enthusiastic about the program.

- 95% agreed, "This program helped me learn to trust police."
- 93% agreed, "I trust the officers who patrol my neighborhood."
- 94% agreed, "If I had a problem at school or in my neighborhood, I would feel comfortable asking a Police Officer for help."

More information can be found at: www.spokanepal.org.



Midnight Basketball: This program began January 8, 2016, at the East Central Community Center. The program is a Police Activities League (PAL) program targeting young adults and late teens to get them off the streets and into a mentoring environment. The program is staffed mainly by community leaders but there is a low-key police presence. Lt. Tracie Meidl is the Police Department Liaison and Pastor Shon Davis is the Community Leader for this program every Friday night from 9 pm to midnight (approximately). Officers on duty stop by on their shift if available and they conduct prowler checks in the area during and at the close of the session. Midnight Basketball is a partnership with the East Central Community Center. The community had been asking for the last three years to have a teen program like Midnight Basketball at East Central Community Center, and the City of Spokane saw an opportunity to strengthen the relationship between East Central Community Center and the community by building upon a successful program like PAL.



Youth Partnerships

- Restore Our Kids (ROK):** ROK is an alternative to suspension curriculum in which high school students are referred by school staff to attend a two day course allowing them to stay in school. The curriculum is based on YPI. SPD YPI Instructors partner with district School Resource Officers and staff to teach a two and a half hour course twice a week to break down barriers between law enforcement and youth, while keeping the youth in school. Completion of the course defers suspension or other discipline. The program piloted in April 2015 and was very successful. SPS is working to get ROK off the ground in 2016; SPD will continue to help with ROK. SPD is working with Rogers High School on a Rogers-specific ROK program.
- Community Action Team and School & Community Partnership:** Spokane Public Schools brings together community stakeholders with the mission of problem-solving various issues within the school system; their main focus is disproportionality in school discipline. CYI staff members attend ongoing meetings and network with youth advocates and service providers.
- Spokane County Juvenile Court:** As part of the Coordination of Services program, an officer presents an hour class titled “Bridging the Gap” to low-risk juvenile offenders. The class allows the youth to discuss their feelings about police and to talk with the officer about their concerns. Youth are able to ask questions and have a healthy dialogue. Parents and youth agree this outreach is very important, because it breaks down barriers between youth and police. Beginning in June 2016, Officer Jenn DeRuwe will be expanding her role with Spokane County Juvenile Court. She is part of their Coordination of Services program, presenting an hour class titled “Bridging the Gap” to low-risk juvenile offenders. The class allows the youth to discuss their feelings about police and to talk with the officer about their concerns. Youth are able to ask questions and have a healthy dialogue. She will be working with more groups at Spokane County Juvenile Court: two At Risk Youth (ARY) Girls Groups, a Diversion Girls Group, and a group for youth in multiple programs such as ARY, Children in need of Services (CHINS), and Truancy.
- Spokane Public Schools (SPS):** SPD has had a long partnership with the district, and both agencies work together to make and keep schools a safe place for students, parents, and school staff. SPS partners with SPD tactical units such as SWAT and Explosives Disposal Unit (EDU) and encourages the units to spend time and train in all SPS school buildings. SPD coordinates safety education at local elementary schools, and district personnel often participate in SPD youth outreach programs like PAL.

- **Youth Leadership Spokane (YLS):** The YLS program develops the next generation of leaders by creating strong and healthy youth, empowering them to serve each other and to their community. SPD teaches the law enforcement/public safety portion of the program, “Leadership in Public Safety and Community-Based Law Enforcement.”
- In partnership with the **Youth & Justice Forum**, officers provide a multi-faceted experience for the youth, with K9 demonstrations, skits of traffic stops, arrests, court proceedings, and facilitated discussions about hot topics of local and national interest affecting youth. This event helps plant a seed in the young attendees, to create an interest in the option of many career fields in the criminal justice system.
- CYI participates in **The Zone**, collaborating with several partners in the Northeast neighborhood, helping them reinvest in the community. The project is modeled after the Harlem Children’s Zone, and the Spokane group is working towards federally funded Promise Zone designation.
- A CYI officer serves as a liaison in “**Excelerate Success**,” a United Way program that gathers concerned citizens, from policymakers to line-level employees, to problem-solve issues relating to graduation, literacy, and other school-related items. United Way provides literacy activities to the PAL program.
- CYI officers participated as panelists at the **Washington State Minority and Justice Commission** annual conference in October 2014 and participated in the 2015 conference. SPD continues to work with the commission and share programs as the commission identifies best practices programs.
- A CYI officers serve as partners in “Excelerate Success,” a United Way program that gathers concerned citizens, from policymakers to line-level employees, to problem-solve issues relating to graduation, literacy, and other school-related items. United Way provides literacy activities to the PAL program and will be dedicating a full time AmeriCorps volunteer to the 2016 PAL program.
- The **Chase Youth Commission** is interested in partnering in potential projects, and will be helping with youth outreach activities. The CYI Lieutenant served as a judge for the 2016 Chase Youth Awards. The Office of Professional Accountability also communicates regularly with the Commission regarding outreach and training opportunities.

Point of contact: Lieutenant Tracie Meidl, (509) 624-4162, or tmeidl@spokanepolice.org



Community Stakeholder Connections

SPD engages with the following community stakeholders through SPD-initiated events and attending stakeholder meetings and events.

Racial and Ethnic Communities

- Citizen advisory groups such as Police Advisory Committee (PAC), the Alliance, and MACMA provide opportunities for SPD leadership to engage with representatives of various racial/ethnic populations.
- CYI's youth outreach programs offer opportunities for SPD staff to dialogue with youth of color and their parents. For example, PAL participants' racial and ethnic backgrounds are very diverse, representing many communities, and the majority of participants are from communities of color while only 35% of participants are White/Caucasian.
- SPD engages with the African-American community through community organizations such as the NAACP, Spokane Ministers Fellowship, Kingdom Fellowship Church Alliance, and representation on the Police Advisory Committee (PAC). Lt. Tracie Meidl is the liaison to the NAACP.
- The department plans to increase outreach and collaboration with Native communities in 2016, working with the American Indian Community Center and Salish School of Spokane, especially in the area of youth outreach. SPD will also be collaborating with the YMCA to do youth outreach with the Spokane Tribe and hopes to conduct outreach with the NATIVE Project summer youth program again in 2016. SPD plans to collaborate more with tribal agencies such as the Kalispel Tribal Police. SPD also engages with various Native American communities through representation on PAC. SPD regularly participates in the Spokane Pow Wow.
- Various Asian communities (e. g., Hmong, Filipino) are reached through the PAC.
- SPD reaches out to Spokane's Hispanic population primarily through the Hispanic Business and Professional Association and representation on PAC.
- SPD has hosted a special Community Academy and discussion for leaders of the African-American and multicultural faith community, as a follow-up to earlier discussions about race and use of force. The academy includes use of force training and demonstration, as well as discussion with SPD leadership and Training Unit. SPD's 2016 Community Academy reached many other diverse communities (NAACP, Bhutanese, Russian, Marshallese communities, etc.).

Refugee Communities

- SPD teaches classes for refugees sponsored by the World Relief Organization. Additionally, SPD collaborated with World Relief to provide in-service training to all uniformed personnel. The training educated officers about the various refugee groups living in Spokane and the issues they face as new arrivals, with particular emphasis on the refugees' experiences with law enforcement in their countries of origin and their perceptions of police. World Relief would like to build on existing collaborations with SPD in 2016.
- Refugee Connections Spokane has partnered with SPD over the past two years to create events to intentionally introduce specific refugee communities to Spokane Police officers. Potlucks for the Karen and Nepali communities in 2015 have been very successful, as was the Iraqi potluck in 2016. Anna Bondarenko and Lt. Tracie Meidl developed language cards for refugees. The cards list the refugee's native language and a contact who is fluent in English; the cards are help law enforcement during any contact. The English as a Second Language (ESL) Law and Justice Forum at Gonzaga University in 2016 created the opportunity for Sergeant Waters to dialogue with approximately 200 people (with the help of interpreters) from various refugee communities at the event. Refugee Connections Spokane has also arranged for refugees to attend the SPD Community Academy and other events like the Junior Police Academy. SPD participated in World Refugee Day in 2015 and will participate in World Refugee Day in June 2016. The potlucks, forum, and other events provide a venue to disseminate the language cards.



LGBTQ Community

- SPD engages the LGBTQ community through several organizations, such as the Inland Northwest Business Alliance (INBA), OutSpokane, OUTSpoken, Odyssey Youth, PFLAG, and the City of Spokane Human Rights Commission. INBA hosts speakers from SPD on a regular basis and often provides input to the Office of Professional Accountability. During 2016, Lt. Tracie Meidl is connecting with various LGBTQ advocacy groups on the creation of a policy relating to Transgender individuals, as well as future training opportunities.
- CYI officers participate in the Pride Parade and Rainbow Festival sponsored by OutSpokane, and Downtown Precinct officers host an outreach booth. The Commission plans to collaborate with SPD on future community outreach and educational projects. The Police Advisory Committee also has a representative from the LGBTQ community.
- Staff members of the "OUTSpoken" LGBTQ radio show have been working with SPD on various outreach opportunities. In 2015, OUTSpoken collaborated with SPD organizing YPI sessions with Gay-Straight Alliances at local high schools. They also went through use of force demonstrations and training and shared with the community through their radio show.
- SPD collaborated with Spokane Falls Community College to provide training to all staff on sexual orientation and gender, homophobia, gender identity, gender expression, and malicious harassment.



Homeless Population

The Downtown Precinct staff members work with Downtown homeless service providers like the House of Charity and coordinate with the Volunteers of America Crosswalk homeless youth shelter to provide outreach to homeless youth. SPD has successfully run a Youth & Police Initiative (YPI) session with shelter youth and plans to hold another YPI. The Northside Precinct works with a homeless veterans outreach program. An SPD officer serves on the Board of Directors for the Salvation Army and officers attend monthly meetings of the Spokane Homeless Coalition. SPD also assists with Salvation Army holiday programs. SPD participates in the Salvation Army's Clothe-A-Child event every year, where officers shop with youth for back-to-school clothes. SPD also conducts outreach with homeless individuals in Community Court (see page 14 for details on Community Court). See SPD Mental Health Steering Committee on page 11 for details on partnerships with Mental Health service providers.

Faith-Based Groups

SPD has established strong relationships with several faith-based groups, who are vital partners in SPD's youth outreach programs. Pastor Shon Davis, Bishop of the Kingdom Fellowship Church Alliance (KFCA), is instrumental in several SPD reform initiatives. Pastor Davis is also the president of the Spokane Faith Leaders-Police Community Alliance, previously mentioned as an active partner. The Southside Precinct partners with the Catholic Diocese of Spokane. As mentioned previously, the CYI unit also is active in the Christian Services Summit.



Neighborhood Councils and Community Assembly

Spokane's Neighborhood Councils fall within SPD's three geographic Police Service Areas (PSAs) in North, South and Downtown Spokane. Police Precincts (physical structures, housing with police resources) are located within these PSAs. Neighborhood Conditions Officers (NCOs) exemplify SPD's community policing efforts. Through assignment to specific Spokane neighborhoods, NCOs work collaboratively with Neighborhood Councils and C.O.P.S. Shops to personally address crime and quality of life concerns. SPD sends out regular updates to the councils and the Community Assembly, a coalition of independent Neighborhood Councils and serves as a forum for discussion of issues of broad interest. Office of Professional Accountability staff and Spokane C.O.P.S. have been conducting outreach at Neighborhood Councils on a monthly basis throughout much of 2015 and 2016, but SPD hopes to increase attendance at Neighborhood Council meetings in 2016, depending on staff availability.



Mental Health Advocates and Service Providers

SPD created the Mental Health Steering Committee in 2012 to bring together first responders and mental health advocates/professionals. The committee meets monthly and consists of representatives from numerous agencies including, but not limited to, the following:

- Frontier Behavioral Health
- Veterans Administration
- Excelsior Youth Center- Comprehensive Behavioral Health
- National Alliance on Mental Illness (NAMI)- Spokane
- Department of Corrections
- Spokane Fire Department
- Spokane County Jail
- Developmental Disabilities Administration
- Spokane Regional Health District
- Northwest Autism Center
- School District 81
- Aging and Long Term Care of Eastern Washington
- Youth Suicide Prevention Program
- Empire Health Foundation
- Eastern State Hospital
- Washington State University
- Empire Health Services
- Providence Health
- All Saints Lutheran Church
- Spokane Police Department

The committee encourages service providers to problem-solve current issues and collaborate on projects. For example, SPD worked carefully with partners to develop an Enhanced Crisis Intervention Training program to create a mental health specialty team of officers. Throughout 2016, the agencies are training each other on how each agency works and identifying issues that can make working together difficult. Agencies such as Sacred Heart Medical Center, Excelsior, and Department of Corrections led trainings; several more are planned at Eastern State Hospital, Northwest Autism Center, and the VA.

The committee hosted a TEAM (Together Everyone Achieves More) conference in the summer of 2015, to highlight the collaborative efforts of First Responders and Mental Health Professionals. The annual conference provides an opportunity for regional law enforcement (and even agencies from other states and Canada) to network with mental health service providers and for SPD to develop new opportunities for collaboration. The 2016 conference is focused on Response, Recovery, and Resiliency toward Trauma-Informed Care.

Various mental health agencies and advocate groups in the area are on the OPA distribution list, such as Skils'kin, Spokane Public Schools Transitional Program, Spokane County Mental Health Advisory Board, and the Autism Society of Washington.

SPD plans to increase outreach to groups working with individuals with disabilities. Lt. Meidl will be meeting with agencies to develop a form to give to individuals and caregivers that would be a vehicle to submit the information that they want to share with emergency responders. The information will become part of a database that will be integrated into SPD's CAD/RMS system and will aid in police response. Lt. Meidl is also working with students at Eastern Washington University to make youth outreach programs more accessible to people with disabilities.

Collaboration with Service Agencies

CYI continues to invest in the partnerships with community service agencies.

- **Homeless Coalition**, a coalition of fifty agencies serving Spokane. SPD has a position on the Leadership Team and officers attend monthly meetings addressing the most urgent issues facing the homeless population.
- **Salvation Army**: an SPD officer serves on the Board of Directors and officers attend monthly meetings. SPD also assists with Salvation Army holiday programs.
- **Martin Luther King Jr. Family Outreach Center**: officers read books to youth on a regular basis and provide safety education. The Center also provides youth mentors for PAL.
- SPD participates in the **Christian Service Summit**, which is organized to address needs within geographic boundaries of each service summit group.
- **Hot Spotters** program, coordinating resources for high-end users of emergency services with dozens of service providers within the Spokane community. In addition to attending Hot Spotters meetings, CYI officers accompany Fire Department employees and mental health professionals to calls when requested.

Victim Advocates

For many years, SPD has been part of the Spokane Regional Domestic Violence Team (SRDVT), comprised of law enforcement, advocates and prosecutors. Recently, the Family Justice Center opened at the YWCA to house Spokane Police officers, Spokane County Sheriff's deputies, Spokane City and County prosecutors, and YWCA legal advocates. The Justice Center provides one location where victims can feel safe and encouraged to seek help. At the center, victims can talk to advocates, police officers, and prosecutors, and receive information about finding shelter. They can access counseling and job services, plan for their safety, and access free child care while utilizing services. The goal is to help victims move from what is often the most traumatic moment in their lives to a period of hope, healing, safety, and stability. The Justice Center provides SPD more opportunities to interact with victims of domestic violence and educate them about additional programs and resources. For example, officers will invite victims to SPD's personal safety awareness classes.

SPD leaders are also involved in organizations to help victims of crime. The Director of Strategic Initiatives serves on the Advisory Board of Lutheran Community Services. The Administrative Captain and OPA Program Manager both serve on the Board of Directors of Partners with Families and Children, an agency that provides a full range of services for children who have suffered abuse and/or neglect as well as provides mental health and chemical dependency treatment for parenting individuals and their family members. SPD holds Adult Victims of Sexual Assault Committee (AVSAC) meetings at the Investigative Division's building. The AVSAC is a multi-disciplinary group addressing concerns and trends in adult sexual assault cases.

Point of contact: Lieutenant Mark Griffiths, (509) 625-4214, or mgriffiths@spokanepolice.org

Critical Communication

In the case of a critical use of force incident, SPD will issue a press release as soon as possible (sometimes within a few hours of the event). This initial release will provide a basic summary of the incident. The release identifies the agency managing the investigation of the incident and clarifies that all future communications regarding this incident will be sent via the Spokane Investigative Regional Response (SIRR Team). The press release is shared internally and with members of the Police Advisory Committee at the same time it is shared with the media. The press release is posted on SPD's website.

SIRR Team partner agencies have begun using a standardized template for media releases and are also posting the releases on their agency's websites. In an effort to increase transparency, SPD is now releasing body camera footage and reports of critical incidents as soon as reasonably possible after the criminal investigation has been completed and referred to the prosecutor.

If appropriate and when possible, SPD will reach out to community organizations whose clients or members are affected by the incident. For example, if the involved citizen is a client receiving mental health services, mental health professionals will be contacted as soon as possible. SPD will use both traditional (e.g., phone, in-person meetings) and electronic means of contacting affected communities. Additional SIRR press releases will also be posted on SPD's website.

Point of contact: Public Information Officer Teresa Fuller, (509) 835-4568 or tfuller@spokanepolice.org



Citizens Academy

The Training Unit hosted a Citizens Academy in May 2015 and will hold another beginning April 20, 2016. The Citizens Academy consists of five weekly evening sessions with topics such as police procedures, Emergency Response Unit, K9, Internal Affairs processes, civilian oversight, Office of Police Ombudsman, use of force reality-based training, VIRTRA simulations, body cameras, and Crisis Intervention Training. The CYI unit actively promotes the Citizens Academy through all their community contacts.

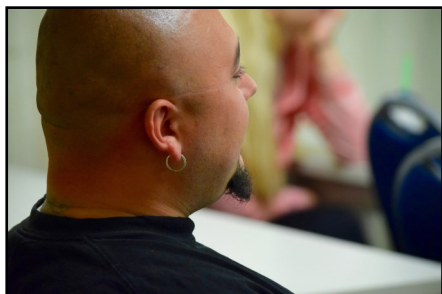
In addition to the classic Citizens Academy, SPD holds a yearly Community Academy that is a one-day class focused on use of force. SPD also holds a Media Academy, a one-day class focused on police terminology, policy, and use of force.

In January 2016, SPD also hosted the Force Encounters Analysis for Civilian Oversight of Law Enforcement class, an 8-hour workshop for citizen review/oversight boards responsible for oversight of law enforcement. The class presented behavioral science to explore how police respond to deadly encounters, including officer stress, performance, and decision-making. SPD absorbed the cost of the class to allow community members to attend at no cost. SPD will continue to invite citizens to law enforcement training throughout 2016.

SPD also hosts several Enhancing the Survival Mindset (ESM) classes provided to citizens at the Academy each year. The ESM course offers female participants the opportunity to learn the basics of self-defense. The course consists of a classroom portion where participants will receive information on crime statistics, situational awareness, and survival mindset. Hands-on training introduces participants to defensive tactic techniques and places participants into realistic threat scenarios. The class also has an outreach component; it allows time for participants and officers to get to know one another. Participant feedback from ESM evaluations has been extremely positive. As a way to educate and serve vulnerable populations, SPD invites victims of domestic violence to the ESM presentations. In 2015, due to community concerns about recent attempted child abductions, SPD invited teens to attend the ESM classes with their parents.

In addition, SPD facilitates dozens of personal safety presentations, based on ESM, to schools, businesses, churches, and community groups each year. For example, SPD provides safety training for hundreds of international students at Mukogawa Fort Wright Institute every year.

Point of contact: Sergeant Shawn Kendall (509) 742-8100, or skendall@spokanepolice.org



Community Safety Education

Traffic Unit

SPD attends regularly-occurring Safety Fairs at parks and schools such as Prime Source Credit Union's Northside Safety Fair and the United Health Safety Fair at Hillyard Skate Park.

SPD is a member agency of SafeKids Spokane. We currently have two SPD officers who are nationally certified instructors for the SafeKids Child Passenger Safety curriculum and teach classes throughout Eastern Washington to people wishing to become Certified Child Passenger Safety Technicians (this is a 32 hour curriculum). These officers also regularly attend community car seat safety check up events and educational events. One of the partnerships developed last year was with a contractor who educates Medicaid/DSHS transporters in the safe transport of foster children. SPD and SafeKids volunteers taught 4 classes to these transporters to help ensure fosters children ride safely.

As a part of SafeKids Spokane, Ofc. Fuller has also participated in helmet safety education in 4th grade class rooms in conjunction with an injury prevention program sponsored by Sacred Heart Children's Hospital.

For the past three years, SPD holds a traffic school for citizens. It is an opportunity for citizens to have their traffic infractions dismissed after they completed a six-hour traffic safety class with SPD. Citizens have given very positive feedback about the classes; SPD has received many thank you letters from participants.

Point of contact: Public Information Officer Teresa Fuller, (509) 835-4568 or tfuller@spokanepolice.org



SWAT Team

SPD SWAT's primary purpose is to respond to high risk situations, such as armed and barricaded subjects, but they also provide safety training in the community. Throughout 2016, SWAT will meet with many private businesses and area schools to help them with threat assessments and emergency action plans. In 2015, SWAT provided domestic terrorism response and active shooter response training to local daycare centers, Spokane Public Schools, local universities, private schools, Spokane's child advocacy center, church security offices, and security offices for River Park Square and North Town Shopping malls. SWAT also provided training to several local businesses. Bank Robbery presentations are also provided to various banks and agencies.

SWAT Outreach efforts will also increase in 2016. SWAT members will be part of the Junior Police Academy in May 2016, interacting with children and families. SWAT will also take the armored vehicle to community events to explain how SWAT is involved in rescue operations. SWAT will fully participate in National Police Week (May 15-21, 2016) throughout the community and also at the Fairchild Air Force base vehicle display.

SPD SWAT will be holding an Open House/Media event, inviting the community in to learn about SWAT and show the unit's rescue capabilities. The date has not been determined yet.

Point of contact for SWAT: Officer Jay Kernkamp, (509) 625-4542, or jkernkamp@spokanepolice.org



Explosive Disposal Unit (EDU)

EDU provides training to several other specialty units, outside agencies, and community groups. The team reached out to many of the rural agencies within our response area in 2015, offering initial or refresher training in IED and explosives awareness and response procedures. As a result, several regional training sessions were held with approximately 140 law enforcement, fire, emergency management, and medical personnel being trained in explosives safety. Team members also provided training to School District 81 security personnel and Basic Law Enforcement Academy students and provided community presentations to several area schools.



Recruiting for Personnel and Volunteers

Hiring for personnel begins with Public Safety Testing agency and is coordinated by the City's Civil Service department and SPD's Training Unit. However, SPD's Public Information Officer is also involved with recruiting, by advertising hiring opportunities through press releases, news media interviews, and social media. In February 2016, the PIO and another female officer represented SPD at the Women in Law Enforcement Career Fair at the Academy in Burien, WA. In addition for recruiting personnel, they also recruited for volunteers and interns.

Throughout the year, SPD recruits for personnel and volunteers at a variety of education and career fairs, such as Gonzaga University, Spokane Community College's Criminal Justice Program, Washington State University's Spring Job Fair, and Eastern Washington University. SPD attends Career Days at local high schools to recruit for Explorers.

Recruiting for personnel and volunteers is also conducted at events such as the Spokane County Fair, the annual Martin Luther King Jr. Day event, and Spokane Career Fair. Outreach and recruiting take place at events like the Garland Street Fair and Kids Day in the Park. SPD officers dialogue with diverse youth populations about choosing a career in law enforcement through the Youth & Justice Forum, YPI, and PAL.

Additional volunteer recruitment efforts include the Volunteer Fair at Spokane Falls Community College, Next Gen Job Fair at the STA Plaza, and Volunteering Q & A at the KHQ Connect Center. SPD specifically recruits for Senior Volunteers at the Spokane Community College Diabetes Day event. SPD also holds a Reserve Officer Open House.

Point of contact for hiring personnel:

Uniformed personnel: <https://my.spokanecity.org/police/officer/jobs/>

Public Safety Testing: <https://www.publicsafetytesting.com/>

Non-uniformed personnel: <https://my.spokanecity.org/jobs/classified/>

Point of contact for volunteers: Lieutenant Tracie Meidl, (509) 624-4162, or tmeidl@spokanepolice.org



Neighborhood Precincts

SPD has three neighborhood precincts: Downtown, Northside, and Southside. Each precinct actively participates in the neighborhood councils, community groups, business associations, businesses, schools, and service providers in their area.

Downtown Precinct

The Downtown Precinct is very involved with the **Spokane Transit Authority** and the **Downtown Spokane Partnership/Downtown Business Improvement District**. The Precinct Captain sits on the Downtown Spokane Partnership Business Improvement District (DSP/BID) board as a non-voting member. Precinct officers attend bi-monthly Downtown Spokane Partnership **Security Ambassadors'** meetings, collaborating with representatives from various security agencies and business offices. The Downtown Precinct partners with many businesses in the area, such as River Park Square, the largest retail facility Downtown. SPD participates in community events hosted at River Park Square.

The Downtown Precinct works with other **City of Spokane departments** like Code Enforcement, Libraries (Downtown branch), and Parks and Recreation.

Downtown-area **special events** held are staffed by Patrol and extra-duty officers who have elected to work at the events; Downtown Neighborhood Conditions Officers also work the events. Some of the events include Pig Out in the Park (food and music festival), Terrain (art and music festival), Hoopfest, and the Pride Festival and Parade. Downtown officers often host an outreach booth at the events to increase interactions with community members.

Downtown officers collaborate with **homeless service agencies** such as House of Charity, Crosswalk Youth Shelter, Volunteers of America, and the City of Spokane's homeless outreach services. They also work with Downtown **housing facilities** for low-income and disabled individuals.

Precinct officers staff the **Community Court** in the Downtown Library. Community Court offers alternatives to jail-time for non-violent offenders who commit quality-of-life offenses (misdemeanors such as trespassing), and provides access to resources such as housing, food, medical care, and mental health services. The Community Court has been recognized in various ways. The Center for Justice presented the Community Court members (including the Downtown Precinct) an award for excellence in May 2014. Mayor Condon also awarded the Community Court with the Teamwork Award in May 2014.

Additionally, precinct staff members are involved with **SPD youth outreach** programs like YPI, specifically targeting youth who live on the street and attend school downtown (Lewis and Clark High School). The Downtown Precinct also partners with Spokane County Juvenile Probation. Probation officers often come to the precinct's roll calls and stay to problem-solve issues related to endangered youth.

Point of contact: Captain Brad Arleth, (509) 625-4111, or barleth@spokanepolice.org

Northside Area Precinct

Northside Precinct officers attend **Neighborhood Council** meetings in the area (South Indian Trail, North Indian Trail, Five Mile, Garfield, West Central, Logan, Shadle, Hillyard, and Minnehaha). Another neighborhood effort involves the Gonzaga -Logan Neighborhood Outreach Coalition; precinct officers attend MAPS Initiative (Mapping Assets and Promoting Strengths) meetings.

Precinct staff collaborates with **Spokane Community Oriented Policing Services (C.O.P.S.)** in various Northside locations (Nevada/Lidgerwood, West Central, Northeast, Shadle, North Central, and Logan). Officers attend COPS events, such as National Night Out Against Crime, at various locations.

The Northside Precinct is connected with **neighborhood crime prevention organizations**, currently developing a program with Block Watches regarding communication of crime trend data and developing COPS' program Neighborhood Organized Patrols.

Precinct officers attend **business association** meetings, such as Northeast Public Development Authority (NEPDA), Greater Hillyard Business Association (GHBA), and Organizations of Northeast Spokane (ONES).

SPD is involved in Northside area **neighborhood events** such as the Hillyard Festival, Garland Street Fair, Hillyard Oktoberfest and Hillyard Appreciation Days.

The Northside Precinct is connected with **area schools** and is involved in school events such as Health and Safety Fairs at elementary schools. Additionally, precincts are involved with SPD youth outreach programs like YPI and PAL.

The Northside precinct also partners with **area service providers** such as VA Veterans Outreach for Homeless Vets, Holy Family Hospital, Boys and Girls Club of Spokane County, Excelsior Youth Center, and Northeast Community Center. Neighborhood Conditions Officers serve as instructors for World Relief Organization's orientation for new immigrants to Spokane.

Point of contact: Captain Tom Hendren, (509) 625-4049, or thendren@spokanepolice.org



Southside Area Precinct

Southside Precinct staff participates in **Neighborhood Council** meetings (Browne's Addition, Chief Garry Park, Cliff/Cannon, Comstock, East Central, Grandview/Thorpe, Latah/Hangman, Lincoln Heights, Manito/Cannon Hill, Peaceful Valley, Riverside, Rockwood, Southgate, and West Hills).

Precinct officers attend **Spokane C.O.P.S.** meetings (Greater Spokane Downtown, East Central, and Southeast). SPD also has a presence with COPS events, such as National Night Out Against Crime, at various locations.

Precinct staff attend **business association** meetings, such as the East Spokane Business Association (ESBA) and South Perry Business and Neighborhood Association (SPBNA).

The Southside Precinct partners with many **businesses** in the area, such as SCAFCO (collaborating on Playfair grounds development), AVISTA (lighting projects for neighborhoods), and Two Wheel Transit providing bike patrols for South Perry, East Sprague and the South Hill parks.

SPD has a presence in **neighborhood events** such as the South Perry Ave Parade, South Perry Fair, and East Sprague "Art on the Ave."

The Southside Precinct is connected with **area schools** and will be involved in events, such as Health and Safety Fairs at elementary schools and SPD youth outreach programs; the precinct partners with the University District as well.

The Southside precinct also has partnerships with **area service providers** such as East Central Community Center, Bright Arrow Private School and Child Care Emergency Notification Program, Salvation Army of Spokane, Catholic Diocese of Spokane, Sacred Heart Hospital, and Deaconess Hospital.

Point of contact: Captain David Richards, (509) 625-4060, or drichards@spokanepolice.org



Media and Electronic Communications

The Public Information Officer is responsible for media and public communications. She sends out news releases describing incidents, updates, accomplishments, and unique stories involving SPD to key media contacts and shares important information with the public.

Media Appearances

Besides numerous local media stories, SPD has been and will be featured in several national shows. Crime Watch Daily came to Spokane to feature our Chronic Offender Unit in one of the debut episodes. They were so impressed by our willingness to engage with and assist them, they came up to Spokane again to get footage for a story on the dangers of texting and driving. The Today Show's Jeff Rossen came to Spokane during the manhunt for two escaped fugitives in New York and did a feature story on how K9's track utilizing our K9 unit. Just recently, 48 Hours taped a piece with Detective Elise Roberston for a story on internet crimes against children that will air in the coming months.

The National Information Officer's Association (NIOA) reached out this year and asked Dir. Schwering and Ofc. Fuller to present on SPD's body worn camera program. The session will be approximately an hour and a half long and will talk about not only the roll out of the program, but how SPD has utilized the BWC footage for media messaging and stories. The conference is this August in Nashville.

PIO Team

Currently, Officer Theresa Fuller is the designated lead Public Information Officer. She also manages the PIO team, which is available for breaking news and currently unfolding incidents when Officer Fuller is unavailable.

SPD has the benefit of having a relatively good relationship with media in the area. Part of that relationship was enhanced with the formation of a PIO Team around 2007. The team was made of volunteer officers, mostly from patrol teams, and provided media with nearly 24/7 media coverage.

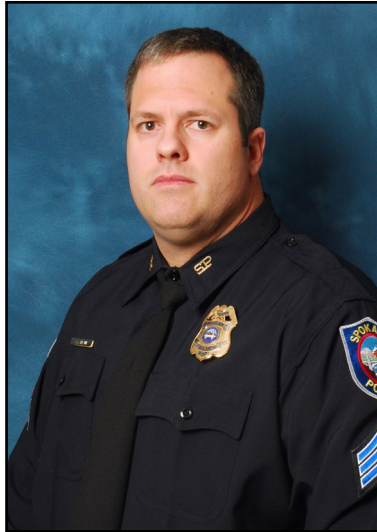
The team was disbanded for several years, but under a new administration, it was suggested that it be revisited as a way to continue developing our relationship with local media. A department wide email asked for volunteers and 17 officers stepped up to the challenge. Thirteen of those officers are currently assigned to patrol. Each of them was provided with a department cell phone, Media Relations training from FBI-LEEDA, and social media training. The other four Team PIO's are in various areas of the department, including the Training Center, Internal Affairs, the Investigative Division, and Community Outreach.

Under the Team PIO concept, media is given one phone number to call to verify overnight and weekend incidents they hear over the scanner, to get information about currently unfolding events, and to get on scene interviews for newsworthy police activity that doesn't necessitate the lead PIO responding. Members of the team can also be utilized as subject matter experts when the need arises for specific stories.

PIO Team



Officer Theresa Fuller
Lead PIO



Lieutenant Steven Braun



Officer Nick Briggs



Officer Winston Brooks



Sergeant Jordan Ferguson



Officer Stacey Flynn



Sergeant Glenn Bartlett



Officer Benjamin Green



Officer Craig Hamilton

PIO Team



Sergeant Jason Hartman



Lieutenant Kevin King



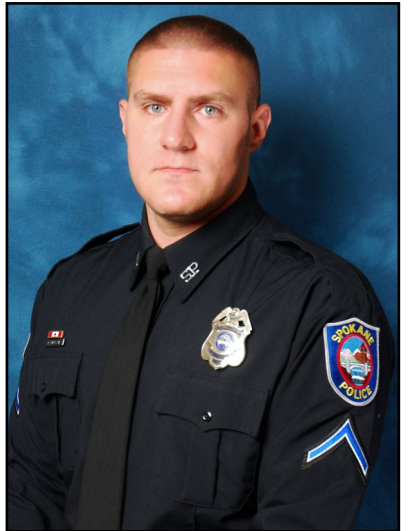
Officer Joshua Laiva



Officer Ben Maplethorpe



Detective Janice Oliver



Officer Ron Van Tassel



Sergeant Dan Waters



Corporal Amy Woodyard



Officer Kyle Yrigollen

Media Academy

Once a year, SPD hosts a Media Academy. Much like the Community Academy, it's an abbreviated version of the Citizen's Academy. We have breakout sessions on Use of Force, run them through the Vitra Training Simulator, give a K9 demonstration, and end the day with a debrief over lunch. This year we also added an hour on Body Worn Cameras and the first aid training our officers have received, including several that are now certified EMT's. All media who attended the academy also received the most recent version of our Media Guide. It describes the role of the PIO and the PIO Team, as well as the policies that guide what can and can't be released, the different units SPD has, where to make Public Records Requests, and other various things for the media to know about our department. The most recent Media Guide will soon be available on our website.

SPD uses social media and the internet to engage, inform, and connect with the community.

The goals of social media interactions are to:

- Post a mixture of public service announcements, news stories, updates, relevant happenings, and positive feedback.
- Publish photos and stories that would not be picked up by traditional media.
- Report traffic conditions with a positive "stay safe" message.
- Respond to questions, concerns, and comments as well as elicit tips.



Electronic Communication Avenues



Website: www.spokanepolice.org

SPD's website is part of the City's website. The site highlights news, contacts, training opportunities, unit information (Patrol, Investigations, etc.), volunteer opportunities, job information, and a link to the Accountability page discussed previously.

Facebook Account: www.facebook.com/Spokanepd

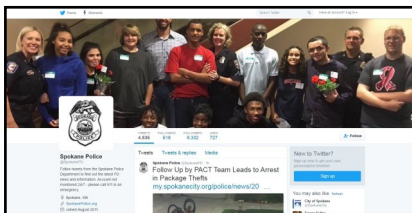
SPD's page has 15,960 followers. Posts are made several times a week, allowing SPD to have interactions with the public in real time.



SPD now has several other Facebook pages:

- K9 Unit Facebook Account: <https://www.facebook.com/SpokanePDK9>. This page is almost up to 6,000 followers.
- Office of Professional Accountability: <https://www.facebook.com/Spokane-Police-Office-of-Professional-Accountability-748962208564281>

SPD also has closed groups for members of Youth & Police Initiative and Spokane Police Activities League.

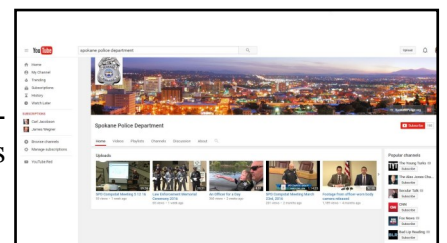


Twitter Account: www.twitter.com/spokanepd

The account is used on a daily basis to distribute links to the SPD blog, news releases, photos and other content. It has almost 9000 followers. SPD now has a K9 Twitter page: www.twitter.com/spokanepdk9

YouTube Page: www.youtube.com/spokanepolicedept

The page is used to post videos from news conferences, media stories, and department public service announcements. The page lists 74,516 views.



Point of contact: Public Information Officer Teresa Fuller, (509) 835-4568 or tfuller@spokanepolice.org

Website: beta.spokanecity.org/police/news

Special Events

Spokane Police Department-Sponsored Events

- SPD will continue to host the **Cops-n-Kids Car Show** in August 2016. This event has been held for the past 20 years and is an opportunity for police officers from numerous local agencies to talk and interact with kids, as well as citizens showcasing cars, trucks, motorcycles and bicycles from various eras.
- The **K9 Unit** plans multiple outreach demonstrations in 2016. In 2015, there were 33 public demonstrations at special events and schools.
- SPD's first **Junior Police Academy** featured a police patrol car for kids to explore, a K9 demonstration, an opportunity for kids to dress up in police gear, crafting, and free child identity packages from Operation Family ID. Thanks to a partnership with Mobius Children's Museum and River Park Square, children received official certification as a Junior Spokane Police Officer, and a free day pass to Mobius Children's Museum. SPD's first Junior Police Academy in January 2015 attracted 1,500 people and many participants expressed interest in attending another event in the future; planning is underway for the next event in May 2016.
- SPD will continue "**Coffee with a Cop**" events in multiple locations in different neighborhoods in 2016. The goal of the program is to increase community trust, police legitimacy and partnership building, allowing for relaxed, informal one-on-one interactions in a friendly atmosphere. The program aims to advance the practice of Community Policing through improving relationships between police officers and the community, one cup at a time. In 2016, area captains will be working with businesses in their neighborhoods to coordinate the events.

Community Events with SPD Representation

SPD provides security for many community events, such as the Lilac Parade/Junior Lilac Parade, Bloomsday, and Hoopfest. In addition to security, officers are on site to interact with people. Examples of interaction include officers giving out hundreds of stickers to children, having a police motorcycle or patrol car available for kids to touch, and encouraging officers to interact with the members in attendance while keeping the venues safe for attendees.

SPD will continue to participate in community events such as: Kids Day in the Park, Unity in the Community, Junior Lilac Parade, Lilac Parade, Art Fest, Hoopfest, Bloomsday, Garland Street Fair, Junior League's Touch-a-Truck, and the City of Spokane's Cleaning from the Corridor. SPD also participates every year in two Special Olympics events; the KHQ Connect Center and the Special Olympics Airplane Pull. Holiday-specific community events will include: Halloween festivities in various locations throughout the City, Tom's Turkey Drive, Salvation Army Clothe-A-Child, Santa Express and Target's Heroes and Helpers. SPD also engages with the greater law enforcement community through the U.S. Marshal Shootout and Trade Show and the Law Enforcement Appreciation breakfast. See Appendix A for a list of events.

Point of contact: Lieutenant Tracie Meidl, (509) 624-4162, or tmeidl@spokanepolice.org

Glossary

AVSAC: Adult Victims of Sexual Assault Committee

COPS: Community Oriented Policing Services

CYI: Community, Youth, and Intervention Services

DV: Domestic Violence

ESM: Enhancing the Survival Mindset

INBA: Inland Northwest Business Association

LGBTQ: Lesbian, Gay, Bisexual, Transgendered, Questioning and/or Queer

MACMA: Mayor's Advisory Council on Multi-Cultural Affairs

NCO: Neighborhood Conditions Officers

OPA: Office of Professional Accountability

OPO: Office of Police Ombudsman

OPOC: Office of Police Ombudsman Commission

PAC: Police Advisory Committee

PAL: Police Activities League

PIO: Public Information Officer

PSA: Police Service Areas

ROK: Restore our Kids

SPD: Spokane Police Department

SPS: Spokane Public Schools

SRDVT: Spokane Regional Domestic Violence Team

YLS: Youth Leadership Spokane

YPI: Youth and Police Initiative