



# SPOKANE POLICE DEPARTMENT

Office of Professional Accountability

Timothy B. Schwering

## **Spokane Police Department 2015 Community Outreach Strategy**

### **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.

### **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.

The Community Outreach Strategy will be shared with community stakeholders through email, community meetings, and the Public Safety Committee. The document will be updated annually.

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.



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- Surveying community partners.
- Administering a city-wide survey.

## **Outreach Focus Areas**

Office of the Chief  
Office of Professional Accountability  
Office of Police Ombudsman and OPO Commission  
Police Advisory Committee  
Mayor's Advisory Council on Multi-Cultural Affairs  
Community, Youth, and Intervention Services  
Community Stakeholders  
Critical Communication  
Citizens Academy  
Community Safety Education  
Recruiting for Personnel and Volunteers  
Neighborhood Precincts  
Academic Collaboration  
Media and Electronic Communications  
Special Events

## **Office of the Chief**

The Chief's Office engages with the community in significant formal and informal ways. The Chief and Assistant Chiefs participate in community events, attend meetings, and give presentations, both in response to invitations and also by initiating contact. The Chief also meets with community members over local and national issues; for example, meeting with community leaders during a time of national protest. The Chief will also host informal listening sessions with stakeholders on current issues such as race data collection.

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

## **Office of Professional Accountability (OPA)**

The Office of Professional Accountability (OPA) is led by the civilian Director of Strategic Initiatives. In order to increase the flow of information between the Department and City leadership, the Director of Strategic Initiatives attends the City of Spokane's Public Safety



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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 of Strategic Initiatives is also the designated person to brief the City Council. In the fall of 2014, the Director strove to provide better contextual information to the City Council and Mayor's Cabinet by providing special body camera training with a use of force simulation. Training opportunities to the Council will continue in 2015.

The OPA Police Accountability web page provides an opportunity for disclosure, as citizens can view a myriad of documents: completed Internal Affairs investigations, use of force 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 to request a presentation or submit a complaint. It is the Spokane Police Department's goal to lead the way in web-based transparency efforts and to make more information available on its website than any other law enforcement agency in the state of Washington.

The Director of Strategic Initiatives conducts outreach presentations throughout the community and will stay in contact with the more than 70 organizations presented to in 2014. Future outreach presentations will focus on topics such as use of force, police accountability, the complaint process, implementation of reform recommendations, and use of body cameras. In addition to community organizations, the Director of Strategic Initiatives also engages partners in Spokane's justice system, providing outreach and training to City and County prosecutors, City and County public defenders, Spokane County Juvenile Detention, and Municipal, District, and Superior court judges. Program Manager Kathy Armstrong also conducts outreach presentations regarding Spokane Police Department reforms and the Department of Justice COPS Office Collaborative Reform process.

In addition to offering presentations, OPA staff works on cultivating productive relationships by meeting directly with community leaders at regular intervals or at key milestones to engage in ongoing dialogue.

Point of contact: Kathy Armstrong, (509) 835-4519, or [karmstrong@spokanepolice.org](mailto:karmstrong@spokanepolice.org)

Website: [beta.spokanecity.org/police/accountability](http://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. The civilian Director of Strategic Initiatives collaborates 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. For example, the Director of Strategic Initiatives shared SPD's body camera outreach list of contacts with the OPO/OPOC to assist with their plans to start a body camera stakeholder group. The Assistant to



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the OPO notified the Director of Strategic Initiatives of an upcoming outreach opportunity to see if SPD had any materials to distribute.

OPA also ensures that a representative from the OPA office (usually an Internal Affairs Sergeant) or other sworn personnel attends OPO Commission meetings.

OPO point of contact: Office of Police Ombudsman Office: (509) 625-6742  
Website: [www.spdombudsman.com](http://www.spdombudsman.com)

OPOC point of contact: Scott Richter, [srichter@spokanecity.org](mailto:srichter@spokanecity.org)

### **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, 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. PAC also helps SPD reach out to refugee groups such as the Hmong community. Many refugees have lived in societies where police forces are feared, and our goal is that PAC can introduce refugees to the Spokane Police in a favorable manner. Representatives from SPD and PAC have reached out to Spokane Refugee Connections to improve communication with various refugee populations and to invite them to PAC.

In response to requests from community leaders, PAC members were added to the media distribution list. 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.

SPD and the City of Spokane will continue to invest in PAC. In 2015, City Council will provide discretionary funds to increase PAC membership. PAC leaders are in the process of developing brochures. PAC is looking for additional community leaders to join the committee.

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



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### **Mayor's Advisory Council on Multi-Cultural Affairs (MACMA)**

The Mayor's Advisory Council on Multi-Cultural Affairs (MACMA), an advisory council for the City of Spokane, works with Spokane Police Department on issues such as policy and training. 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.

Point of contact: Gloria Ochoa-Bruck, Director of Local Government and Multi-Cultural Affairs, (509) 625-6326, gochoabruck@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 all of the agency'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. In 2014, more than 100 youth and 61 police officers participated in YPI. SPD continues to invest in YPI. In 2015, the CYI unit will continue to host monthly YPI sessions at a variety of venues: community centers, high schools, Crosswalk, Excelsior Behavioral Health Center, Martin Luther King Jr. Family Outreach Center, contract schools, and Juvenile Detention. 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 on the City's youth initiatives including YPI.



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**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, Youth for Christ, Operation Healthy Family, Northeast Youth Center, Southeast Lions Club, Spokane Lieutenants & Captains Association, and Spokane Police Guild. PAL began in 2013 and expanded as participation doubled in 2014.

2014 participant surveys showed that youth were highly enthusiastic about the program.

- 88% agreed, “This program helped me learn to trust police.”
- 93% agreed, “I trust the officers who patrol my neighborhood.”
- 93% agreed, “If I had a problem at school or in my neighborhood, I would feel comfortable asking a Police Officer for help.”

Due to increasing demand, the PAL program is expanding to include three separate programs in the East Central, West Central, and Hillyard city neighborhoods in 2015. Many participants from Northside neighborhoods joined PAL in 2014, but needed transportation and requested a Northside (Hillyard) location. West Central Community Center also approached SPD with a request to expand PAL into the neighborhood. With the expansion, CYI is partnering with more agencies, such as Spokane Parks and Recreation, Spokane Parks Foundation, and West Central Community Center. CYI plans to contact other neighborhood organizations to build and sustain PAL. The Spokane Parks Foundation is working with CYI on additional funding for the program, and Spokane Parks Department is providing free online registration for PAL participants and free swimming for the youth. Through PAL, CYI will provide outreach to at least 150 youth participants in 2015, as well as their families. More information can be found at: [www.spokanepal.org](http://www.spokanepal.org).

### Youth Partnerships

- **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. Supervisor Karen De Sonia reports that the after-class evaluations are always positive; Officer DeRuwe always gets the best ratings with words like “insightful, helpful, wonderful, and amazing.” Parents and youth agree this outreach is very important, because it breaks down barriers between youth and police.
- **Spokane Public Schools (SPS):** SPD has had a long partnership with the district, and has a close working relationship with SPS School Resource Officers, working together to make and keep schools a safe place for students, parents, and school staff. SPS partners



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with SPD tactical units and encourages the units to spend time and train in all SPS school buildings. SPD coordinates safety education at local elementary schools, and district resource officers participate in SPD youth outreach programs like PAL.

- **Restore Our Kids (ROK)**, piloting in April 2015: 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 of discipline.
- **Community Action Team:** Spokane Public Schools brings together community stakeholders with the mission of problem-solving various issues within the school system. The current focus is on the disproportionality of discipline, based on data reviewed by the W. Haywood Burns Institute. CYI staff members attend ongoing meetings and network with youth advocates and service providers.
- **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.
- 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** in October 2014.



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- The **Chase Youth Commission** refers youth to SPD activities, and will be helping with youth outreach activities such as YPI. The Office of Professional Accountability also communicates with the Commission regarding outreach and training opportunities.

### Collaboration with Service Agencies

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

- **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, and CYI officers refer Chronic Offender program participants to other programs such as Spokane Fire Department's CARES Team. The CARES Team visits individuals in their home, works with them to identify their needs, and connects them to appropriate resources.
- **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.
- **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.
- **Christian Service Summit** to address needs within geographic boundaries of each service summit group.

### Our Holistic Approach to Crime Reduction and Access to Services

**Chronic Offender Unit:** Participants in the Chronic Offender program are identified as prolific offenders who commit crimes such as burglaries, identity theft, and vehicle theft. Many are unsupervised by the Department of Corrections or are minimally supervised. Officers on the intervention teams coordinate with Department of Corrections, judges, teachers, family members, and service agencies to closely monitor program participants and prevent them from re-offending. The teams connect identified chronic offenders to needed resources such as mental health services, employment, insurance, shelter, driver's license, etc. They do not duplicate the services of other providers, but instead provide referrals and work on behalf of participants to allow access to programs. For example, officers coordinate with other agencies to help participants apply for medical insurance so they can enroll in drug treatment, as their drug habits are often the root of their criminal behavior. The unit hopes to both deter crime and build relationships with the close monitoring of the program participant and the dialogue with his/her





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associates and family members. Officers work closely with their supervisor to identify additional outreach needs and opportunities. The unit also provides services to youth under the age of 18.

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

Police Advisory Committee (PAC) engages various racial/ethnic populations, including those that are small and not well represented in the community. The Mayor's Advisory Council on Multi-Cultural Affairs (MACMA) is another group that has a wide influence. MACMA advises on policy and training. CYI's youth outreach programs offer opportunities for SPD staff to dialogue with youth of color and their parents. PAL participants' racial and ethnic backgrounds are very diverse, representing many communities, and the majority of participants are not White. SPD engages with the African-American Community through community organizations such as the NAACP, Spokane Ministers Fellowship, and representation on the Police Advisory Committee (PAC). The NAACP's primary SPD liaison is the Community, Youth, and Intervention Services Unit. CYI partners with the Ministers Fellowship as the Ministers are SPD's partners in several youth outreach efforts and a few of the Ministers are PAC members. In April 2015, SPD is hosting 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. SPD engages with various Native American communities through The Native Project, the Spokane Tribe, and representation on PAC. Administrative Captain Cummings is the designated liaison to the Native Project. 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.

#### **Refugee Communities**

SPD provides outreach to refugee communities by teaching 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. SPD also works with Spokane Refugee Connections. SPD also coordinates safety education presentations to refugee youth who speak English as a Second Language at School District 81.



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### **LGBTQ Community**

SPD engages the LGBTQ community through several organizations, such as the Inland Northwest Business Alliance (INBA) and Out Spokane. The INBA has been very responsive to SPD's presence at Board meetings and large member networking luncheons. The Chief's Office and the Office of Professional Accountability will continue outreach presentations with organizations such as Parents and Friends of Lesbians and Gays (PFLAG) and the City of Spokane Human Rights Commission. The Commission plans to collaborate with SPD on future community outreach and educational projects. The CYI Lieutenant is in contact with the Odyssey Youth Center to reach LGBTQ youth. The CYI Lieutenant is working with the staff at the "OUTSpoken" LGBTQ radio show on various outreach opportunities. The OUTSpoken staff has collaborated with SPD organizing YPI sessions with Gay-Straight Alliances at local high schools. The Police Advisory Committee also has a representative from the LGBTQ community. Downtown Precinct officers host an outreach booth at the Pride Parade and Rainbow Festival. Additionally, 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**

Community, Youth, and Intervention Services staff members serve on the Homeless Coalition and one of the officers is on the leadership team. CYI attends the annual Homeless Connect event at the Salvation Army. The CYI unit works with the Crosswalk homeless youth shelter to provide outreach to homeless youth and has successfully run a Youth & Police Initiative (YPI) session with shelter youth. The Director of Strategic Initiatives has also met with other service providers such as House of Charity, Volunteers of America, and Crosswalk. The Downtown Precinct also works with Downtown homeless service providers and the Northside Precinct works with a homeless veterans outreach program.

### **Faith-Based Groups**

SPD has established strong relationships with the following faith-based groups, who are vital partners in SPD's youth outreach programs: Kingdom Fellowship Church Alliance (KFCA), Youth for Christ, and Operation Healthy Family. SPD works closely with the president of KFCA Multi-Cultural Ministers Alliance, to organize meetings and events. The Southside Precinct partners with the Catholic Diocese of Spokane. As mentioned previously, the CYI unit also is active in the Christian Services Summit. The CYI unit has also been working with Life Center and Spokane Ministers Fellowship Alliance. CYI will be seeking additional partnerships with faith-based groups.



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### **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. Police Precinct Captains, Lieutenants, and Neighborhood Conditions Officers assigned to Police Precincts in the North, South and Downtown Spokane regularly attend Neighborhood Council meetings and other events sponsored by the councils, with the goal of engaging members of the neighborhoods they serve and working together to solve problems. Neighborhood Conditions Officers (NCOs) exemplify SPD's community policing efforts. Through assignment to specific Spokane neighborhoods, NCOs work collaboratively with Neighborhood Councils and COPS Shops to personally address crime and quality of life concerns.

SPD also plans to communicate with the Community Assembly and to provide outreach presentations. The Community Assembly is a coalition of independent Neighborhood Councils and serves as a forum for discussion of issues of broad interest. Each Neighborhood Council selects one representative and a designated alternate to serve on the Community Assembly. Representatives are expected to represent the interests of their respective Neighborhood Council.

### **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
- Elder Services
- 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



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- 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. The committee is hosting a TEAM (Together Everyone Achieves More) conference the summer of 2015, to highlight the collaborative efforts of First Responders and Mental Health Professionals. The TEAM conference will provide 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 civilian Director of Strategic Initiatives also contacted all mental health agencies and advocate groups in the area and presented body camera outreach to several groups, such as Skills'kin, Spokane Public Schools Transitional Program, Spokane County Mental Health Advisory Board, Frontier Behavioral Health, and Autism Society of Washington Adults with Asperger's. He will continue to dialogue with those groups.

### **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 is working to reduce the root problem of Domestic Violence in the community through a specialty DV offender-focused program. This best-practices DV Unit takes a multi-pronged approach to address the problem by:

- Identifying and categorizing offenders by the severity of their offenses.
- Developing customized approaches for working with each identified group.



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- Working with victims to protect their safety and helping victims access services and support.

SPD leaders are also involved in organizations to help victims. The Domestic Violence Unit lieutenant is on the Advisory Board of Lutheran Community Services, and attends Human Trafficking Task Force meetings. The Administrative Captain is 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.

SPD will continue to work closely with agencies and groups that serve victims of crime and abuse, collaborating on problem solving and keeping them aware of issues involving law enforcement that might affect them (such as body cameras and privacy concerns). The Director of Strategic Initiatives contacted all the providers in the area at the inception of the body camera pilot program, and is continuing to dialogue with Lutheran Community Services through the implementation process.

### **Local Smart Justice Movement**

Smart Justice is a diverse coalition of more than 30 organizations, community members, and criminal justice professionals. SPD will continue to be active participants in the local Smart Justice effort, attending events like the Smart Justice Symposium. The Administrative Captain and CYI Lieutenant are primary liaisons.

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



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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](mailto:tfuller@spokanepolice.org)

### **Citizens Academy**

The Training Unit will collaborate with the Community, Youth, and Intervention Services Unit to host a Citizens Academy in May 2015. The Citizen 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 will actively promote the Citizens Academy through all their community contacts.

In addition to the Citizens Academy, SPD is hosting the Force Encounters Analysis for Civilian Oversight of Law Enforcement class in January 2016. The class is an 8-hour workshop for citizen review/oversight boards responsible for oversight of law enforcement. The class presents behavioral science to explore how police respond to deadly encounters, including officer stress, performance, and decision-making. SPD is absorbing the cost of the class to allow community members to attend. SPD shared the information with community stakeholders as soon as it was available and will continue to engage citizens before the class takes place.

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

### **Community Safety Education**

Community Safety Education is coordinated through the CYI Lieutenant.

### **Safety Fairs**

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



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### **Safety Presentations for Youth**

Presentations are given at local elementary schools and after-school programs, to refugee youth who speak English as a Second Language at District 81, and to students with disabilities at The Arc of Spokane.

### **Safety Presentations for Adults**

The CYI Lieutenant coordinates with various units within SPD (Training, Targeted Crimes, Traffic, Domestic Violence, etc.) about community needs for safety presentations. SPD hosts child car seat checks and Distracted Driving presentations throughout Spokane. “Responding to an Active Shooter” and Workplace Violence presentations are provided to agencies, such as Department of Social and Health Services (DSHS). Bank Robbery presentations are also provided to various banks and agencies.

SPD hosts several Enhancing the Survival Mindset (ESM) classes provided to citizens at the Academy. 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.

In addition, SPD facilitates personal safety presentations, based on ESM, to schools, businesses, and community groups. For example, SPD provides safety training for hundreds of international students at Mukogawa Fort Wright Institute every year. As a way to educate and serve vulnerable populations, SPD will invite 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.

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

### **Recruiting for Personnel and Volunteers**

Recruitment efforts are coordinated through the CYI Unit. The CYI Lieutenant collaborates with the Director of Communications and Public Information, who advertises the hiring opportunity through press releases, newspaper ads, news media interviews, and social media. The CYI Lieutenant sends recruiting information to community stakeholders such as the NAACP.

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



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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, Spokane Career Fair, Yakima Latino Business Expo, Missoula Job Fair, and the Bremerton U.S. Naval Base. CYI officers dialogue with diverse youth populations about choosing a career in justice through the Youth & Justice Forum, YPI, and PAL. SPD specifically recruits for Senior Volunteers at the Spokane Community College Diabetes Day event and the Adservio Volunteer Expo. SPD also holds recruiting events such as the Reserve Officer Open House and a Volunteering Q & A at the KHQ Connect Center.

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

Website: [beta.spokanecity.org/police/information/jobs](http://beta.spokanecity.org/police/information/jobs)

### 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 a combined partnership 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 works with other **City of Spokane departments** like Code Enforcement, Libraries (Downtown branch), and Parks and Recreation. The Precinct Captain also sits on Spokane's Community Housing and Human Services Board.

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. Several events are initiated by SPD at this location, such as Coffee with a Cop, Halloween children's activities, car theft prevention distribution events, and the Junior Police Academy, which was supported by River Park Square and Mobius Children's Museum. The Spokane College of English Language is located across the street from the precinct, and officers enjoy many interactions with international students.





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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 like 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. 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](mailto: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 **Community Oriented Policing Services (COPS) shops** (Nevada/Lidgerwood, West Central, Northeast, Shadle, North Central, and Logan). Officers attend COPS events, such as National Night Out Against Crime, at various locations.

Precinct officers attend **business association** meetings, such as Historic Hillyard Merchants Committee, Spokane Public Development Authority, NE Public Development Authority



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(NEPDA), North Spokane Realtors Association, Greater Hillyard Business Association (GHBA), and Organizations of Northeast Spokane (ONES).

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.

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.

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, 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 Craig Meidl, (509) 625-4518, or [cmeidl@spokanepolice.org](mailto:cmeidl@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 **Community Oriented Policing Services (COPS)** 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 attends **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) and Two Wheel Transit providing bike patrols for South Perry, East Sprague and the South Hill parks.

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



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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, Private School 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](mailto:drichards@spokanepolice.org)

### Academic Collaboration

For the past several years, Washington State University (WSU) and SPD have enjoyed a healthy and productive partnership that has resulted in world class training research, development, and evaluation. Studies on which WSU and SPD have collaborated include:

The impact of shift work related fatigue on law enforcement operational performance

- 80 SPD patrol officers voluntarily underwent a series of experiments in the WSU Simulated Hazardous Operational Tasks Laboratory (Principal Investigator: Bryan Vila).
- Officers were tested under fatigued and rested conditions.
- Results from this study are currently being disseminated.

The development of Crisis Intervention Team (CIT) tools for training and evaluation

- Study funded by SPD.
- WSU developed interval level measurement metrics (Principal Investigators: Lois James and Steve James).
- These metrics have informed the enhanced CIT training curriculum.
- Evaluation of the enhanced CIT training curriculum is scheduled for spring 2015.
- WSU is hosting the 2015 CIT conference, in partnership with SPD and Spokane mental health agencies.

Tactical Social Interaction (TSI) training and evaluation

- WSU and the Washington State Criminal Justice Training Commission (WSCJTC) developed a TSI training curriculum, measurement metrics, and simulation scenarios for training the core operational concepts of procedural justice (Principal Investigators: Bryan Vila and Lois James).
- A TSI course for the SPD took place in March 2015 (facilitated by Anthony Anderman and evaluated by Steve James).



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WSU and SPD have been featured collaboratively in many high profile media outlets regarding research mentioned above.

WSU's Steve James has been awarded a 12-month contract by the SPD to help align training with the recommendations set forth by the Department of Justice Collaborative Reform Process.

SPD is working with Dr. Ed Byrnes of Eastern Washington University on a systematic racial data collection project.

SPD is currently partnering with the University of Washington and Arizona State University's Center for Violence Prevention and Community Safety on body camera studies. Bryce C. Newell, a PhD Candidate at the University of Washington, is currently studying SPD's adoption of body-worn cameras. Newell's research encompasses both qualitative study - in the form of ride-alongs and informal interviews with officers about how they feel about, and experience, wearing the cameras - as well as quantitative methodologies such as surveys of officer opinions and attitudes towards the cameras, and analysis of departmental data on use of force and citizen complaints. The study also includes an examination of public disclosure law and the impacts of such disclosure requirements on police departments in Washington State that have adopted body-worn cameras. The study has been designed to provide valuable information about how officers perceive body cameras and how they use them in their day-to-day work, as well as to determine how the cameras may be impacting use of force rates and the number of complaints filed by citizens. It is expected that these findings will help the department evaluate its pilot and initial use of the cameras, and to inform the development of future policies on body-worn camera use.

SPD is also working with Arizona State University's Center for Violence Prevention and Community Safety on body camera studies. Professor Michael D. White's study is entitled: "Assessing the Impact and Consequences of Police Officer Body-Worn Cameras: A Multi-Site Randomized Controlled Trial." His abstract reads:

"Body-worn cameras (BWCs) are perhaps the most debated topic in policing today. Advocates and critics have made numerous claims about the impact and consequences of the technology, but most of these claims are untested. BWCs have the potential to completely transform police-citizen encounters, and in the wake of the shooting of Michael Brown in Ferguson, adoption of the technology is likely to be exponential. This transformation, in the virtual absence of empirical evidence on BWCs, is profoundly troubling. The current study will represent the seminal investigation of BWCs. The centerpiece of the study involves a multi-site randomized controlled trial (RCT) in Tempe, Arizona, and Spokane, Washington, that will investigate questions that go to the very core of the role of BWCs in policing, including officer perceptions; citizen perceptions; BWCs as a training and violence reduction tool; the potential for a civilizing effect (i.e., reductions in use of force and citizen complaints); the potential for BWCs to facilitate sentinel event review; and the impact on "downstream" criminal justice actors (and outcomes). The current study, funded by the Laura and John Arnold Foundation, is a two-year project



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beginning on March 1, 2015. Rigorous research on BWCs is sorely needed, as police departments are essentially “flying blind” with the technology. The current study will place both the Tempe and Spokane Police Departments at the center of the dialogue on police body-worn cameras as the technology transforms policing in the 21st century.”

Point of contact: Kathy Armstrong, (509) 835-4519, or [karmstrong@spokanepolice.org](mailto:karmstrong@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. She also 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](http://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.

**Blog:** [www.spokanepd.tumblr.com](http://www.spokanepd.tumblr.com)

The Director posts photos and stories to the blog several times a week. Every news release is posted to the blog.

**Facebook Account:** [www.facebook.com/Spokanepd](http://www.facebook.com/Spokanepd)

SPD’s page has 12,739 followers. Posts are made several times a week (the goal is daily) and allows SPD to have interactions with the public in real time. From November 2014-February 2015, SPD reached approximately 2,100 people per day.

**Twitter Account:** [www.twitter.com.spokanepd](http://www.twitter.com.spokanepd)



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The account is used on a daily basis to distribute links to the SPD blog, news releases, photos and other content. It has 6,373 followers and 4,035 tweets. From November 2014-February 2015, SPD had approximately 3,200 Twitter impressions per day.

**YouTube Page:** [www.youtube.com/spokanepolicedept](http://www.youtube.com/spokanepolicedept)

The page is used to post videos from news conferences, media stories, and department public service announcements. The page lists 51,590 views.

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

Website: [beta.spokanecity.org/police/news](http://beta.spokanecity.org/police/news)

### Special Events

#### Spokane Police Department-Sponsored Events

- A partnership with Mobius Children's Museum and River Park Square, SPD's **Junior Police Academy** features 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 packets from Operation Family ID. Children receive 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 another event in 2016.
- SPD will continue "**Coffee with a Cop**" events in multiple locations in different neighborhoods in 2015. 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.
- 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 2015. In 2014, there were 25 public demonstrations at special events and schools.



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## **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.

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 Core. SPD also participates every year for 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, Tom's Turkey Drive, Salvation Army Clothe-A-Child, and Santa Express. SPD also engages with the greater law enforcement community through the U.S. Marshal Shoot out 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](mailto:tmeidl@spokanepolice.org)



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### Appendix A: Community Events

The following list is a sampling of events in Spokane that Spokane Police Department regularly attends.

<b>Event Name</b>	<b>Date (approximate)</b>	<b>Event Type or Audience</b>
First Fridays	First Friday of every month	General public
Martin Luther King Jr. Unity March and Resource Fair	January	General public; African-American community; recruiting
SPD Junior Police Academy	January	General public; children
Groovy Shoes High School parade	January	General public; high school youth
Partners in Pain 5K	February	General public
WSU Career Fair; Spokane Career Fair	February	Recruiting activity
Spokane Community College Diabetes Day	March	Recruiting activity
Food Truck Rally Day	First Friday in March and the rest of the First Fridays	General public
St. Patrick's Day Parade and St. Paddy's 5K Run	March	General public
Susan G. Komen Race for the Cure	April	General public
Cleaning from the Core	April	General public; neighborhood councils
Negative Split Spokane (5K and Half Marathon)	April	General public
Immigration March	April	General public
Lilac Century Bike Ride	April	General public; bicyclists
Lilac Parade and Jr. Lilac Parade	May	General public
Bloomsday	May	General public
Hoopfest	May	General public
Art Fest	May	General public; local artists
Festival of Speed Car Show	June	General public
U.S. Marshal's Shootout	June	Law enforcement community; recruiting activity for Senior Volunteers
Pride Parade and Rainbow	June	General public; LGBTQ





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Festival		community
Elk Fest	June	General public
Pow Wow	July	General public; Native American communities
Unity in the Community	August	General public; various racial/ethnic communities
Kids Day in the Park	August	General public; children
Garland Street Fair	August	General public
Special Olympics Washington Plane Pull	August	General public
Cops 'n' Kids Car Show	August	General public; children
Pig out in the Park	Labor Day weekend	General public
Spokane County Fair	September	General public; recruiting
Fiesta Hispanic Heritage Festival	September	General public; Hispanic communities
Touch-a-Truck	September	General public; children
Glow in the Park Run	September	General public
Spoke Fest	September	General public; bicyclists
Adservio Volunteer Expo	September	Recruiting activity
Career Fairs at local high schools	October	Recruiting activity
Hillyard Oktoberfest	October	General public; Hillyard neighborhood
Terrain	October	General public; artists
Spokane Marathon	October	General public
Great Pumpkin Race	October	General public; children
Spokane Symphony/4 <sup>th</sup> Grade Music Encounter	October	Children
Halloween festivities at malls	October	General public; children
Tom's Turkey Drive	November	General public; low-income families
Turkey Trot	November	General public
Salvation Army Clothe-a-Child at JC Penney	December	General public; low-income families
Santa Express	December	General public; low-income families
Jingle Bell Run	December	General public
First Night Spokane	December	General public; children



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## Glossary

**AVSAC:** Adult Victims of Sexual Assault Committee

**BWC:** Body-worn camera

**CIT:** Crisis Intervention Team

**COPS:** Community Oriented Policing Services

**CYI:** Community, Youth, and Intervention Services

**DSHS:** Department of Social and Health Services

**DV:** Domestic Violence

**ESM:** Enhancing the Survival Mindset

**INBA:** Inland Northwest Business Association

**LGBTQ:** Lesbian, Gay, Bisexual, Transgendered, or Questioning

**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

**PFLAG:** Parents and Friends of Lesbians and Gays

**PSA:** Police Service Areas

**ROK:** Restore our Kids

**SPD:** Spokane Police Department

**SPS:** Spokane Public Schools

**SRDVT:** Spokane Regional Domestic Violence Team

**TSI:** Tactical Social Interaction

**YLS:** Youth Leadership Spokane

**YPI:** Youth and Police Initiative