



King County

Community Advisory Committee on Law Enforcement Oversight

401 Fifth Avenue, Room 131

Seattle, WA 98104-1818

October 17, 2017

Dear Sheriff Urquhart,

We are the appointed members of King County's Community Advisory Committee on Law Enforcement Oversight. As community representatives, we exchange information and perspectives with the public regarding the provision of police services in King County, we advise OLEO on issues of police practices and civilian oversight, and we advise both the King County Sheriff's Office (KCSO) and the Metropolitan King County Council on issues of equity and social justice. Our role as a committee helps build healthy relationships between the King County Sheriff's Office and the public it serves.

As part of King County's Equity and Social Justice Strategic Plan, 2016-2022, all departments and agencies need to develop work plans. After inquiring with the Office of Equity and Social Justice, we understand that KCSO has not yet submitted its 2017-2018 work plan, which was due September 29, 2017. This Strategic Plan identifies six goal areas that will help create shifts in how we govern, build our internal capacity, and intersect and coordinate with regional collaborators to become pro-equity. The six goal areas are:

1. Leadership, Operations & Services
2. Plans, Policies & Budgets
3. Workplace & Workforce
4. Community Partnerships
5. Community & Education
6. Facility & System Improvements

As you know, Equity and Social Justice is the blueprint for action and change within King County - both as an employer and as a government - to meaningfully move towards the goal of being racially just, internally and in the community. Participation can be especially meaningful for KCSO, which faces challenges recruiting diverse candidate pools, as well as addressing the dynamics of equity and social justice present in some interactions between police and public.

We are writing to ask you to provide the King County Office of Equity and Social Justice with your 2017-2018 work plan to comply with the Equity and Social Justice Strategic Plan, and ask that you share with us what you are doing to align with all six goals outlined by the ESJ Strategic Plan.

Additionally, recognizing the importance of employee morale and retention to advance both equity and an organization, we urge you to have KCSO personnel participate in the employee engagement survey which can provide you with valuable information about what is going well and what needs attention from employees' perspectives.

Thank you in advance for your attention to our inquiry and your timely response. You may send your response to committee member Tamika Moss at OLEO7@kingcounty.gov. We look forward to hearing back from you soon.

Sincerely,

Rev. Steve E. Baber
Unincorporated, District 2

Tamika Moss
Unincorporated, District 2

Co-Chair David Baker, Ph.D.
Contract Cities, District 1

Abel Pacheco
At-large, District 2

Liz Campbell
At-large, District 4

Co-Chair Sili Savusa
Unincorporated, District 8

Representative Mia Gregerson, 33rd LD
At-large, District 5

Cc: King County Community Advisory Committee on Law Enforcement Oversight;
King County Office of Law Enforcement Oversight;
King County Council;
King County Executive Dow Constantine;
King County Office of Equity & Social Justice