

# Anti-Bias Resources & Practices

**City of Sammamish**

City Council Meeting

June 16, 2020

# Policies

Policies at the City of Sammamish are governed and mandated by three levels of government:

- 1. King County**
- 2. Washington State**
- 3. Federal Government**

These policies address:

- Equal Employment Opportunity**
- Non-discrimination of protected classes**

# Areas Governed:



Training



Policy



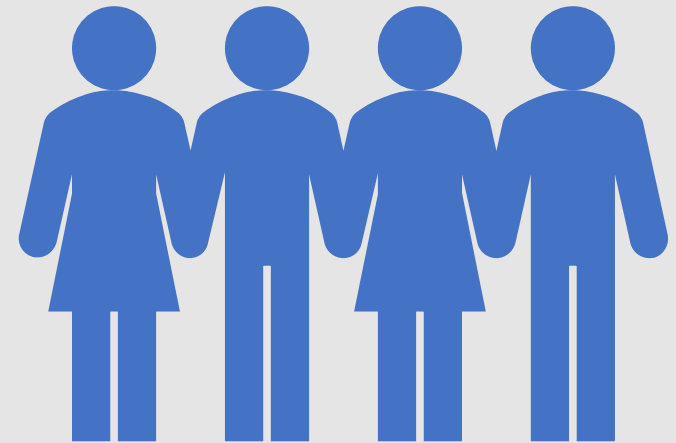
Application Process



Agreements

# Mandatory Training

- Diversity in the Workplace Training
- Promoting a Workplace Free of Harassment, Discrimination, and Retaliation Training for Employees
- Promoting a Workplace Free of Harassment, Discrimination, and Retaliation Training for Managers and Supervisors



# *Policies in Employee Handbook*



Equal Employment Opportunity (p.7)



Employee Harassment or Discrimination (p. 7)



Pay Equity (p. 8)



ADA Compliance (p. 9)



Disability Accommodation (p. 19)



Anti-Harassment / Discrimination (p. 35)



Sexual Harassment (p.35)

# Application Process

- “The City of Sammamish is an Equal Opportunity Employer”
- Accommodation Statement is on each job posting.
- Demographics Survey on Gender, Ethnicity, and Veteran status through NEOGOV

## ALL Agreements from the City of Sammamish

- ✓ Contractors
- ✓ Vendors
- ✓ Grants

### **Contain:**

- Equal Employment Opportunity language
- Non Discriminatory language



# King County Sheriff's Office

**Sammamish Police Department**





*Sammamish Police Department undergoes countless hours of training.*

*Recent and ongoing training includes:*



Justice based policing



De-escalation Concepts and Tactics



Control Tactics





Implicit Bias Training





Crisis Intervention Training (CIT)

# Training Budget and Priorities

 \$5 million spent annually on training at the Sheriff's Office, which includes overtime, travel and instructors

 King County added \$1.3 million for Bias Awareness and De-escalation training for 2019 – 2020

 Every officer is required to do 24 hours of training per the WAC.

 40 hrs every three years per I-940, which includes patrol tactics, de-escalation, mental health training, bias awareness, police and race/cultural history awareness and first aid/trauma care (WAC 139-11)

# Required Training for Commissioned Personnel

Emergency Vehicle Operator's Course – every 2 years	Pursuit Immobilization Technique – every 2 years	Firearms qualifications – first and second half of the year	Taser training – annually	CIT refresher training – annually	In-Service Training – annually
Gas mask fit testing – annually	Crisis Intervention Training – 40 hours	Bias Awareness training – 8 hours	BAC – every 4 years	ACCESS/Security Awareness training – every 2 years	First Aid/CPR
	Career level certification for sergeants and above – 40 hours	Sergeant School for new supervisors – 16 hours	FEMA ICS 100: Introduction to the Incident Command System	FEMA ICS 700: Introduction to the National Incident Management System	

## Commissioned Officer 2020 Required Training

<b><u>Course:</u></b>	<b><u>Date Released:</u></b>
Use Of Force 2019 Update	01/08/2020
Use Of Force – Impact Weapons, OC and Physical Skills	01/08/2020
Less Lethal Shotgun Awareness	01/08/2020
National Incident-Based Reporting System (NIBRS) Overview	01/27/2020
Training Requirements	02/18/2020
Mark43 Update	02/28/2020
Infectious Diseases / Bloodborne Pathogens Module 1	03/02/2020
Infectious Diseases / Bloodborne Pathogens Module 2	03/02/2020
Canadian Protection Orders	03/17/2020
RCW 10.31.100 2020 Updates	03/17/2020
COVID-19 Law Enforcement Briefing	03/23/2020
Fire Extinguisher Training	03/23/2020
Legal Update - State v. Brown UPDATE	03/23/2020
Firearms Safety / Lead and Noise Exposure 2020	04/06/2020
Below 100 Part 1	04/07/2020
Below 100 Part 2	04/07/2020
Donning/Doffing Tyvek PPE	04/08/2020
Infectious Disease Decontamination	04/13/2020
Fitness and Nutrition for LE	04/21/2020
First Responders and Stress Management	04/21/2020
Sleep Well for Optimal Health, Safety & Performance	04/21/2020
Sleep and Fatigue Officer Safety	04/21/2020
5 Overarching Principles of Patrol Tactics	06/03/2020

**2019**

<b><u>Online Course:</u></b>	<b><u>Date Released:</u></b>
Training Requirements	01/15/19
Fire Extinguisher Training	01/22/19
Legal Updates January 2019 Part 1	01/22/19
Legal Updates January 2019 Part 2	01/24/19
Legal Updates January 2019 Part 3	01/25/19
Missing Endangered People — Patrol Response	01/28/19
Infectious Diseases - Bloodborne Pathogens Module 1	01/28/19
Infectious Diseases - Bloodborne Pathogens Module 2	01/28/19
RCW 10.31.100	01/30/19
Noise Ordinance and Non-Traffic Civil Infractions	03/26/19
Submitting Fingerprints through ALERT	04/05/19
Down Wires	05/06/19
Cyber Security Awareness Training	04/01/19
TASER Annual CEW User Update v 20.2	05/30/19
Vehicle Impounds 2019	06/10/19
Semi-Automatic Rifles I-1639	07/25/19
2017-2018 De-escalation In-Service Review	08/09/19
Respiratory Protection	09/04/19
KCSO Command Boards	09/09/19
Incident Command System (ICS) Using a HAZMAT Incident	09/09/19
Criminal Trespass and Trespass Notices	09/16/19
Extreme Risk Protection Orders	09/30/19
Warrantless Searches	10/01/19
2019 Firearms Legislation Updates	10/04/19
External Vest Carrier	10/15/19
Use of Force By The Numbers	11/04/19
Legal Update — United States v Brown	11/06/19
Legal Update — Traffic Violations	11/12/19
Legal Update — State v Carriero	11/12/19
Legal Update — State v Tarango	11/12/19

**2018**

<b><u>Online Course:</u></b>	<b><u>Date Released:</u></b>
Handling Suspicious Mail	01/12/18
Infectious Diseases / Bloodborne Pathogens Module 1	01/22/18
Infectious Diseases / Bloodborne Pathogens Module 2	01/22/18
Bias Based Policing	02/13/18
Death Investigations	02/16/18
Alzheimer's Awareness	02/22/18
Less Lethal Shotgun Awareness	03/08/18
TASER Annual CEW User Update v 20.2	03/13/18
Fire Extinguisher (2018 Update)	03/14/18
Legal Updates - March 2018	03/26/18
Legal Updates - April 2018	04/10/18
Below 100 Part 1	05/01/18
Below 100 Part 2	05/01/18
Law Enforcement Medical Response Module 1	05/07/18
Law Enforcement Medical Response Module 2	05/07/18
Law Enforcement Medical Response Module 3	05/09/18
Law Enforcement Medical Response Module 4	05/10/18
Legal Updates May 2018	05/17/18
Hazardous Waste Spill Reporting	05/23/18
Incident Command System (ICS) Using a HAZMAT Incident	07/03/18
Legal Updates – July 2018	08/03/18
Respiratory Protection – Filtering Facepieces N-95 (2018)	08/18/18
CAD Guidelines for On-View Event Entry	09/11/18
Firearms Safety/Lead and Noise Exposure 2018	09/27/18
Use of Force Part 1 (2018)	10/05/18
Use of Force Part 2 (2018)	10/05/18
GPS Tracker	10/30/18
Legal Updates October 2018	11/06/18
Warrantless Searches 2018	11/14/18
Fentanyl First Responder Safety and Evidence Handling	11/19/18

# Justice Based Policing



Training in Justice Based Policing began in 2012 at the KCSO



LEED Model:

*Listen and Explain with Equity & Dignity*



All department members have attended this training.

# De-escalation Concepts and Tactics

- De-escalation training emphasizes, when safe and feasible, the need to slow down encounters, increase contact distances, and maximize resources to decrease the need to use force.
- De-escalation emphasizes control, assessment and transition to lower, to no level of force once compliance is gained.
- Current training includes a review of concepts, emotional intelligence recognition, threat assessment identification and scenario based training in accordance with the I-940 standards.





# Implicit Bias Training

- Introduced Implicit Bias training around 2012
- Currently required for all commissioned and non-commissioned staff.
- Course teaches everyone it's normal to have implicit bias.
- Implicit bias awareness can allow an officer to better understand another person's perspective. The goal is to gain understanding, develop mutual respect and find common ground to promote a positive interaction.



# Crisis Intervention Training (CIT)



The KCSO requires all deputies to have 40 hours of CIT by July 2021.

***97% of Sammamish Police have completed 40 hrs of training.***



Helps deputies assess if a person is in crisis, has behavioral health issues or a combination thereof



Identifies assistance and resources that officers can use to support families and individuals in crisis (Mobile Crisis Teams)

# Control and Assess

- Trained to control subjects in a manner in which officers are constantly assessing the situation.
- Officers are trained in a variety of control tactics and are constantly re-assessing for compliance and making adjustments while engaged with a subject.
- Per KSCO Master DT instructors, the incident in Minnesota is contrary to KCSO training.



# NEXT STEPS

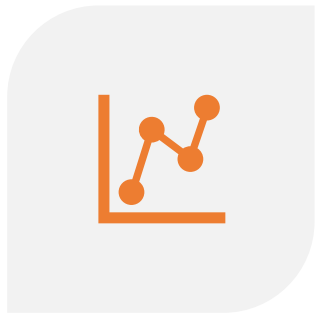
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Plans from Staff

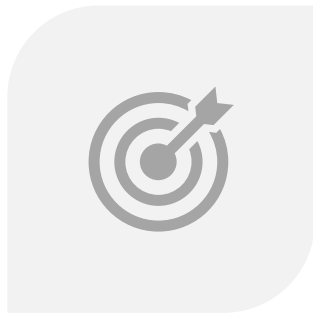
# Diversity & Inclusion Initiative

- HR began planning in January 2020

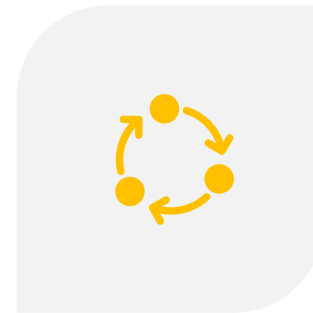
# Four Main Phases



**DATA COLLECTION AND  
ANALYSIS TO DETERMINE THE  
NEED FOR CHANGE.**



**STRATEGIC PLAN TO MEET CITY  
OBJECTIVES.**



**IMPLEMENTATION OF THE  
INITIATIVE.**



**EVALUATION AND  
CONTINUING AUDIT OF THE  
PLAN.**

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A Discussion on Police & Fire Relations  
and Racial Justice in Sammamish

*Details being planned in coordination  
with*

*Sammamish Police Department and  
Eastside Fire & Rescue.*

# TOWN HALL

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*Gracias*