

**9/13/2010 Restorative Circle**

**Purpose: discuss events involving certain SPD officers and Williams family members following shooting of their brother, John T. Williams, and develop a mutually agreeable, restorative plan of action.**

**I. Attendees:**

**Rick Williams**

**Eric Williams**

**Dan Martin**

**Connie Sue Martin**

**Jenine Grey, Chief Seattle Club, Executive Director**

**Denise Stiffarm, Chief Seattle Club, President**

**John Diaz, Chief of Police**

**Jim Pugel, Assistant Chief for Investigations**

**Mike Sanford, Assistant Chief**

**Steve Brown, Capt. of West Precinct**

**Fred Ibuki, Sgt. Of West Precinct**

**Kathryn Olson, Director, Office of Professional Accountability**

**Andrea Brenneke, Facilitator and attorney for Williams family**

**Susan Partnow, Co-Facilitator**

## II. Action Plan Agreed Upon by All Participants:

### Training Improvements (much of this overlaps)

1. The Department will explore existing training and consider additional needs for anti-oppression, anti-racism training. Share back to the circle.
2. The Department will develop a plan for increasing understanding and cultural sensitivity to First Nations peoples. Share back to the circle.
3. Capt. S. Brown and Sgt. Ibuki will go to roll calls within the next three weeks and teach patrol officers what they learned from this circle. Share back to circle.
4. The Department will use the mentorship concept and partner senior officers who display understanding, respect, and cultural sensitivity with junior officers. Sgt. Ibuki will take a lead and identify a cadre of similar officers to himself who can and will be used to mentor junior officers. Share back to circle.
5. The Department will analyze where its 19 Native American officers are deployed and develop a plan for increasing their involvement in training and in patrols of areas with large Native American population, if possible.<sup>1</sup> Share back to circle.
6. The Department will reinvigorate the Native American Advisory council and support its Chair, Tina Fox, in the same. Share back to circle.
7. The Department will develop a plan to learn directly from Rick Williams, Eric Williams and Dan Martin. Rick Williams, Eric Williams and Dan Martin agree to participate in training in a way that is respectful and to their mutual benefit, which may just be sitting together in the park. Share back to circle.
8. The Department will translate what they learned today in teaching at the Department. Share back to circle.
9. The Department will continue to evaluate mechanisms for sustaining and weaving in training re: diversity, respect, and emotional intelligence to maximize impact in changing the culture of the Department.<sup>11</sup> Susan Partnow agrees to work with the Department on that. Share back to circle.
10. The Chief Seattle Club, Jenine Grey, and Denise Stiffarm, agree to be available for police training/experience opportunities as mutually beneficial. Share back to circle.
11. The Department will develop a training based upon Native American customs and traditions, including carving. Share back to circle.

### Developing Relationship

Rick Williams and Eric Williams invite participants in today's circle, and anyone else, to sit with them at the park, in civilian clothes, to experience their lives and develop greater relationship. Chief Diaz, S. Brown, M. Sanford, Jim Pugel, Kathryn Olson, and Susan Partnow all accept and agree to visit at the park.<sup>11</sup>

**Direct Line of Communication**

Sgt. Ibuki and the Department agree to establish a direct line that can be used by Rick Williams, Eric Williams, Dan Martin, and others to raise concerns about negative interactions with the police. Rick Williams, Eric Williams, Dan Martin and other circle members agree to use Sgt. Ibuki as their direct connection if they feel comfortable. Sgt. Ibuki's direct line cell phone is: [REDACTED]

This direct line may be used *except* in case of emergency, in which case 911 should be called.

**Accountability**

Kathryn Olson, Jenine Grey, and Denise Stiffarm will evaluate, improve (if necessary) and publicize mechanisms to give voice to other incidents of negative police interaction with community members to maximize accountability and avoid retribution/retaliation.

**Expressions of Empathy**

The Department, together with Susan Partnow and Andrea Brenneke and others, will evaluate how the Department expresses empathy and compassion at times of tragedy and recommend improvements to maximize the community will hear it.

**Follow up Circle**

The participants will meet in a follow up circle to evaluate these agreements and make revisions, if necessary. The follow up circle will be in 1-2 months and Andrea Brenneke will develop a mutually agreeable time/day with Kathryn Olson and the Department.

**Use of Agreement**

This agreement will not be used in litigation.

**No Public Use**

No participants will disclose this meeting or its agreements to the media unless mutually agreed upon in the future.

Agreed upon and signed this 13<sup>th</sup> day of September, 2010.

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**The assessment of current Native American Officers' assignments will precede any recommendations regarding changes to staffing, as reassignment will only be made if appropriate.**

**This refers to the need for reiterative training where changes to the culture of the Department are identified as desirable.**

**Since the Circle convened, Rick and Eric moved and are now working in front of the Frontier Gallery, directly across from the entrance to the Space Needle and one building to the west of the Experience Music Project at the Seattle Center. They welcome visitors at their new location. The timing of the visits will be dependent on the Chief and others' schedules, and the visits are intended to occur prior to the follow up circle.**