



SEATTLE CITY COUNCIL | DISTRICT 5

COUNCILMEMBER CATHY MOORE

April 29, 2024

From: Councilmember Moore

To: Police Chief Diaz

Re: 30x30 Women in Law Enforcement Report Implementation

At the March 12 Seattle Police Department Recruitment and Retention [presentation](#) before the Public Safety Committee, I asked about the [Seattle Police Department 30x30 Report](#) made public in February and inquired about how the department planned to address the serious issues raised in the report.

During the presentation, you indicated that there is a 30x30 work group that is in the process of building out the recommendations of the [30x30 Women in Law Enforcement initiative](#) and addressing the key themes in the report. I requested a report back within 30 days. I am following up with a written request for a thorough update about this work; the workplan, meeting schedule, and recommendations to date.

Please describe the steps are you taking to address issues raised in the report, including childcare needs; flexible scheduling for parents and those with caregiver responsibilities; mentorship; and what specific steps you are taking to change the culture of the department regarding sexual harassment, discrimination, and opportunity and promotion.

The gender imbalance among sworn officers, and low hiring levels of women officers is deeply concerning. Any credible path to restoring sworn staffing levels, which I support, must include significant hiring of women. That will not be possible without addressing the serious issues raised in the report.

I reiterate my serious concerns about potential sexual harassment and discrimination in the department.

I appreciate the work SPD is doing to hire new officers. I fully support SPD's goals to recruit and hire additional officers, to address Seattle's serious public safety needs.

Sincerely,

CC: Deputy Mayor Tim Burgess
Brian Maxey, COO, SPD