



City of Seattle

Mayor Bruce Harrell

April 30, 2024

The Honorable Sara Nelson
The Honorable Robert Kettle
Seattle City Council
Seattle City Hall, 2nd Floor
Seattle, WA 98104

Dear Council President Nelson and Public Safety Chair Kettle:

As you are aware, multiple media outlets have reported on a tort claim made against Chief of Police Adrian Diaz and others. This claim alleges gender discrimination and sexual harassment, among other issues, on behalf of four female employees. Over the past year, other claims have been filed alleging gender discrimination within the Department. In addition, the recent 30x30 report commissioned by Chief Diaz revealed ongoing concerns of women within the Department, including incidences of sexual harassment.

A number of the claims have undergone review, including by the Seattle Office of Police Accountability, the Seattle Office of Inspector General for Public Safety, SPD's Equal Employment Opportunity office, the Seattle Department of Human Resources, and external investigators.

As mayor, I am laser-focused on identifying patterns of institutional issues like racism and gender discrimination throughout Seattle, including in our own institutions, recognizing that changing systemic practices requires commitment and a high level of intentionality.

As I have stated previously, my administration is committed to building a police service that is representative of our community, including ensuring women are empowered and able to succeed. Indeed, this is my clear expectation for SPD and its command staff.

To this end, I take these recent allegations very seriously and believe it is essential for public trust and confidence to commission an external and independent review. I will retain Marcella Fleming Reed of MFR Associates to perform this review. Ms. Fleming Reed is an expert in the investigation of workplace harassment and discrimination claims.

I will ask Ms. Fleming Reed to evaluate the investigations stemming from the claims of gender discrimination and sexual harassment to determine whether they were thorough and appropriately handled and whether the findings are supported by the evidence. I will also ask Ms. Fleming Reed to make any needed systemic recommendations based on her review. We will share Ms. Fleming Reed's findings and recommendations with you when completed, and we will make her available for one-on-one briefings at your request.

It is important for our City to take allegations of harassment and discrimination seriously. We will not malign those who come forward and, to the contrary, will give these claims the close attention they deserve. Our goal is to understand the implications of these allegations and take actions as appropriate.

April 30, 2024

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I value your partnership and that of the entire City Council as we work together to build an inclusive and respectful police service and create a safe and welcoming Seattle.

Sincerely,

A handwritten signature in black ink that reads "Bruce A. Harrell". The signature is written in a cursive style with a large, prominent initial "B".

Mayor Bruce A. Harrell

Cc: Council Member Joy Hollingsworth
Council Member Cathy Moore
Council Member Tammy Morales
Council Member Maritza Rivera
Council Member Rob Saka
Council Member Dan Strauss
Council Member Tanya Woo
Deputy Mayor Tim Burgess