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To: Ashley Hiruko <hiruko@kuow.org>; SPDCommunicationsTeam <SPDnews@seattle.gov>

Subject: RE: KUOW inquiry

Good morning Ashley!

The Seattle Police Department unequivocally values, encourages, and welcomes women at all ranks and assignments. Under the leadership of Chief Adrian Z. Diaz, which follows the tenures of two nationally recognized female police chiefs at SPD, women have risen to comprise a historically high percentage of leadership at Executive, Captain and Lieutenant levels. These leaders serve in operational, investigative, and administrative roles – all of which are critical to the success of SPD.

As has become increasingly common in stories written about SPD by certain KUOW reporters, most of the statements and attributions provided by KUOW are vague and conclusory, making it difficult to respond with specificity.

The Seattle Police Department thanks former SPD Lieutenant Tammy Floyd, who was a valued member of SPD, for her service in all assignments at the department. In fact, in 2023, she applied to return to SPD as an Assistant Chief under the leadership of Chief Diaz. Transfers at the Lieutenant and Captain levels are routine in SPD and specifically authorized under their union contract to meet operational and administrative needs and provide members with diverse experiences. The transfer of Lt. Floyd from Patrol to Investigations – a position where she had the opportunity to serve as an Acting Captain – was not only part of a routine round of transfers but intended to support her stated desire for career advancement. It is likely these experiences contributed to her current position as Assistant Chief of Investigations at the Tacoma Police Department. While Chief Diaz had discussions with Lt. Floyd about future possibilities within SPD, no counteroffers were made, as they are not part of SPD's promotional decisions.

For KUOW to pejoratively suggest that the work of the Professional Standards Bureau is somehow of "lesser" importance is simply offensive to all who serve in that bureau and throughout the department. No bureau, section, unit, or position in SPD is less critical than any other. Indeed, the Professional Standards Bureau, which is responsible for all department training, including defensive tactics, firearms and policies related to use of force, pursuits, arrests and emergency responses, is not only highly regarded worldwide as a model for police training and internal systems; it is at the core of all SPD does. Irony aside, by perpetuating a dismissive narrative of a bureau that under female leadership has propelled this department into and beyond full and effective compliance with the federal consent decree shows both a

lack of critical analysis and a real lack of understanding when it comes to reporting on modern policing and agency structure.

SPD is proud to be one of the first departments in the country to sign on to the NYU Policing Project's 30x30 Initiative, which has four phases of implementation at SPD. Phases I and II, which establish baseline data and perspectives through quantitative and qualitative measures, have been successfully completed.

Chief Diaz ordered the department to commission the [Seattle Police Department 30x30 Report](#) so we can more fully understand the perspectives of female employees. The Chief's decision to order this study and share it, so transparently with the world, has been [publicly supported by the leaders of the 30x30 Project](#).

Phase III is currently in progress and SPD has convened an all-women workgroup representing diverse positions across the department to develop a list of actionable recommendations, both tangible and in-tangible, to address factors that may pull women out of the workforce (e.g., different career paths, greater opportunities elsewhere, or oft-noted family demands of caring for children or elderly parents) or push women out of the workplace (e.g., inequities, real or perceived, in promotion, assignment, or workplace culture). This workgroup has already taken charge of establishing clear objectives to enhance the viability of a career in SPD not only for women and families but for any candidate seeking a rewarding, community-centered career. Phase IV will include a clear roadmap for implementation of accepted recommendations.

The need for this work is by no means unique to SPD, or even to law enforcement, and we benefit by the on-going work of organizations across all sectors of our society. Whether in other civil service professions, such as fire services (a field in which women comprise fewer than 5% of commissioned members), the military, or white collar fields such as law, medicine, and tech, the challenges faced by women in the workplace are well-documented and studied (challenges that, as [NPR itself has reported](#), were exacerbated by the COVID-19 pandemic, which laid bare that, despite tremendous advancements of women in all industries over the past five decades, women still shoulder the brunt of household and family responsibilities). Even as we see women making tremendous professional strides, the labor market as a whole has seen a significant decline in the number of women entering the job market since 2019. As SPD continues to recover from the dual shocks of both the pandemic and the events of 2020, SPD is doing all it can to ensure that it is creating a workplace environment that is healthy, welcoming, and offers equal opportunity for all of its members to succeed.

Both the city and the department have robust systems of investigation, including the [Office of Police Accountability](#), the [City Ombud for Workplace Equity](#), an SPD [EEO Complaint and Investigations](#) process, and [Seattle Human Resources Investigations](#)

into sexual harassment. [Retaliation is specifically prohibited](#) and independently investigated. SPD wants to hear the concerns of its employees, especially with regards to race and gender, so that they can be addressed individually and systemically. SPD also takes all threats of workplace violence extremely seriously; any threat of violence must be investigated and appropriately dealt with.

At the same time, as there are no barriers to filing complaints, it is important to acknowledge that people, both internal and external to the department, can abuse and have demonstrably abused these systems by weaponizing them against employees for disingenuous reasons. This issue has been raised with, *and by*, both OPA and the Office of the Inspector General.