

DRAFT October 3, 2024

To: Council Member Sarah Rumbaugh

cc: Chief Avery Moore, Mayor Victoria Woodards, Deputy Mayor John Hines, and Council Members Jamika Scott, Sandesh Saldage, Joe Bushnell, Kiara Daniels, Olgy Diaz, and Kristina Walker, and the Community Policing Advisory Committee

From: Tacoma Commission on Immigrant and Refugee Affairs (CIRA)

re: Trauma Informed Policing Proposal

Dear Council Member Rumbaugh:

We are writing to request that, as Chair of the CSV committee that oversees CIRA, you provide clarification about the Trauma Informed Policing (TIP) proposal (attached pdf) that CIRA voted unanimously to send to the Tacoma City Council at our February 26, 2024 meeting. This is reflected in the approved minutes of that meeting, item VII b.

The Chair of CIRA did not receive a response until six months later, on August 29, 2024. The response came directly from Chief Moore, who did not receive our proposal until June 20, 2024. We would like to understand a) why it took so long to get a response to our proposal and b) why it was sent to Chief Moore rather than the City Council as we requested in February. What happened to our request between February and June when Chief Moore got our request?

In the course of our work with TPD, we were told that additional training would only be implemented if mandated and funded by the City Council. This is precisely why we voted to send this proposal directly to the City Council.

We would like to respond to some specific points in Chief Moore's letter. He described the excellent training that TPD receives through the Basic Law Enforcement Academy. CIRA endorses this training, particularly the de-escalation training the Chief mentions. However, after reviewing the training modules from the Criminal Justice Training Center, we identified significant shortfalls in the available training content around TIP, particularly as it applies to interaction with the immigrant community, many of whom have experienced extreme trauma, often at the hands of the police in their own countries. We believe trauma informed policing, particularly with respect to immigrants and refugees, is a crucial gap in training that needs to be addressed.

The Chief acknowledged several programs that have already been implemented as a result of CIRA's advocacy, including cards to reporting crimes cards in multiple languages, funds for legal representation for detainees at NWIPC, TPD's institution of a policy not to use children as interpreters and their decision to upgrade their contract with Language Line to give officers easier 24/7 access to interpreters.

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We believe more should be done. CIRA has been requesting for several years that Incident Notification Report cards (aka blue cards) be translated into multiple languages and more information provided about services available to victims of crime, preferably as videos for those immigrants who may not be literate in their own language. To address hate incidents directed at immigrants and other marginalized communities, we have advocated for a civility campaign. We have also been advocating for the TPD to provide the same kind of outreach to detainees at NWIPC as it does to other residents to Tacoma, ensuring them needed access to City services. We are still waiting for responses to these recommended initiatives.

The Chief suggested that we contact CPAC regarding our concerns about our TIP proposal. In fact, CPAC reviewed our TIP proposal before we submitted it and they supported it. Their one recommendation was that TIP training should extend to other marginalized communities as well. We fully endorse CPAC's suggestion.

Resolution 39892 which created CIRA gave the commission the "duty and power to study problems and issues specifically impacting the immigrant and refugee communities in the City of Tacoma and provide written recommendations, context, and input to Tacoma's policy makers, including to the Mayor, City Council, City Manager, and services, and practices specific to the purpose of furthering immigrant and refugee access to and participation in Tacoma's economic, cultural, and civic life." We have studied the issue, heard from the community, examined the current training materials, worked with TPD, and this resulted in our TIP proposal.

CIRA commissioners invest a great deal of time and work diligently to draft and propose solutions to problems facing immigrants and refugees in Tacoma. We recognize that the City has many responsibilities. We would like to work with you to ensure that the City responds to our input in a thoughtful, timely manner that holds the City accountable for implementation.

Thank you,

Maricres Valdez Castro  
Natalie Ghayoumi  
Maurice Lekea  
Hugo Nicolas, Chair  
Thierry Ruboneka  
Emmanuella Shasha, 1st Vice Chair  
Lydia Zepeda

Lulia Didkivska, 2nd Vice Chair  
Eunice Kalembo  
Andy Mejia  
Linus Nyaga  
Alicia Sands  
Nixon Tenga