



Seattle Police Officers' Guild  
2949 Fourth Avenue South  
Seattle, WA 98134  
206.767.1150  
[www.seattlepoliceofficers.org](http://www.seattlepoliceofficers.org)

Mike Solan – President  
Pete Schrantz– Vice President  
Walt Hayden – Secretary/Treasurer

June 15, 2020

The MLK Labor Council has called upon the Seattle Police Officers Guild to stand with them as an anti-racist organization. We have also heard similar appeals from community members, and we understand the importance of truly listening to those we serve.

While the board maintains that SPOG members are honorable, upstanding, professionals who swore an oath of service, we acknowledge that racism is a structural problem in our society and until it is addressed, it will continue to cause undue harm on BIPOC communities.

We have agreed to participate in a MLK Labor working space that commits us to a partnership within labor. This working space will be dedicated to promoting safety within our community and participating as stakeholders. SPOG acknowledges that institutional racism exists not only in the criminal justice system but more broadly in health care, education, employment, housing, political power and other systems in our society. SPOG has a strong history of embracing police reform and will continue to embrace reform and accountability. We have welcomed changes to the police accountability system through the years which now includes three levels of civilian oversight: [Office of Police Accountability](#), [Office of Inspector General](#), [Community Police Commission](#).

The United States Department of Justice has openly acknowledged the Seattle Police Department's progress of reform. On **May 7 2020**, City of Seattle Mayor Durkan said, "The Seattle Police Department has transformed itself. The original investigation of SPD showed force was being used unconstitutionally far too often, and frequently involved people in crisis or under the influence. Nearly a decade later, as we submit the final report under the sustainment plan, Seattle police officers have become a national leader in policing and de-escalation with a commitment to true and lasting reform. Our growing city has put more demand on police, and they have met the challenge, even during our COVID-19 crisis. In our City, our officers have responded to a record number of crisis calls, yet force has rarely been used. They have met every metric set forth by the Court's sustainment plan. Over the past several years, our department has created new transparency and reporting to accurately track and investigate uses of force while putting in place new policies and trainings, especially for individuals in crisis. Our officers continue to show their dedication toward building community trust." This reform work would not be done without the hard work of SPOG members. SPOG will continue to find ways to learn, evolve and train as we are public safety professionals and confident in the caliber of our members.

We understand that we are part of a holistic approach to addressing structural and institutional racism. We look forward to discussing with leaders from other labor unions on how they are continuing to address their impact on racism and inequality within their organizations. We are ready to take responsibility for our role, and we hope that citizens will demand similar commitments to change surrounding things like education, healthcare, discriminatory housing,



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and the wage gap, which all impact how often and in what context BIPOC are contacted by law enforcement officers.

We recognize that this has been a painful period for our community. It has also been a painful period for our officers but we remain committed to this city. We have felt misunderstood, spurned, betrayed and our working conditions have significantly deteriorated. But we continue to come to work every day, to serve even those who reject us and insult us. We hope that the citizens of Seattle recognize that we have not given up on them, and in turn do not give up on us.

Respectfully,  
SPOG Board of Directors