



REDMOND POLICE DEPARTMENT

8701 160TH AVE, REDMOND, WA 98052
425-556-2500 | WWW.REDMOND.GOV/POLICE



Redmond Police Department City of Redmond, Washington

Facilitator: Chanin Kelly-Rae, Chanin Kelly-Rae Consulting

The following Mission, Vision and Values were decided by consensus of the steering Community Equity Action Team members on June 27, 2018.

Group Name

Redmond Police Department Community Equity Advisory Team

(The group decided on "Community Equity Action Team" at the following meeting.)

Mission

We learn with others and share our experiences to inspire change. To positively influence the actions of the RPD; to create a more open, transparent, and fruitful relationships with all members of our community.

Vision

Join with others to create an inclusive community, where all can thrive, through active engagement.

Values

Transparency	Respect
Hope	Wisdom
Diversity	Humor

The following are questions that were posed to the steering team members as we deliberated our responses in this process of forming an advisory team of the Redmond police department. Through group collaboration, these were the responses.

What do we do?

- *Improve relationships* between police and community.
- Voices are not represented, we *lend voice*.
- Share experiences.
- We are a diverse community that must learn and understand each other, *coexist*.
- Take away myth of "scary wall" of law enforcement. *Open doors* of communication.
- Officers are human, with families, "just like us."

- Race and social injustice exist. Sometimes people are unaware of this. *Educate and share* experiences so others will know and can do better.
- *Be a model* that can help other communities.
- *Model behaviors* to help others.
- *Work to build* a better world for ALL children.
- *Directly influence* the work of the RPD and community.

How do we do it?

- Public engagement
- Training, education
- Communication with community
- Honest and difficult conversations
- Self-reflection
- Be in, and build, open relationships
- Connecting communities and organizations, building bridges not already there
- Knowing to understand our differences and accept one another
- Active listening
- Modeling respect
- Setting realistic expectations
- Measuring performance (goals)
- Create safe spaces for all

For whom do we do it?

- Ourselves
- Our children
- Neighbors
- Businesses
- People whose voices aren't being heard
- Animals
- Our country, community
- Other local communities
- Immigrants
- Undocumented people
- Disabled people
- Local governments
- Justice system, Law enforcement
- Homeless people
- Domestic violence survivors
- LGBTQIA+ people

- Police officers and civilian employees
- Media
- Agencies that serve

What value do we bring?

- Compassion
- Knowledge
- Experience
- Diverse perspectives
- Hope
- Willingness to work and engage for change
- Follow through
- Example for others, model
- Humor
- Respect
- Willingness to be sensitive
- Answers, ideas
- Vulnerability
- Wisdom
- Diversity
- Pave the way for tomorrow's leaders
- Transparency
- Possibility, potential
- Legacy for the future
- Protection
- Life saving
- Empathy