

From: [Clancy, Amy](#)
To: [Christie, Shanna](#); [Jamieson, Mark](#); [Michaud, Patrick](#); [Spangenthal-Lee, Jonah](#); [Truscott, Lauren](#)
Cc: [Socci, Angela](#); [Sullivan, Jennifer](#)
Subject: FW: demos
Date: Friday, July 10, 2020 12:08:00 PM

Hey everyone,
 Shanna will make some graphics today that we will release via Twitter. Our goal is to illustrate what happens if we cut 100, 200, and 300 officers.

The graphics will be tweeted, but also shared on the Blotter post with the Chief's video message later this afternoon.

Thank you.

Clancy

From: Socci, Angela
Sent: Tuesday, June 30, 2020 6:12 PM
To: Fisher, Christopher <Christopher.Fisher@seattle.gov>
Cc: Fields, MichaelR <MichaelR.Fields@seattle.gov>
Subject: RE: demos

Ok, here are some interesting stats pulled from DAP (Data Source: Employee Current Demographics). These are *estimates* based on the original hire date, not time served, which I believe is the actual measure.

Not a huge percent decrease in diversity when you look at the total counts. I think we should call the percent change within the POC category instead. At 20% reduction, we would lay off approx. 17% of our total sworn workforce and 21% of our minority sworn. At 30%, it increases to 27% and 34%, and then at 50%, we're at 48% and 52%, respectively.

I included a breakdown by race category as well. Some items that jumped out there – at 50%, we would lay off approx. 86% of our mixed race sworn, 60% of our Hispanic/Latino sworn and 43% of our Black sworn.

Another thing worth mentioning, at a 50% reduction, we'd be left with 509 officers and 234 sergeants and above based on current employee classifications. Lots of demotions. We should look at the racial breakdown there as well.

Sworn + Recruits	Current		20%		30%		50%		Change (at 50%)	
	EE Count	%	EE Count	%	EE Count	%	EE Count	%	EE Count	%
People of Color*	390	27.31%	307	25.89%	257	24.74%	187	25.17%	-203	-52.05%
Not Specified	38	2.66%	31	2.61%	28	2.69%	19	2.56%	-19	-50.00%
Unknown	2	0.14%	0	0.00%	0	0.00%	0	0.00%	-2	-100.00%
White	998	69.89%	848	71.50%	754	72.57%	537	72.27%	-461	-46.19%
	1428	100.00%	1186	100.00%	1039	100.00%	743	100.00%	-685	-47.97%
Original Hire Date	6/3/2020		7/1/2017		6/15/2015		2/1/2008		NA	

*American Indian/Alaskan Native, Asian, Black or African American, Hispanic or Latino, Native Hawaiian/Other Pacific Islander and Two or More Races

Sworn + Recruits	Current		20%		30%		50%		Change (at 50%)	
	EE Count	%	EE Count	%	EE Count	%	EE Count	%	EE Count	%
American Indian/Alaskan Native	19	1.33%	19	1.60%	19	1.83%	15	2.02%	-4	-21.05%
Asian	96	6.72%	76	6.41%	68	6.54%	57	7.67%	-39	-40.63%
Black or African American	110	7.70%	93	7.84%	77	7.41%	63	8.48%	-47	-42.73%
Hispanic or Latino	85	5.95%	62	5.23%	49	4.72%	34	4.58%	-51	-60.00%
Native Hawaiian / Other Pacific Islander	14	0.98%	13	1.10%	12	1.15%	9	1.21%	-5	-35.71%
Not Specified	38	2.66%	31	2.61%	28	2.69%	19	2.56%	-19	-50.00%
Two or More Races	66	4.62%	44	3.71%	32	3.08%	9	1.21%	-57	-86.36%
Unknown	2	0.14%	0	0.00%	0	0.00%	0	0.00%	-2	-100.00%
White	998	69.89%	848	71.50%	754	72.57%	537	72.27%	-461	-46.19%
	1428	100.00%	1186	100.00%	1039	100.00%	743	100.00%	-685	-47.94%
Original Hire Date	6/3/2020		7/1/2017		6/15/2015		2/1/2008		NA	