

Policing Best Practices and Calls for New Reforms

by Linnea Hirst, Zara Kublin, and Kelly Powers



In light of revelations about the extent of police brutality disproportionately impacting people of color in the U.S., and the questionable response of the police to peaceful protesters in Seattle and around the nation, it is time to understand policing best practices and consider new police reforms that activists are demanding. What are the best practices and reforms that could right these wrongs?

Some guidance for appropriate, effective policing already exists. After the killing of Michael Brown in Ferguson, Missouri in 2014 and subsequent nationwide protests, President

Barack Obama, by Executive Order, created The President's Task Force on 21st Century Policing. The President charged the Task Force with identifying best practices and making recommendations for reform. They published their report in 2015 in conjunction with the Community Oriented Policing Services (COPS) office within the U.S. Department of Justice. In 2019, COPS published an extensive guidebook, [Law Enforcement Best Practices](#). The report makes many recommendations in eight categories:

(1) Community Policing. If a community trusts and respects its police, there is a common interest, a broader application of justice, and a sense of shared responsibility for reducing crime, improving quality of life, and providing community services. The philosophy of community policing includes problem-solving, community partnerships, and organizational transformation. In their interactions with the public, if the public perceives that police actions are just and in the best interest of the community, people are more likely to trust them, see them as legitimate, and be willing to cooperate with them. The operative words include treating all people respectfully, fairly, impartially—and actively listening.

(2) De-Escalation. A key factor in community trust of its police is the increased ability to de-escalate a situation. Without that trust, minor incidents are more likely to escalate and require greater use of force. Yet there are stressful situations in which the responders, being human, have diminished mental processing ability to use tactics learned in training. Robust training, the ability to adapt, and career-long opportunities to practice are vital, as are positive community relationships.

continued on p. 5

Contents

Connecting with the Leadership..... 3
 November Forum Info..... 4
 Unit Discussion Questions..... 9
 Ballot Measure Endorsements..... 10
 Book Review by Vicky Downs 11
 Units GOTV 12
 Units Unite Us 13
 Units & Committee Meetings..... 14
 Board and Committee Contacts..... 15

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The League of Women Voters of Seattle-King County, a nonpartisan political organization, encourages informed and active participation in government, works to increase understanding of major public policy issues and influences public policy through education and advocacy.

Connecting with LWV Leadership

by Heather Kelly, 2nd Vice President, League of Women Voters of Seattle-King County



Postcards are out. Voters are mobilized. Now, we tune in and wait.

In some ways, waiting to learn about voter turnout and election results can feel like the hardest part of election season. But this year has been an extended exercise in weathering uncertainty, hasn't it?

With so much up in the air, I have been reflecting on the things in my life that I can depend on to keep me moving forward. One of those important touchstones for me this year has been the League. I know I can count on League members to care deeply about our democracy and actively defend it. League members will challenge me, hold me accountable, and support me as I grow and learn. I can depend on the League to bring people together in civil discourse and offer high-quality information to voters of all stripes.

What makes the League a true constant in life, though, are our relationships with one another. Sometimes in the hustle and bustle of League business those relationships become strained, especially during these very polarized times. The common values we share can feel distant during a heated debate. We can forget the "pleases" and "thank you's" when the stakes are high and deadlines are looming.

However challenging those moments feel, they cannot break our bond as League members, a bond formed by our shared commitment to democracy and the voters. When the dust settles, I invite you to nurture that bond by reaching out to a League member you don't know well or who sees the world a little differently from you. Consider reconnecting by asking how they are, what they need, and how you can help. To me, this is what it means to be "in League."

STAY HEALTHY, STAY STRONG, STAY INFORMED!

As the League does its part to help slow the spread of COVID-19, this issue of **The Voter** will be distributed in digital format only—all print production and mailing of the newsletter is temporarily suspended. This is an interactive PDF, meaning you can click on hyperlinks (in **bold blue font**) and page numbers to navigate the document. The  symbol at the bottom of each page will take you to the top of the newsletter.

Program

November Forum: “Improving Policing in King County”

Thursday, November 5th from 7 to 8:30 p.m.

Register here to have the Zoom link sent to your inbox.

The widespread and broadly attended Black Lives Matter protests make it clear that there is a community-wide desire to change how we care for each other and stay safe without needless harm being done to individuals and whole communities. Are there any “best practices” that can be adopted to remake policing and community safety so they are more effective and equitable, and most importantly, anti-racist? What changes can we anticipate seeing put into practice by our local, regional and state-wide jurisdictions? Will they produce the results intended?

Moderator: **Alexes Harris**, PhD Professor of Sociology, UW

Panelists:

- **Daudi Abe**, PhD, Seattle Central College
- **Monica Alexander**, Police Trainer at the Washington Police Academy
- **Tim Burgess**, former police officer, Seattle City Councilmember, Interim Mayor of Seattle
- **Monisha Harrell**, Washington Coalition for Police Accountability and Deputy Monitor for the SPD/IS Department of Justice Consent Decree.
- **Marcus Harrison Green**, *South Seattle Emerald* Executive Editor

The panelists will inform us about what is happening in their spheres and we will ask questions about the state of policing, and policing reform, in our cities, King County and Washington State. We will also inquire about: use of force, budgeting, community safety, and the persistence of racist practices.

Many of us are just now waking up to this traumatic and deadly state of affairs between community members and those meant to “serve and protect.” What changes can we anticipate seeing put into practice by our local and county jurisdictions? Join us via Zoom to find out!

Upcoming Forums

January 7

Program Planning for 2021-22

February 4

Taxes, Taxes, Taxes! What Are All These Taxes?

(first in a series of three forums)

April 1

Education: Is Community College the Great Equalizer?

May (date TBD)

LWVSKC Annual Meeting

Policing, cont'd from p. 1

(3) Crisis Intervention. First responders need to be trained to recognize and respond to mental and behavioral health crises to improve the safety of all involved, and to divert the person in crisis from arrest to treatment and social support. It's a program that requires significant resources to train appropriate personnel, as well as to develop and maintain partnerships with mental health providers and social workers.

(4) First-Line Supervisors. First-line supervisors directly supervise and coordinate activities of officers in their department. They play a crucial role in setting the tone for their subordinates, such as showing respect in interactions with all members of the community, listening to the concerns of subordinates, supervisors and community members, and protecting the constitutional rights of suspects and the public.

(5) Early Intervention Systems. It is vital that individual officers who display problematic behavior be systematically identified for intervention. A formal system improves the supervisors' ability to monitor performance, helps an employee self-correct behavior, and helps keep or improve public confidence in the police department.

(6) Internal Affairs. Internal Affairs is a division of a law enforcement agency that investigates claims of officer misconduct. To be effective, internal affairs policies and procedures must be consistent, fair, transparent, and accessible to the public. Law enforcement is the only American institution that is authorized to use coercive force when legally justified. It must be held accountable if the public is to trust and support it.

(7) Recruitment, Hiring, and Retention. Recruitment efforts and materials must appeal to a diverse audience. Barriers to hiring may include biased tests and selection criteria; lengthy, complex processes; prejudicial

interviewing; and burdensome costs. Barriers to retention include unclear promotion policies and lack of employee input in decision-making. Certain barriers mitigate specifically against maintaining a diverse force, such as workplace harassment, failure to accommodate family issues, weak or even retaliatory discrimination complaint processes.

(8) Data Systems. Data collection, analysis, and sharing across agencies are critical to improving the effectiveness and appropriateness of police practices. Lack of data impedes establishing best practices.

Barriers to Change

Given the availability of extensive guidance on best practices, why do things go wrong? There are **many factors**, including racism, the militarization of the police, overzealous police unions, and a culture that seems to override the training, best practices, and even public outcry.

Police culture is described as having a "**warrior mentality**" that runs counter to the concept of community policing. In addition, police have often legitimized police brutality and some deaths in police custody by using the term "**excited delirium**," a misappropriated medical term disproportionately applied to Blacks, and only in particular times when they encounter police, including in the case of Manuel Ellis in Tacoma and George Floyd.

We've seen how police brutality and misconduct leads to a loss of legitimacy in the eyes of the public, which can lead to a counterproductive siege mentality within the force.

Police Reform 2.0

Despite recommended best practices, and even **years of federal oversight** in the case of the Seattle Police Department, police

continued on p. 6

Policing, cont'd from p. 5

misconduct is widespread across the U.S. There are growing calls for additional reform from many quarters. Police reform advocates such as the ACLU and Campaign Zero are requesting further reforms:

Reform police unions, including ending qualified immunity. The U.S. Supreme Court (*Graham v. Connor*, 1989) created the standard of “objective reasonableness” in police use of force. It also defended qualified immunity to protect government employees from frivolous litigation. In recent years it has become a highly effective shield in thousands of lawsuits seeking to hold police accountable when accused of using excessive force. Qualified immunity for police officers discourages lawyers from taking valid cases.

Demilitarize police departments.

Stop equipping police with surveillance technology and militarized equipment that is inappropriate for use on civilians.

De-escalate protest policing. As the report points out, “History has taught us that the premature or ill-advised use of force against protesters, particularly the use of riot control techniques, sometimes has the effect of amplifying conflict with protesters and making things worse rather than better.” (pg. 12, emphasis added)

Divest and Reimagine Public Safety Work. Black Lives Matter and other advocates argue that police are not suited to handling the most common situations currently assigned to them. For over thirty years, Eugene, **Oregon’s successful CAHOOTS program** has diverted calls that don’t involve a legal issue or extreme threat of violence to medics and non-uniformed crisis workers. They “... respond to the call, assess the situation,

assist the individual if possible, and then help get that individual to a higher level of care or necessary service if that’s what’s really needed.” Around 20% of calls are diverted at great savings to the municipality. Rarely do they need to call for police backup.

Advocates of divestment argue, “Police reform efforts—from Minneapolis to Seattle—have failed. Every time people rise up against



police violence, reforms are proposed that inevitably expand police budgets and numbers, and thereby expand the reach of police violence.”

Locally, A Seattle City Council inquest into the SPD budget this summer found that 56% of SPD calls are non-criminal, though some non-criminal calls turn into criminal calls, and vice versa. **SPD’s presentation** to the Council shows that the non-criminal calls require 40% of the SPD service hours. Decriminalize Seattle and **King County Equity Now**, two Black, Indigenous, and People of Color advocacy groups, call for 50% cuts to the Seattle Police Budget and investment in other forms of community safety and well-being. They also advocate for using a **citizen participatory budget process** to rebalance the police and city budgets. The Seattle City Council budget now includes funds for participatory budgeting in 2021.

continued on p. 7

Policing, cont'd from p. 6

Black Lives Matter Seattle-King County

(BLM) calls for \$100 million divestment or about 25%. Other cities are also in the process of re-envisioning policing. After Floyd's death, some large cities have already begun implementing fundamental changes: **New York** voted to reduce funding by \$1 billion; **Austin** voted to reduce their police force by \$150 million; and **San Francisco** is voting to reduce police funding by \$120 million.

There is considerable pushback against "defunding the police," whether by 25%, 50%, or, as some wish, by total elimination. For example, former Seattle Police Officer, former Seattle councilmember, and interim mayor Tim Burgess has made **arguments against cutting the Seattle police budget** in an op-ed in *The Seattle Times*. Burgess suggests many thought-provoking reforms to transform policing in Seattle, including requiring police officers to have a college degree and be at least 25 years old to join the force. He mentions initiatives working to keep communities safe such as **Rainier Beach Beautiful Safe Place for Youth**. His op-ed, however, does not acknowledge the frustrations among many in the black community with the failure of reforms to date.

Congress Responds

In response to the murder of George Floyd, the U.S. House of Representatives passed **H.R. 7120**, The George Floyd Justice in Policing Act. Reforms included in the bill would:

- require that deadly force be used only as a last resort, and that de-escalation tactics be employed first;
- change the standard to evaluate whether law enforcement use of force was justified from whether force was "reasonable" to whether it was "necessary";
- ban no-knock arrests and chokeholds by federal law enforcement in drug cases;

- limit the transfer of military equipment to police departments;
- make it easier for plaintiffs to recover damages against guilty police officers;
- make federal law enforcement funding for state and local governments conditional on their adoption of similar provisions.

In support of the bill which languishes in the Senate, the League of Women Voters of the U.S. (LWVUS) statement says:

"Americans agree, federal policing laws in our country must be changed. For far too long, Black people and communities have been subjected to unimaginable abuse at the hands of law enforcement. The issues with policing are not simply the result of a few bad apples. It is the result of systems and policies born from the legacy of racial discrimination and oppression where Black people and people of color are treated as dangerous enemy combatants, rather than human beings with equal rights under our constitution. This problem cannot be trained away."

LWVUS: Listen to Communities of Color

This summer, the LWVUS issued this **Call on Congress to Act on Institutional Violence Against Black Communities**:

"We need federal legislation that will divest from the violent reality of over-policing of Black people and instead invest in new approaches to community safety utilizing state incentives. We need legislation that will allocate new money to build healthy, sustainable, and equitable communities for all people. We call on congressional leaders to listen to the individuals in your cities and states and act justly. Communities know what is best for themselves. We are telling you what we need—your role is to listen and act upon our demands."

continued on p. 8

Policing, cont'd from p. 7

Please join us for our November forum where we will focus on law enforcement best practices—what the guidebook says, what the current practices are, how Police Reform 2.0 is taking shape, and what Leaguers can do to advocate for transformational change locally.

Additional Resources

(Police reform is getting a lot of attention and things are changing quickly. By the time you read this, there will likely be new developments.)

Seattle-King County

- **Board Supports Redistribution of Police Funds, Release of Protesters** (letter from LWV Seattle-King County Board) in the September Voter
- **City Council hears proposals for Seattle Police changes, strong public support for #defundSPD during budget deliberations**, Capitol Hill Blog
- **City Inside/Out: Future of the Seattle Police Department**, 9/18/2020 with guests Acting Seattle Police Chief Adrian Diaz, and Ebony Miranda, Board Chair, Black Lives Matter Seattle-King County
- **Opinion: Beware the Bootleg Rolex (A Response to Mayor Durkan's \$100 Million Proposal for BIPOC Communities)**, Sean Goode, *South Seattle Emerald*

Washington State

- **Big Political Shifts in the Fight for Police Accountability**, David Brewster, Post Alley
- **Governor's Task Force on the Independent Investigation of Police Use of Force** will be wrapping up this fall. The website includes links to meetings you can watch on TVW and a comparison of **Investigative Models in Other Jurisdictions**

National

- **How to Actually Fix America's Police: Elected officials need to do more than throw good reform dollars at bad agencies**, *The Atlantic*, June 2020



continued on p. 9



TOP

November Forum: "Improving Policing in King County"

DISCUSSION QUESTIONS

Please consider completing these questions—even if only those questions that interest you—and sending the responses to **Adele Reynolds**. Please include your Unit or group name, the name of the discussion leader or note-taker, the number of participants in the discussion, and the duration of the discussion. Any feedback on the article, the forum, or the discussion questions is also very much appreciated.

1. What does "public safety" look like to you? Do you think that vision differs between communities? Are different neighborhoods' needs different?
2. What surprised you, if anything, about the reports of police brutality this past summer?
3. As opposed to past police brutality protests, why do you think this year's protests have been unprecedentedly diverse? Why have white people joined BIPOC (Black, Indigenous and People of Color) in such numbers? What changed?
4. What has been your own experience with police?
5. What changes would you personally like to see in your local policing? Your police dept is: _____
6. Do you disagree with any of the proposed reforms? How would you change them? Or would you go further?
7. Categorize reforms as easy, moderate, or difficult.



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LWVSKC 2020 Ballot Measure Endorsements

King County Charter Amendments

[Click here for details behind the endorsements](#)

Amendment 1: Inquests. LWVSKC Recommends: YES

Shall King County Charter Section 895 concerning mandatory inquests be amended to: (1) clarify that an inquest is required when a member of a law enforcement agency's action, decision, or possible failure to offer appropriate care might have contributed to an individual's death; and (2) to provide an attorney at the county's expense to represent the decedent's family in the inquest proceeding?

Amendment 3: References to Citizens. LWVSKC Recommends: YES

Shall the Preamble and Sections 260 and 800 of the King County charter be amended to replace the word "citizen" with "public," "member of the public" or "resident," as applicable?

Amendment 4: Office of Law Enforcement Oversight – Subpoena Authority. LWVSKC Recommends: YES

Shall Section 265 of the King County charter be amended to authorize the office of law enforcement oversight to subpoena witnesses, documents and other evidence related to its investigations and reviews of county law enforcement officers?

Amendment 5: Making the King County Sheriff an Appointed Position. LWVSKC Recommends: YES

Shall the King County charter be amended to return the position of King County sheriff to an appointed position with a requirement for consideration of community stakeholder input during the selection process and to make the county executive responsible for bargaining working conditions with the department of public safety's represented employees?

Amendment 6: Structure and Duties of the Department of Public Safety. LWVSKC Recommends: YES

Shall the King County charter be amended so that the duties of the county sheriff and the structure and duties of the department of public safety are established by county ordinance and the county executive is responsible for bargaining working conditions with the department of public safety's represented employees?

City of Seattle Prop. 1

[Click here for details behind the endorsement](#)

Seattle Proposition 1: Funding for Transit and Related Transportation Needs. LWVSKC Recommends: YES

The City of Seattle's Proposition 1 concerns funding for transit and related transportation needs in Seattle. If approved, this proposition authorizes up to 0.15% sales and use tax expiring April 1, 2027, and as proposed in Ordinance 126115, to replace the current voter-approved 0.1% sales tax, expiring December 31, 2020.

Revenues are dedicated to: transit services benefitting Seattle residents, including frequent transit network maintenance and associated capital improvements; low-income fare programs for Seattle seniors, students, workers, and residents; and transportation needs related to COVID-19 recovery and the West Seattle Bridge closure.

Book Review by Vicky Downs



Our Time Is Now: Power, Purpose and the Fight for a Fair America

by Stacey Abrams

Abrams shows us how “the mechanisms of voter suppression” have changed our politics, and how they threaten our democracy.

Suppression started in the 18th century with our Constitution, when it identified blacks “as three-fifths human: counting black bodies as property and their souls as nonexistent.” Today blacks are legally allowed to vote, but in fact are too often convinced it is not worth the effort to even try to register.

We learn that voter suppression works by convincing those who see obstacles to forfeit the vote even if they were able to register. Some see dogs and police and are scared to vote. Some hear stories about voters being sent to the wrong voting place or others whose hard-won registrations vanish. Some learn of neighbors who are denied provisional ballots or forced to wait in long lines because voting machines aren’t working. The anti-voting toolbox also includes literacy tests, poll taxes, gerrymandering, voter purges, and signature mismatch laws that are intended to cull out voters likely to vote “for the wrong side.”

Why is voting so important? Voting gives each of us power to be heard and to help change the course of history. “Progress,” says Abrams, “can only happen if we knit together the ‘who’ of identity with the ‘how’ of voting into effective, inclusive campaigns and movements.”

This book shows how to do it. Abrams tells us how to register, making sure your name is still on the rolls weeks later. She explains what to do if it doesn’t appear on the list when you actually vote. Citizen action is key.

To gain new voters, Abrams started “the New Georgia Project that worked on voter registration and education. They added tens of thousands of people of color to Georgia’s rolls each cycle,” and found innovative ways to effectively motivate voters into action.

In 2018 Stacey Adams ran for governor of Georgia and almost won. Eventually, she acknowledged that former Secretary of State Brian Kemp “will be certified as the victor. But to watch an elected official who claims to represent the people of this state boldly pin his hope for election on suppression of the people’s democratic

continued on p. 12



TOP

Book Review, cont'd from p. 11

right to vote has been truly appalling." In a fiery speech, she decried Kemp's "deliberate and intentional voter suppression."

What did Abrams do after the election? She launched several organizations to focus on voting rights, voting suppression and guaranteeing an accurate count. She says, "change demands broad based engagement and progress comes with the work of many hands." To victims of voter suppression, she urges, "do not keep it to yourself." Contact the ACLU, NAACP, or one of the many other organizations that are there to help.

Though national and statewide races are usually emphasized in the press, local elections for mayors, county commissioners, school board members and others are profoundly important regarding local issues. They help people get into the habit of voting as well.

Each effort to suppress voting is also suppressing democracy itself. Abrams inspires and empowers us to make voting systems work well, so that every vote and every voter matter.



Units Work Hard to GOTV

Whether through organized unit activities or on their own, League members have been tirelessly volunteering to get out the vote this election season.

The North King County Unit distributed "I VOTED" stickers at various ballot dropboxes. At left, Linda Foley and Mary Blanchard at the Lake City Way dropbox, which was stuffed with ballots when they arrived. They handed out more than 500 stickers in just two hours! King County Elections collected ballots while Linda and Mary were there, and everyone was enthusiastically grateful for the League's hard work, including an older woman who was voting for the first time.

Below, Judy Deiro hands out stickers in neighboring Snohomish County. She distributed more than 200 stickers in just one hour and described the experience as "inspiring and soooo much fun"!

Thank you to all for your efforts to get out the vote and strengthen our democracy!

Units

Units Unite Us

by Roslyn Ann Duffy

For most of us the past few weeks may well have felt as if they have lasted several years, rather than only 30+ days. I say that without knowing what else will transpire between today, in early October when I am writing this, and the day you will be reading it, in early November. From unit meetings to mailing postcards to voter registration and attendance at any number of events—we have all been immersed in the election.

We are also isolated to various extent by the Covid-19 pandemic; some of us are home alone while others are home-schooling or trying to juggle work schedules with childcare or its lack. Job loss, the spread of Covid-19, hurricanes and other weather disasters continue to threaten—the list goes on. The point is that with so much happening, stress is inevitable and widespread. We all feel it. And, the other point is that we each need to make time for self-care.

In the parenting classes I taught, on the final evening, I would bring in a large tree stump. Remember back to a time you sat around a campfire and the feelings of warmth or solace you may have experienced. The stump I brought to class represented that campfire and those feelings.

Next, I would light a match. It was obvious that my stump was not going to catch fire from that puny flame. Something was missing. But what? The answer: kindling. Now imagine that each of us is like that large stump, with those we love and care about or the causes we value, seeking warmth, assurance or guidance, gathering around us. Are we as cold and inert as that stump? What is the personal kindling that each of us needs to keep our inner fires burning?

Whatever the answer, that is self-care. To ignite that personal flame, just like that solid stump, kindling or our own self-care is necessary. It simply is not optional. Please, consider this moment your personal permission and reminder to take care of you.

Here are a few simple suggestions:

Be present: Notice the sound of the rain, the warmth of fuzzy slippers, or the fragrance of an orange. Give your eyes a green break by looking out a window or walking outside among trees or a garden. Nature restores our ability to focus. Grounding ourselves in what *is* reduces the clamor of the *what ifs* scrambling through our minds.

Be thankful: Begin or end each day by listing 3, 5 or 10 things that you are thankful for: your health, the clean air you are breathing, or the sound of a friend's voice from a phone call.

Be prepared: Make a list of your kindling, things that bring you joy and comfort. It can be as simple as sipping a cup of tea or hot cocoa, a way to connect with a friend or loved one by writing a letter, making a phone call or texting a picture, or doing something that engages you, like reading, baking bread, or doing a puzzle. A list gives you a jumpstart and eliminates the additional step of coming up with an idea, something that, in itself may feel too overwhelming, at any given time.

Breathe: This moment is temporary. Whether it is being confined indoors from smoky air, the loss of time spent with friends or family, or worries about our government, each moment will pass into the next—and none will be the same or last forever.

Please take care of you, because so many depend upon your warmth.

Unit & Committee Meetings

Much of our world is going virtual these days, and League meetings are no exception. While it's not quite the same as meeting in person, the upside is that it's now more possible than ever to attend meetings, since they're only a click away!

Visit the League's website for the most up-to-date meeting information. You can also check with committee chairs and unit leaders directly. Their contact info is included on the [last page of The Voter](#).

Committee Meetings

The League has several standing committees that focus on specific issues. They include:

- Economics & Taxation
- Education
- Environment
- International Relations (currently on hiatus and investigating remote meeting topics)
- Waterfront

Unit Meetings

In addition to its general membership, the League is comprised of more than a dozen units (small discussion groups) that generally meet once a month from September to May. Units typically discuss the current monthly forum or other topical issues, and they help organize and connect members to League outreach activities.

Members have historically attended unit meetings that were geographically convenient to their home or workplace, but all LWV members are encouraged to attend any unit meeting(s) that best fits their schedule!

Check the League's website for the latest information on unit meeting times and to connect with units through Zoom. Typically units meet on the following days and times each month:

- **First Hill Seattle Unit:** Third Monday at 10:30 a.m.
- **Issaquah Unit:** Third Thursday at 10:30 a.m.
- **Northeast Seattle Unit:** Second Wednesday at 12:30 p.m.
- **North King County Unit:** Fourth Tuesday at 7:00 p.m.
- **Queen Anne/Magnolia/Ballard (Day Unit):** Third Saturday at 10:00 a.m.
- **Queen Anne/Magnolia/Ballard (Evening Unit):** Second Wednesday at 7:00 p.m.
- **Mercer Island Unit:** Second Thursday at 10:00 a.m.
- **South Seattle Unit:** Third Monday at 5:30 p.m.
- **Southeast King County/Enumclaw Unit:** Second Thursday at 1:00 p.m.

Board & Committee Contacts

All contacts can be reached at 206-329-4848 unless otherwise noted

Term Executive Committee

2019-21	President	Alyssa Weed	president@seattlelww.org
2020-22	1st VP - Comms./Development	Christy Wood	communications@seattlelww.org
2019-21	2nd VP - Action	Heather Kelly	action@seattlelww.org
2019-21	Secretary		
2020-22	Treasurer	Marilee Fuller	treasurer@seattlelww.org

Term Directors

2019-21	Unit Liaison	Roslyn Duffy	roslyn@seattlelww.org
2020-22	Development	Kiku Hayashi	kikuhayashi1@gmail.com
2019-21	Voter Service	Chelsea Jordan	voterservice@seattlelww.org
2020-22	Volunteer Coord	Lauren Pixley	lauren@seattlelww.org
2020-21	Program	Adele Reynolds	adelereynolds@aim.com
2019-21	Outreach & Events	Melissa Taylor	melissataylor.lwvskc@gmail.com

Note: All board members listed above are also members of the Education Fund Board

Term Education Fund Officers — same as above except Treasurer

2020-22	Treasurer	Katie Dudley	eftreasurer@seattlelww.org
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Term Nominating Committee

2020-21	Chair	Linnea Hirst	lwwquilter@comcast.net
2020-21		Judy Deiro	judy.deiro@gmail.com
2020-21		Julie Sarkissian	juliesarkissian@hotmail.com

Off-Board Positions

The Voter Editor	Stephanie Cirkovich	votereditor@seattlelww.org
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Committee Chairs

Communications	Christy Wood	communications@seattlelww.org
Economics & Taxation	Nora Leech	nleech2002@yahoo.com
Education	Joanna Cullen	206-329-8514 jfoxcullen@gmail.com
Environment	MAK Mitchell	917-865-8423 mak@armak.us
International Relations	Kim Peterson	206-789-7447
Investment Committee	Cindy Piennett	253-777-9864 cindypiennett@gmail.com
Observer Corps	Heather Kelly	action@seattlelww.org
Waterfront	Nancy & Charles Bagley	206-282-1578 candnbagley@comcast.net