



Kitsap County Services, Projects and Programs Regarding Social Justice, Policing and Human Services

Law Enforcement:

Nation Training Institute on Race & Equity

Dr. Bryant T. Marks, Sr. of Morehouse College recently came to Kitsap County to train police officers and sheriff's deputies. Dr. Marks is a well-known and recognized leader and professor who has provided diversity and implicit bias trainings to law enforcement officers across the nation. All county and city law enforcement personnel attended one of his four-hour training sessions hosted by all local agencies. More information can be found at www.ntire.training.

Student Resource Officer Deputies

Student Resources Officers are in each high school in Kitsap County. Deputies are selected specifically for their abilities to advocate for positive student relationships, enhance the school experiences and assist in preparing students for life after high school. These positive relationships have been effective for the schools, students and public safety. With each established deputy/student relationship the propensity for inappropriate and/or criminal activity has been substantially reduced. These relationships reduce or cut off the effects of a 'school to pipeline' environment.

NAACP Bremerton Unit 1134

KCSO participates in the annual law enforcement engagement dinner and discussions. On occasion, we have presented information and facilitated discussion regarding law enforcement and community relations matters. KCSO also attends the Annual Freedom Fund Banquets.

P.A.C.T. – Police and Community Together

KCSO has regularly participated in PACT meetings, hosted by the Mt. Zion Missionary Baptist Church. These monthly meetings bring community and law enforcement together to discuss and understand current events in our local communities. The focus and purpose is to bring police and the community together.

Washington Association of Sheriffs and Police Chiefs (WASPC) 'Building Trust' committee

The WASPC report provides an overview of our involvement and support of recommendations made by President Obama's 21st Century Policing Task Force. Of the 54 suggested initiatives, KCSO has been involved in 43 of these tasks. We are using these recommendations as a guide as we continue our efforts to build community trust. https://cops.usdoj.gov/pdf/taskforce/taskforce_finalreport.pdf.

Olympic College

KCSO attends and participates in discussions regarding current events in community as hosted by the college. We also provide classroom instruction to students attending the 'State and Local Government' classes. Each quarter, a two-hour presentation is provided to students on the organization, operation, mission and purpose of an elected sheriff's office.

Re-Entry Programs

There are a number of re-entry programs within the jail for the purpose of assisting and preparing inmates as they re-enter community after any level of incarceration. Examples of the programs being provided are: Medically Assisted Treatment (MAT) for opioid addiction, AA/NA meetings, substance abuse treatment, domestic violence awareness, and coordination of inmate participation in all Behavioral and Drug Court programs.

To increase the effectiveness and successes of these progress with an expectation in reducing inmate recidivism, these programs are coordinated by one civilian and one corrections officer.

The Sheriff is currently the Chair of the Criminal Justice Treatment Act (CJTC) committee for Kitsap County.

Crisis Intervention Officer

One deputy assesses and coordinates an effective response plan for individuals who have been identified as high utilizers of emergency rooms, the courts, the jail, social services and have been the subject of many mental health crisis events throughout the county. Coordinating an effective response plan with a Kitsap Mental Health Designated Crisis Responder (DCR) has increased our ability to provide the necessary interventions for those who are impacting law enforcement services the most.

Day of Participation and Open House

Each year the Sheriff's Office hosts a Day of Participation where the public has an opportunity to experience first-hand what we do and how we do it. Several hands on and informational stations offer live demonstrations and information on who we are, what we do and how we are respond to an array of law enforcement calls for service.

Open Houses also provided the public with opportunities to visit our offices and tour the jail to observe all aspects of KCSO operations.

Restorative Rather than Punitive Justice:

Kitsap County District Court Fee Amnesty Day – In 2019 offered an opportunity for those owing fees for traffic violations to remove them from the record. Nonpayment of fees could lead to increasing debt, suspension of driver's licenses, and damage to credit reports leading to denial of loans, rental applications, etc.

Bremerton School District — \$257,000 in grant funds provide a comprehensive, evidence-based, social and emotional teaching and learning system within the Bremerton School District using Restorative Justice Practices (RJP) that integrates Adverse Childhood Experiences (ACEs) and Washington State social and emotional learning standards.

Kitsap County District Court — \$318,156 in grant funds will support two (2) Behavioral Health Specialists and one (1) Compliance Specialist to provide behavioral health wrap around services to 100 Behavioral Health Court (BHC) participants and a designated Public Defender.

Kitsap County Juvenile Court Services — \$189,238 in grant funds improve the continuity of treatment services to participants in the Individualized Treatment Court by establishing a dedicated behavioral health specialist to serve all participants and establish a full-time Therapeutic Court Case Monitor.

Kitsap County Prosecuting Attorney — \$299,047 in grant funds will support their rapidly increasing role in all five Therapeutic Courts. Funds will provide 2 full-time Deputy Prosecuting Attorneys and one full-time Legal Assistant who will be responsible for all therapeutic-court prosecutorial responsibilities and handle all therapeutic courts as a cohesive and integrated team.

Kitsap County Superior Court — \$640,787 in grant funds expand the capacity of the Adult Felony Drug Court from 100 participants to 150 participants.

Kitsap County Superior Court - \$93,428 in grant funds support the Veterans Court Treatment Track, designed to serve up to 25 veterans engaged in the criminal justice system due to co-occurring disorders.

Workforce Diversity:

Human Resources – “Banned the box” in 2017, which eliminated asking about criminal background history and only requiring that information when required by state law for the specific job for which the candidate is applying.

Implemented "de-identified" hiring in 2018, one of the first governmental entities in the nation to do so, ensuring that hiring managers did not see applicants' names, resumes, or other information until they met at the interview stage. De-identified hiring was implemented in the fall of 2018 and saw an almost immediate increase in the number of candidates of color being screened through and being successfully hired at the county. All interview panelists are trained about recognizing implicit bias.

In order to retain employees of color, Human Resources does exit interviews and "stay" interviews, to make sure we continue to be a welcoming and inclusive employer where everyone can bring their true, authentic self to work. As part of that effort, we offer diversity and inclusion training for all employees. We know we can and should be doing more and would welcome suggestions. It is always our goal to have our workforce reflect the diverse communities we serve, to make us the best service provider possible.

Human Rights:

Kitsap County Council for Human Rights – an advisory board based in the Kitsap County Commissioners Office. Their mission:

- To advise county government and Kitsap County residents on issues related to violence and harassment based on race or national origin, age, gender, gender expression, sexual orientation, disability or economic status; and
- To promote equitable treatment of all citizens and reduce prejudice through education, resource referrals and advocacy.

KCSO regularly attends and/or participates as panel members during the annual conferences. More information can be found at https://www.kitsapgov.com/BOC_p/Pages/Council-for-Human-Rights.aspx.

Violence Prevention:

Kitsap County Sheriff's Office — \$123,263 in grant funds to establish a Crisis Intervention Coordinator to coordinate the patrol/field response to providing essential services for individuals who suffer from behavioral health issues.

Kitsap County Sheriff's Office — \$22,500 in grant funds to support Crisis Intervention Training for Law Enforcement Officers to increase their skills in responding to individuals with behavioral health problems.

Kitsap County Sheriff's Office—\$193,538 in grant funds will provide a Reentry Officer and Reentry Coordinator to collaborate with the current services that are being provided in the jail.

Care for Youth:

Kitsap Public Health District — \$153,712 in grant funds support evidenced-based nurse home visiting program (Nurse Family Partnership) for first time, low-income moms and their babies and adds a bilingual Community Health Worker (CHW) to the Parent Child Health Team to provide outreach and case management to high risk, low-income pregnant women.

Olympic Educational Service District 114 — \$733,695 in grant funds provide school-based behavioral health services for both mental health and substance abuse in targeted high risk elementary, middle and high schools. Services include individual counseling, crisis intervention, and support group facilitation.

The Coffee Oasis — \$303,917 in grant funds support intervention and outreach to homeless youth struggling with substance abuse and mental illness and connect them to services that will provide opportunities for restoration with their families and community.

Mental Health Funding:

Kitsap Public Health District — \$380,105 in grant funds support a multi-disciplinary, mobile outreach team to intervene with adults who are experiencing (or are at risk of) mental illness, chemical dependency, physical illnesses, and homelessness and includes intensive care coordination services.

Peninsula Community Health Services — \$274,749 in grant funds will support a partnership with the Bremerton Fire Department to provide mental health and substance use treatment to people who are calling 911 to address non-emergent needs.

Agape Unlimited — \$121,972 in grant funds will provide one full-time Licensed Mental Health Practitioner (LMHP) and one full-time Patient Care Coordinator on site at Agape to provide mental health screening, assessment, mental health outpatient services and substance use disorder outpatient treatment.

Kitsap Mental Health Services — \$111,194 in grant funds will support non-reimbursed bed days (at \$224 per day) for persons referred to “Pacific Hope and Recovery Center”, a 30-day, 16-bed intensive inpatient treatment facility.

Kitsap Mental Health Services — \$282,500 in grant funds will support non-reimbursed bed days (at \$500 per day) for persons referred to “The Crisis Triage Center”, a 3-5 day, 16-bed crisis stabilization facility.

Kitsap Community Resources — \$768,000 in grant funds provide outreach, rental assistance, eviction prevention, rapid rehousing, case management, housing stabilization, crisis intervention, and mental health referrals for individuals and families in Kitsap County who are struggling with substance abuse and mental health issues.

West Sound Treatment Center — \$328,500 in grant funds provide Substance Use Disorder Assessments, Court Ordered Assessments, Treatment, Life-Skill Building and Re-entry services at the Kitsap County Jail as well as housing, case management and supportive services for 16 men and women through the New Start men and women’s houses.

City of Poulsbo — \$363,858 in grant funds provide Behavioral Health Outreach Services staffed by three Behavioral Health (BH) Navigators to work with local law enforcement agencies to serve adults with a mental illness or co-occurring mental health and substance abuse disorders who are charged with minor, non-violent crimes throughout Kitsap County or are identified as at-risk of arrest or crisis.