

**2024 Pierce County Democrats Endorsement Questionnaire
-Pierce County Sheriff-**

Candidate Name: Patricia Jackson

Position sought: Pierce County Sheriff

Date submitted: 3/15/24

For endorsements, the Pierce County Democratic Central Committee (PCDCC) seeks to endorse well-qualified candidates with the education, experience, ability, and temperament to provide public safety to the citizens of Pierce County. We also have an interest in working to make the system more understandable, accessible, and equitable for all. When deciding whether to recommend endorsement, the Endorsements Committee may consider the candidate’s dedication to Democratic Party values and principles, the viability of the campaign, and the candidate’s qualifications for office, among other things. The Endorsements Committee screens candidates and then makes endorsement recommendations to the PCDCC.

The PCDCC may withdraw endorsement of any candidate if they determine the candidate has acted in conflict with the answers provided during the screening process.

*You may respond N/A (not applicable) if appropriate. Expand or decrease space as needed.

Questions

Why are you running for this position? *I'm stepping forward as a candidate for Pierce County Sheriff because I possess the qualities and vision necessary to lead an agency that truly serves the needs of our community.*

What are your qualifications for seeking this office, and what was the nature of your law enforcement background and experience?

As a candidate for the office of Pierce County Sheriff, my qualifications stem from a combination of professional experience, leadership skills, and a deep commitment to serving our community.

I bring 35 years of extensive experience in law enforcement, having served in various roles (mostly within the Corrections Bureau) where I gained valuable insights into the complexities of policing and community safety.

Throughout my career, I have demonstrated a steadfast dedication to upholding the law, ensuring public safety, and fostering positive relationships between law enforcement and the community. I have a proven track record of effectively managing teams, implementing strategic initiatives, and addressing emerging challenges in the field of law enforcement.

Furthermore, I possess strong communication and interpersonal skills, which are essential for building trust and collaboration among diverse stakeholders, including community members, local government officials, and law enforcement agencies.

My vision for the Pierce County Sheriff's Office is centered around promoting transparency, accountability, and community-oriented policing practices. I am committed to implementing innovative strategies to address issues such as crime prevention, mental health crisis intervention, and building stronger connections with underserved communities.

In summary, my qualifications for seeking the office of Pierce County Sheriff encompass a combination of hands-on experience, leadership capabilities, and a genuine passion for serving and protecting the residents of Pierce County. I am dedicated to ensuring the safety and well-being of our community, and I am ready to lead with integrity, professionalism, and compassion."

What are the most important issues for the jurisdiction you would serve or for the court you seek to join?

- **Community Safety and Crime Reduction:** Ensuring the safety and security of our residents is paramount. Addressing crime rates, implementing effective crime prevention strategies, and fostering positive relationships between law enforcement and the community are critical priorities.
- **Mental Health and Crisis Intervention:** Responding to mental health crises with compassion and appropriate resources is a pressing concern. Collaborating with mental health professionals, implementing crisis intervention training for law enforcement officers, and expanding access to mental health services are key initiatives.
- **Substance Abuse and Addiction:** Combating substance abuse and addiction requires a multifaceted approach, including prevention, treatment, and rehabilitation programs. Partnering with community organizations, healthcare providers, and other stakeholders is vital in addressing this issue effectively.
- **Public Trust and Transparency:** Building and maintaining public trust in the judiciary or law enforcement agency is paramount. Upholding ethical standards, promoting transparency in decision-making, and engaging with the community through outreach efforts are crucial in fostering trust and accountability.

Addressing these issues requires collaborative efforts, innovative solutions, and a commitment to serving the best interests of our community. As [position/title], I am dedicated to working diligently towards addressing these challenges and making meaningful progress in advancing justice, equity, and public safety.

Why should the Pierce County Democratic Party support you for this position?

The Pierce County Democratic Party should support my candidacy for this position because, while the Sheriff's role is nonpartisan, I am deeply committed to upholding values that resonate with ALL residents of Pierce County.

- **Commitment to Social Justice:** I am dedicated to promoting social justice and equity, values that transcend political affiliations. I will work tirelessly to address systemic inequalities and ensure fair and equal treatment for all members of our community.
- **Community-Centered Leadership:** Regardless of party lines, I believe in the power of community-centered leadership. I will prioritize listening to the concerns of Pierce County residents, fostering dialogue, and working collaboratively to develop solutions that benefit everyone.
- **Progressive Policy Initiatives:** While the Sheriff's Office is nonpartisan, I am committed to advancing progressive policy initiatives that improve public safety and address community needs. This includes

advocating for alternatives to incarceration, promoting mental health and addiction services, and implementing evidence-based policing practices.

- Transparency and Accountability: Upholding transparency and accountability is essential in any public office, regardless of political affiliation. I will ensure that the Sheriff's Office operates with integrity and transparency, earning the trust and confidence of all Pierce County residents.
- Experience and Qualifications: With 35 years of experience in law enforcement and a proven track record of leadership, I am well-equipped to serve as Sheriff. I will focus on addressing public safety concerns, building community partnerships, and implementing policies that reflect the values and priorities of Pierce County residents.

I believe the Sheriff's position should remain nonpartisan - please know my values align with the principles of fairness, equality, and justice that are important to all residents of Pierce County. By supporting my candidacy, the Pierce County Democratic Party can count on me to serve with integrity, compassion, and a commitment to the well-being of our community

Please list your key endorsements:

These are key - I have a long and equal list of others ... Sheriff (Ret) Paul Pastor; Julie Anderson; Sarah Rumbaugh; Bruce Dammeier; Sheriff (Ret) Sue Rahr; Kelly Chambers, Ryan Mello

How would you make the transition from the rank and file to the role of Pierce County Sheriff?

I am currently in leadership role as Chief - experience w/ serving as Acting Sheriff and Acting Undersheriff

Please explain your philosophy about the state of violent crime in our County, and what changes you would make work on this issue?

Violent crime in our county is a pressing issue that demands a multifaceted approach rooted in prevention, intervention, and community engagement. My philosophy regarding violent crime centers on proactive strategies that address root causes while also ensuring swift and effective responses to incidents.

- Prevention through Community Engagement: I believe in the power of community engagement and proactive outreach to prevent violent crime before it occurs. This includes fostering strong relationships between law enforcement agencies and community members, implementing youth outreach programs, and providing resources and support to at-risk individuals and families.
- Addressing Root Causes: To effectively combat violent crime, we must address underlying factors such as poverty, lack of access to education and employment opportunities, substance abuse, and mental health issues. I will work collaboratively with community organizations, social service agencies, and local government to implement holistic approaches that address these root causes and provide individuals with the support they need to thrive.
- Targeted Enforcement and Intervention: While prevention is key, targeted enforcement and intervention are also essential components of addressing violent crime. I will prioritize intelligence-led policing strategies that target high-crime areas and individuals involved in violent criminal activity. Additionally, I will advocate for evidence-based intervention programs, such as community policing initiatives, focused deterrence models, and violence interruption programs, to disrupt cycles of violence and provide pathways to rehabilitation for offenders.
- Enhancing Victim Support Services: Supporting victims of violent crime is paramount. I will work to enhance victim support services, including victim advocacy programs, trauma-informed care, and

resources for survivors of violence. By prioritizing the needs of victims and survivors, we can help rebuild trust in the criminal justice system and empower individuals to seek justice and healing.

- Collaborative Partnerships: Addressing violent crime requires collaboration across multiple sectors, including law enforcement, government agencies, community organizations, and residents. I am committed to fostering collaborative partnerships and leveraging resources effectively to implement comprehensive solutions that make our communities safer and more resilient.

In summary, my approach to addressing violent crime in our county is rooted in prevention, intervention, and community collaboration. By implementing proactive strategies, addressing root causes, and fostering partnerships, we can work together to create safer, more vibrant communities for all residents

Please explain your understanding of systemic racism, and what the Sheriff can do to mitigate inappropriate actions by the department?

Systemic racism refers to the deeply ingrained and pervasive patterns of discrimination, bias, and inequality that exist within institutions and systems, perpetuating disadvantage and marginalization for certain racial and ethnic groups. In the context of law enforcement, systemic racism manifests in disparities in policing practices, disproportionate targeting of communities of color, and unequal treatment within the criminal justice system.

As Sheriff, it's essential to recognize that systemic racism exists within our law enforcement agencies and take proactive steps to address it. Here's how I understand systemic racism and what I propose to mitigate inappropriate actions by the department:

- Acknowledgment and Education: The first step in addressing systemic racism is acknowledging its existence within our law enforcement agency. We must commit to ongoing education and training for all department members to increase awareness of implicit biases, historical injustices, and the impact of systemic racism on communities of color.
- Policy Review and Reform: I will conduct a comprehensive review of department policies, procedures, and practices to identify areas where systemic racism may be present. This includes examining use-of-force policies, officer training protocols, and recruitment and hiring practices to ensure they are equitable and unbiased. Any policies found to perpetuate systemic racism will be reformed or eliminated.
- Community Engagement and Accountability: Building trust and accountability with the community is essential for addressing systemic racism. I will prioritize community engagement efforts, including regular town hall meetings, community policing initiatives, and advisory boards composed of diverse community members. Additionally, I will establish mechanisms for community feedback and oversight to hold the department accountable for its actions.
- Diverse Hiring and Training: Creating a more inclusive and diverse law enforcement agency is critical for combating systemic racism. I will implement strategies to recruit and retain officers from underrepresented communities, prioritize cultural competency training for all department members, and foster a culture of respect and inclusivity within the agency.
- Transparency and Data Collection: Transparency is key to addressing systemic racism. I will commit to transparency in departmental operations, including publishing data on use-of-force incidents, officer misconduct, and demographic information of those impacted by law enforcement actions. By collecting and analyzing data, we can identify disparities and take corrective action.

- **Restorative Justice and Accountability:** In cases where inappropriate actions by department members occur, I will ensure swift and transparent accountability measures are taken. This may include disciplinary action, retraining, or termination, depending on the severity of the misconduct. Additionally, I will prioritize restorative justice practices that focus on repairing harm and rebuilding trust with impacted communities.

In summary, addressing systemic racism within our law enforcement agency requires a multifaceted approach that involves acknowledgment, policy reform, community engagement, diversity initiatives, transparency, and accountability. As Sheriff, I am committed to leading these efforts and fostering a department that upholds the principles of fairness, equity, and justice for all residents of our community.

Crime by youth has been rising at a fast rate. What, if anything, would you do to engage youth and offer alternatives?

Combating the rise in youth crime requires a multifaceted approach that prioritizes prevention, intervention, and community engagement. As Sheriff, I am committed to implementing strategies to engage youth and provide them with alternatives to involvement in criminal activities through community partnerships.

Gang activity is prevalent and increasing in Pierce County. What would you do to combat this?

Addressing gang activity requires a comprehensive approach that combines law enforcement efforts with community engagement, prevention strategies, and intervention programs. This is a top priority for me that requires a collaborative approach that combines law enforcement efforts with community engagement, prevention strategies, and intervention programs. By working together with our community partners and leveraging resources effectively, we can disrupt gang operations, prevent youth from joining gangs, and create safer neighborhoods for all residents

Please explain your views on community policing?

Community policing is not just a strategy; it's a philosophy that reflects a commitment to building trust, fostering collaboration, and working together to create safer, more resilient communities. As Sheriff, I am dedicated to embracing the principles of community policing and partnering with residents, community organizations, and stakeholders to address crime, build trust, and enhance public safety for all residents.

How would you engage and educate and inform the public about law enforcement?

As Sheriff, I recognize the importance of engaging, educating, and informing the public about law enforcement practices, policies, and initiatives. Effective communication is key to building trust, fostering positive relationships, and promoting transparency between law enforcement agencies and the communities they serve. Here's how I would engage, educate, and inform the public about law enforcement:

- **Community Outreach Events:** I would prioritize hosting community outreach events, such as town hall meetings, community forums, and neighborhood gatherings, to provide opportunities for residents to interact with law enforcement officers, ask questions, and share concerns. These events would serve as platforms for open dialogue, mutual understanding, and collaboration between law enforcement and the community.
- **Social Media and Digital Communication:** Leveraging social media platforms and digital communication channels is essential for reaching a diverse audience and disseminating information to the public. I would utilize social media platforms to share updates on law enforcement activities,

highlight community engagement efforts, and provide educational resources on topics such as crime prevention, safety tips, and law enforcement procedures.

- Community Policing Initiatives: Implementing community policing initiatives that prioritize proactive engagement with residents is crucial for building trust and fostering positive relationships. I would encourage officers to participate in community patrols, foot patrols, and community events to interact with residents in non-enforcement contexts, listen to their concerns, and address issues collaboratively.
- Citizen Advisory Boards: Establishing citizen advisory boards composed of community members from diverse backgrounds is an effective way to solicit feedback, input, and recommendations from the public on law enforcement policies, practices, and initiatives. These advisory boards would serve as forums for community members to voice their perspectives, provide insights into community needs, and collaborate with law enforcement on problem-solving efforts.
- Public Education Campaigns: Launching public education campaigns on various law enforcement topics, such as crime prevention, emergency preparedness, and victim support services, is essential for empowering residents with knowledge and skills to enhance their safety and well-being. I would develop informational materials, workshops, and presentations tailored to the needs and interests of the community to raise awareness and promote positive behaviors.
- Transparency and Accountability: Maintaining transparency and accountability in law enforcement operations is paramount for earning the trust and confidence of the public. I would prioritize transparency in communication, providing timely updates on significant incidents, investigations, and departmental policies. Additionally, I would ensure accountability by responding to community concerns, conducting thorough investigations into allegations of misconduct, and implementing measures to address any identified issues.

In summary, engaging, educating, and informing the public about law enforcement requires proactive efforts, open communication, and a commitment to building meaningful relationships with the community. By prioritizing community engagement, leveraging digital communication tools, implementing community policing initiatives, and promoting transparency and accountability, I am confident that we can strengthen trust, enhance cooperation, and promote public safety for all residents

What would you do to lower the overall crime rate in Pierce County?

Lowering the overall crime rate in Pierce County requires a multi-faceted approach that combines targeted enforcement, community policing, prevention initiatives, victim support services, and collaborative partnerships. By working together with the community and leveraging resources effectively, we can create safer, more vibrant communities where all residents can thrive.

Do you believe law enforcement produces different results for different demographics? If so, what would you do to remedy that problem?

I acknowledge that disparities in law enforcement outcomes based on demographics exist and are a significant concern. It is unacceptable for individuals from certain demographics to experience different treatment or outcomes within the criminal justice system. As Sheriff, I am committed to addressing these disparities and promoting fairness, equity, and justice for all residents of Pierce County. Here's how I would approach this issue:

- Data Collection and Analysis: The first step in addressing disparities is to collect comprehensive data on law enforcement interactions, including arrests, use of force incidents, and outcomes of criminal cases, disaggregated by demographic factors. I will invest in data collection systems and analysis tools to identify disparities, analyze root causes, and monitor progress over time.
- Implicit Bias Training: Implicit biases, unconscious attitudes or stereotypes that affect our understanding, actions, and decisions, can contribute to disparities in law enforcement outcomes. I will prioritize implicit bias training for all department members to raise awareness, challenge assumptions, and promote fair and impartial policing practices. This training will emphasize empathy, cultural

competency, and procedural justice principles to ensure respectful and equitable treatment of all individuals.

- **Community Engagement and Accountability:** Building trust and accountability with the community is essential for addressing disparities in law enforcement outcomes. I will prioritize community engagement efforts that provide opportunities for dialogue, feedback, and collaboration between law enforcement and residents, particularly those from marginalized communities. Additionally, I will establish mechanisms for community oversight and accountability to ensure transparency and responsiveness to community concerns.
- **Equitable Policing Practices:** Implementing equitable policing practices that prioritize fairness, transparency, and accountability is essential for addressing disparities. This may include revising department policies and procedures to prohibit discriminatory practices, enhance accountability mechanisms, and promote procedural justice principles. I will also advocate for reforms that reduce unnecessary contact with law enforcement, such as diversion programs for low-level offenses and alternatives to incarceration.
- **Training and Education:** Ongoing training and education are essential for ensuring that law enforcement officers are equipped with the knowledge, skills, and attitudes necessary to address disparities effectively. I will prioritize training on topics such as cultural competency, de-escalation techniques, trauma-informed approaches, and crisis intervention to enhance officer effectiveness and promote positive outcomes in diverse communities.
- **Collaborative Partnerships:** Collaboration with community organizations, advocacy groups, academic institutions, and other stakeholders is critical for addressing disparities in law enforcement outcomes. I will foster partnerships that promote data-driven solutions, community-led initiatives, and policy reforms aimed at addressing systemic barriers to equity and justice.

In summary, addressing disparities in law enforcement outcomes requires a multi-faceted approach that includes data-driven decision-making, implicit bias training, community engagement, equitable policing practices, training and education, and collaborative partnerships. By working together with the community and stakeholders, we can promote fairness, equity, and justice for all residents of Pierce County

Do you support or oppose alternatives to traditional policing as mental health clinicians riding with officers, alternatives to arrest, etc. What changes would you make, if any?

Yes we have an active and comprehensive program in place and are building on it

Is there anything else you would like to share with the Committee?

Available for questions