

ACLU People Power Washington

2020 Police Reform

Candidate Questionnaire



Candidate Name	Emily Wicks	
Position Sought	Representative, 39th LD, Pos 1	
Campaign Contact Information	Mailing address: 1730 Baker Ave Everett WA 98201	Phone: 206-718-1629 Fax: N/A
	Website: www.electemilywicks.com Email: friendsofemilywicks.com Twitter: twitter.com/wickse Facebook: www.facebook.com/electemilywicks	

Part I – Yes/No Questions

Please answer the following questions		Yes	No	Additional Comments
1	Do you support statewide policy for:			
	Banning chokeholds	Yes		
	Banning tear gas	Yes		
	Use of body cameras	Yes		
2	Do you support abolishing qualified immunity for police?	Yes		
3	Do you support de-escalation standards and accountability for police?	Yes		
4	Do you support independent, civilian review of complaints of police use of force?	Yes		
5	Do you support eliminating investigation and discipline of use of force against civilians as topics for collective bargaining by law enforcement unions?	Yes		

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6	Do you support decertification for serious misconduct by law enforcement officers?	Yes		
7	Do you support ending police use of and access to surplus military equipment?	Yes		

Part II – Free Response Questions

What is your idea of public safety?

It's a governmental responsibility regarding the welfare and equitable protection of the general public from dangers affecting their safety. Beyond just addressing crimes or disasters, I believe it is also fundamental to public safety that our criminal justice system is more focused on reducing recidivism and transforming offenders into productive members of society than simply punishment and locking people up. It's also crucial for our agents of public safety to be actively anti-racist and well versed or supported by experts in the field of social work and mental health.

Have you taken the [#ElectedsForJustice pledge](#)? If so, what actions do you intend to take to support the 5-part plan? If not, what points are barriers to your support, and why?

Yes, and I fully support these 5 reforms. I believe the starting point should be to further restrict the use of excessive or deadly force by police. This, followed up by giving statewide subpoena and other investigative powers to independent oversight boards, will have the most immediate impact. Increase accountability and transparency in police union contracts will be essential to a more equitable and anti-racist society, but I know we will encounter barriers with the union and will need the support and assistance of our labor union sisters and brothers.

Under current state labor law, Collective Bargaining Agreements (CBAs) with law enforcement unions are often a barrier for meaningful police reform. What efforts do you support that differentiate police unions from other labor unions so that change can happen without eroding other workers' rights?

Undue harm to BIPOC communities cannot be justified under a mask of labor. I support the Martin Luther King County Labor Council June 4th Resolution that states that contracts should "not evade legitimate accountability when professional standards are not followed and harm is done." I join you in looking for answers and meaningful legislation that results in change. My initial advice and what I've had to learn over my time on this earth as a cis-gender, white woman, is this: Hold your words, open your ears, and make space for people of color to speak and be heard. I hope to work with my fellow legislators and local leaders to pursue efforts to ensure Washington state law enforcement officers are trained to address racial biases, avoid situations that lead them to use excessive force, and focus instead on de-escalation tactics. We need to have more statewide uniformity in our oversight, ensure incentives that are not based on a quota for stops

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and arrests, and push forward the highest standards for our police and pursue a culture of hiring those with a capacity for emotional regulation and intelligence.
I welcome any suggestions and advice in this complicated arena.


Are there police reform/accountability measures that are not addressed here that you think would be productive to pursue?

Studies have shown that female police officers are better at de-escalating and defusing potentially violent confrontations. The DOJ shared in 2019 that nationally women constitute less than 13% of total officers and a much smaller proportion of leadership positions. I know personally that the Everett, Marysville and Tulalip Police and Fire Departments are severely lacking in the number of women serving in these roles. Meaning that they are also lacking in representation of Women of Color. Our government and especially our first responders should be reflective of the community they serve. It's critical to building trust and keeping people and communities safe.

For the cities and departments that have yet to do this, they need to establish a baseline – share their demographics and compare that with their city data. Doing so will allow the public to know where we stand and where we need to work harder to recruit and grow their departments to become more diverse. I served for a year on the City of Marysville's Diversity Committee and asked if we could establish a baseline in order to better advise the City on ways to increase diversity and more accurately reflect our community. This was not something they were interested in doing, and it was beyond frustrating. I felt I had very little power to move them to action in this role and want to use my position to move efforts like this forward.

With 30 percent women, Madison, Wisconsin has one of the highest percentages of women officers in the country. This is due in part to improved postnatal nursing and extended paid parental leave (which also helps men), and a concerted effort of the department of women police officers to engage with young women leadership and sports programs including Girl Scouts and YWCA. Based on the advice from the National Center for Women and Policing, we need to also change the way police departments select and hire recruits, and I believe this change should be made statewide. Instead of relying on physical agility tests, testing should focus more on applicants' communication and critical thinking skills instead.

I affirm that all the information provided in response to this questionnaire is true, complete, and correct to the best of my ability, and that no relevant matter has been omitted.

Signature		Date: 10/04/2020
Printed Name	Emily Wicks	

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