

CONFIDENTIAL MEMO

TO: Judith Lonquist, CASE ATTORNEY ONLY  
FR: Penny Cole, CASE INVESTIGATOR  
RE: Karen Rispoli - witness  
DT: March 4, 1996

This is a confidential memo for you regarding my investigation of the Rispoli case. I have had a story related to me by Ernestine Blue that became very distressing to me. It is in the second part of my interview with her. I called her back for a part 2, because I felt there was something she was just not talking about, and she related the policy of placing boys who are Class A felons in the girl's unit as a reward for good behavior; that the girls are being raped on a regular basis by these boys which seems to be the reward for the boy.

Blue was very uncomfortable telling me this and feels she will be fired at best for telling me this. I feel there is more this witness could offer, but she is sitting on a powder keg and very uncomfortable.

This policy goes far beyond sexism.

EB made me promise I would not put in my report to you that she has reported this to Gary Locke's second in command, but that nothing has been done about it yet.

1 ATTY: J. Lonquist  
2 INV: Penny Cole  
3 REPORT DATE: 2/29 /96  
4 INTERVIEW DATE: 2/28 /96  
5 WITNESS INTERVIEWED: Ernestine Blue  
6 INTERVIEW LOCATION: Phone call to her residence  
7  
8 WITNESS WORK INFO: DYS/JSO  
9 WITNESS HOME ADDRESS: 13341 - 15th Ave. NE Apt A103, Seattle  
10 WITNESS HOME PHONE: 364-7427  
11 MESSAGE PHONE: 205-9634 (DYS)  
12

13 INVESTIGATOR IDENTIFIED SELF AND PURPOSE OF INTERVIEW: Yes  
14

15 INTERVIEW NOTES

16 I explained to Ernistine Blue (EB) who I was, who I was  
17 working for including the name of Karen Rispoli (KR) and the  
18 attorney's name and the phone number, and why I wanted to  
19 talk with her.

20  
21 I asked if EB if she knew KR and she said yes. I asked if EB  
22 if she worked with KR and she said yes, but not directly. EB  
23 went on to explain that KR worked in control and she worked  
24 in the unit. I asked EB to describe KR's attitude and  
25 performance at work and she said it appeared OK to her, but  
26 that since she didn't work directly with KR she actually had  
27 no idea. I asked EB how long she worked with KR and she said  
28 only a couple of months.

29  
30 I asked EB if she was the union rep at DYS and she said she  
31 was, but that she was not now. I asked EB if she helped KR  
32 with her grievance against DYS and she said yes.

33

1 I asked EB if she attended the academy and she said not with  
2 KR, but she had at a different time several years ago. I  
3 asked EB if it was racist and sexist then and she said yes.  
4 I asked EB if she could give me an example of a racist or  
5 sexist incident and she explained: there was white woman who  
6 was attending at the same time EB was there; that one day  
7 this woman came over to EB and touched her hair with her  
8 fingers; that after touching her hair the woman smelled her  
9 fingers. EB said that the white woman then announced to the  
10 class that EBs hair stunk. EB said that this woman was very  
11 rude to her in other ways. I asked if the instructor did  
12 anything to the woman and she said no. I asked if the  
13 instructor was aware that this woman was acting in this  
14 manner and she felt the instructor was very aware of it, but  
15 chose not to do anything. I asked if EB thought this was  
16 weird on the part of the instructor and she said yes, but  
17 that she dealt with the woman in her own way.

18

19 I asked if over the several years since she had attended the  
20 academy did she feel that sexism and racism were common  
21 complaints of DYS employees who had to attend classes there  
22 and EB said yes. I asked if it was true that there were a  
23 lot of complaints at DYS about sexism and racism and EB said  
24 yes. I asked EB if these complaints were justified and she  
25 said oh yes, definitely. EB said especially the complaints  
26 about the management, that there was bad management there,  
27 real bad. I asked if she meant Carlson and she said yes,

1 but that Williams was as bad if not worse; that she really  
2 wanted to speak to Judith Lonquist about him because she  
3 had recently had a very big run in with Williams. I asked if  
4 she wanted to tell me about it and EB said that Williams is  
5 cutting her out of everything because she was the union rep;  
6 that Williams had jumped to conclusions about her. The EB  
7 said that she heard Williams call a co worker a pussy. I  
8 asked who the co worker is and she said Steve Noble; that it  
9 had something to do with the academy; that Judith already  
10 knows about it. Then EB said she wants out of the dept,;  
11 that she is really beginning to hate it. Then EB said that  
12 the new union rep has the exact same situation with Noble  
13 that she had with KR; that things are really bad.

14  
15 I asked EB if the administrative staff takes complaints  
16 constructively and she said no that they just retaliate  
17 against who ever complains to shut them up. Then EB  
18 explained that she had sued a long time ago when she was  
19 still on an on call basis. EB continued that she was to get  
20 a promotion to a full time basis, but she had sued and she  
21 was told she would never get the promotion at the beginning  
22 of the year when she was due for the promotion. EB said that  
23 instead she was fired, but that the judge made DYS take her  
24 back. EB said that when she went back she went into the  
25 girls unit, that she was in the girls unit for 8 years and  
26 that she has still not been promoted. EB said that Willie  
27 Rosebrorgh got promoted and that her test scores were higher

1 than his scores. EB said that she asked why she didn't get  
2 promoted when her scores were higher and she was told that  
3 she didn't interview well. Then EB continued to say that she  
4 was currently back in school; that she wanted out of there.

5  
6 EB then said that Williams was hired to clean up the place,  
7 but instead he is just promoting the same raunchy people and  
8 the same things are going on.

9  
10 I asked EB if Williams handles collective bargaining better  
11 than Carlson and she said not really. That she had to step  
12 down from being the rep because of the high stress. I asked  
13 why the stress was so high and she said it was due to  
14 unfairness; that they play favorites with people all the  
15 time; that they have no consistent model for promotion or  
16 reprimands; that they are just arbitrarily done. I asked EB  
17 what gets a person liked there and she said it's hard to  
18 tell. I asked EB what gets a person not liked and she said  
19 make complaints and see thing that you aren't supposed to  
20 see.

21  
22 I asked EB if it really goes that hard for a person who  
23 complains and she said yes; that if you complain about  
24 things you just are not going to work there; that they will  
25 see to it. I asked EB to tell me about something that  
26 happened and EB told me about how she spoke out with several  
27 co workers about over crowding in the rooms; that you

1     couldn't put 6 boys in a room or somebody would get raped.  
2     The administration told them to do what they were told to do  
3     so they had no choice but to put 6 boys in a room and sure  
4     enough, EB said, that one boy got raped. EB continued that  
5     the county got sued for that boys rape.

6  
7     EB said the staff testified against DYS because DYS  
8     administrators tried to blame the staff. EB said that the  
9     staff tried to tell administrator what would happen. EB said  
10    that the JSO staff works with the kids and they know what's  
11    going on. EB said that all of the staff that testified  
12    against the administrative staff got retaliated against;  
13    that reports just kept coming down and that every little  
14    thing got blown out of proportion.

15  
16    I asked why she felt KR was let go and EB said that the  
17    staff blew things out of proportion; that the academy was  
18    total retaliation against KR. Then EB said she had heard  
19    that Bob came into the facility with some visitors one day;  
20    that he was acting all important; that KR had never been  
21    introduced to him and didn't know who he was. EB said that  
22    KR asked to see his badge and EB heard Bob didn't have his  
23    badge on him, so KR wasn't going to let him pass into the  
24    facility. EB said that Bob got really mad at KR for  
25    embarrassing him. EB said that she spoke to the staff at the  
26    academy and EB was told she didn't do anything out of line;  
27    that she passed every course. The EB said that she felt it

1 is a possibility that Bob was so mad at the badge incident  
2 that he wanted to use the academy as retaliation. EB said  
3 that when he couldn't use her grades to get rid of her he  
4 blew some small incident out of proportion.

5  
6 EB then said that KR had asked someone about Ken Conelly's  
7 radio and that also pissed him off. I asked EB if she could  
8 explain and she said that it was hearsay and that she wasn't  
9 sure what it was all about. EB said that KR felt that La  
10 Strapp was behind her getting fired, EB felt sure it had  
11 nothing to do with La Strapp. EB said that Bob has a big  
12 ego; that Bob has a great deal of personal power; that Bob  
13 is on a power trip.

14  
15 I asked EB if she felt that Bob respected any of the workers  
16 and she said no; that he calls everyone names; that he  
17 called Noble a pussy. EB said that ever since that incident  
18 it's been chaos there.

19  
20 EB said that she just can't find a good reason why KR was  
21 fired. EB said that Bob had bad ideas, that he told people  
22 that KR had mental problems. I asked EB who Bob said that to  
23 and she said it's all hear say. I asked EB if she felt Bob  
24 had mental problems and she said she felt he did.

25  
26 I asked EB if she felt the union was weak and didn't help  
27 her and EB said that the union tries but ever since they got

1 sued they don't take much interest in matters. EB said that  
2 workers are pretty much on their own now. EB said that Bob  
3 didn't respect the workers in the first place, and now he's  
4 got alot of power because the union won't stand up to him  
5 since the law suit. EB said that Leon Preston and Bob are  
6 really bad.

7  
8 I asked EB how the kids get treated in all of this and she  
9 said that she likes the kids and that the staff is really in  
10 to the kids, but that the political system is really screwed  
11 up. Eb said that she fell Bob inherited a mess that he cant'  
12 clean up; that he really need to clean house, but the mess  
13 is too big. Then EB said the only way to survive is to sell  
14 out to the management, that Winger sold out; that Winger  
15 just started to turn his back on the bad stuff. I asked EB  
16 why she felt her co workers were doing that and she said  
17 they were scared of retaliation and losing their jobs.

18  
19 EB said that it took her a long time to get on day shift. EB  
20 said she felt it was because she was the union rep. EB said  
21 finally Pam Jones put her on days so she could go to night  
22 school; that the only reason she wasn't given days was  
23 retaliation for all the trouble she stirred up being the  
24 union rep.

25

1 I asked EB what she was going to school for and she said  
2 her masters in psychology; that she wanted to work with  
3 youth.

4  
5 EB then said that it's hard to say what happened with KR,  
6 but that the whole thing was unfair. EB asked me to tell  
7 Judith that she really needed to talk to her; that she had  
8 to go and that I could call back if I need to talk to her  
9 again.

10

11 I asked if she knew Gwen Spears phone number and she said  
12 no. I asked if she had any way to get me her number and she  
13 said she didn't know. I asked if I could call her tomorrow  
14 and see if she could come up with Spears phone number. EB  
15 said that she was meeting with an investigator from the  
16 county about DYS so she wouldn't be available during the  
17 day, but I could try her in the evening.

18

19 I thanked Eb for her time and ended the interview.

*Part II*

1 ATTY: J. Lonquist  
2 INV: Penny Cole  
3 REPORT DATE: 3/3/96  
4 INTERVIEW DATE: 3/4 /96  
5 WITNESS INTERVIEWED: Ernestine Blue  
6 INTERVIEW LOCATION: Phone call to her residence  
7  
8 WITNESS WORK INFO: DYS/JSO  
9 WITNESS HOME ADDRESS: 13341 - 15th Ave. NE Apt A103, Seattle  
10 WITNESS HOME PHONE: 364-7427  
11 MESSAGE PHONE: 205-9634 (DYS)

12  
13 INVESTIGATOR IDENTIFIED SELF AND PURPOSE OF INTERVIEW: Yes

14  
15 INTERVIEW NOTES

16 I asked Ernestine Blue (B) if I could speak to her once  
17 again to clarify a few things that she told me in our last  
18 conversation; that she didn't have time to go over that day  
19 and she said yes.

20  
21 I asked EB when she was at the academy what other racist  
22 incidents did she encounter and she told me that the  
23 whitenwoman who had touched her hair and said it stunk would  
24 say things like black men are stupid. Then EB said that  
25 during the physical force part of the class this same woman  
26 was teamed up in EBs group; that the woman used excessive  
27 force and really tried to hurt EB. I asked Eb how did she  
28 try to her her and EB said that the woman was very gun-ho on  
29 the spin and turn to the wall exercise; that she  
30 intentionally hurt EB; that it was very plain what her  
31 intent was. Then EB said that she finally just took the  
32 woman down to the floor and ended the whole thing. I asked  
33 Eb if the instructors ever came to her defense and she said  
34 no. EB said that Yoko who was another classmate came to her

1 aid and jumped to her defense during the time when the woman  
2 was saying racial remarks; that it was just like KR coming  
3 to Gwens' defense.

4  
5 I asked EB why she felt the complaints at DYS about racism  
6 and sexism were justified and she said that she's still in  
7 the girls unit; that it's the lowest place you can work  
8 because nobody wants to be in the girls unit. I asked EB why  
9 and she said that the girls are always whining and fighting.

10 I asked EB how that relates to sexism and she said that she  
11 tried to stop the males from coming in to the girls unit;  
12 that by having the males there had caused girls to get  
13 raped. EB said that she complained formally and that Carlson  
14 stepped in because EB had told Janet in the complaint.

15 Carlson told her that if he said it was OK she should just  
16 follow orders. EB said that when she was on duty she didn't  
17 let the males from the boys unit come into the girls unit  
18 and so she began to get harassed. I asked EB how she was  
19 harassed and she said that the men JSO from the boys side  
20 would tell her to "get a man it wasn't so bad" "to get a  
21 life" that she hated men. Then EB said that she and Ken  
22 Conelly had a big fight over lettiong boyt int the girlla  
23 unit and he told Joyce that EB was just a lesbian. I asked  
24 EB if she is a lesbian and she said yes. Then EB said that  
25 Conelly harassed her and made all kind of remarks about  
26 lesbians directed to her.

27

1 I asked EB to explain what conclusions Williams jumped to  
2 about her with regard to the incident with Steve Noble and  
3 she said that she represented Noble to Conelly when Bob  
4 called him a pussy. That the men laughed at her for  
5 representing Noble. Then EB said she was the lead of the  
6 focus group Cultural Change, but that she stepped down and  
7 Helen Collier became the lead. EB said that she told Bob  
8 that Helen could not be the lead of this group and another  
9 group she was leading; that there was a conflict. EB said  
10 that she was taking her girls over to school one day and Bob  
11 came up on her in the hall and yelled at her in front of all  
12 the girl. I asked EB what Bob said and she told me that he  
13 yelled " what the fuck do you think you are doing telling  
14 Helen she can't be lead in both groups?" EB said that she  
15 tried to explain but that Bob kept talking like a crazy man.  
16 EB said that Bob said that she should do what she's told and  
17 that she was to quit all the focus groups and mind her own  
18 business.

19

20

21 I asked EB to tell me why she was fired before she was  
22 placed on full time. EB said that she was on call but that  
23 DYS made a policy that after the first of the year on call  
24 people would go on full time. EB said she had been fired and  
25 DYS said that she couldn't come back; that there was a class  
26 action suit about the reason why she got fired. Then EB said  
27 she retested and passed to come bace to DYS, but the union

1 had this law suit against DYS. EB said that in the mean time  
2 she had gotten a job as director of housing at the YWCA and  
3 Bernice told the judge, in the law suit against DYS, that EB  
4 didn't want her job back there because it was there were no  
5 more on call jobs available. EB said the judge told DYS to  
6 give her a full time position. EB said that's how she got a  
7 full time position and hired back; that Joyce told Bernice  
8 that EB would never get promoted out of the girls unit where  
9 she was hired back full time because of the complaints she  
10 made. EB said that she had not ever been promoted.

11  
12 I asked EB to explain why she felt that management at DYS  
13 played favorites and she said that she never understood why  
14 KR got terminated; that she heard all kind of rumors. Then  
15 EB said that she out scored L. Valdez on a promotion test  
16 but he got promoted and is a leader currently. EB said  
17 Valdez's wife is the supervisor of maintenance, and that  
18 Valdez was at one time a detainee. Then EB said there is so  
19 much playing favorites going on it's just hard to pick out  
20 isolated incidents. Then EB continued to tell me that a male  
21 Central Service staff person whose name she didn't know  
22 accidentally released a kid and got a verbal reprimand. EB  
23 said that another male staff person in the same area did the  
24 same thing and got suspended for a day. EB then continued  
25 that Marcia did the exact same thing and got a 5-day  
26 suspension; that she had never had a previous incident. EB  
27 said that the union helped Marcia fight it and EB was the

1 rep for the union. EB said that Bob changed his mind and let  
2 Marcia come back to work. EB said Dave White got suspended  
3 for the same thing someone else got a verbal reprimand for,  
4 but that she could not remember exactly what it was. EB said  
5 it had it's roots in racism and sexism, but hat the sexism  
6 was more obvious, and the racism harder to prove.

7  
8 I asked EB to explain what kind of retaliation she saw  
9 against the staff who testified against DYS in the rape law  
10 suit. Then EB said retaliation is obvious too; that I should  
11 talk to William and Ellis; that Jim Williams and Kwame Ellis  
12 never got their promotion after they testified against DYS  
13 in the rape law suit; that there was all kind ofs little  
14 stuff going on to make things miserable for them because  
15 they testified against DYS.

16  
17  
18 I asked EB if she could explain why KR got into trouble for  
19 asking about Ken Conelly's radio. EB said that it got back  
20 to Bob some how and he told KR that she had no right to ask.

21 I asked d EB what KR asked and she said that KR wanted to  
22 know why Conelly didn't carry a radio when all personnel  
23 were suppose to carry one. EB said that Bob called KR into  
24 his office and really cursed at her; that he called her a  
25 pussy. EB said that she doubted that even Bob did that until  
26 she heard Bob say that to Noble. EB said she had no doubt  
27 that Bob called KR a pussy after that. EB said that KR

1 should have had another person go with her to see Bob. EB  
2 said that Winger told KR that EB didn't like her and didn't  
3 believe Bob was saying all this stuff about KR. EB said that  
4 was never true; that she had never formed an opinion; that  
5 she was just trying to find out what happened.

6

7 Then EB said if she had to testify about all of this her  
8 life would be over a DYS, but that she would do it for KR  
9 because KR was wrongly treated. EB said that she goes into  
10 DYS daily with a lot of stress and she finds that she cries  
11 alot. EB said she knows testifying means losing her job. EB  
12 said that she talks to the psychologist, Janna, a lot and  
13 that she is on EBs side. EB said that Helen is on her side  
14 too, but that probably no one will speak out for her. I  
15 asked EB how are they on her side and EB said that if I  
16 wanted an example of sexist policy at DYS that I should know  
17 about how the female clients are treated. I asked EB to  
18 explain and EB said that girls are getting raped inside DYS.  
19 I asked her how and she said that young men are many times  
20 put in DYS for rape charges; that these same young men are  
21 place in the girls unit for a day as a reward, by the staff  
22 in the boys unit, for behaving good. Then EB explained  
23 further that these young men are on the honor level, at DYS,  
24 and you don't get on that level unless you have committed a  
25 Class A felony such as rape, murder, armed robbery; that  
26 these same young men are place into the girls unit where  
27 they take sexual advantage of the girls; that the girls

1 can't get away from them; that everyone just turns their  
2 back on these incidents of rape. EB said that she had gone  
3 to Bob telling him all of this; that it is messing up the  
4 system putting boys in the girls unit; that the girls are  
5 getting raped. EB said that these young men, placed into the  
6 girls unit, have many different relationships with the girls  
7 on the outside; that some are from different gangs and have  
8 power over the girls, or so they think; that some are just  
9 rapist and take advantage of the girls. EB said it's bad.

10

11 EB then said that she tried to support Bob when he became  
12 director but it's hard to support a director who talks  
13 crazy. EB said he's just too arbitrary when he does things,  
14 and it just too frustrating. I asked Eb how Bob talks crazy  
15 and she said that he will scream things like "what the fuck  
16 do you mean telling me what to do?" I asked EB with regards  
17 to what and she said the boys in the girl unit. Then Eb said  
18 that he has no respect for his staff like calling Nobel a  
19 pussy because he took a day off sick. EB said that Noble  
20 wasn't really sick but whose business is that; that Noble  
21 has the right to sick days and he took one. I asked if Noble  
22 was called a pussy because of that and she said yes and  
23 because of stuff at the academy; that it's very similar to  
24 the incident with KR at the academy. EB then said that KR  
25 had told her that Bob called her a pussy and she didn't  
26 really believe her at first. EB said now she knows that Bob

1 talks bad to everyone; that Bob could straighten out any  
2 situation without talking so crazy to people.

3

4 EB said that she does her job to the letter; that she  
5 follows policy; that she documents everything; that she does  
6 not dare make even a slight slip because she knows Bob would  
7 have her out in a second. EB said she walks on pins and  
8 needles daily; that she hates it there.

9

10 I thanked EB for speaking with me again and ended the  
11 conversation there.