



# CPOC Executive Director's Report Presentation

June 4, 2024




City of  
Philadelphia



# Citizens Police Oversight Commission

The mission of the Citizens Police Oversight Commission (CPOC) is to oversee and investigate the conduct, policies, and practices of the Philadelphia Police Department (PPD).

CPOC currently:

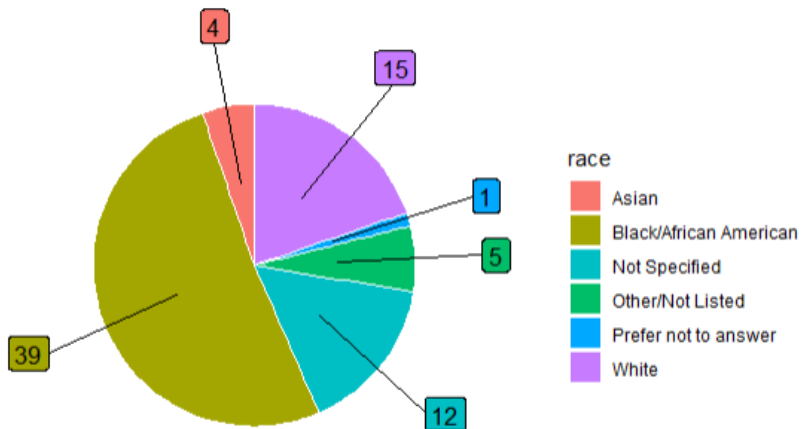
- Receives complaints of police misconduct
  - Audits and monitors Internal Affairs investigations and police disciplinary processes
  - Sits and votes on PBI panels at police discipline hearings
  - Conducts oversight of police shootings
  - Analyzes police data
  - Develops policy recommendations and reports
  - Engages in outreach and training
- 

# Complaint Data: Demographics

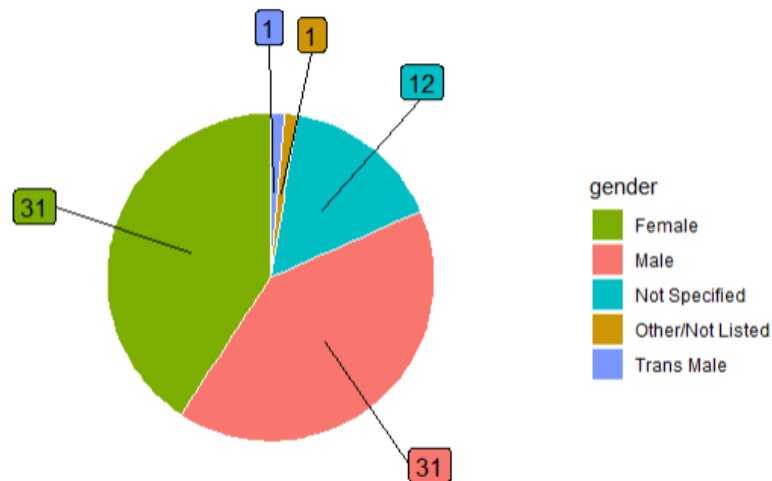
In the month of May 2024, CPOC referred 11 complaints to PPD's Internal Affairs Division (IAD). CPOC has referred a total of 76 complaints so far in 2024.

These charts show demographic data from 2024 complaints, as reported by complainants.

Race Distribution



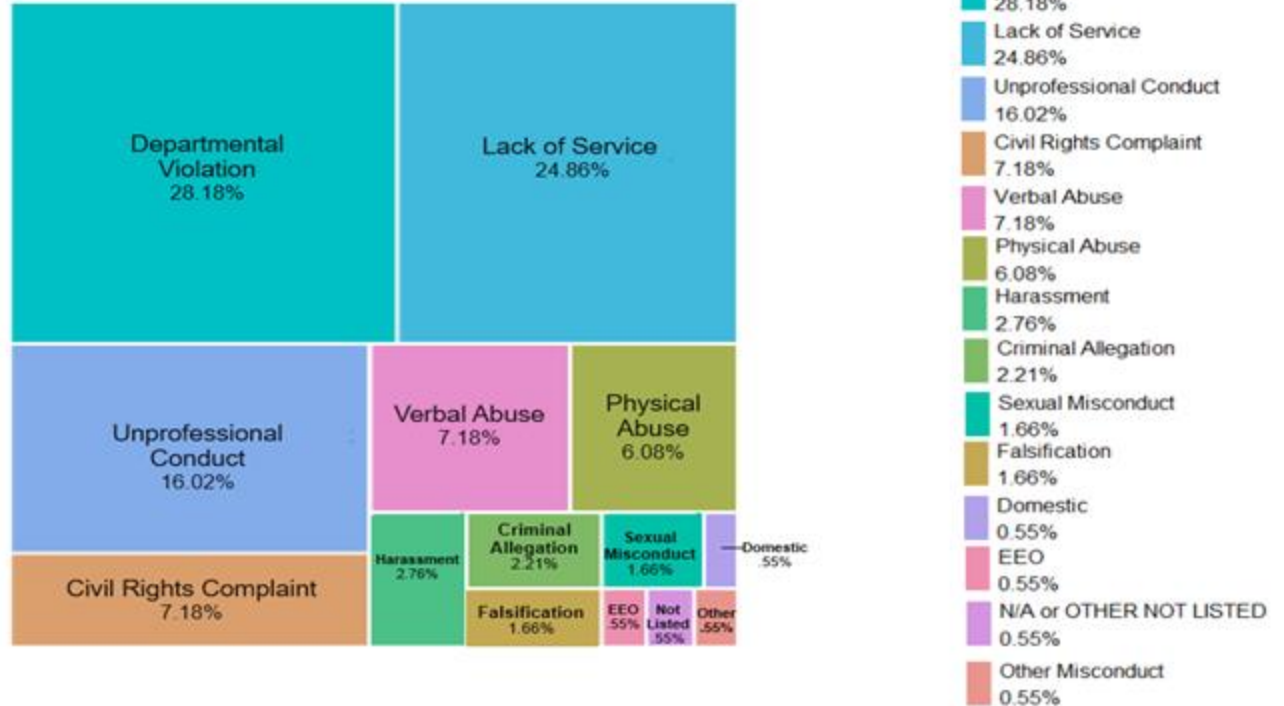
Gender Distribution



# Complaint Data: Allegations

Most allegations reported by complainants in 2024 to date are related to Lack of Service or Departmental Violations.

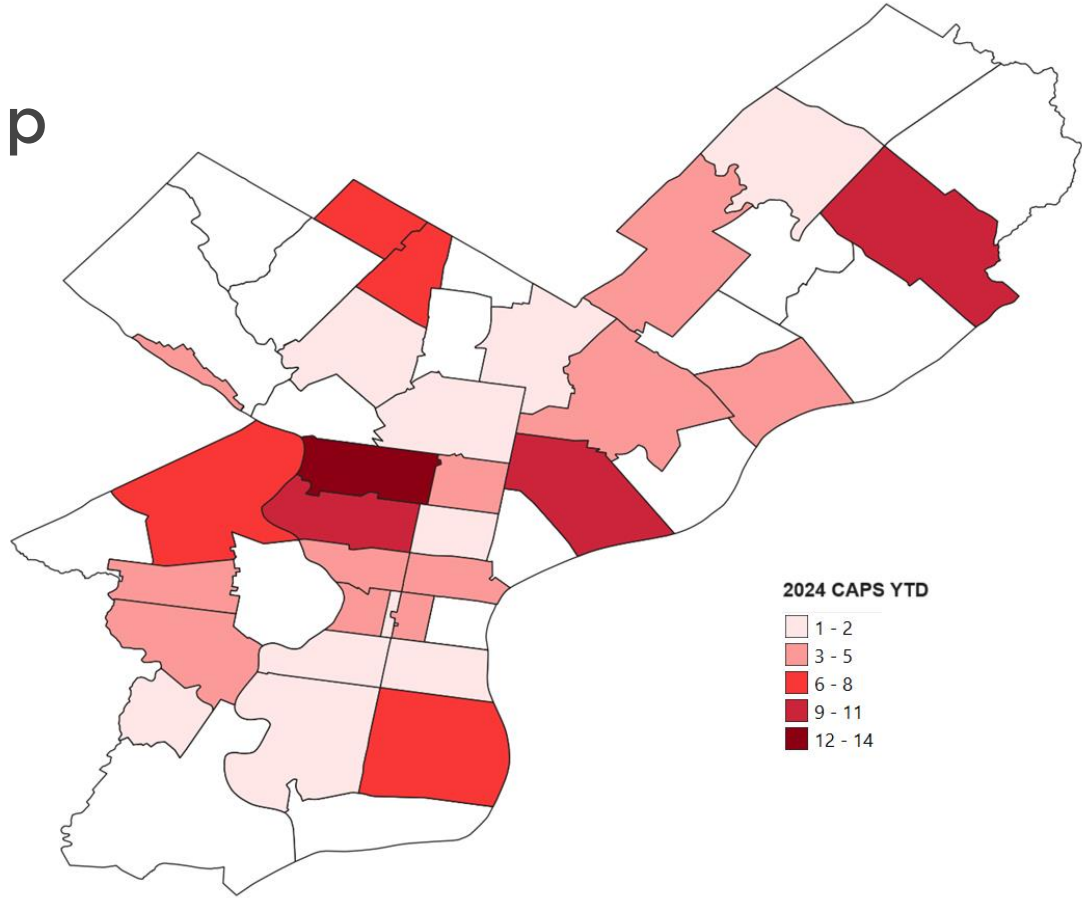
A single complaint can have multiple misconduct allegations.





# Complaint Data: Map

This map shows the breakdown of where complaint incidents happened in 2024 so far, as reported by complainants.





# Auditing & Monitoring Unit

The Auditing unit is continuing to conduct regular audits of Complaints Against Police (CAPS).

CAP audits are systematic reviews of PC memos completed for closed IAD investigations. We review for quality, thoroughness, and objectivity.

The first auditing report is complete and will soon be released! It covers the foundational work of the unit:

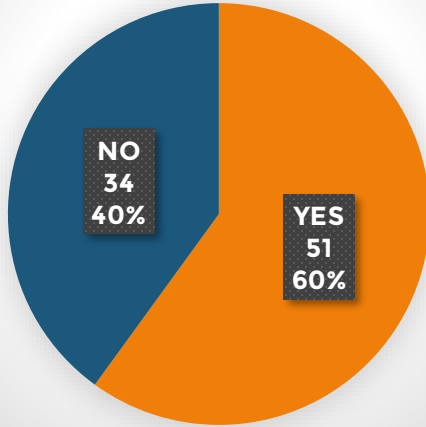
- Auditing manual details how CPOC audits completed CAPs
- Auditing analysis presents our findings on CAPs received between March and June 2022.

The data provided on the following slides relate to the most recent group of CAP audits conducted- these audits were completed between 4/1/24 and 5/22/24. We can now generate data more easily due to enhancements to our case management system!

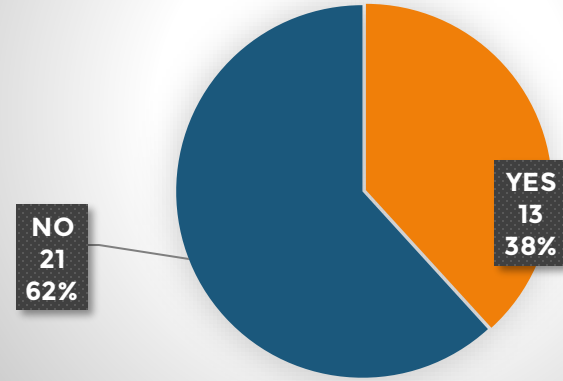


Between 4/1/2024 and 5/20/2024, the unit conducted 85 audits of closed IAD investigations of CAPs.

**Was the investigation completed within 90 business days?**



**Were significant gaps in investigative activity sufficiently explained?**



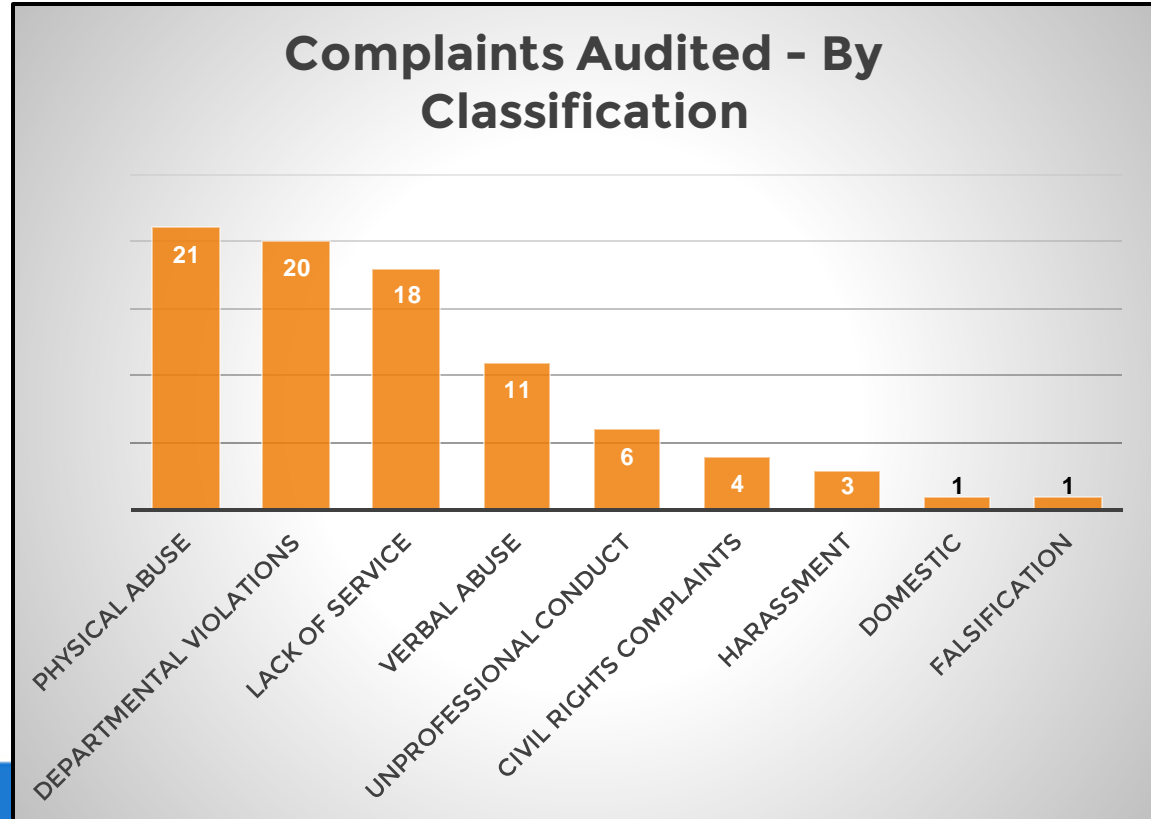
**The average length of investigation was 242 calendar days.  
Removing the extreme outliers, the average was 148 calendar days - roughly 110 business days.**

# Auditing & Monitoring Unit - CAPs by classification

Physical abuse was the most common classification in the CAPs audited.

The physical abuse subclassifications for CAPs in this group were:

|                                  |   |
|----------------------------------|---|
| Forcibly Pushed/Slammed          | 5 |
| Other/Unspecified Physical Abuse | 5 |
| Choked/Forcibly Grabbed Neck     | 2 |
| Punched                          | 2 |
| Forced to Ground                 | 2 |
| Threatened with Firearm          | 1 |
| Forcibly Grabbed                 | 1 |
| Taser/CED/ECW                    | 1 |
| Handcuffed Tightly               | 1 |
| Forcibly Pulled/Dragged          | 1 |





## Auditing & Monitoring Unit – Civilian Contacts

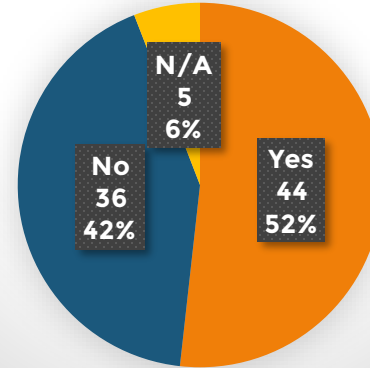
IAD policy states that investigators must make the following contact attempts:

- E-mail
- at least one documented telephone call
- a 75-48 written message delivered by a uniformed officer (if in Philadelphia)
- IAD form letters sent by certified and 1st class U.S. Mail

Sometimes the PC memo states that only some of these attempts were made. In other instances, the PC memo does not clearly state whether all potential witnesses were identified and/or contacted.

Independent witnesses can make a big difference when determining facts in an investigation, so diligent contact attempts are crucial.

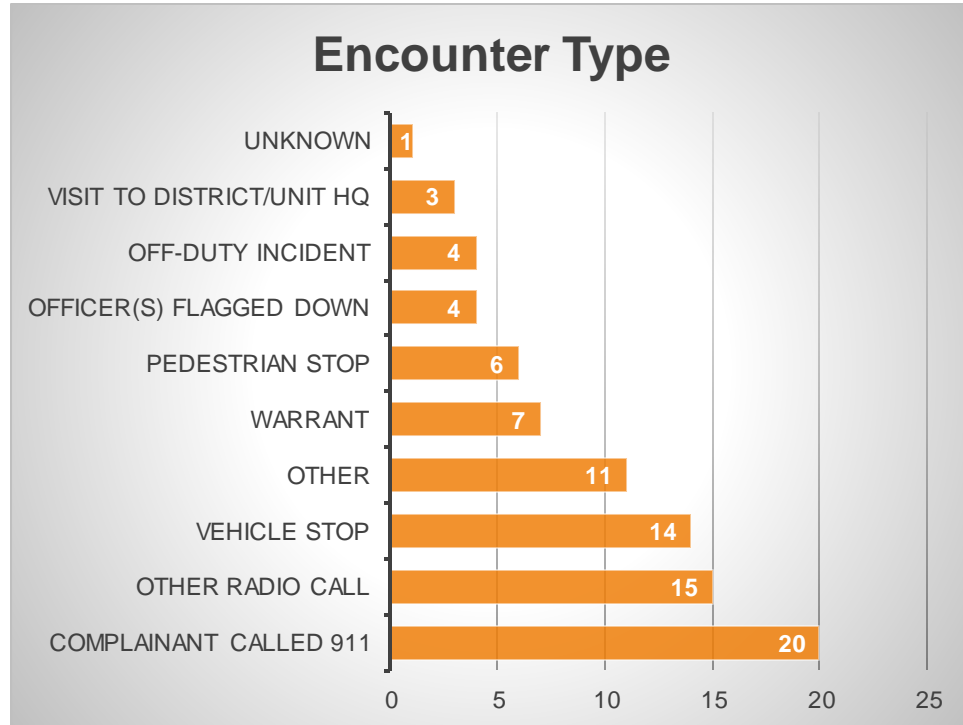
**Did the investigator make and document required attempts to identify, locate, and contact all civilian/non-PPD parties?**



## Auditing & Monitoring Unit – Encounter Type

This chart shows what types of encounters with PPD officers resulted in complaints being filed for this sample of audited CAPS.

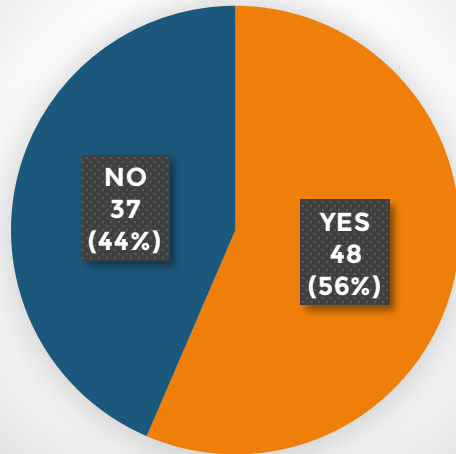
Most commonly, complainants called 911 for police service, and had an encounter that they filed a complaint about.



## Auditing & Monitoring Unit – Sustained Findings

Slightly more than half of the CAPs reviewed contained at least one allegation with a sustained finding – meaning the investigation showed misconduct occurred.

### Cases with Sustained Findings



However, of the 48 cases that contained sustained allegations, 19 of those cases (about 40%) sustained only administrative violations.

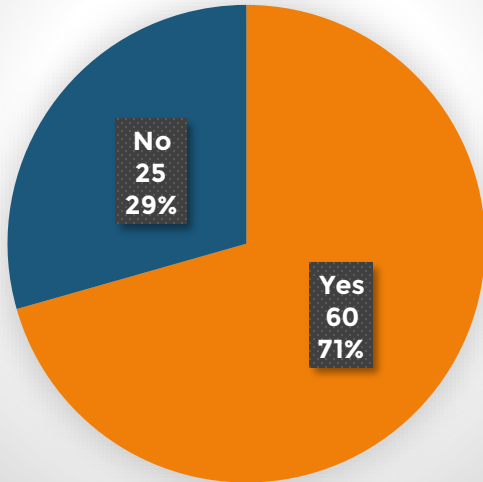
These include rule violations found only via investigation and not alleged by the complainant – BWC policy violations, paperwork errors, etc.

It is important to catch these violations, but this is a notable statistic as it sheds light on what types of allegations are receiving sustained findings.

## Auditing & Monitoring Unit – Logical Findings

Auditors found that most of the CAPs in this sample had logical and reasonable findings.

Are the allegation findings on the conclusions page logical and reasonable?



There are times when the findings do not appear to match the reasoning presented by the investigator.

For example, the investigator will discuss an officer action and describe how it happened and why it was justified, then apply a finding of “unfounded” – which means the action did not occur.

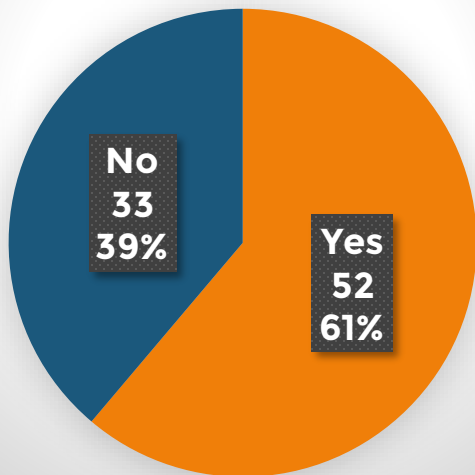
An unfounded finding is therefore not logical based on the information and analysis in the report.

Accuracy in findings is important for every party involved in an investigation and integrity of departmental records.

## Auditing & Monitoring Unit - Missing Allegations

33 cases didn't address all allegations, with a total of 43 missing allegations. Most common:

**Were ALL allegations identified during the course of the investigation addressed on the conclusions page?**



|  |   |
|--|---|
| Unprofessional Conduct-Rude/Dismissive Behavior                          | 5 |
| Departmental Violation-Improper Stop/Detention                           | 4 |
| Departmental Violation-Improper Arrest                                   | 3 |
| Lack Of Service-Failure To Investigate/Accurately Complete Investigation | 2 |
| Departmental Violation-Improper Search/Seizure                           | 2 |
| Departmental Violation-Abuse Of Authority                                | 2 |
| Unprofessional Conduct-Derogatory/Offensive Communications               | 2 |
| Disciplinary Code Violation-Lying (1-Â§009-10) Only                      | 1 |
| Civil Rights Complaint-Discriminatory Action/Behavior                    | 2 |
| Departmental Violation-Refusal To Provide Badge Or Name                  | 2 |
| Lack Of Service-Failure To Provide Service/Take Police Action            | 2 |
| Falsification-Official Documents   | 2 |
| Verbal Abuse-Obscene/Profane Language                                    | 2 |



## Auditing & Monitoring Unit (continued)

New project: reviewing use of force investigations at IAD

- Project is in early stages
- We will provide updates as development continues

CPOC monitors IAD investigations currently, but the unit recently submitted a draft model policy to PPD to formalize the process.

Year to date complaint monitoring/interview data:

- 14 Complaints monitored
  - 38 IAD interviews attended
- 



# Investigation Unit: Police Shootings (May 2024)

There was 1 police shooting in the month of May 2024. In 2024 so far, there have been 7 police shootings. This total includes every time a PPD officer(s) discharges their firearm at a person.

Accidental discharges, animal shootings, and officer suicides are not included.

The Investigations Unit has developed a website to update the public on police shootings shortly after they occur: <https://www.phila.gov/documents/list-of-police-shootings-and-incident-summaries-2024/>.





# Police Shootings in 2024

## **January 17, 2024:**

2300 block of Borbeck Avenue (2nd District)

## **January 26, 2024:**

2800 block of N. Mascher Street (25<sup>th</sup> District)

## **February 15<sup>th</sup>, 2024:**

300 block of Adams Ave (2<sup>nd</sup> District)

## **April 10<sup>th</sup>, 2024**

4700 block of Wyalusing Ave (16<sup>th</sup> District)

## **April 15<sup>th</sup>, 2024**

1000 block of West Dakota Street (22<sup>nd</sup> District)


## **April 20<sup>th</sup>, 2024**

Unit block of Cliveden Street (14<sup>th</sup> District)

## **May 12<sup>th</sup>, 2024**

2100 block West Oxford Street (22<sup>nd</sup> District)

**IN EACH CASE, CPOC WILL  
CONTINUE TO MONITOR PPD'S  
ADMINISTRATIVE  
INVESTIGATIONS AND MAY  
ISSUE OPINIONS AND/OR  
POLICY RECOMMENDATIONS,  
AS NEEDED.**








## **May 12<sup>th</sup>, 2024: 2100 block West Oxford Street (22<sup>nd</sup> District)**

At about 7:12 AM, an off-duty officer driving his personal vehicle, was stopped on westbound Oxford Avenue at the intersection with Ridge Avenue behind a stationary vehicle. After the vehicle did not move for several traffic light cycles, the off-duty officer honked his horn, prompting an interaction with an unknown black female and a black male named "Duke." Following an exchange, "Duke" approached and struck the officer. During the ensuing altercation, another male joined, both armed, leading to a struggle over the firearms. Amidst being assaulted by multiple individuals and having his firearm taken, the officer's firearm was discharged during the struggle. Subsequently, the officer was transported to Temple University Hospital with a concussion, black eye, and other injuries. No suspects were reported injured by gunfire, and a patrol alert led to the identification and arrest of Yousef Coleman, who admitted involvement in the assault but denied taking the officer's firearm. The investigation by the Officer Involved Shooting Investigation (OISI) unit continues. CPOC will update the community on this incident when appropriate.






# Policy Unit

CPOC policy unit continued working on all open policy and data projects.

CPOC policy team released the following information:

- Released an explainer on Vehicles and Accident Investigations.
  - Released a post-event report on CPOC's Kensington Meeting.
  - Published a new blog on the updates to the window tint ordinance, providing information on changes to enforcement that will go into effect late June 2024.
- 



# Outreach & Training Unit

The Outreach & Training Unit is tasked with handling incoming complaints, providing constituent services to city residents who need resources and connection with other City services, community education and training of staff, as well as engaging with the many diverse communities of our City. We create content and manage all social media pages for the agency, and we accept and respond to media inquiries.

We look forward to expanding our staff to make meaningful connections with underserved communities while advocating and promoting transparent and equitable policing.



**TALEAH GRIMMAGE**  
Director of Outreach & Constituent Services

**JULIAN JORDAN**  
Community Outreach & Constituent  
Services Specialist



**DAMON GREEN**  
Training & Outreach Manager

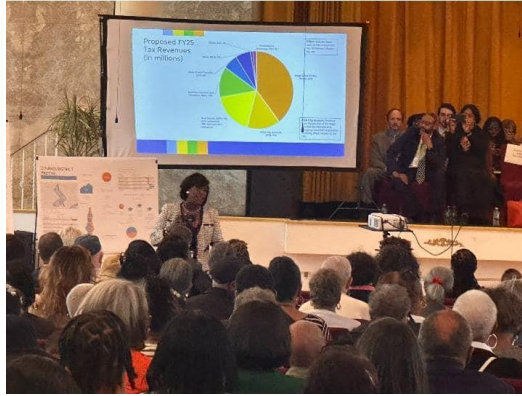
**GIRIANA HERNANDEZ**  
Bilingual Community Outreach &  
Constituent Services Specialist



**JODIE EICHEL**  
Social Media &  
Communications Officer



**CPOC ATTENDED MAYOR PARKER'S BUDGET AND RESOURCE TOWNHALL EVENT AT PINN MEMORIAL CHURCH**



**CPOC ATTENDED 3RD ANNUAL CST & BHTEN COMMUNITY EVENT IN SOUTH PHILLY**





# CPOC OUTREACH/POLICY TEAM ISSUED REPORT ON OUR KENSINGTON TOWNHALL

## LET'S TALK ABOUT KENSINGTON POST EVENT REPORT

A POST-EVENT REPORT DETAILING CPOC'S KENSINGTON COMMUNITY MEETING.



READ OUR FULL REPORT ONLINE!

### POST-EVENT REPORT EVENT OVERVIEW

On April 30th, 2024, CPOC held a Community Town Hall at The CORE at Esperanza Health Center located at 3222 H Street in Kensington, Philadelphia from 6PM to 8PM.

**Details**  
CPOC organized this civilian-led meeting to provide residents a space to discuss the proposed changes in the enforcement of quality of life issues in the Kensington neighborhood. The overall goal of the meeting was to make the community aware that they are supported during this time of uncertainty in how their neighborhood will be impacted by future policing. The event offered an introduction to CPOC's mission, role, and how the agency is tasked with civilian oversight of the Philadelphia Police Department.

This free event included local food, two raffles, presentations from subject matter experts, and resource tables provided by local human service providers. The event included an open-mic discussion component where community members and providers engaged in an organic conversation about the proposed changes. Spanish and Mandarin interpretation services were available on site. A survey on Language Access was also available for non-English speaking attendees.



A special thanks to Esperanza Health Center for allowing us to host this event in their beautiful space.

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### POST-EVENT REPORT AUDIENCE METRICS

Who was represented and in attendance at this event?



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### POST-EVENT REPORT THANK YOU TO OUR PRESENTERS!

Watch their full presentations on our socials!

**Kurt August**  
Director  
Office of Criminal Justice

**Silvana Mazzella**  
Interim Lead Executive Officer  
Prevention Point

**Kira Bellolio**  
Director of Family Wellness at  
Congreso de Latinos Unidos



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### POST-EVENT REPORT WE HEARD: SOME RECENT EXPERIENCES FROM THE COMMUNITY

"I would like to understand why I am seeing City sanitation workers using red flowers to push trash into the middle of Kensington Avenue. This is not effective, and front-line workers like myself end up cleaning up the trash. It's a safety concern."

"My wife and I befriended a couple addicted to drugs that were living in a boarded up house. Someone was showing them to live there even though it was vacant. The girl was found dead in there this morning. We told the officers we know this will happen again if they don't send it out right. How do we prevent this from happening? I've been to other meetings and it's happening all over. Someone told me to send our myself, but that would be like fighting with the drug dealers."

"I grew up in Kensington and never had a police officer shake my hand or say hello to my parents because they didn't speak English. I never felt like I could be supported if I went to the police."

"My business has experienced three troubling incidents in the last two weeks. We called 9-1-1 multiple times during each incident and it took police hours to respond. Fundamentally the administration is working on this issue, but this is a human safety and it is not acceptable. We have been in Kensington for two years and we have never felt this way until now."

"I was diagnosed with a serious mental illness and the City of Philadelphia helped me and the Police Officers were actually very nice. They did handcuff me, but they were very helpful and gave me a choice if I wanted to go to jail or be 302'd. Now I am recovering and doing my part when it comes to my mental health."

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### POST-EVENT REPORT KEY RESOURCES PRESENTED

A highlight of some of the resources mentioned by our presenters.

- 9-8-8 Mental Health Hotline**  
Available 24/7, free and confidential. Dial 9-8-8 for resources for yourself or a loved one that may need mental health or substance use support. It does not have to be an emergency for you to utilize this service.
- Assistance with Adult Missing Persons**  
Many individuals have missing loved ones in Kensington, and it can be challenging to find support when an adult goes missing in this area. The Police Assisted Diversion Unit may be able to help. For inquiries, please call 215-686-3609.
- Case Management and Navigation**  
Prevention Point Philadelphia provides a range of medical, behavioral, and preventative services for individuals experiencing homelessness and substance use disorder in Kensington. Each service comes with a dedicated case manager or navigator to ensure quality support.
- East Division Crime Victim Services**  
Congress offers client-centered, trauma-informed services for victims of crimes in the 24th, 25th, and 26th Police Districts (Kensington Area). The program provides counseling, case management, compensation assistance, and other support resources. For inquiries, please call 267-968-1813.

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### POST-EVENT REPORT WE ASKED: WHAT DO YOU WANT FOR THE FUTURE OF KENSINGTON?

"We need a better sense of community. These are our streets. These are our neighborhoods. These are our kids that are growing up that deserve better. They are the next generation. We all deserve better."

"We need more low-barrier health options and venues to address the trauma and stressors done to our young people."

"Better sanitation and not being blind to the fact that Kensington has the most people per square foot, therefore it also has the most trash in the city. We need more community dumpsters and sanitation pick ups."

"Officers are the first contact for victims and survivors and we want more positive interactions with them. We want to be able to go to a police officer if we were just victimized and ask where to go for services."

"I want our young and old to be able to go outside again without fear."

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## Outreach Unit: IN THE COMMUNITY

CPOC OUTREACH TEAM GAVE A TRAINING  
TO TEMPLE HOSPITAL  
TRAUMA VICTIM ADVOCACY PROGRAM



CPOC OUTREACH TEAM GAVE OVERSIGHT  
PRESENTATION TO THE  
CIVILIAN POLICE ACADEMY



**TEMPLE HEALTH**  
TEMPLE UNIVERSITY HOSPITAL





# Outreach Unit: IN THE COMMUNITY

## CPOC COMMUNITY TOWNHALL DISCUSSION WITH

### MOTHERS COMMITTED TO CHANGE

#### TOPICS OF DISCUSSION:

BECOMING A CHANGE AGENT IN THE COMMUNITY  
GROWTH OF GRASSROOTS ORGS & GUN VIOLENCE PREVENTION  
SUPPORT & RESOURCES FOR IMMIGRANT COMMUNITIES  
MISCONCEPTIONS OF DIVERSE POPULATIONS IN THE MEDIA  
ENCOURAGING & UPLIFTING OUR YOUTH  
CIVILIAN OVERSIGHT OF LAW ENFORCEMENT  
ADDRESSING GRIEF AND TRAUMA WITH ART THERAPY

## MOTHERS COMMITTED TO CHANGE



Join the Citizens Police Oversight Commission as we talk with Mothers who are making their mark on the world!

Dr. Dorothy Johnson-Speight, founder of Mothers In Charge, Charito Morales, Co-founder of Philly Boricuas and Tamar Manasseh founder of Mothers Against Senseless Killings are working as agents for change in their communities; one act at a time, through advocacy and empowerment!

Join us as we learn more about their work in Philly and Chicago!

TUESDAY, MAY 28, 2024  
FROM 6:00PM TO 7:45PM EST  
ON ZOOM!

ID: 814 5582 9830  
PASSCODE: 540537

 Citizens Police Oversight Commission

 Mothers In Charge

 MASK

 Philly Boricuas



## Outreach Unit: IN THE COMMUNITY

CPOC & Partners Present:

# SPRING TOILETRY DRIVE

### Collection Details:

**Collection Dates:** May 1st–May 29th  
**CPOC Lobby:** 1515 Arch Street  
Phila, PA 19102  
**Collection Times:** 10AM–4PM

### Wish List:

- Bandages/Wound Care Supplies
- Bar Soap & Body Wash  
*(Sensitive Skin Options are Accepted)*
- Brushes, Combs, & Hair Ties
- Chapstick
- Diapers & Baby Wipes
- Deodorant
- Face & Body Lotion
- Feminine Hygiene Products  
*(Pads/Tampons)*
- First Aid Kits
- Hand Sanitizer
- New Underwear
- Shampoo & Conditioner  
*(Travel or Full Size)*
- Tissues
- Toothbrushes & Toothpaste
- Tote Bags/Bookbags
- Wash Cloths

### Beneficiaries:

- African Family Health Organization
- Central Division Victim Services
- Dawn's Place
- Lutheran Settlement House
- Merakey
- Redeemed for a Cause Outreach
- Southeast Asian Mutual Assistance Association Coalition
- The Covenant House
- The Salvation Army: New Day to Stop Trafficking
- Women Against Abuse



CPOC COMPLETED OUR FIRST SPRING TOILETRY DRIVE  
IN SUPPORT OF SURVIVORS OF HUMAN TRAFFICKING &  
DOMESTIC VIOLENCE



PLEASE STAY TUNED FOR  
MORE DETAILS ON A LARGER  
OUTREACH/POLICY PROJECT SEEKING TO  
GATHER FEEDBACK FROM PROVIDERS AND  
SURVIVORS WITH EXPERIENCE WITH  
HUMAN TRAFFICKING, DOMESTIC  
VIOLENCE, ARRESTS & DIVERSION



## Outreach Unit: IN THE COMMUNITY

GAVE OVERSIGHT LECTURE TO  
RECRUIT CLASS 402 A & 402 B AT POLICE ACADEMY



CPOC TABLED AND SUPPORTED  
THE COMMUNITY AT PRIDE 2024



# POLICE BOARD OF INQUIRY

## JUNE 2024 C.A.P. HEARINGS

\*Each hearing relates to an individual complaint of misconduct (known as a complaint against police, or CAP) made by a member of the public.\*

**JUNE 4, 2024- 10:00 AM**

**JUNE 5, 2024- 10:00 AM**

**JUNE 17, 2024 10:00 AM**

**CIVILIANS WHO WISH TO BE ADMITTED SHOULD:**

- **ENTER THROUGH THE BROAD STREET ENTRANCE**
- **TELL SECURITY THAT THEY ARE THERE FOR A PBI HEARING**
- **GET SCREENED BY SECURITY**
- **SECURITY WILL CONTACT PBI WHO WILL ASCERTAIN IF THEY WILL BE GRANTED ACCESS**
- **IF ADMITTED FOR A CAP PBI HEARING, CIVILIANS WILL BE ESCORTED TO ROOM M 013 BY A PBI OFFICER**

Philadelphia Police HQ  
400 North Broad Street  
Philadelphia, PA 19103

**Hearings are sometimes canceled.**

**Please call 215-686-3281 in advance to confirm a hearing is going on as scheduled.**

QUESTIONS OR CONCERNS ABOUT ACCESS OR ENTRY TO PUBLIC HEARINGS SHOULD SENT TO CPOC ([cproc@phila.gov](mailto:cproc@phila.gov) or 215-685-0891)

**CAP PBI HEARINGS  
ARE OPEN TO THE PUBLIC!  
Please contact CPOC for more information.**



**PBI Hearing Room**

## UPCOMING OUTREACH EVENTS:

JUNE 6<sup>TH</sup>- CPOC OUTREACH GIVING COMPLAINT INTAKE TRAINING TO SEAMAAC

JUNE 15<sup>TH</sup>- COMMUNITY RESOURCE EVENT AT TUSTIN REC CENTER

JUNE 17<sup>TH</sup>- MEET & GREET WITH OUR NEW EXECUTIVE DIRECTOR IN THE MAYOR'S RECEPTION ROOM

JUNE 24<sup>TH</sup>- CPOC STAFF TO RECEIVE WOAR HT/DV TRAINING

JUNE 26<sup>TH</sup>- PHILLY INTERAGENCY CIVIL RIGHTS TASKFORCE

JUNE 28<sup>TH</sup>- CPOC @ MOTHERS IN CHARGE, INC 21<sup>ST</sup> ANNIVERSARY CELEBRATION



The logo for the Citizens Police Oversight Commission of Philadelphia, featuring a yellow bell icon and the text 'Citizens Police Oversight Commission CITY OF PHILADELPHIA'.

## A NIGHT FOR OVERSIGHT

WELCOMING THE  
NEW EXECUTIVE DIRECTOR OF THE  
CITIZENS POLICE OVERSIGHT COMMISSION



TONYA MCCLARY, ESQ.  
CPOC EXECUTIVE DIRECTOR



REV. MARK TYLER, HOST  
MOTHER BETHEL, AME CHURCH  
CO-DIRECTOR, POWER LIVE FREE

## Mothers In Charge, Inc.

In Collaboration With "Peace Not Guns"

Invites You To Our

## 21<sup>st</sup> Anniversary Celebration A Walk 4 Peace

*Celebrating the life and birthday of  
Khaaliq Jabbar Johnson, the Moms of Mothers In Charge  
will walk the runway for peace and healing*

Hilton Philadelphia City Avenue  
4200 City Ave Phila, PA 19131

Time  
5:30PM - 8:30PM

FRIDAY  
June 28th

