



Citizen Police Oversight Commission Commissioner Volunteer Application

DEADLINE TO APPLY: 11:59 PM, FRIDAY, August 23rd
(Applications will be considered on rolling basis starting August 1st)

Purpose: The Citizens Police Oversight Commission (CPOC) is an oversight agency designed to ensure the just, transparent, and efficient administration of criminal justice in Philadelphia through fair and timely investigation into and oversight of conduct, policies, and practices of the Philadelphia Police Department and its sworn personnel. The goal of its work is to expand accountability and transparency around the Police Department and its officers and create better community interactions with law enforcement.

Appointees should aim to work with fellow Commissioners to help shape the vision of oversight in Philadelphia, by supporting the work of Commission staff, actively and consistently attending meetings on Commission business, regular engagement and outreach to the Philadelphia community at large, and prioritizing improving the relationship between the Philadelphia Police Department and the residents they serve.

Time Length: Commissioners will be appointed by a Selection Panel for four-year terms.

Time Commitment: The Commission will hold meetings twice a month and may require on average 20-25 hours per month. CPOC Commissioners are volunteers and will not be paid employees of the City of Philadelphia. Commissioners will also be asked to participate in training and community events as part of their work, and may be asked to submit state and city financial disclosures. The City will provide a nominal stipend of \$125 per official hearing and bi-monthly meetings only to all members of the Commission in recognition of their duties. Not all Commissioner meetings qualify for the nominal stipend.

Minimum requirements:

- Resident of Philadelphia
- No two commissioners shall reside in the same section of the city, as determined by Police District
- May not be a current sworn officer of the department within the five years prior to the appointment
- May not be a current member of a union that represents a municipal or state police department within the five years prior to the appointment

Members of the Commission are prohibited from seeking or holding positions as appointed or elected public officials in the City of Philadelphia or Commonwealth of Pennsylvania. Commissioners are also prohibited from making financial contributions to a candidate or incumbent of a political office in the City of Philadelphia or Commonwealth of Pennsylvania. Should applicants be selected to serve on the commission, they will be required to adhere to rules of confidentiality. Appointees will acknowledge that failure to adhere to confidentiality policy may result in censure, sanction or removal from the commission.

Applicants will be subject to a background check before final selection. This will help the selection panel inform their decision making for involvement in activities that might not appear through other questions.

Individuals with criminal history or interactions with the criminal justice system are strongly ENCOURAGED to apply.

Selected applicants will be asked to participate in a paneled interview. Applicants should be prepared to discuss their reasons for applying to the commission, their lived experience with law enforcement and how they intend to further the work of the commission and support commission staff.

Below is a list of qualities that the Selection Panel will look for in applicants:

- **Meetings** - Ability to commit to at least two public meetings a month, lasting up to 2 hours. Meetings are generally scheduled in the evening and may be virtual or in-person.
- **Communications** - Ability to commit additional time to regular email communication, training, and executive sessions, as needed, up to approximately 8 hours a month.
- **Roles** - Interest in serving as an officer on the CPOC Commission. Officer roles may include: Chair, Vice Chair, Secretary, and leading a committee.
- **Community Engagement** - Commitment to engaging with community, attending CPOC and other community events, and advocating in support of CPOC's police reform goals.
- **Commitment to Collaboration** - Professional and collaborative approach to work and interactions with CPOC staff and fellow Commissioners.
- **Community Experience** – Community experience is defined as the level of community involvement in which the applicant maintains contact with several community members. Examples of this includes an applicant who is recognized as a grassroots leader, an applicant capable of assisting a neighborhood/community in navigating complex concerns, or an applicant who has experience in uplifting the experiences and voices of their neighbors. Prior police reform experience, legal experience, board experience or familiarity with the policing issues in Philadelphia will also be prioritized.
- **Systems Thinking, Analytical Approach, and Openness to New Information** – This includes a strong ability to discern facts, evaluate issues objectively, and navigate and confront systemic barriers to change. To assist applicants in using these skills and applying them to real life policing issues, applicants must be open to both classroom style and experiential training that relates to CPOC subjects.
- **Commitment to Transformative Change** – This includes a focus on the big picture and how improve the future of community interactions with the police; ability to manage contentious or difficult situations, public pressure.
- **Key Skills to Advance the Goals of CPOC** – This includes skills that will help to address anticipated barriers to advance CPOC's work, such as (but not limited to) data sharing, technology, communications, and privacy law.
- **Diversity** – The Commissioners should reflect the diversity of the city. This includes race, gender, sexual orientation, religion, geography, disability, economic circumstances, education level, age, skill set, etc.

The following information assists the selection committee in filling vacancies on the CPOC Commission.

Apply to be a Member of the Citizens Police Oversight Commission

You can apply online at: <https://forms.gle/fvKFmB8tMWcG4az3A> A hard copy can also be sent to the Citizens Police Oversight Commission, 1515 Arch St 11th floor, Philadelphia, PA 19102.

Disclaimer: Please note that the information submitted in response to this form may be subject to requests from the public for disclosure. Under State law, records in the City's possession are presumed to be public.

The Selection Panel will only be reaching out to individual candidates who have moved to the next round of review. Other interested candidates will only receive notification once the process has concluded. All candidates interested in serving on the Citizens Police Oversight Commission (CPOC) should be prepared to make themselves available to the Selection Panel for an interview and will go through a thorough background vetting process. This may include participation in a townhall discussion and a City Council confirmation hearing. Residents can endorse or object to an applicant's candidacy as commissioner.

Your Contact Information

First Name:

Last Name:

Address (including Zip Code):

Phone Number:

Email Address:

Preferred Pronouns:

About You

1. Please share briefly why you want to be on the Citizens Police Oversight Commission, and how your experience aligns with the selection criteria laid out above. You may attach your response to this application (no more than 500 words). This can also be submitted as a 5 minute video emailed to CPOC@phila.gov.
2. Describe your relationship or experiences you have with policing or the Philadelphia Police Department (*you do not have disclose any arrest or conviction record*):

10. Please select your gender:

- Male
- Female
- Transgender, non-binary or third gender
- Gender not listed (please specify)
- Prefer not to answer

11. Please select your age range:

- Under 17 years old
- 18-24 years old
- 25-34 years old
- 35-44 years old
- 45-54 years old
- 55-64 years old
- 65-74 years old
- 75 years old or older
- Prefer not to answer

12. Please select your annual income level (check one):

- Less than \$25,000,
- \$25,000 - \$50,000,
- \$50,000 - \$100,000,
- \$100,000-\$200,000,
- More than \$200,000,
- Prefer not to answer

13. Please select your highest level of education (check one):

- 12th grade or less
- Graduated high school or equivalent
- Associate degree (For example: AA, AS)
- Bachelor's degree (For example: BA, BBA, and BS)
- Post-graduate degree (For example: MA, MS, MD, JD, DDS, PhD, EdD)
- Prefer not to answer

Please confirm your eligibility to serve on the Commission:

- 14. Are you committed to enhancing the integrity and performance of law enforcement officers, the improvement of law enforcement, the criminal justice system and public safety, and committed to the well-being of the citizens of Philadelphia? Y or N
- 15. Can you affirm that you are NOT a current sworn member of the Philadelphia Police Department and have not been in the past five years? Y or N
- 16. Can you affirm that you are NOT a current member of a union that represents a municipal or state police department and have not been in the past five years? Y or N
- 17. Can you affirm that you can commit 20-25 hours per month to CPOC if selected? These hours would be mostly evening and weekend hours. Y or N

Get Updates

___ I want to receive email updates from the Citizens Police Oversight Commission.