



Citizens Police Oversight Commission Monthly Report

October 10, 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
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Executive Director's Report

UPDATE ON SEATING NEW COMMISSIONERS

- In September, CPOC reported that the Commission had 4-5 vacant seats that needed to be filled on the Commission.
 - On September 26, 2024, the Commission voted to remove Commissioner Rosaura Torres Thomas as a member of the Board. Therefore, the Selection Panel will be recommending a slate of 5 names for City Council consideration.
 - The Selection Panel will be conducting interviews later this month.
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Executive Director's Report

UPDATE ON SEATING NEW COMMISSIONERS (cont.)

Selection Process:

The selection process is being led by a selection panel composed of three appointees from City Council and two appointees from the Mayor's Office. The selection panel is composed of civic and community leaders.

The Selection Panel appointees are:

- **Anton Moore**, President and Founder of Unity in the Community and Commissioner on the Advisory Commission of African American Affairs (Mayoral Appointment)
 - **Stanley Crawford**, Founder/CEO of The Black Male Community Council of Philadelphia (Mayoral Appointment)
 - **Bilal Qayyum**, President of the Father's Day Rally Committee (Council Appointment)
 - **Christina Vega**, Community in School Coordinator and Domestic Violence Advocate (Council Appointment)
 - **Caroline Stack**, Director of Legislative Affairs for Councilmember Curtis Jones Jr. (Council Appointment)
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Investigation Unit: Police Shootings (September 2024)

There were no police shootings of people in the month of September 2024. In 2024 so far, there have been nine police shootings. This total includes every time a PPD officer(s) discharges their firearm at a person.

There was one police shooting at a dog in September 2024.

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/>.






Investigation Unit: Monitoring

The Investigations Unit monitors active civilian complaints.


Monitoring includes:

- Reviewing the complaint material
 - Discussing the investigation with IAD investigators
 - Reviewing body-worn camera footage and other video evidence
 - Attending and participating in IAD-led interviews
 - Providing subsequent analysis after the IAD investigation is complete
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Investigation Unit: Monitoring (September 2024)


Examples of the types of cases currently being monitored:

- Complainant alleged he was approached on the street by patrol officers and asked if he had any weapons. According to the complainant, the officer gripped the complainant aggressively and searched him. Complainant claimed the officer grabbed his private area during the search.
 - Complainant alleged police conducted a traffic stop of his vehicle, and that the officers improperly searched the vehicle and used excessive force during the stop.
 - Complainant alleged that police entered and searched his residence without permission or justification. The police activity was allegedly captured on the complainant's surveillance camera
 - Complainant alleged that an officer was rude and dismissive of the complainant's report, resulting in a police report not being filed/investigated.
 - Complainant alleged that officers failed to investigate the scene of a hit-and-run accident in which the complainant was run over and injured.
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Investigation Unit: Use of Force Review Board


Introduction to the Use of Force Review Board

- Created within PPD (4 Deputy Commissioners and CPOC's ED)
 - It functions “as both an investigative and administrative tool to objectively review the appropriateness or reasonableness of force.” PPD Dir. 10.4(1)(B).
 - All police-involved shootings reviewed. *Not complaint driven.*
 - Cases involving repeated Taser discharges reviewed.
 - CPOC's Executive Director is a voting member of the board.
 - The board's vote is a recommendation to the PC, who may agree or disagree with the board.
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Investigation Unit: Use of Force Review Board

Use of Force Review Board Meeting

- Convened on September 24, 2024, to hear 11 matters.
 - 4 shootings at people, 4 shootings at dogs, 2 shootings at deer, 1 use of a Taser.
 - Incidents occurred between 2022 and 2024.
 - Investigation Unit conducted extensive review and analysis of the available materials to prepare CPOC Executive Director for the hearing.
 - Per PPD policy, the details of each case are confidential and may not be disclosed to the public.
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Investigation Unit: Investigations Explainer

An independent investigation is an impartial fact-finding inquiry conducted by the agency to determine whether alleged misconduct occurred. The principal purpose of the investigation is to provide an objective basis to pursue or not pursue discipline against the subject officer. Independent investigations also increase transparency through civilian-led investigations.

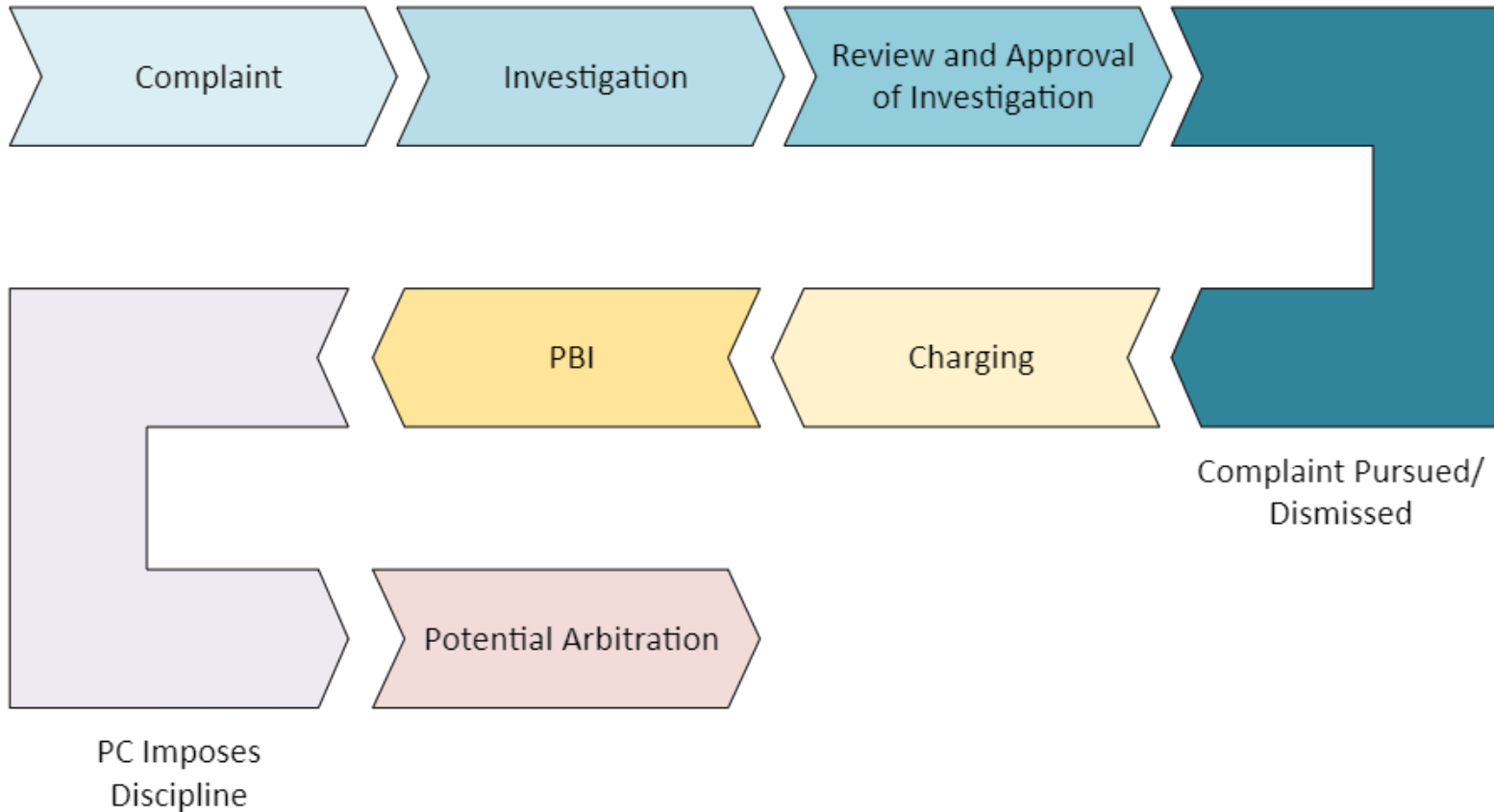
Ex: a person complains that a police officer used excessive force. An investigation would gather and examine all the relevant facts and apply them to set standard, such as the police department's policy.

Misconduct investigations are *administrative* and not *criminal* investigations.

Investigations are the initial steps in a multi-step disciplinary process.



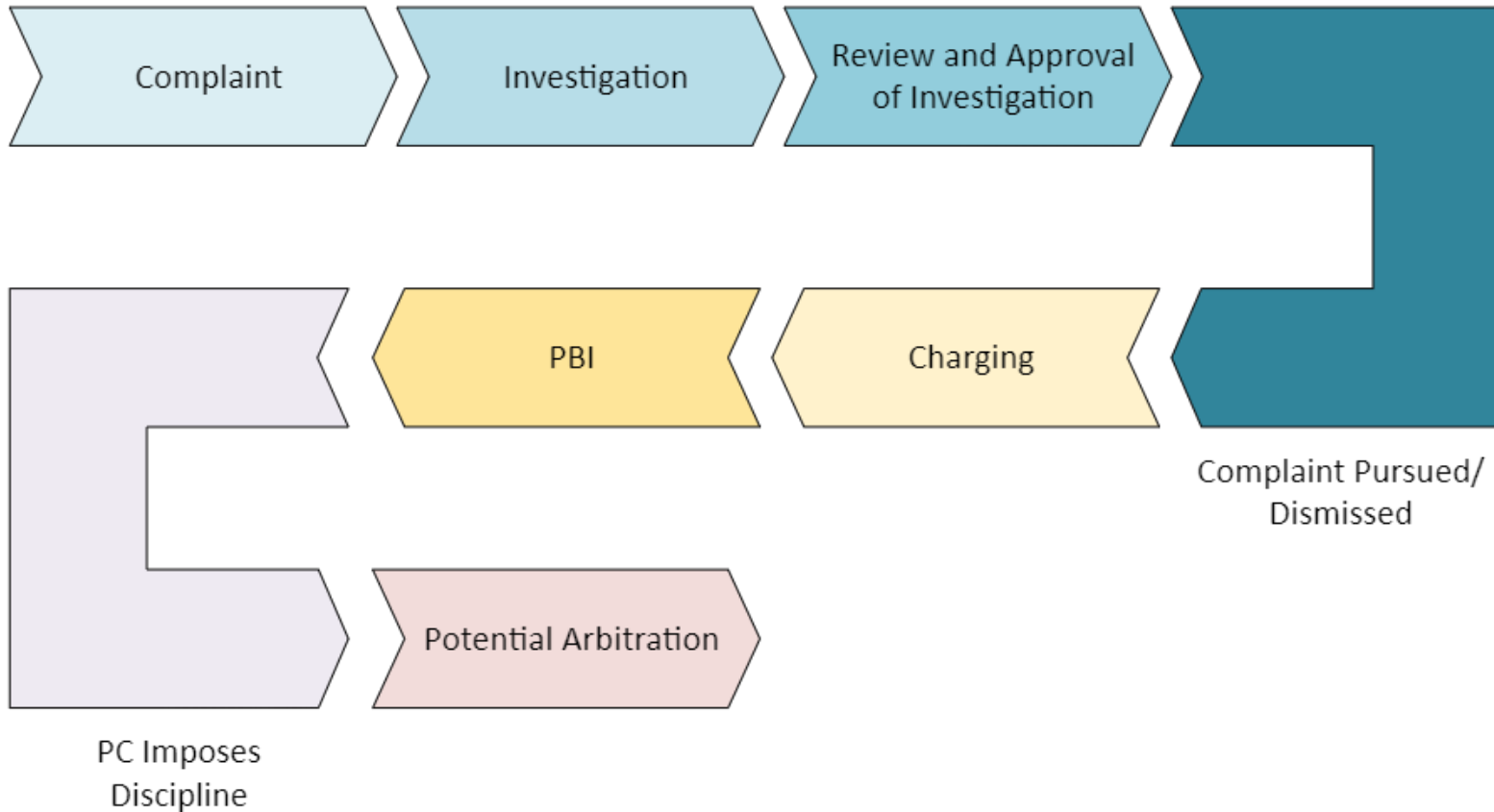
Investigation Unit: Investigations Explainer



Fair and reliable outcomes depend on fulsome and timely investigations.

Investigations cannot exist in a vacuum.

Investigation Unit: Investigations Explainer




Investigations require access to relevant materials and witnesses: BWC footage, photographs, witness statements, officer statements, documents, etc.

Investigations must fit within a disciplinary structure to serve their purpose.



Investigation Unit: Investigations Explainer

Obstacles to CPOC-led investigations:

- Potential legal issues
 - CPOC’s legislation authorizes it to conduct independent investigations.
 - The City’s contract with the FOP provides that PPD **“can make other changes necessary to effectuate the Citizen Police Oversight Commission legislation enacted by City Council, but only with the written consent of the FOP regarding any matters that involve a mandatory subject of bargaining.”**
 - Access to relevant materials.
 - Resources—the Investigations Unit has a staff of two.
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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.



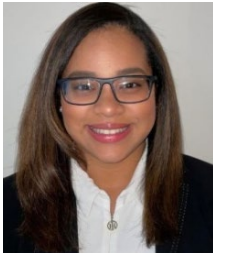
TALEAH GRIMMAGE
Director of Outreach & Constituent Services

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



Outreach & Training Unit

COUNCILMEMBER O'ROURKE'S JUSTICE IMPACTED COMMUNITY FAIR

FERIA DEL BARRIO COMMUNITY EVENT



Outreach & Training Unit

CPOC OUTREACH GAVE OVERSIGHT LECTURE TO PPD RECRUIT CLASS # 404



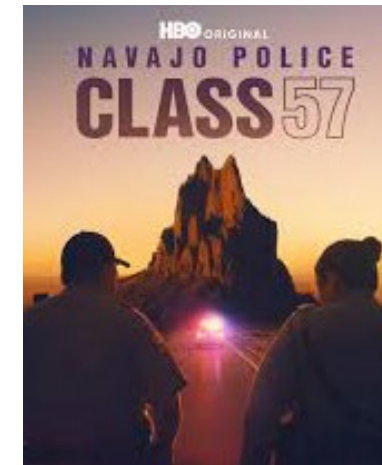
Before each PPD recruit class graduates, CPOC Outreach Team gives an Oversight lecture to the recruits before they receive their district assignments and begin their tours of service.

This 2 Hour course provides an opportunity for recruits to learn and discuss:

- **Oversight 101: Dispelling Myths and Rumors**
- **Why recruits chose careers in law enforcement**
 - **CPOC History in Philadelphia**
 - **CPOC Role in Disciplinary Process**

CPOC Outreach Team also watches the Max Documentary Navajo Class 57 with recruits and later discusses:

- **Similarities seen in Recruit Experiences Nationally**
- **How Police Departments Attract and Retain Officers**
 - **Ways to improve Community Police Relations**



CPOC CELEBRATES HISPANIC HERITAGE MONTH

CPOC celebrated Hispanic Heritage Month in style! This amazing event was held at the CORE at Esperanza and featured delicious food, community resources, music, and dancing from local dance troupes!

This event also featured a Q&A between William Garcia, the Executive Director of the Mayor's Office for Latino Engagement, and CPOC's own Executive Director Tonya McClary. They discussed ways CPOC can engage and connect with the diverse Hispanic communities in Philadelphia, and we celebrated our resilient friends and neighbors in the Kensington neighborhood.



Outreach & Training Unit

CITY OF PHILADELPHIA DEPT. BEHAVIORAL HEALTH 2024 IMMIGRANT AND REFUGEE RESOURCE FAIR

CPOC staff joined several City agencies and organizations to celebrate Welcoming Week! We talked with community members about our Language Access Project and our Language Access Survey, aimed at improving Police response to immigrant communities who require interpretation and translation services.

2024 IMMIGRANT AND REFUGEE

CAREER FAIR

September 25, 2024
1 pm - 4 pm
801 Market Street Philadelphia, PA
11th Floor (Conference Rooms)
The entrance is on 8th Street, between Market and Filbert Streets
Bring your photo ID

DON'T MISS OUT ON THIS OPPORTUNITY TO:

- Connect with various employers
- Explore diverse career opportunities
- Resume-building and interviewing tips
- Networking opportunities
- Worker rights info session
- Access health information/resources



To secure your space, please [click here to register](#) by 9/20/2024.

THIS EVENT IS PROUDLY ORGANIZED BY I BELONG PHILLY IN PARTNERSHIP WITH:



For questions, please email ibelong.philly@gmail.com



Philadelphia Welcoming Week

September 13-27

#WelcomingWeek2024

STATE REP. CHRIS RABB'S ANNUAL GROWN FOLKS FESTIVAL



Rep. RABB'S ANNUAL GROWN FOLKS FALL FESTIVAL

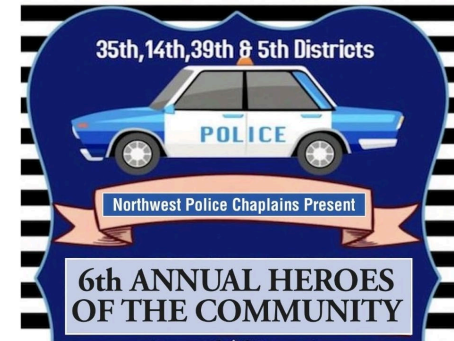
to enhance the mind, body & soul of seniors

Saturday, October 5th
Rain date: October 12th
12 p.m. – 3 p.m.

Woodcrest United Church of Christ
8100 Block of Thouron Ave., Philadelphia, PA



PPD NORTHWEST CHAPLAINS 6th ANNUAL HEROES IN THE COMMUNITY AWARDS



35th, 14th, 39th & 5th Districts

POLICE

Northwest Police Chaplains Present

6th ANNUAL HEROES OF THE COMMUNITY

Wednesday, October 9, 2024

Note: date changed to honor Police Officer Jaime Roman
6:30 to 8:30 pm

Immaculate Heart of Mary
Roman Catholic Church
815 E. Cathedral Road
Philadelphia, PA 19128

UPCOMING OUTREACH EVENTS

OCTOBER 11TH- POLICE ASSISTED DIVERSION COMMUNITY RESOURCE FAIR

OCTOBER 12TH- WINGOHOCKING NEIGHBOR DAY

OCTOBER 13TH- FOURTH ANNUAL LECHON Y ALEGRIA EVENT

OCTOBER 13th-17th- CPOC STAFF ATTENDING NACOLE CONFERENCE

Philadelphia Office of Public Safety



Community Resource Fair



Date: October 11, 2024

Staging begins at 11am

Time: 12pm-3pm

Location: Lillian Marrero Library 601 W Lehigh Ave

Supporting the community, one resource at a time

Come join us for some free food, community resources and great conversation

THERE IS UNITY IN COMMUNITY

For more information, please email: joelle.Landerson@phila.gov

Providers must bring their own table and resource materials to share

Police Assisted Diversion Resource Fair

WINGOHOCKING NEIGHBORS' DAY

SATURDAY OCTOBER 12, 2024

1500-1700 BLOCKS WEST WINGOHOCKING

BLOCK CLEAN UP: 9AM-12PM

COMMUNITY DAY: 12PM-3PM

JOIN US IN CELEBRATING OUR COMMUNITY & MAKING A POSITIVE IMPACT

RESOURCES AVAILABLE:

- CITY SERVICES
- STATE ORGANIZATIONS
- YOUTH FOCUSED ORGS
- FOOD GIVEAWAYS
- MENTAL HEALTH RESOURCES
- PLAY STREET
- AND SO MUCH MORE...

KENDRA BROOKS
COUNCILMEMBER AT-LARGE, MINORITY LEADER

FOR MORE INFO PLEASE CONTACT (215)666-0461 SHAKEDA.GAINES@PHILA.GOV

LECHÓN Y ALEGRIA
4TH ANNUAL EVENT

Dominoes Food Comida Resource tables

LOCATION
The Lighthouse Barn
199 E Erie Ave,
Philadelphia, PA 19134

DATE: October 13th
TIME: 1:00pm-4:00pm

THANK YOU TO OUR SPONSORS

R.E. BARRETT ASSOCIATES LLC
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Reilly Solutions

2024 Annual NACOLE Conference
Thirty Years of NACOLE: Progress. Preservation. Perseverance.



NATIONAL HISPANIC HERITAGE MONTH
September 15 to October 15

OCTOBER Breast Cancer awareness MONTH

NATIONAL DOMESTIC VIOLENCE AWARENESS MONTH
OCTOBER


LGBTQ+ History Month



National DISABILITY Employment Awareness Month

REMEMBER! OCTOBER IS:




Discussion: Obstacles in Civilian Police Oversight

- On April 27, 2021, the Washington Post featured an article entitled: *“When communities try to hold police accountable, law enforcement fights back: Civilian oversight is undermined by politicians and police, who contend citizens are ill-equipped to judge officers”*
 - The article looked at several cities and their problems with civilian police oversight.
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- At the time of the article more than 160 municipalities and counties had implemented some form of civilian oversight:
 - Review boards
 - Inspector general
 - Independent monitors
 - Another 130 localities were trying to implement some type of civilian oversight.
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Problems:

- A systemic lack of accountability for police misconduct
 - Well-meaning reform attempts that end in failure and frustration
 - Having the authority to recommend disciplinary action that can ultimately be rejected by chiefs and arbitrators
 - Lacking the needed power and resources to be effective
 - Limitations because of strict collective bargaining agreements with police unions and/or laws known as officers' bill of rights
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Law enforcement perspectives:

- Law enforcement perceptions that civilian monitors are well-meaning but ill-equipped to judge police officers. They often argue that civilians lack the expertise and experience of trained law enforcement professionals.

Community perspectives:

- All over the country, police are still doing what they want to do without any redress.

Civilian practitioners' response:

- The pushback by police and a lack of political support for the civilian agencies has prompted many oversight officials to resign in frustration.
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Why Civilian Oversight Is Necessary

- **Protects** human rights
 - **Promotes** constitutional policing
 - **Increases** public confidence and trust in the police
 - **Builds** bridges between law enforcement and the public
 - **Supports** effective policing
 - **Ensures** greater accountability
 - **Enhances** risk management
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