

Next Steps

Community Police Commission

April 20, 2018

History of the Community Police Commission

The Community Police Commission was born in community and is led by community.



Sign at City Council hearing on police accountability



Commissioners and staff at a Not This Time meeting with a OneAmerica member



Community members at a City Council hearing on police accountability legislation



Seattle Police Reform Advocates

Beyond the Consent Decree

Immediately following the enactment of the Police Accountability Ordinance, the CPC prioritized the following tasks.



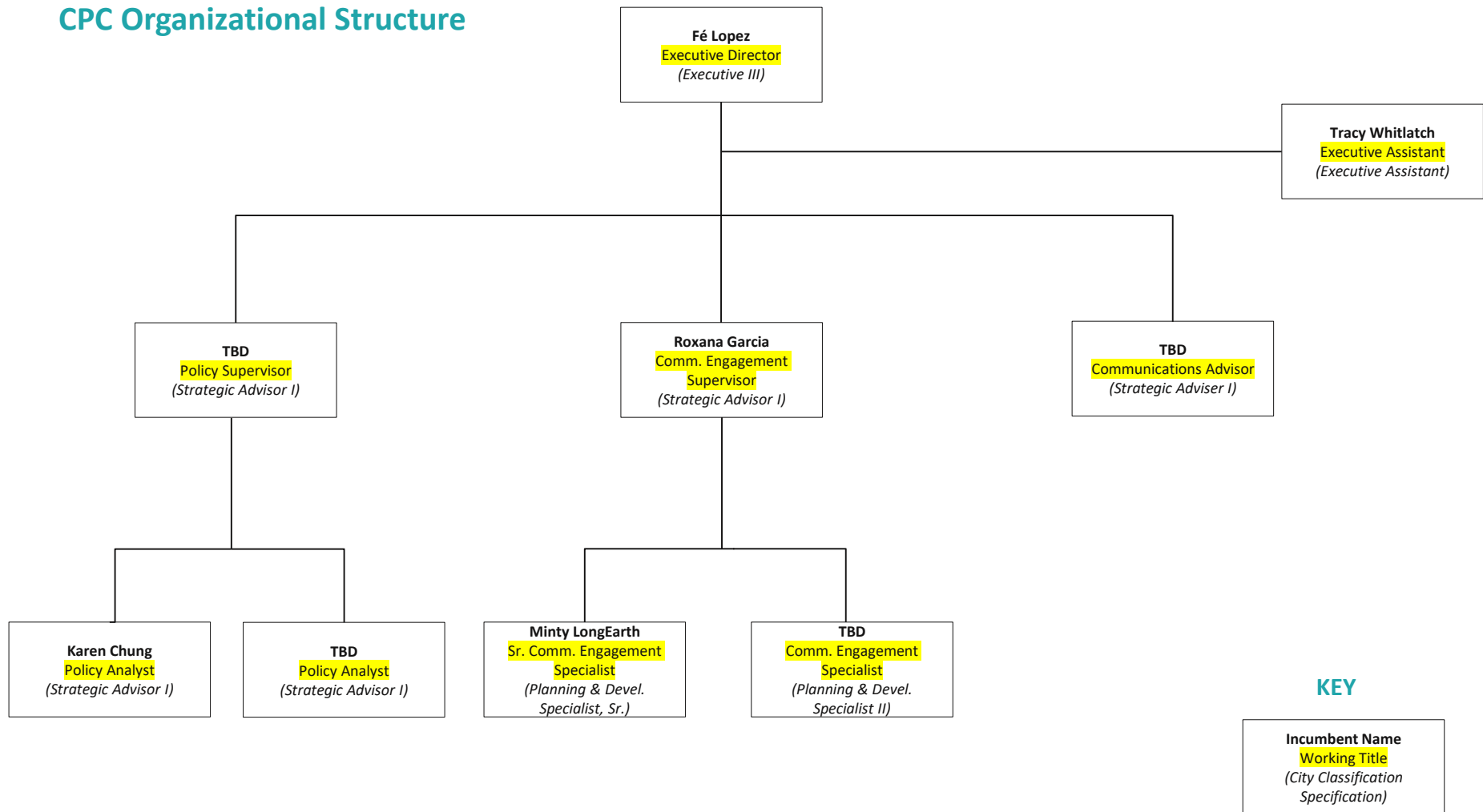
Press Conference on Police Accountability Legislation in May 2017

1. Increase Capacity
2. Develop Mission and Vision
3. Develop Overarching Goals and Workplan

Increase Capacity

The CPC developed job descriptions and is implementing hiring strategy for five new positions.

CPC Organizational Structure



KEY

Incumbent Name
Working Title
(City Classification
Specification)

Increase Capacity

The CPC developed and is implementing a joint application and recruit strategy with Mayor and City Council to add nine new commissioners.

The CPC currently has 11 commissioners. The Police Accountability Ordinance expanded the commission, allowing it to have 21 members.

- Mayor may appoint 1 Commissioner.
- Council may appoint 5 Commissioners.
- CPC may appoint 4 Commissioners.



Develop Vision and Mission Statements

As a permanent body, the CPC developed its new mission and vision statements in 2017.

Vision

We envision our communities and Seattle's police aligned in shared goals of safety, respect, and accountability.

Mission

The Community Police Commission listens to, amplifies, and builds common ground among communities affected by policing in Seattle. We champion policing strategies centered in justice and equity.

CPC's 2018 Goals

The CPC developed five goals to guide the work of the commission and of each committee and work plan.

1. Respond to community public safety priorities and expand efforts to communicate, educate, and listen to the community.
2. Advocate for implementation of police accountability legislation.
3. Increase collaboration with police accountability system partners.
4. Complete outstanding Consent Decree tasks.
5. Enhance the efficiency and effectiveness of the CPC's operations.

Committees and Workgroups

The CPC organized its work into two standing committees and three ad-hoc workgroups.

Standing Committees

- Community Engagement
- Strategy

Ad-Hoc Workgroups

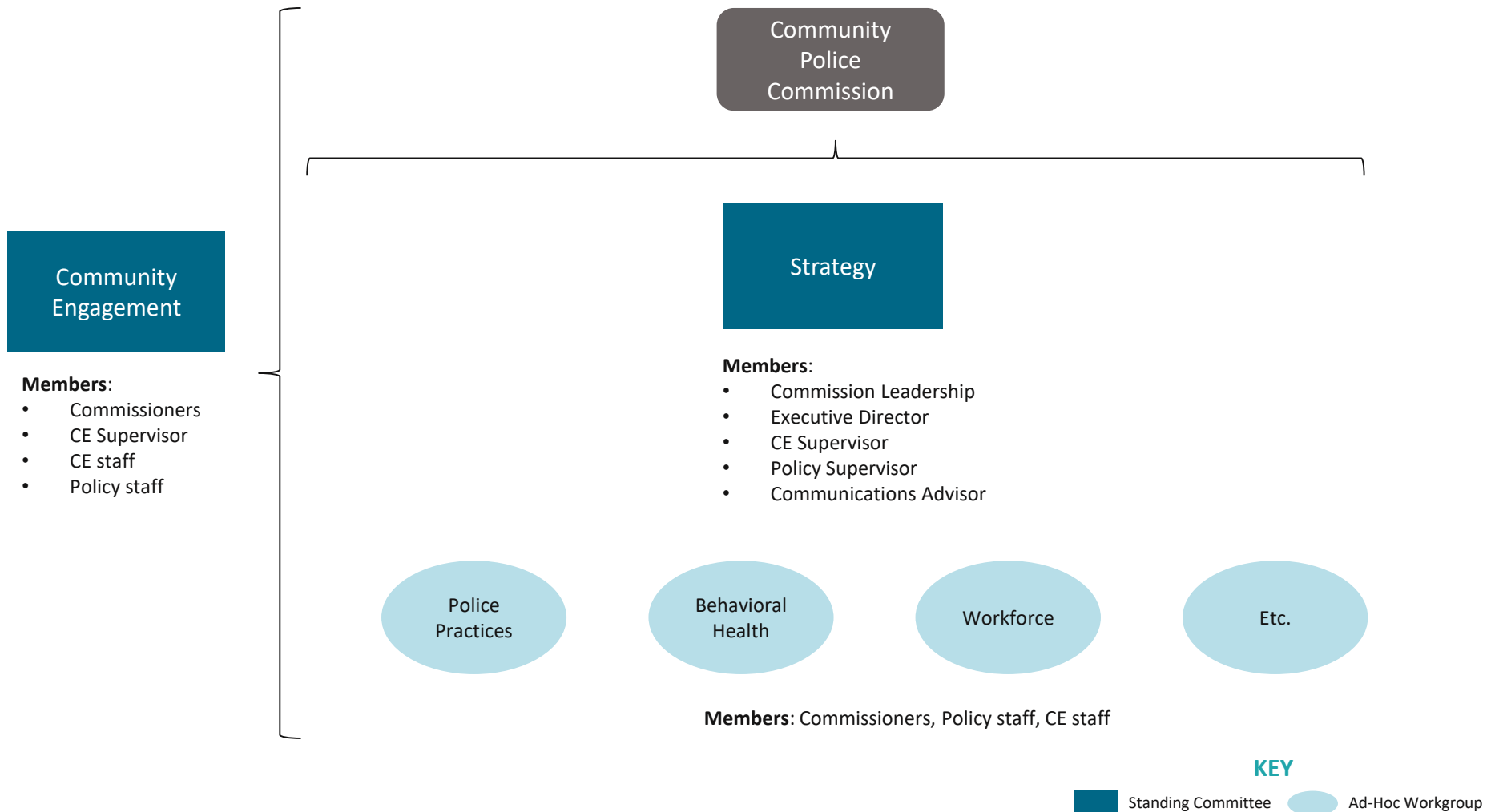
- Police Practices
- Behavioral Health
- Workforce



Community Police Commission Members in 2017

Committees and Workgroup Structure

Community engagement will drive the work and strategy of the full CPC and its committees and workgroups.



Community Engagement Standing Committee

Highlights

1. Develop and Execute Strategy

Guide the CPC's strategy for a continuum of community engagement, establishing a reciprocal feedback loop with community, tracking community engagement activity, and assessing the effectiveness of the CPC's engagement strategy.

2. Conduct Community Outreach

Conduct outreach to Seattle's various communities, including hosting an annual public meeting.

3. Develop Responsive Informational Materials

Create cultural and linguistically responsive public information materials in which messaging is aligned with key system partners.



Commissioners and staff with Not This Time founder André Taylor

Strategy Standing Committee

The Strategy Committee is led by CPC co-chairs and includes staff and chairs of the other CPC committees and workgroups.

1. Assist with Consent Decree Sustainment

Provide input on sustainment audits and reports.

2. Manage CPC Operations

Monitor the CPC's budget; hire, manage, and provide leadership to staff; and evaluate the Executive Director.

3. Implement Police Accountability Ordinance

Develop and execute a legislation implementation plan.

4. Collaborate with System Partners

Work with SPD, OPA, and OIG on SPD policy reviews, reviewing closed OPA investigations , and advising on the OIG's annual work plan.

5. Deal with Emergent Issues

Be responsive when unplanned events occur, such as participating in the Chief of Police search.

6. Track Policy Changes and Recommendations

Police Practices Ad-Hoc Workgroup

Goal: Strive to make community members feel safer and more respected in interactions with police.

Highlights

1. Crowd Management

Coordinate with SPD and organizers to prepare for and follow up on certain protests, such as May Day.

2. Stops and Detentions

Identify potential changes to policy and training, and submit input on Sustainment audit methodology.

3. Bias-Free Policing

Identify potential changes to policy and training, and submit input on Sustainment audit methodology.



Commissioners and staff with community members at El Centro de La Raza

4. Use of Force

Convene a group of stakeholders to explore investigations of serious and deadly uses of force (Serious and Deadly Force Investigation Taskforce). Also, identify potential changes to policy and training, and submit input on Sustainment audit methodology.

Behavioral Health Ad-Hoc Workgroup

Goal: Strive to make people living with mental illness or substance use disorders feel safer and more respected in their interactions with police.

Highlights

1. Crisis Intervention

Follow up on Charleena Lyles' Force Review Board report, audit CIT trainings, and identify a venue to discuss potential systemic improvements stemming from critical cases.



Commissioners and staff with the Filipino Advisory Council

Workforce Ad-Hoc Workgroup

Goal: Advocate for a police workforce that meets community expectations.

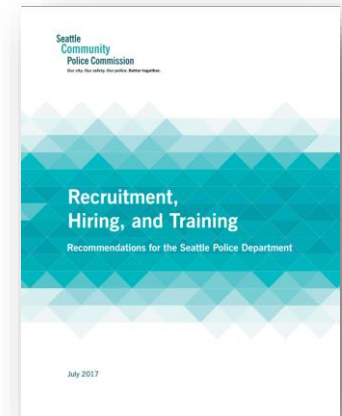
Highlights

1. Recruitment/Hiring/Field Training

Follow up on the CPC's report on Recruitment, Hiring, and Training.

2. Community Service Officer

Fulfill required tasks related to the Community Service Officer program revival



Next Steps

The CPC has identified the following as key, immediate next steps.

- Collaborate with system partners such as the Inspector General and Office of Police Accountability
- Hire for open staff positions
- Work with City Council and the Mayor's Office to select and appoint new commissioners
- Develop and publish an annual report