



City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: Jennifer Carl		
Board/Commission Name: Community Police Commission		Position Title: Commissioner
<input checked="" type="checkbox"/> Appointment OR <input type="checkbox"/> Reappointment		City Council Confirmation required? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Appointing Authority: <input type="checkbox"/> City Council <input checked="" type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>Fill in appointing authority</i>		Term of Position: * 1/1/2023 to 12/31/2025 <i>X Serving remaining term of a vacant position</i>
Residential Neighborhood: Burlington	Zip Code: 98233	Contact Phone No.:
Background: Jen brings over 15 years of experience working with legal system-involved individuals and building partnerships across government, nonprofit, and private sectors to address systemic inequities—particularly those impacting communities of color, the LGBTQIA2S+ community, and others facing structural disadvantage. With a background in forensic science, psychology, and criminology, and having worked closely with law enforcement agencies in both Washington and Alaska, they are deeply committed to data-driven, community-centered public safety. Their passion for equity work began during their time in Baltimore during the Freddie Gray case, and they have since dedicated their career to improving public safety systems through collaboration, policy change, and inclusive leadership. Jen believes in the CPC's critical role in ensuring accountability and is eager to contribute their skills to furthering its mission.		
Authorizing Signature (original signature):  Date Signed (appointed): August 8 th , 2025		Appointing Signatory: Bruce A. Harrell Mayor of Seattle

**Term begin and end date is fixed and tied to the position and not the appointment date.*

EXPERIENCE

Assets Protection Outreach Coordinator

10/2021 – Present

Target, Seattle, WA

- Builds partnerships with local community outreach programs, government officials, and public safety organizations to provide stores with necessary resources, including, but not limited to; homelessness, substance use, mental health, BIPOC/LGBTQIA2S+/Veteran/youth services, domestic violence, and trafficking support programs – connected over 5000 guests to resources with only 4% recidivism rate
- Leads and influences a security culture across multiple stores, including incident and crisis prevention and response tactics
- Works with diverse team members and guests to bridge gaps on inclusive terminology, culturally competent care, implicit bias mitigation, and systemic issues - Trains, teaches, and educates both internal and external stakeholders on Diversity, Equity, Inclusion, and Justice, including bias recognition, communication styles, understanding violence, mental crisis response, and leading with empathy
- Spearheads security incident investigations, how to determine root causes, and provide action plan coaching to prevent future incidents
- Leads a reduction in shortage by \$42M dollars and security incidents by 56% through empathetic leadership strategies and DEIB
- Owns risk management and physical security routines and processes, solicitation, and incident and crisis prevention
- Managed creation of APOC role through project/program management, including on-boarding documentation, job description, KPIs, and expansion to additional markets
- Planned and executed over 300 events with local NPOs and advocated for funding and legislation - \$1M raised for local organizations; legislation including restorative funding for marginalized communities
- Led a team of ~150 across 35 stores in WA and AK

Asset Protection Manager

01/2021 – 10/2021

Nordstrom, Bellevue, WA

- Owned civil unrest strategies in the area
- Led emergency preparedness, including Lockdown, Active Shooter, and Fire Evacuation
- Owned the integrity and safety of the structure and its systems
- Executed communication and planning with third party vendors
- Recruited and developed talented and diverse professionals, having 16 promotions from team
- Managed 8% shrinkage reduction through internal and external initiatives, deploying a team of mobile agents when necessary
- Led a team of ~24 across 5 stores in WA and managed budgeting for each
- Training subject matter expert for NW region, providing necessary training documentation
- Owned relationships with public safety organizations to create community and ORC initiatives
- Analyzed trends for data-driven safety solutions
- Led DEI Board for NW Region

Loss Prevention Manager

02/2020 – 01/2021

Nordstrom Rack, Baltimore, MD

- Led as mentor manager, teaching essential training to AP throughout the company
- Promoted 15 team members to larger roles across 6 stores
- Closed 7 internal theft cases, leading the MD/DE/PA district to number one in the company
- Lowered shrinkage in three stores by both dollar amount and percentage
- Actively sought feedback while leading stock walks with District and Regional leaders, bringing the average stock walk score from a 74% to a 93%
- Owned Violence in the Workplace incidents, creating safety plans for potential victims
- Owned COVID safety, administration, alarm, and security SME for NE region

Combined Operations Manager

07/2018 – 02/2020

Nordstrom Rack, Buffalo, NY

- Managed Loss Prevention and Building Services departments and ~40 employees across 9 stores in NY and New England
- Created regional training documentation for fraudulent activity
- Reduced shrinkage in three stores by both percentage and dollar amount during each cycle of Physical Inventory
- Acted as the Pride Ambassador and Diversity & Inclusion board member

Loss Prevention Agent

01/2017 – 07/2018

Nordstrom Rack, Buffalo, NY

- Developed training plan for new hires

Loss Prevention Service Ambassador

06/2016 – 01/2017

Nordstrom Rack, Buffalo, NY

- Led the store Known Theft program to ensure accurate inventory control

Shoes/Accessories Sales Associate

01/2016 – 06/2016

Nordstrom Rack, Buffalo, NY

- Created relationships with customers based on excellent customer service skills
- Became an expert in product knowledge and store processes, including points of sale

University of Maryland Police Auxiliary Supervisor

11/2014 – 01/2016

University of Maryland, College Park, MD

- Displayed excellent interpersonal communication skills among student police aides, officers, supervisors, and Communications via radio, email, and in-person
- Supervised approximately 70 employees
- Managed payroll, incident reports, theft prevention, vehicle maintenance, and billing of contracts
- Thought strategically to create a plan of action for changing procedures following civil unrest in Baltimore
- Developed skills in prioritizing, multi-tasking, and organization while acting as the “eyes and ears” for UMPD officers
- Communicated effectively through speech, writing, and example by teaching individuals on campus, as well as fellow police aides, about safety and security
- Planned auxiliary response and coordination for large events, such as commencement and sporting events
- Mentored fellow students from various educational paths
- Led DEIB initiatives for UMPD

ACHIEVEMENTS

- FBI Citizen’s Academy Graduate, 06/2024
- Seattle Police Community Academy Graduate, 06/2024
- Puget Sound Business Journal Outstanding Voices Award, 06/2024
- National Loss Prevention Hall Community Champion Award, 2024

SKILLS

- Microsoft office, including Word, Excel, Powerpoint, and Outlook
- Creating and presenting training
- Customer satisfaction
- Team recruitment and development
- Exception based reporting, intrusion systems, CCTV systems
- Collaboration between public and private sector organizations and entities
- Government policies and procedures
- Change management
- Diversity, equity, inclusion, and belonging
- Empathetic leadership

EDUCATION AND CERTIFICATIONS

- Criminal Justice – Organizational Leadership, DCJ, Northcentral University, San Diego, CA, 2021-Present
- LPQ – February 2020 – March 2020
- Wicklander-Zulawski – February 2020 – March 2020
- National Society of Leadership and Success – Executive Leadership Certification – May 2022
- Diversity and Inclusion, Certificate – Cornell Online, Ithaca, NY - February 2022 – May 2022
- Six Sigma Black Belt, Certificate – Southern New Hampshire University, Manchester, NH – May 2023 – July 2023
- Psychology – Forensic, MS, Southern New Hampshire University, Manchester, NH 2019-2021
- Criminal Justice – Forensics, BS, American Intercontinental University, Schaumburg, IL 2017-2018
- Criminal Justice, AS, Erie Community College, Buffalo, NY, 2016-2017
- Pre-professional Biology, AA, Valencia College, Orlando, FL, 2012–2014

Community Police Commission

15 Members: Pursuant to Ordinance 125315, all members subject to City Council confirmation, 3-year terms however, for initial terms should be as follows:

- 5 City Council-appointed
- 5 Mayor-appointed
- 5 Other Appointing Authority-appointed (specify): Commission

Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
			1.	Member	Jennifer Carl	1/1/23	12/31/25	1	Mayor
			2.	Member	Jeremy Holmes	1/1/24	12/31/26	1	Mayor
			3.	Member	Raven Nicole Tyler	1/1/22	12/31/24	1	Mayor
2	F		4.	Member	Arlecier West	1/1/24	12/31/26	1	Mayor
6	M		5.	SPMA Rep	Anthony Gaedcke	1/1/23	12/31/25	1	Mayor
6	M		6.	Member	Joel Merkel	1/1/25	12/31/27	2	Council
			7.	Member	Le'Jayah Washington	1/1/22	12/31/24	2	Council
			8.	Member	Tascha Johnson	1/1/23	12/31/25	2	Council
			9.	Member	Rabbi David Benchlouch	1/1/25	12/31/27	1	Council
	M		10.	Member	Ken Nsimbi	1/1/24	12/31/26	1	Council
2	F		11.	Member	Erica Newman	1/1/23	12/31/25	2	CPC
			12.	Member	Joseph Seia	1/1/23	12/31/25	1	CPC
			13.	Public Defense		1/1/24	12/31/26		CPC
			14.	Civil Liberties		1/1/24	12/31/26		CPC
2	M		15.	SPOG Rep	Mark Mullens	1/1/23	12/31/25	3	CPC

SELF-IDENTIFIED DIVERSITY CHART

SELF-IDENTIFIED DIVERSITY CHART					(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
	Male	Female	Transgender	NB/ O/ U	Asian	Black/ African American	Hispanic/ Latino	American Indian/ Alaska Native	Other	Caucasian/ Non- Hispanic	Pacific Islander	Middle Eastern	Multiracial
Mayor	2	1				1				2			
Council	1									1			
Other	1	1				2							
Total	4	2				3				3			

Key:

- *D List the corresponding *Diversity Chart* number (1 through 9)
 **G List *gender*, M= Male, F= Female, T= Transgender, NB= Non-Binary O= Other U= Unknown
 RD Residential Council District number 1 through 7 or N/A

Diversity information is self-identified and is voluntary.