



Citizens Police Oversight Commission

Monthly Report

August 6, 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
- 



Executive Director's Report


CPOC STAFFING

- Since May of 2024 CPOC has lost staff in all its units except one—administration.
 - The departures have given me a chance to work with the directors of the units to see if staffing structures in the office can be adjusted to meet the current needs of the agency and to help us fulfil the requirements of the CPOC legislation.
 - As those changes are being proposed and/or implemented I will ensure that the Commission is aware of the changes.
 - Some potential changes include:
 - Restructuring the Investigation Unit
 - Development of a Data Unit
 - Restructuring the Mediation Program
- 



Executive Director's Report (cont)

UPDATE ON SEATING NEW COMMISSIONERS

- The Commission currently has 4-5 vacant seats.
 - Over the next several months CPOC staff will work with City Council—primarily Councilmember Curtis Jones, Jr.'s office, in an administrative capacity, to fill the vacancies.
 - The call for applications was sent out on August 2nd and the application process will stay open until August 23rd.
 - The application is available online and there is also an option for people to complete a paper copy of the application for submission.
 - The application is currently available in English and Spanish. CPOC staff is working to get it translated into at least one other language: Mandarin.
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Executive Director's Report (cont.)

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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Executive Director's Report (cont.)



- I was honored to attend a conference on peace, resilience and transformational justice in Rwanda, Africa as part of a 15-member cohort organized by Auburn Theological Seminary. (Expenses for this trip were covered by the host organization)
 - There were approximately 69 applicants and one of the reasons I was chosen was my work on police oversight.
- 



Executive Director's Report (cont.)



- My hope is that I will expand and/or develop programs for CPOC that are about peace, resilience and transformational justice.
- As this part of the work of the office develops, I will keep the Commission informed.

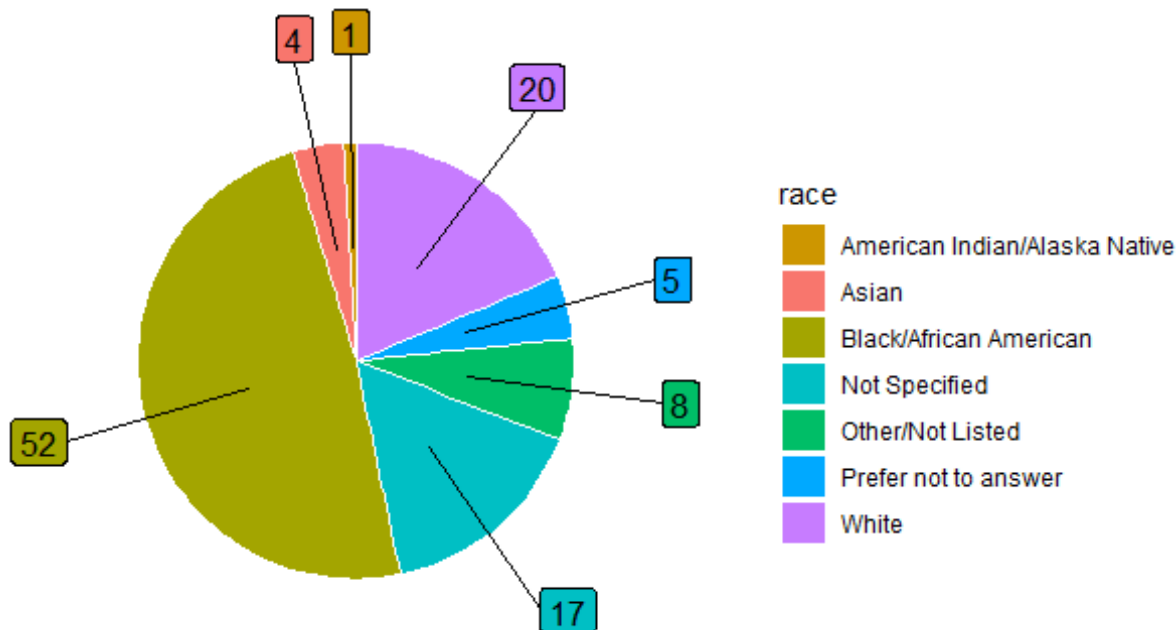
Complaint Data: Demographics

In the month of July 2024, CPOC referred 16 complaints to PPD's Internal Affairs Division (IAD).

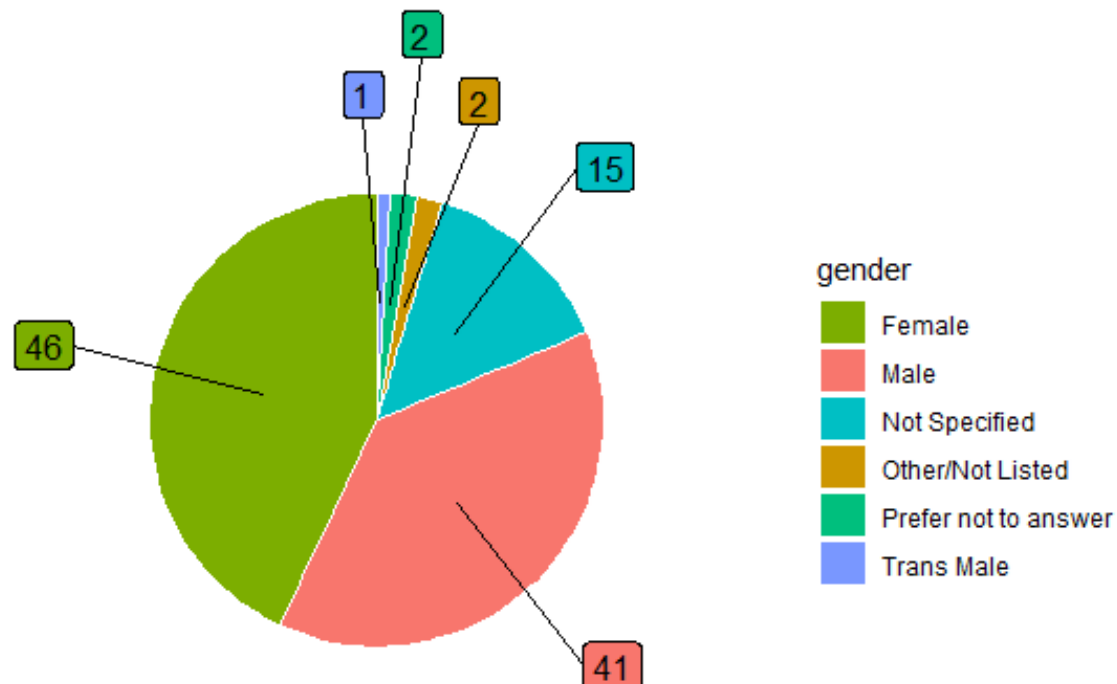
CPOC has referred a total of 107 complaints so far in 2024.

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

Race Distribution



Gender Distribution



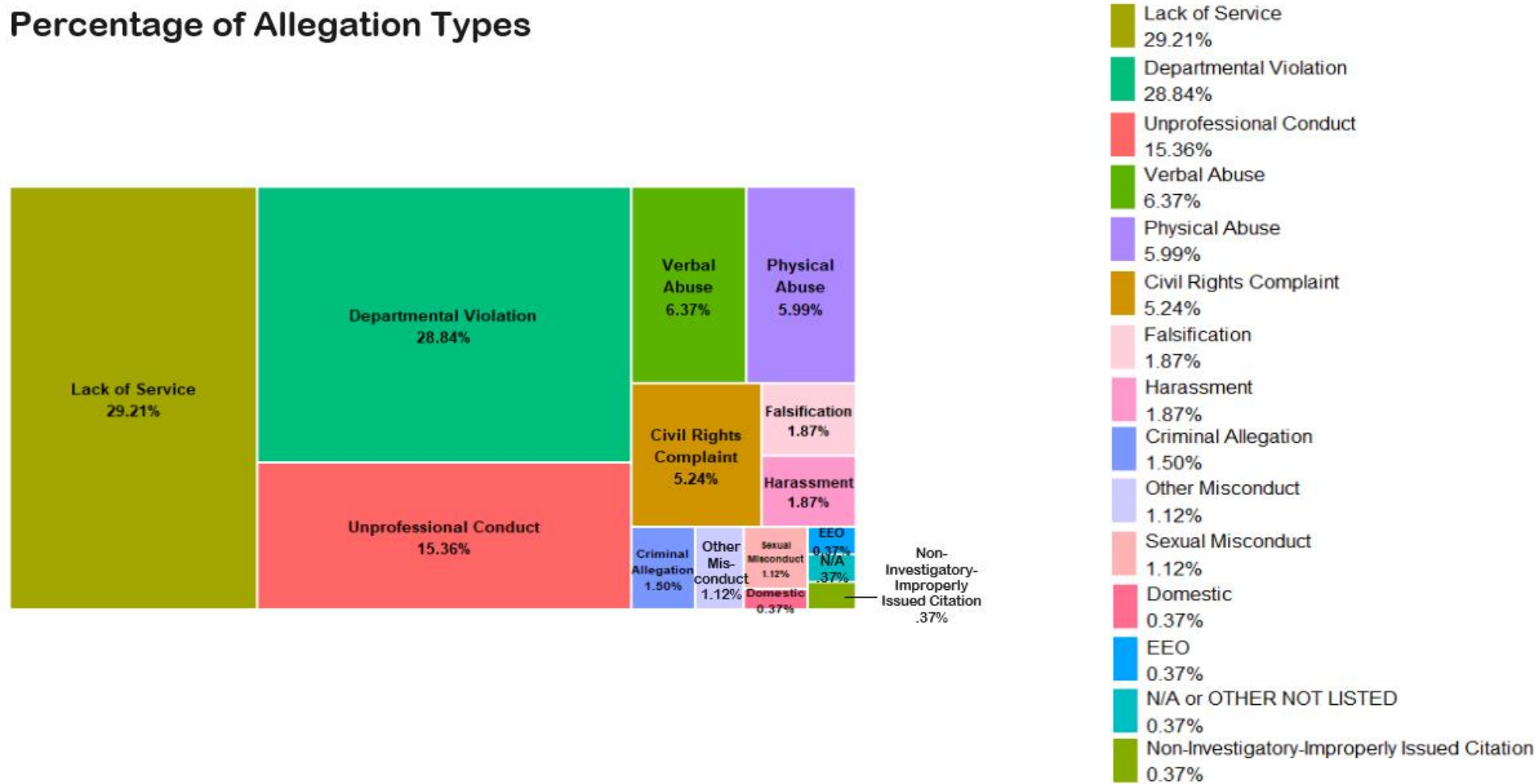
Complaint Data: Allegations

Percentage of Allegation Types

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.

More than a quarter of allegations are “Departmental violations” which are explained further on the next slide.

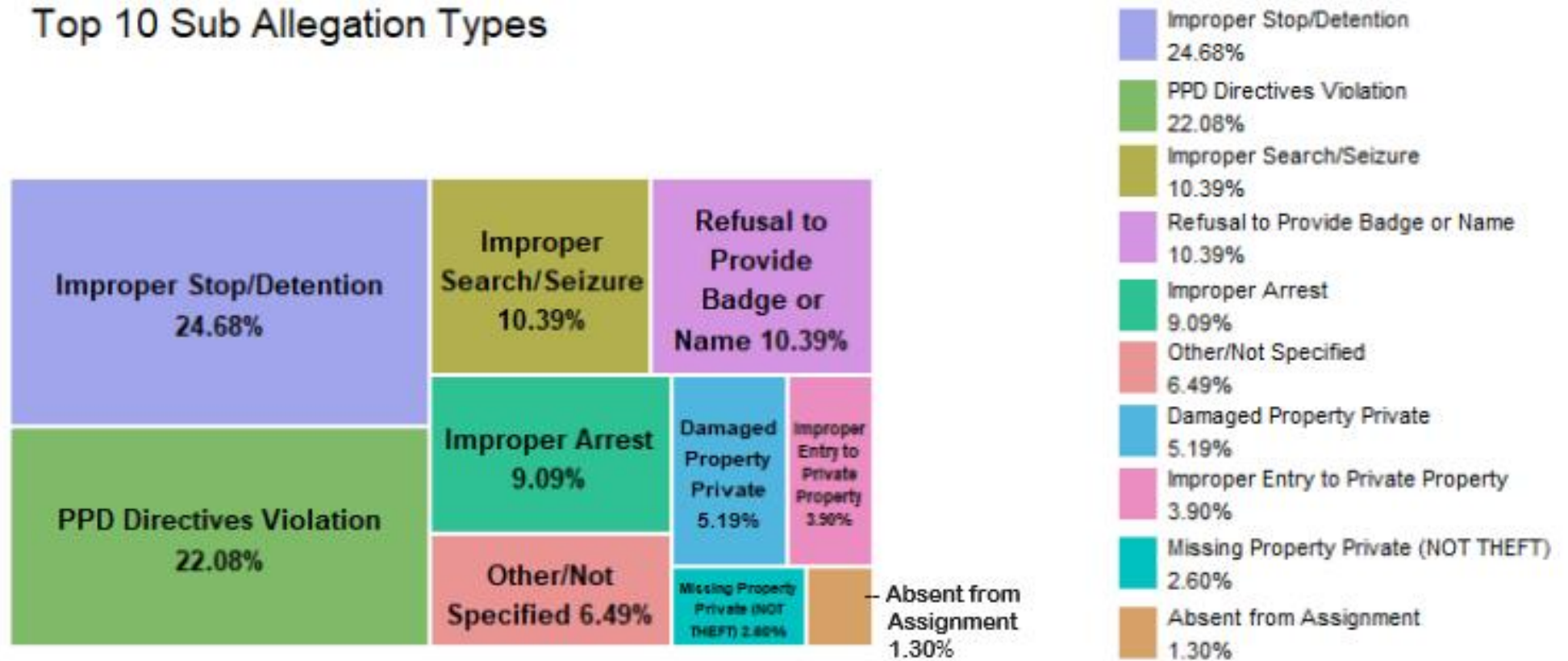


Complaint Data: Department Violation subcategories

28.84% of allegations referred to IAD were Departmental Violations. This data shows the breakdown of each sub-category within the Departmental Violation Allegation type.

A single complaint can have multiple misconduct allegations.

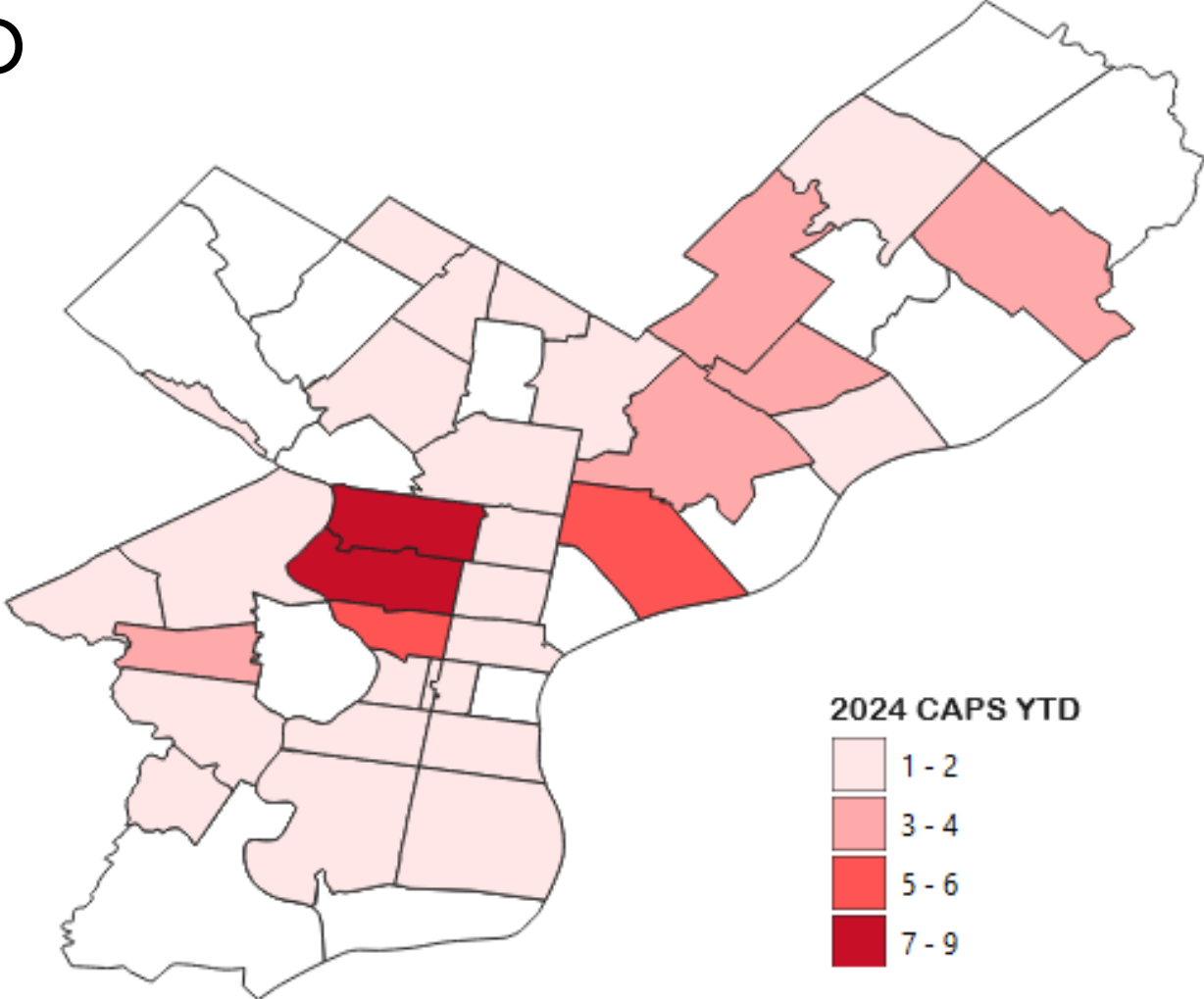
Top 10 Sub Allegation Types



August 2024 Map of Complaints

Complaint Data: Map

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






Summaries of some recent complaints

Complainant alleges their brother was walking home with his friends when another group of kids robbed someone and stole a vehicle. The complainant alleges that PPD officers stopped their brother and his friends for the crime. The complainant alleges her brother told officers to check video footage of a nearby restaurant where he had been, but the complainant's brother and his friends were still arrested for a crime they didn't commit.

Complainant believes PPD improperly stopped them while they were driving and conducted an improper search. During the stop, PPD officers took the complainant's phone and wallet, put the items back into the vehicle and did not allow the complainant to retrieve the phone and wallet before the vehicle was towed. Complainant stated that they were left with no phone and no money to contact anyone and get a ride. Complainant also alleged that the vehicle was damaged in the process of being towed.

Complainant stated that they called 911 because their mother's driveway was blocked by a neighbor's vehicle. A PPD officer responded, but when complainant later visited the 2nd District, they were informed that there was no police report and no DC number for this incident.






Summaries of some received Complaints

Since the Spring of 2022, the complainant and their spouse have made numerous 911 calls about the loud, disruptive music played by both their neighbors and an unlicensed bodega. However, the complainant attests that it is rare for a PPD officer to arrive on the scene after a 911 call. When PPD officers do come, they often just drive by without stopping and do not ask the complainant's neighbors or the nearby bodega to turn down the music.

Complainant stated that people are selling drugs in front of their home and that unknown individuals have been riding motor bikes and scooters at night when they're trying to sleep. Complainant alleges that they reported these issues to the 15th district multiple times, and nothing has been done. Complainant reported that when they call, officers do not respond to the location and during the most recent call, an officer laughed at them and hung up on them. Complainant reported they have not been provided with proper service and they have been treated unprofessionally.

The complainant said that their wallet and other personal belongings were stolen on May 1st, 2023. They went into the 1st District to file a report, where an officer told the complainant that a detective would follow up with them for the investigation. However, as of July 5, 2024, this complainant has not received any updates or information on the investigation.





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, which are reports of closed IAD investigations. We review the PC memos to assess the quality, thoroughness, and objectivity of the report and the investigation.

The first auditing report was released in July and we had a great community townhall on July 23, 2024!

- We reviewed CPOC's complaint intake/referral process and IAD investigations/outcomes
- We presented the findings on CAPs received between March and June 2022.
- Full video is available on our YouTube site:
<https://www.youtube.com/watch?v=yZDXzkqDOBw>





Auditing & Monitoring Unit

Update to complaint auditing:

Audits in real time! Pilot program began July 2, 2024.

This allows civilian oversight staff to review investigations *while they are still open* and give feedback about things we think could be improved.

We use the same series of questions to assess each case so that our reviews are consistent

We are working out data collection in real time – some takeaways from our first batch of these audits are included on the following slides.




This new auditing program is:

- Unprecedented
- Impactful
- Cooperative
- In development



Auditing & Monitoring Unit

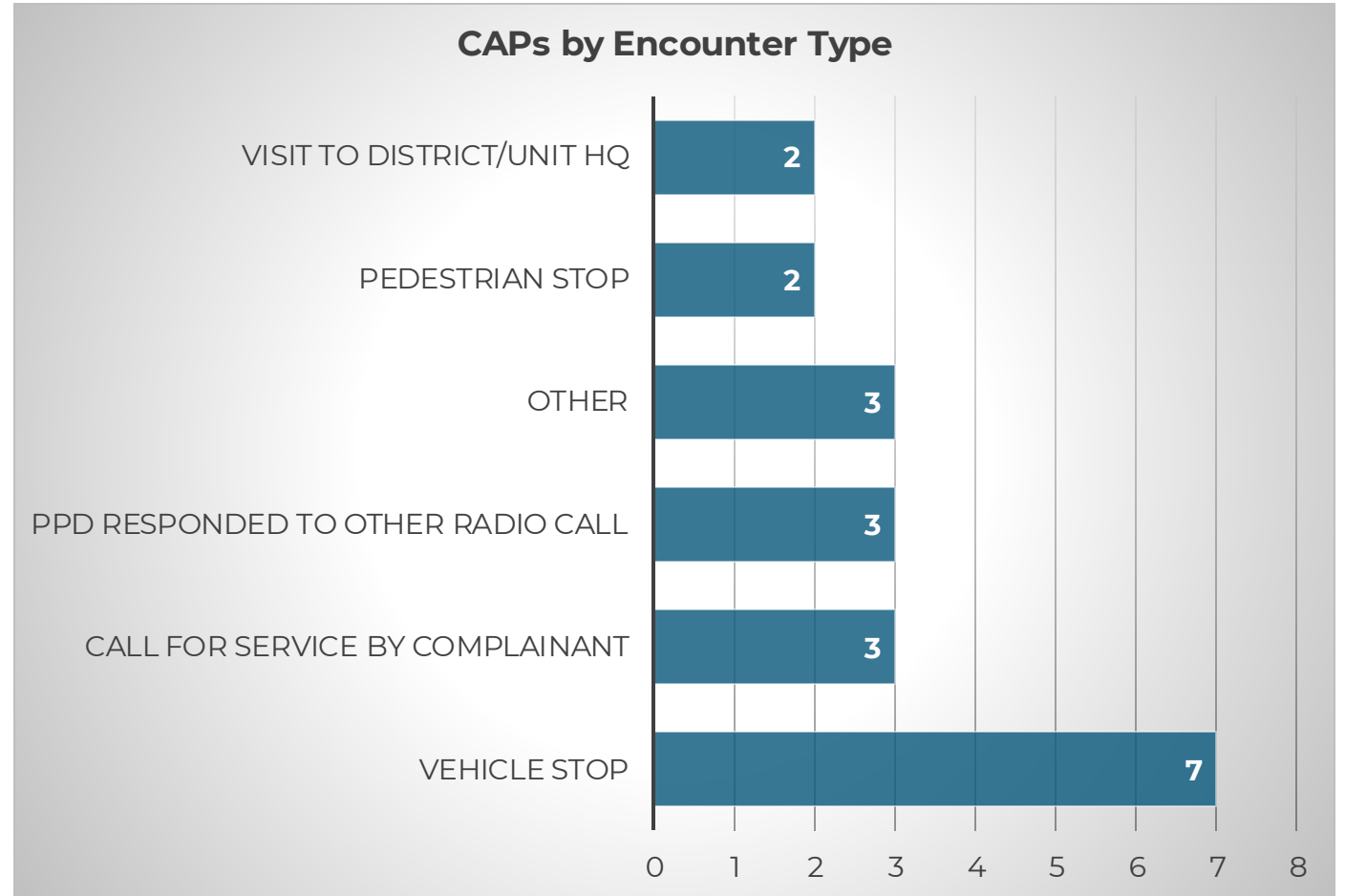
- Began receiving files on July 2, 2024.
 - Our team has 10 business days to complete our review and notify PPD if we will provide feedback.
 - We send specific recommendations for each case back to IAD.
 - Example: ***The investigator should interview all officers present during the incident or explain why officers were not interviewed.***
 - We have received 32 files between July 2 and July 31, 2024.
 - The Auditing and Monitoring Unit conducted 20 real time audits so far – the rest are in progress, and we receive more on a rolling basis.
 - Includes all case file materials, interview memos, and BWC, if applicable
- 

Auditing & Monitoring Unit: 20 real time audits

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

The most common encounter type in this batch of audits was vehicle stop – 7 CAPs.

The others were evenly distributed among the categories shown on the chart.



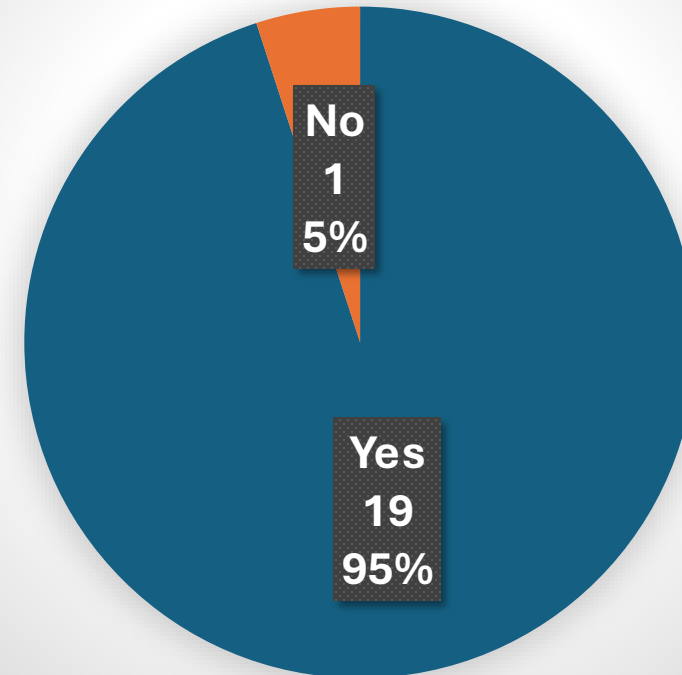
Auditing & Monitoring Unit: 20 real time audits

All investigations were completed within 90 days except 1 – and our review found the explanation for the delay reasonable

8 were “first complaints”

“first complaint” cases are resolved very quickly

Was the investigation completed within 90 business days?



Auditing & Monitoring Unit:

Of the first 20 cases reviewed:

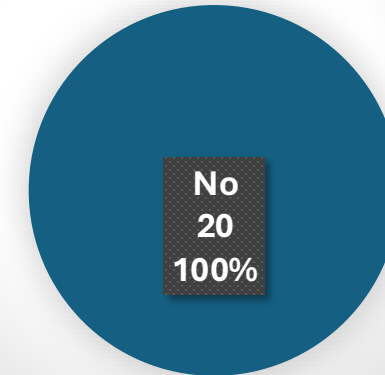
- Our reviews found that none of the PC memos included language that suggested a lack of neutrality!

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

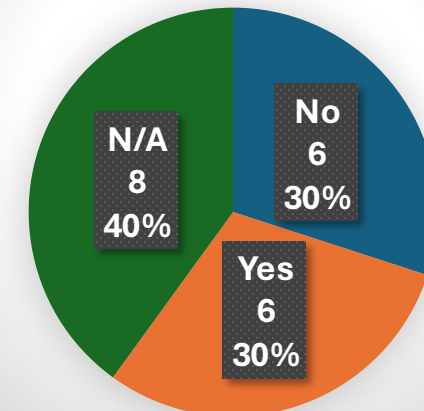
- E-mail
- at least one documented telephone call
- a 75-48 written message delivered by a uniformed officer (if in Philadelphia)
- IAD form letters sent by certified and 1st class U.S. Mail

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.

Does any language in the PC memo come across as not neutral?



Did the investigator make require attempts to contact civilians?



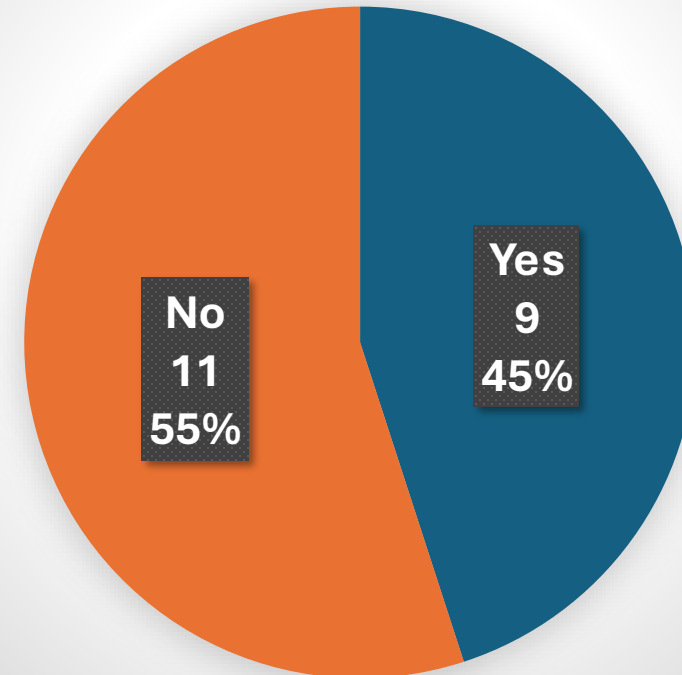
Auditing & Monitoring Unit: 20 real time audits

Looking to see that every allegation the complainant made in their initial complaint and/or interview is addressed and given a finding. (Complaints may have multiple allegations)

Audits also check for administrative violations not alleged by the complainant

Certain violations that are sometimes included but not always – advocating for consistency

Were all allegations in the case addressed on the conclusions page?






(Continued)

- In 10 cases, IAD didn't address all allegations. There were a total of 19 missing allegations.
- The most common allegation in this batch was related to failure to activate BWC. This is because we now have access to the BWC footage for these cases and can catch violations.

| | |
|---|---|
| Departmental Violation-Failure To Activate BWC | 5 |
| Departmental Violation-PPD Directives Violation (See PPD#) | 4 |
| Unprofessional Conduct-Rude/Dismissive Behavior | 2 |
| Civil Rights Complaint-Discriminatory Action/Behavior | 1 |
| Departmental Violation-Damaged Property Private | 1 |
| Departmental Violation-Improper Arrest | 1 |
| Departmental Violation-Improper Search/Seizure | 1 |
| Departmental Violation-Refusal To Provide Badge Or Name | 1 |
| Falsification-Official Documents | 1 |
| Harassment-By Authority | 1 |
| Lack Of Service-Failure To Prepare/Accurately Complete Report | 1 |



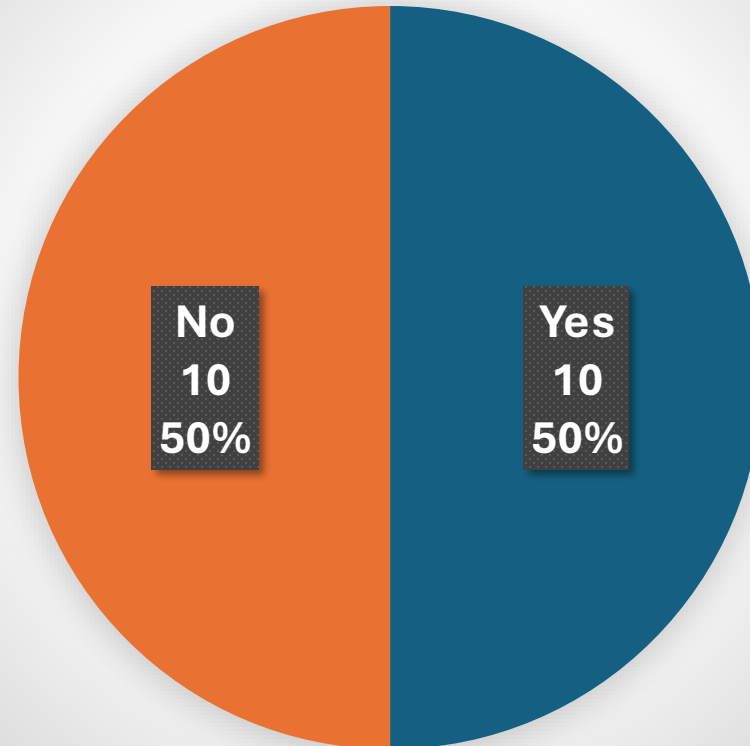
Auditing & Monitoring Unit : 20 real time audits

Of the 20 cases reviewed so far, CPOC submitted feedback for 10.

Feedback memos go to IAD and to the office of the Deputy Commissioner over IAD.

The next steps of this process are still in development. We send our feedback but what comes back to us?

Did CPOC Review Result in feedback?





Auditing & Monitoring Unit

Goals:

- Report on our work to the public and to the PPD
- Collect data on our case recommendations and if they are impactful
- Use data to generate process recommendations to IAD based on trends

Developing smart data collection takes time and troubleshooting, so this will continue to be in development but in the meantime, we will keep reviewing files and making recommendations in real time for individual cases.





Investigation Unit: Police Shootings (July 2024)

There were no police shootings of people in the month of July 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.

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/>.



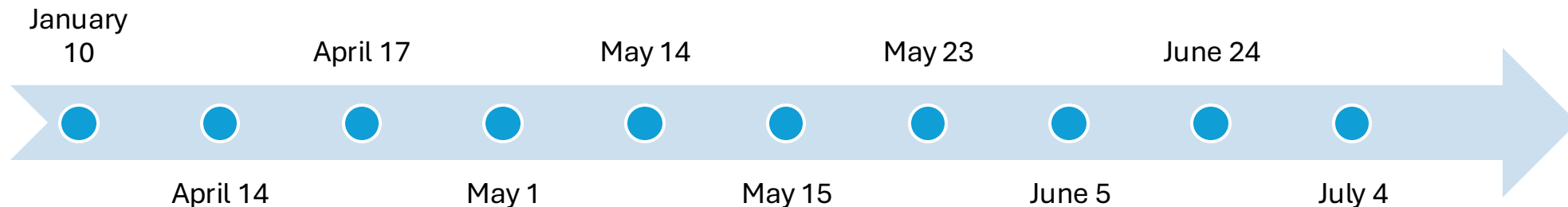


Investigation Unit: Police Shootings (July 2024)

Mid-year update on animal shootings.

Ten dog shootings in 2024, to date.

- Eight of those shootings resulted in a dog's death
- One off-duty dog shooting
- Two dog shootings were not captured by BWC
- In two cases, officers attempted to first deploy a taser/ECW






Investigation Unit: Police Shootings (July 2024)

PPD Directive 10.1 provides the following policy (emphasis from CPOC):

B. Discharges Involving Other Animals

1. Police officers shall not discharge their firearm at a dog or other animal **except to protect themselves or another person from physical injury and there is no other reasonable means to eliminate the threat**, or when acting consistently with existing Department guidelines authorizing the humane destruction of deer.
 - a. When on location with an injured animal which is not presenting an immediate threat to the officer or another person, **every attempt should be made to confine or contain the animal** and notify Police Radio to have them contact the Animal Care and Control Team (ACCT).
 2. In all cases where a dog is shot and injured by police, the animal will be transported directly to ACCT by ACCT or police personnel for examination by a veterinarian. Police personnel will not transport an injured dog shot by police to a veterinary hospital unless exigent circumstances exist and upon approval of a supervisor (e.g., ACCT or SPCA is unavailable).
- 




Investigation Unit: Police Shootings (July 2024)

PPD Directive 3.2 provides the following additional instructions:

5. PROCEDURES RELATING TO VICIOUS ANIMALS

- A. Any police officer observing a vicious animal(s) that presents an imminent safety or health hazard to the community will ensure that the animal is ensnared, removed and transported to the Animal Care and Control Team of Philadelphia (ACCT) located at 111 West Hunting Park Avenue (Front and Hunting Park Avenue).
- B. If the responding officer is unable to ensnare the animal, ACCT can be reached on their 24-hour emergency line at (267) 385-3800 to provide immediate assistance.

6. USE OF DEADLY FORCE

- A. The deliberate shooting of an animal is considered the use of deadly force, and is only justified under the guidelines and provisions outlined in Directive 10.1, "Use of Force – Involving the Discharge of Firearms."
- 



Investigation Unit: Dog Shooting Scenarios 2024

Scenario 1: Call for service- reports of a dog(s) attacking person(s) (5 police shootings)

Scenario 2: Call for service- reports of a dog(s) attacking another animal(s) (3 police shootings)


Scenario 3: Serving a warrant (1 police shooting)

Scenario 4: Off Duty (1 police shooting)





Investigation Unit: Animal OIS Issues

- Public Safety Issues
 - Back drop area/firing in a safe direction
 - Clearing area of civilians (when possible)
 - Force Continuum
 - Additional training for animal scenarios
 - Additional tool to use in the continuum other than duty weapon
 - Planned Police Activity
 - Have tactics and equipment prepared for animals becoming involved
- 




Policy Unit

The Policy Unit continued work on all open policy projects.

Use of Force Reviews, involving the discharge of firearms.

CPOC reviews all use of force cases that involve a firearm discharge. This analysis includes a comprehensive review of case documents:

- Officer Involved Shooting Investigation Team report
 - Interviews and witness statements
 - Body-worn camera and surveillance footage
- 



Policy Unit

Use of Force Data Collection


1. General Survey:

- Incident Details: Date, district, and type of discharge (intentional, unintentional, animal shooting, officer suicide).
- Officers Involved: Number of officers who discharged their firearms.

2. Target Survey:

- Number of people the police were shooting at, demographics, whether they were armed, and injury details (number of times each person was struck, body areas hit, and if they was killed).

3. Officer Survey:

- Officer Details: Number of officers involved, on or off-duty status, assignment at the time (patrol, SWAT, narcotics, etc.), name, badge number, and firearm model.
 - Incident Details: Number of shots fired and hit/missed, distance of the shots, and any injuries sustained by officers.
- 



Policy Unit

Language Access Survey:

The Policy and Outreach Units are collaborating to distribute a Language Access Survey, to better understand Philadelphians experiences with language interpretation services when they interact with the Philadelphia Police Department.

Individuals who do not speak English as their primary language and who have a limited ability to read, speak, write, or understand English can be limited English proficient, or "LEP." These individuals may be entitled language assistance with respect to a particular type or service, benefit, or encounter.

- Department of Justice, Civil Rights Division, lep.gov






Policy Unit

Distribution Packet Overview

1. Organization Overview

- Introduction to the Citizens Police Oversight Commission (CPOC).
- CPOC's mission: transparency, accountability, and community trust with the Philadelphia Police Department (PPD).

2. Purpose of the Survey


- Objective: Gather insights on language interpretation services for police interactions.
 - Importance: Address language barriers to improve police effectiveness.
 - Impact: Guide policy recommendations and training programs for officers.
- 



Policy Unit

Distribution Packet Overview

3. Survey Details

- Estimated completion time: 10-15 minutes.
 - Questions cover primary language, comfort with calling police, and experiences with language services during interactions.
 - Target audience: LEP individuals who have interacted with police.
 - Survey available in multiple languages including Arabic, Bahasa Indonesia, Chinese (Simplified), English (US), Khmer, Myanmar/Burmese, Nepali, Portuguese, Spanish, Thai, and Vietnamese.
 - Confidentiality is assured: Responses will be anonymized and used solely for data analysis and policy recommendations.
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Policy Unit

Distribution Packet Overview

4. Instructions for Distribution

- Method: Online forms with provided survey link and QR code.
- Steps:
 - Identify target groups: community centers, libraries, areas with LEP populations.
 - Use email, social media, and partnerships for distribution.
 - Follow up with reminder emails and phone calls.

5. Contact Information

- Contact info for CPOC staff involved with this project.
- 



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.



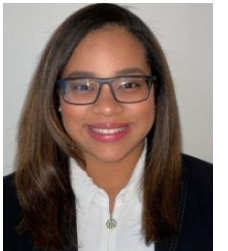
TALEAH GRIMMAGE
Director of Outreach & Constituent Services

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

MANDELA WASHINGTON FELLOWSHIP HOST Q&A SESSION



As a longtime Alumni of the Mandela Washington Fellowship Program, CPOC was asked to participate in two PDE Host Q&A Sessions.

These Sessions provided new and older PDE Participants and Sponsors an opportunity to ask questions of seasoned Sponsors about what the PDE Experience entails and to learn more about exciting ways to engage with Fellows who are traveling to the United States for professional Development.

Former CPOC Fellows have been citizens from Malawi, Burkina Faso, Madagascar, & Namibia

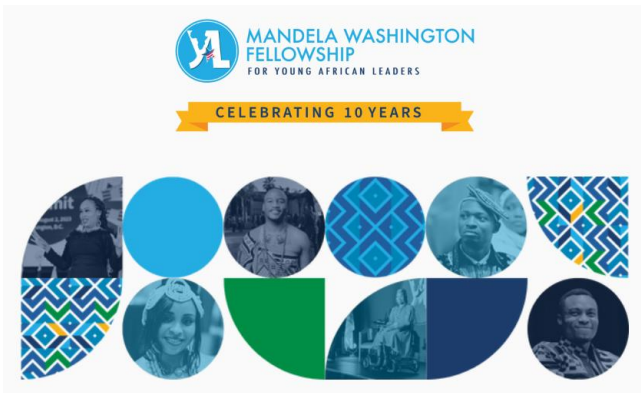
WELCOME CPOC 2024 MANDELA WASHINGTON FELLOW CHIRELLE!



Outreach & Training Unit

MWF/IREX: LEADERSHIP SUMMIT WASHINGTON, D.C.

At the conclusion of the Leadership Institutes, all Fellows participate in the annual Mandela Washington Fellowship Summit, where Fellows, guests from U.S. Government agencies, and representatives of businesses and organizations with interest in Africa engage in high-level sessions and workshops. This culminating event is an opportunity for Fellows to build the foundations of long-term partnerships with U.S. professionals and each other and make plans to continue their leadership journey after their Fellowship.



JOIN US AT OUR UPCOMING TOWNHALL ON 8/13/24



Jacquelyn Carter
Alliance for Safe Traffic Stops
Creator of the "Not Reaching" Pouch

Councilmember Isaiah Thomas
At Large- Majority Whip
Philadelphia City Council

Valerie Castile
Mother of Philando Castile &
Founder of Philando Castile
Relief Foundation

THE RIGHT TO DRIVE:

A Discussion on Traffic Stops, Profiling & Policing

REGISTER NOW



August 13, 2024
6PM-8:30PM
Venice Island
Performing Arts Center
7 Lock Street
Philadelphia, PA 19127
**opening reception to start at 6pm*

Paid Parking Available in Lot



MEET OUR MODERATOR

TERESA M. LUNDY
TML Communications

THE RIGHT TO DRIVE:

A Discussion on Traffic Stops, Profiling & Policing

Join the CPQC, our community partners and our speakers for an insightful discussion on race, policing and profiling.

We'll learn more about ways we can advocate for safer traffic encounters, and how our law enforcement agencies can commit to change.

August 13, 2024
6PM-8:30PM
Venice Island
Performing Arts Center
7 Lock Street
Philadelphia, PA 19127
**opening reception to start at 6pm*

Join us for an important, engaging and timely discussion on Policing & Traffic Stops. This event will feature Valerie Castile and Jacquelyn Carter as well as Philly's own Councilmember Isaiah Thomas.

Teresa Lundy from TML Communications will moderate the discussion.

We'll also have a spoken word performance, and community reflections shared from the Mayor's Offices of LGBT Affairs, Latino Engagement and Black Male Engagement.

**REGISTRATION IS STILL OPEN!
BRING A FRIEND, FAMILY MEMBER
OR NEIGHBOR!**



NATIONAL ASSOCIATION FOR THE CIVILIAN OVERSIGHT OF LAW ENFORCEMENT WEBINAR: STRENGTHENING STAKEHOLDER RELATIONSHIPS

This presentation aims to educate and empower NACOLE members and other Oversight professionals to utilize and leverage the preexisting connections and credible messengers in the community to have a greater impact on the residents they serve. Additionally, this presentation will encourage the creation of meaningful community engagement opportunities that include topics and subjects that go beyond the scope of policing and law enforcement. When we begin to explore the ways other social justice causes intersect with policing, it allows us to build better relationships with stakeholders who service the same community members.



CITIZENS POLICE OVERSIGHT COMMISSION
CITY OF PHILADELPHIA

BRIDGING THE GAP BEYOND OVERSIGHT: USING THE INTERSECTION OF POLICING & SOCIAL JUSTICE TO STRENGTHEN STAKEHOLDER RELATIONSHIPS

NACOLE WEBINAR 2024

PRESENTED BY: THE CITY OF PHILADELPHIA
CITIZENS POLICE OVERSIGHT COMMISSION
COMMUNITY OUTREACH, TRAINING & EDUCATION TEAM



CPOC TODAY:

MISSION, ROLE & DAY TO DAY OPERATIONS

CPOC is a hybrid oversight model currently with four distinct functions:

- Auditing/Monitoring
- Policy Analysis & Data Review
- Community Outreach & Constituent Services
- Investigations

We have a commission of 9 seats. Each of our Commissioners reside in different police districts of Philadelphia but represent the interests of all community members in the city. Each of them have various backgrounds in advocacy and community organizing.



POLICING IN PHILADELPHIA: A HISTORY

Philadelphia has had police oversight in some capacity since the 1950's. There has been a desire from the community to change the culture of policing to become more inclusive and transparent. This would provide residents with a mechanism to voice concerns, report misconduct, and have an open line of communication with the Police Department.

As the needs of the community have evolved, Philadelphia residents have used their voices and their vote to advocate for change. Throughout Philadelphia's history, the name and scope of the oversight agency has been modified. However, the need for equitable policing in the city has always remained the same.



MEMORABLE QUOTE
"If there is no struggle, there is no progress."
Frederick Douglass



WEST PHILADELPHIA IN THE 1950'S

ENGAGEMENT EFFORTS BEYOND POLICING

- These engagement efforts can include:
- Community Movie Nights & Film Discussions
 - Recognition & Celebration of Stakeholder Work
 - National & International Relationship Building
 - Supporting work of Interfaith Groups
 - Resource Drives/ Providing Items that are Critical to Stakeholder Efforts
 - Sponsor Youth-led Activities happening locally



UPCOMING EVENTS

- AUG 6TH – GUILD HOUSE COMMUNITY PARTY
- AUG 8TH – 24TH POLICE DISTRICT BLOCK PARTY
- AUG 9TH – CPOC OUTREACH GIVES OVERSIGHT LECTURE TO NEW RECRUIT CLASS
- AUGUST 13TH – THE RIGHT TO DRIVE COMMUNITY DISCUSSION
- AUG 23RD – DEADLINE TO APPLY TO BECOME A CPOC COMMISSIONER
- SEPT 3RD – COMMISSIONERS' PUBLIC MEETING
- SEPT 17TH – COMMUNITY TOWNHALL IN HONOR OF HISPANIC HERITAGE MONTH

**CPOC IS SEEKING NEW COMMISSIONERS
EXPRESS INTEREST ONLINE!**



**GUILD HOUSE EAST NATIONAL NIGHT OUT
COMMUNITY BLOCK PARTY**
Tuesday, August 6, 2024 | 5 pm to 8 pm
711 Spring Garden Street, 19123

For more information: 215.923.1539

Free & Open to the Public

Community Contributors, more to be announced



Apply to Join the Citizen Police Oversight Commission

August 2, 2024 | Aidan White | [Office of Public Safety, Managing Director's Office](#)



Crown © 2020 City of Philadelphia Mural Arts Program / Russell Craig, Municipal Services Building, 1401 JFK Boulevard. Photo by Steve Weinik.



8/9/24-CPOC Police Recruit Lecture

[Apply to join the Citizen Police Oversight Commission by August 23!](#)