



Citizens Police Oversight Commission

Agency Report

November 26, 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
- 



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
- 




Executive Director's Report

UPDATE ON SEATING NEW COMMISSIONERS

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)
- 



Executive Director's Report

UPDATE ON SEATING NEW COMMISSIONERS

- CPOC has 5 vacant seats that need to be filled on the Board and 1 sitting commissioner that needs to be reconfirmed.
 - Therefore, the Selection Panel will be recommending a slate of 6 names for City Council consideration.
 - The Selection Panel is in the process of conducting interviews and will finish them in December.
 - When the Selection Panel identifies 5 new nominees, a public hearing will be scheduled to introduce them to the community and solicit public feedback. The projected timeline is January 2025.
 - Finally, City Council will vote to confirm the nominees. Phila. City Code § 21-1203 (5).
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CITY COUNCIL COMMITTEE OF THE WHOLE HEARING ON RESOLUTION #241032 REGARDING THE POLICE CONTRACT

In the days and weeks leading up to the Council Hearing, CPOC released various materials to educate the community on the purpose of the resolution, our Executive Director Tonya McClary was interviewed on WURD Radio, and she wrote an Op-Ed which was published in the Philadelphia Inquirer

Citizens Police Oversight Commission
PUBLIC HEARING NOTICE
Thursday, November 21 | 2 PM @ City Hall Room 400

Overview:
City Council will hold a hearing about the City's upcoming contract with the Fraternal Order of Police (FOP). The FOP is the union representing Philadelphia Police Department officers.

Call to Action:

- Come to the hearing to share your support for CPOC.
- If you're unable to attend in person, contact your city councilmember to share your support of CPOC conducting independent misconduct investigations.

In order for CPOC to conduct independent investigations, we are asking the City to include this in the new contract.

Citizens Police Oversight Commission
SUPPORT INDEPENDENT INVESTIGATIONS NOW

Join CPOC's campaign for Independent Investigations: Learn How You Can Help!

[READ MORE](#)

Why hasn't CPOC started independent investigations already?

- We need the city to support independent investigations by changing the police contract. This is the key to restoring trust between law enforcement and the community.
- This means interviewing witnesses and officers, collecting evidence, and making disciplinary recommendations independently of the police department.

Why should police misconduct be investigated by an independent agency?

When officers investigate officers, trust can be lost. CPOC is fighting to conduct independent investigations ensuring justice for all. Adding a civilian perspective to this process can built community trust.

Doesn't CPOC already have the power to independently investigate?

While our legislation gives the us authority to conduct independent investigations, CPOC has faced significant roadblocks to achieving that goal. We need support to enforce the authority already given to us by asking/urging/requiring the FOP to change the police contract



CPOC
Citizens Police Oversight Commission
CITY OF PHILADELPHIA

CPOC EXECUTIVE DIRECTOR TONYA MCCLARY, ESQ. WILL BE ON "WAKE UP WITH WURD" WITH SOLOMON JONES

WEDNESDAY MORNING AT 9:20 AM
LISTEN HERE: <https://wurdradio.com/>

WAKE UP WURD
No. 3100 • 100.0 FM
Philly, PA • WURD

The Philadelphia Inquirer

OPINION

Philadelphia needs to strengthen CPOC's power to investigate police misconduct independently

The work of the Citizens Police Oversight Commission is too important to leave unfinished, writes CPOC director Tonya McClary.

CHECK OUT OUR OP-ED IN THE PHILADELPHIA INQUIRER!

Outreach & Training Division

CUPCAKES IN THE CAUCUS ROOM
COMMUNITY MEET & GREET



Please join the
Citizens Police Oversight Commission
for


Cupcakes in the Caucus Room

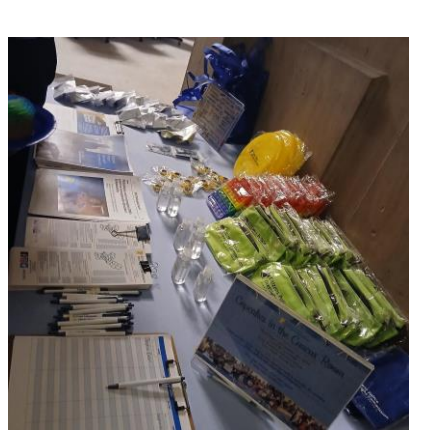
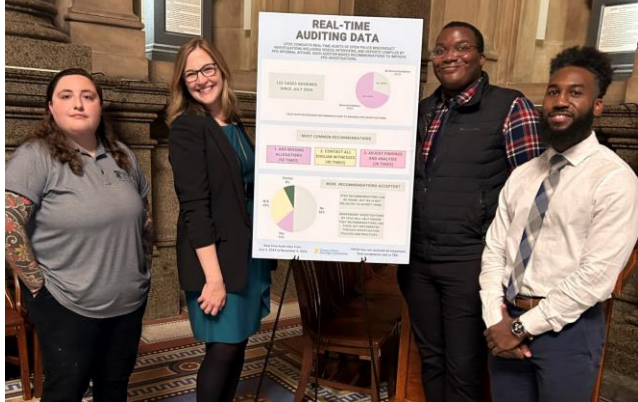
Thursday- November 21, 2024
1:00PM- 4:00PM
City Council Caucus Room
City Hall- Room 401

Come meet the CPOC Staff to learn about our work in oversight, the upcoming Police contract and independent investigations.

Voice your concerns, show your support
& enjoy some refreshments!

COUNCIL HEARING ON THE POLICE CONTRACT
STARTS AT 2PM IN ROOM 402


 Citizens Police Oversight Commission



CPOC October Complaint Report!

CPOC issues a monthly complaint report, summarizing the complaints received by CPOC and referred to the Internal Affairs Division (IAD) of PPD.

You can find the report on CPOC's website:
<https://www.phila.gov/documents/citizens-police-oversight-commission-meeting-agendas-and-minutes/>

<div><div><div><div>Citizens Police Oversight Commission</div><div>CITY OF PHILADELPHIA</div></div></div><div><div>1515 ARCH STREET 11TH FLOOR PHILADELPHIA, PA 19102 (215) 685-0891 Phila.gov/CPOC CPOC@Phila.gov</div></div></div>			
CPOC-October-2024-Complaint-Referral-Report			
<p>In October 2024, 20 complaints of police misconduct were received by CPOC and referred to the Philadelphia Police Department (PPD) Internal Affairs Division (IAD). So far in 2024, CPOC has received and referred a total of 166 complaints to IAD.</p> <p>Summaries of the 20 complaints from October 2024 are below. All demographic data is reported by complainants. These complaints only represent complaints submitted directly to CPOC and do not include complaints filed directly with PPD.</p> <p>These summaries are allegations made by complainants, they do not represent any findings or conclusions.</p>			
Date Received	Demographics	Division	Summary
10/2/2024	Anonymous	South	The complainant attended a Phillies game at Citizens Bank Park and experienced several issues with disability accommodations by stadium staff. Police were called to the scene to intervene. The complainant was forcefully grabbed by police and escorted to a holding cell. The complainant was denied access to the restroom after multiple requests while in the holding cell and ultimately soiled themselves.
10/2/2024	F	Central	The complainant was being physically assaulted. A nearby security guard intervened, but three police officers nearby did nothing to intervene. After being confronted, the officers were rude, and did not attempt to locate the suspect or assist with the complainant's request for medical attention.
10/3/2024	F—B/AA	Central	The complainant's khimar (religious covering) was removed while in police custody. The complainant did not receive the khimar back despite explaining its significance.
10/7/2024	M—B/AA	Central	The complainant's child was attacked by their ex-spouse. The child left the house and attempted to call 911 to receive service. While an officer responded to the scene, they did not provide any service, including the complainant's request to transport the child to a bus station.
10/11/24	F—B/AA	North West	Police were called for a non-violent matter, but by the time the officer arrived, the issue was resolved. The officer was aggressive in questioning the complainant. The officer also placed their hand on their firearm in a threatening manner. Additionally, the officer's badge was covered and the officer did not provide name or badge number.
10/15/24	Anonymous	East	The complainant was returning home. As they pulled into the parking lot where they live, they were almost hit by several police vehicles traveling in the wrong direction in the parking lot. The officers yelled at the complainant and were rude.




Summaries of some recent complaints

These summaries are allegations made by complainants which have not been investigated. They do not represent any findings or conclusions.

Police were called for a non-violent matter, but by the time the officer arrived, the issue was resolved. The officer was aggressive in questioning the complainant. The officer also placed their hand on their firearm in a threatening manner. Additionally, the officer's badge was covered and the officer did not provide their name or badge number.

The complainant was pulled over by police due to headlights being off. The complainant was pushed, improperly arrested, and their vehicle was searched and damaged. The officers also refused to give their name and badge number upon request.

After their vehicle was vandalized, the complainant filed a report at the district. The complainant later called the district again for more information on the progress of the investigation and was told "the issue was too small" for investigation which left the complainant feeling unheard and disrespected.

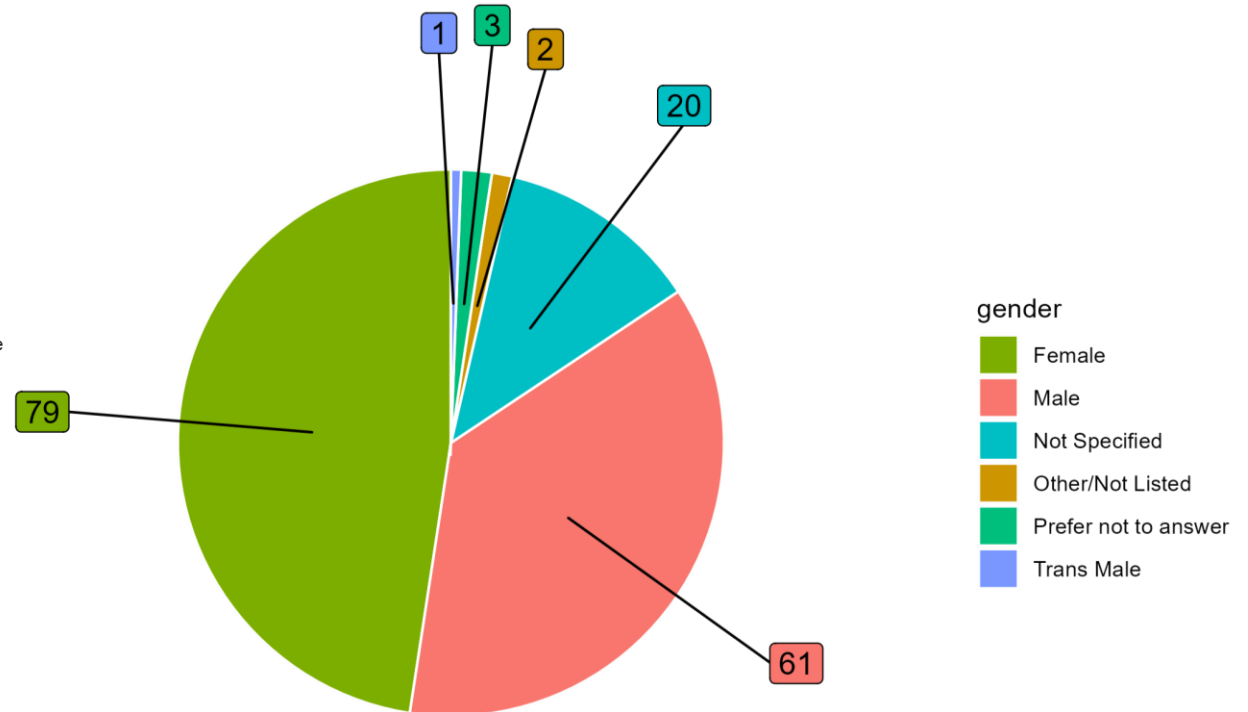
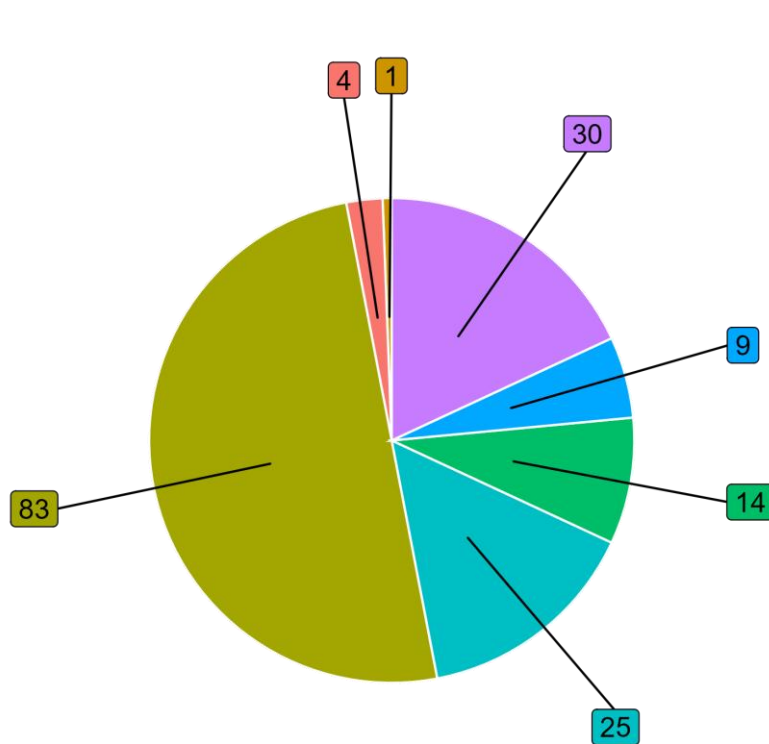


Complaint Data: 2024 Demographics

In the month of October 2024, CPOC referred 20 complaints to PPD's Internal Affairs Division (IAD). CPOC has referred a total of 166 complaints to IAD so far in 2024.

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

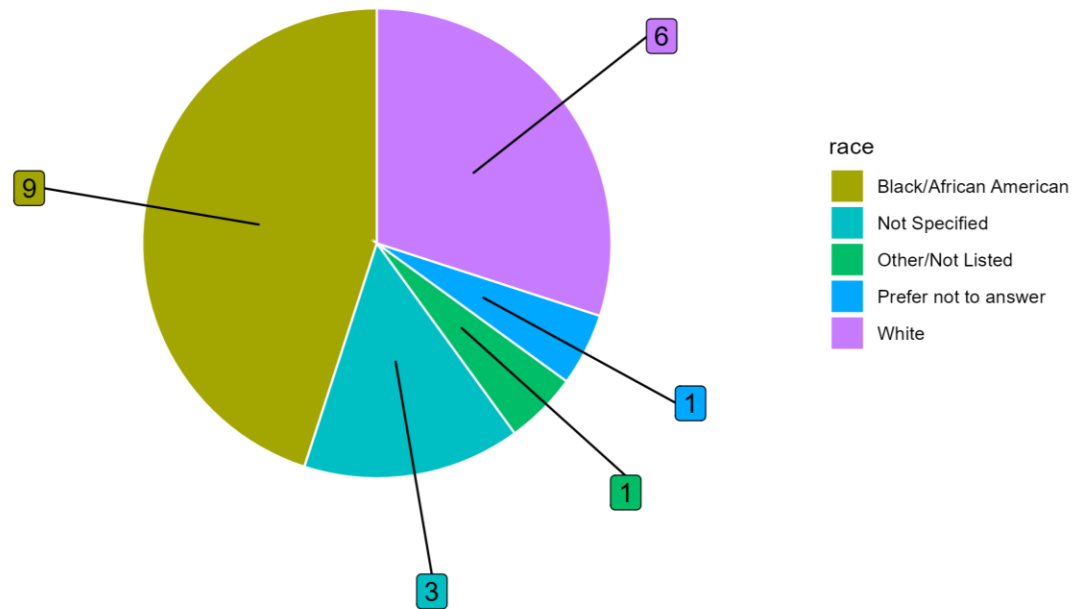
Race Distribution - YTD



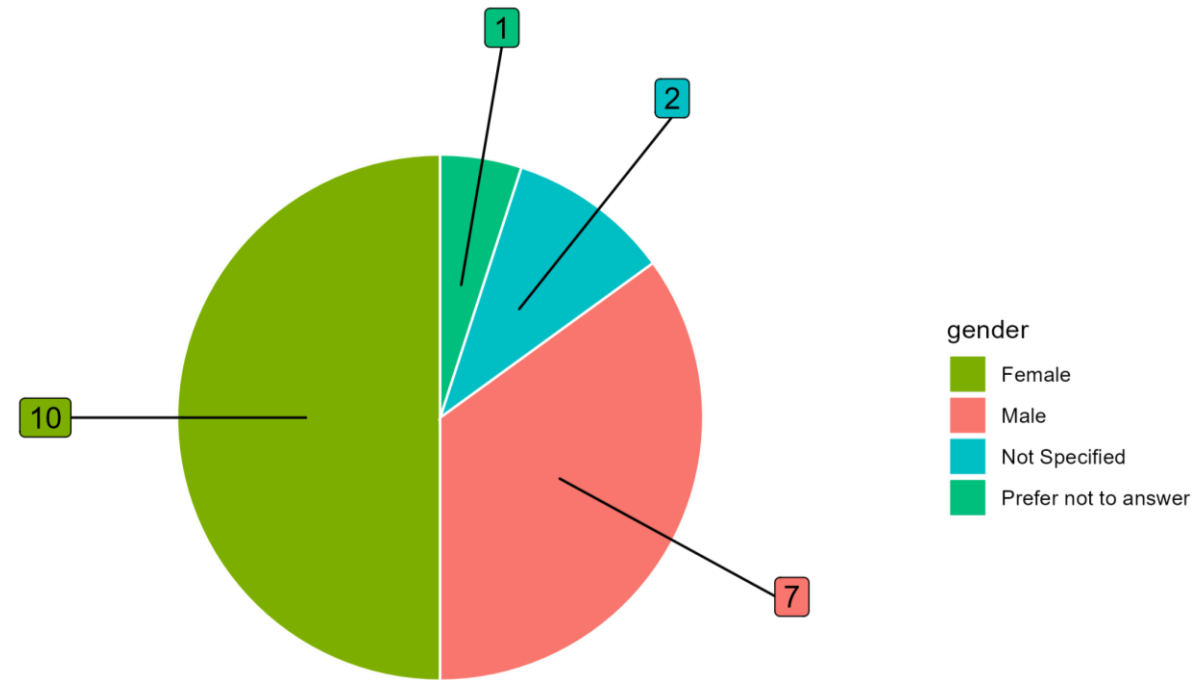
Complaint Data: Oct. Demographics

These charts show demographic data from the 20 complaints received in October 2024, as reported by complainants.

Race Distribution - October 2024



Gender Distribution - October 2024



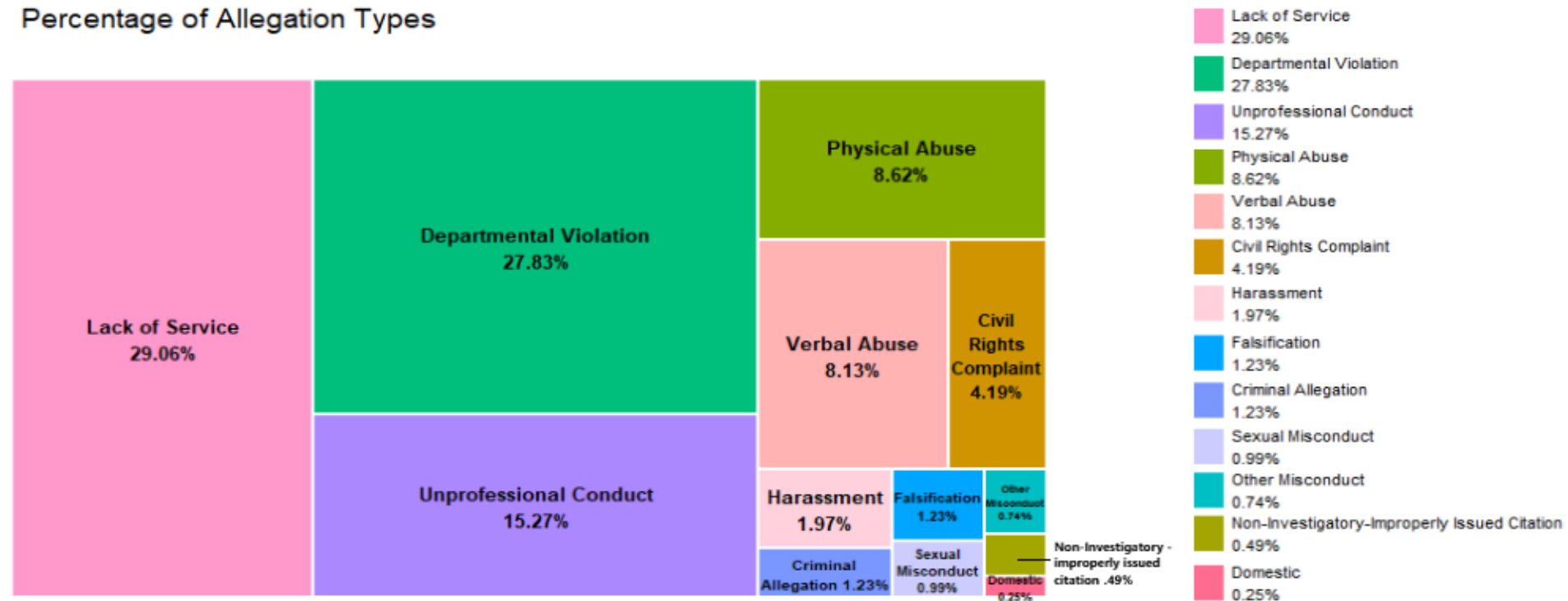
Complaint Data: Allegations

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.

Percentage of Allegation Types

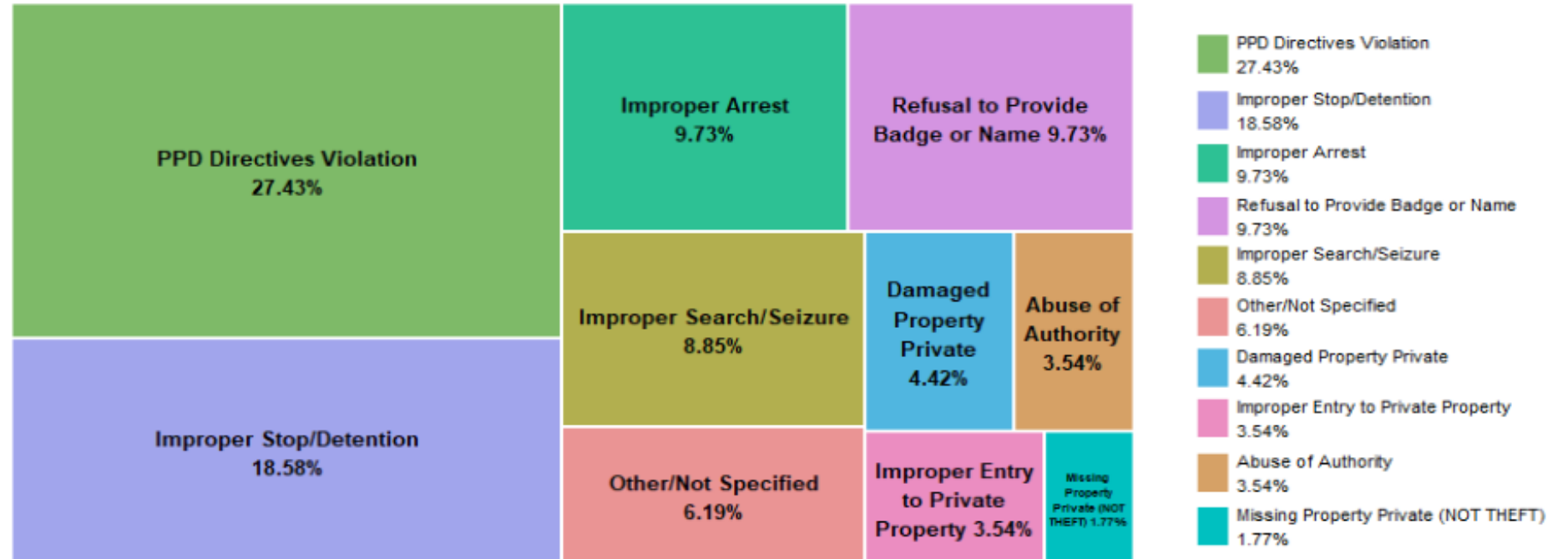


Complaint Data: Department Violation subcategories

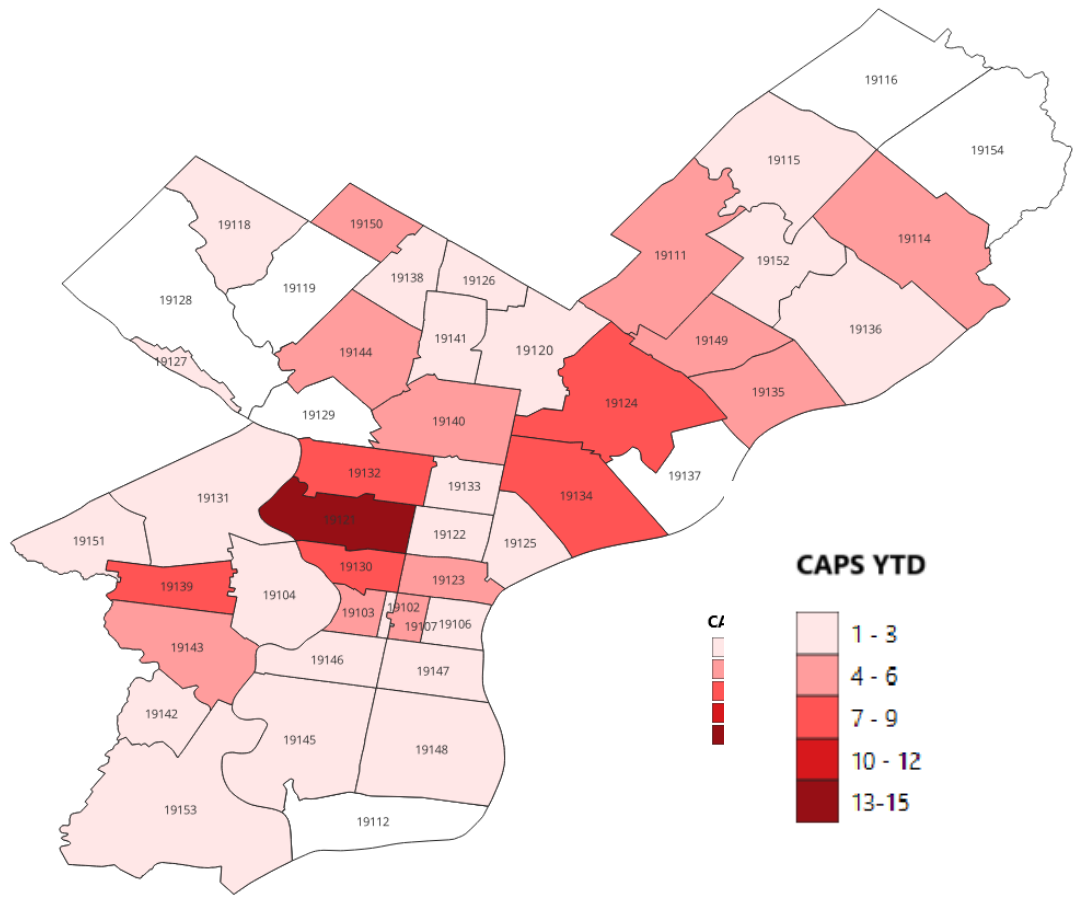
This data shows the breakdown of each sub-category within the Departmental Violation Allegation type.

A single complaint can have multiple misconduct allegations.

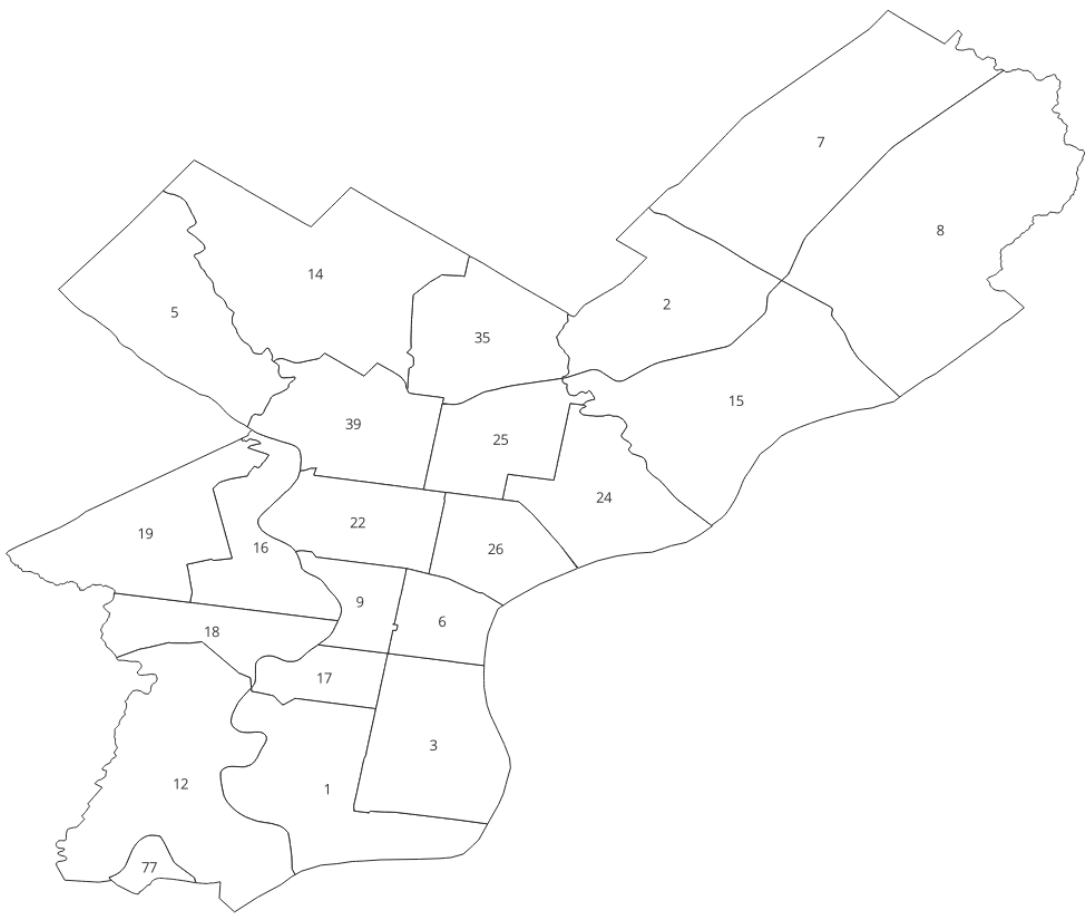
Top 10 Sub Allegation Types



Complaint Data: Map



Complaints (YTD) by zip code



PPD Districts



Outreach & Training Division

The Outreach & Training Division 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.



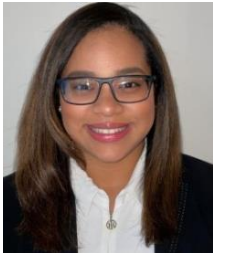
TALEAH GRIMMAGE
Director of Outreach & Constituent Services

JULIAN JORDAN
Community Outreach & Constituent
Services Specialist



DAMON GREEN
Training & Outreach Manager

GIRIANA HERNANDEZ
Bilingual Community Outreach &
Constituent Services Specialist

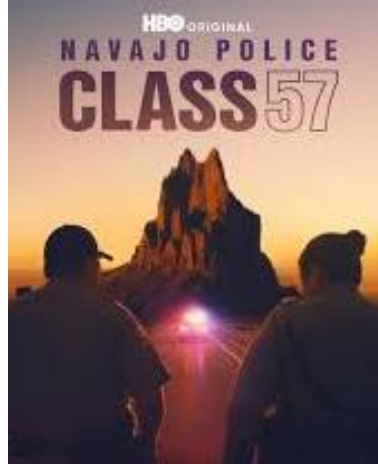


JODIE EICHEL
Social Media &
Communications Officer



Outreach & Training Division

CPOC OUTREACH GAVE OVERSIGHT LECTURE TO PPD RECRUIT CLASSES #405 & CLASS #406



Before each PPD recruit class graduates, the 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**
- **Officer Wellness & Mental Health**
- **The importance of recruiting officers who look like the communities they serve**

The CPOC Outreach Team also screens the Max Documentary *Navajo Class 57* with recruits and discusses:

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



Outreach & Training Division

CPOC OUTREACH GAVE OVERSIGHT LECTURE TO CIVILIAN POLICE ACADEMY FALL CLASS



SEVERAL CPOC COMMISSIONERS AND STAFF HAVE COMPLETED THE CPA CLASS AND HAVE PARTICIPATED IN THE REALITY BASED TRAINING SIMULATION. ANYONE INTERESTED IN THE SPRING CPA CLASS CAN REACH OUT TO CPOC OR PPD COMMUNITY RELATIONS



The Civilian Police Academy

was formed as a special program to welcome and include all Philadelphians in the operation of their police department. Throughout the length of the Civilian Police Academy experience, attendees learn first-hand the policies, procedures and practices of the Philadelphia Police Department; somewhat like the recruit officer's training process at the Philadelphia Police Academy.

The class consists of nine (9) nightly sessions held once a week. Some of the topics covered are: **CIVILIAN OVERSIGHT, LAWS OF ARREST AND HIGH RISK CAR STOPS, CONTROLLED SUBSTANCES AND GANGS, SAFE OPERATIONS OF POLICE VEHICLES, FIREARMS TRAINING SIMULATOR, CRIME SCENE INVESTIGATION, URBAN DISORDER MANAGEMENT, THE TRAINING AND USES OF POLICE K-9 TEAMS, TERRORISM, ARREST AND SEARCH WARRANTS, HISTORY AND PRINCIPLES OF LAW ENFORCEMENT, CRIME PREVENTION AND FEAR REDUCTION AND THE ACTIVE BYSTANDERSHIP IN LAW ENFORCEMENT "ABLE" PROGRAM**



**Civilian/Citizen Police Academies can also be found in:
Norristown, PA; Chicago, IL; New York, NY;
Los Angeles, CA & Dallas, TX; among other places**

Outreach & Training Division

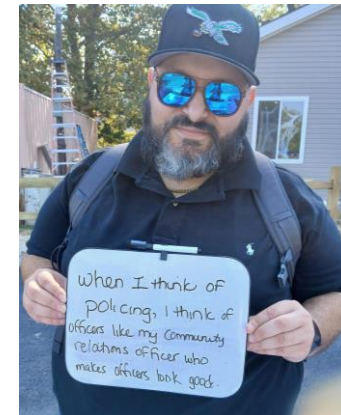


CPOC OUTREACH TEAM PARTNERED WITH FRANKFORD HIGH SCHOOL FOR:

- DISCUSSION ON CAREERS IN OVERSIGHT & CITY GOV'T
- TEEN ISSUES AND POLICING CONCERNS
- PARENT/TEACHER'S NIGHT
- THANKSGIVING HOLIDAY RESOURCE FAIR



4TH ANNUAL LECHON Y ALEGRIA, POLICE ASSISTED DIVERSION RESOURCE FAIR & WINGOHOCKING NEIGHBOR DAY!



CHILDREN'S MISSION, INC. HOLIDAY COMMUNITY FAIR & FOOD GIVEAWAY



Outreach & Training Division

SCHOOL DISTRICT OF PHILADELPHIA TRANS DAY OF REMEMBRANCE & COFFEE HOUSE



WE HONOR THOSE WE'VE LOST IN PENNSYLVANIA

**NIZAH MORRIS
CEI BELL
AMARIEY LEI
MICHELLE TAMIKA WASHINGTON
SHANTEE TUCKER
MAYA YOUNG
LONDON CHANEL
KEISHA JENKINS
DIAMOND WILLIAMS
ASHTON CLATTERBUCK
TATIANA HALL
MAR'QUIS 'MJ' JACKSON
DOMINIQUE REM'MIE FELS**

PLEASE TYPE THE NAME OF A LOVED ONE IN THE CHAT



COUNCILMEMBER QUETZY LOZADA'S JUSTICE DAY & COMMUNITY CIRCLE DISCUSSION ON REMOVING BARRIERS RESIDENTS FACE UPON REENTRY FROM INCARCERATION



**HELD AT FELTONVILLE REC CENTER-
COUNCILMEMBER O'ROURKE & STATE REPS BURGOS &
SOLOMON ALSO ATTENDED THIS EVENT**

Outreach & Training Division

**INTRODUCING THE OVERSIGHT OBSERVER!
KEEP UP WITH CPOC'S TEAM OUT IN THE
COMMUNITY, READ OUR RECENT STAFF REPORTS,
GET DETAILS ON UPCOMING MEETINGS & LEARN
ABOUT LOCAL AND NATIONAL OVERSIGHT NEWS!**

THE OVERSIGHT OBSERVER



*The official email newsletter of the
Citizens Police Oversight Commission.*

CPOC@phila.gov
215-685-0891
www.phila.gov/CPOC

Understanding Real Time Auditing



The Auditing and Monitoring Unit is very important to CPOC's mission. In July 2024, they started doing real-time audits of police misconduct investigations that the Internal Affairs Division (IAD) has finished. This means they look at complaint investigations while they are still happening. The team checks if these investigations are good, complete, and fair. This helps CPOC give quick feedback to improve the PPD investigations. CPOC uses the same questions to review every case to keep things fair. Check out our [blog post](#) on the real-time auditing!

CPOC Goes to NACOLE

CPOC staff attended the 24th Annual National Association for Civilian Oversight of Law Enforcement (NACOLE) conference in Tucson, Arizona, in October. NACOLE is a non-profit organization that works to build community support for independent civilian oversight entities that seek to make their local law enforcement agencies, jails, and prisons more transparent, accountable, and responsive to the communities they serve. Learn more from CPOC staff on their experience at the [conference](#).



CPOC Celebrates: Hispanic Heritage Month!



On September 17, 2024, CPOC celebrated Hispanic Heritage Month in Kensington! The event took place at the Core building in Kensington. This amazing event had food, music, cultural performances, and a Q&A session between our Executive Director, Tonya McClary, and the Director of Latino Engagement, William Garcia. They discussed how CPOC can connect with the diverse ethnicities within the Hispanic community in Philadelphia. Attendees learned more about the different units operating within the agency. Overall, this event was to celebrate the Hispanic community that lives in Kensington and showing residents we are here to support them. View photos from the [event](#).

International Human Trafficking & Social Justice Conference

Four CPOC staff members were able to attend the virtual International Social Justice and Human Trafficking Conference presented by the University of Toledo! The conference's goal was to unite the global community to learn, connect, and collaborate to combat human trafficking and promote social justice. Here's some feedback from our staff:

"These discussions opened the door to potential collaborations, particularly in the areas of survivor-led research and statistical analysis, aligning with our mission to provide robust, data-driven insights that promote transparency and accountability, as well as the policy project." – Allison, Policy Unit

"The lectures and discussions held during the conference were amazing." – Taleah,
Director of Community Outreach and Constituent Services

Commissioner Candidate Update

The Board of CPOC currently only has four active commissioners, with five empty seats to fill. Starting in August of 2024, CPOC accepted applications for Philadelphia community members interested in being part of the board. The role of a commissioner is one that helps guide the agency, serves as an ambassador, and is a voice for the community when it comes to police oversight in the city of Philadelphia. We are in the process of setting up and interviewing the final candidates.

Commissioners' Public Meeting Changes

In case you missed it, the monthly Commissioners' Public Meeting dates have changed to twice a month on Thursday evenings at 6 PM through zoom. Be sure to tune into the next one on [Thursday, November 14](#). Starting in 2025, meetings will be the second and fourth Thursday of each month. Interested in certain police oversight topics? Let us know by replying to this email.

**LOOK FOR THE OVERSIGHT OBSERVER
IN YOUR INBOX EVERY OTHER MONTH!**



**THE NEXT ISSUE ARRIVES IN
JANUARY 2025!**



UPCOMING EVENTS & IMPORTANT DATES

NOVEMBER 28TH/29TH- CPOC OFFICES CLOSED FOR THANKSGIVING HOLIDAY

DECEMBER 7TH- TOGETHER WE CAN FAMILY RESOURCE DAY

DECEMBER 9TH- PBI CAP HEARING (OPEN TO PUBLIC)

DECEMBER 11TH- PBI CAP HEARING (OPEN TO PUBLIC)

DECEMBER 12TH- COMMISSIONER MEETING- VIRTUAL

DECEMBER 17TH- CPOC @ HOLIDAY EVENT (MORE DETAILS TO FOLLOW)

DECEMBER 19TH- COMMISSIONER MEETING – VIRTUAL

DECEMBER 25TH -JANUARY 6TH - HOLIDAY SEASON- CHRISTMAS. HANUKKAH, KWANZAA & 3 KINGS DAY



**TOGETHER WE CAN
FAMILY RESOURCE DAY!**

DECEMBER 7, 2024
REGISTRATION REQUIRED

FOOD WILL BE SERVED
Resources. Cotton Candy. Popcorn. Face painting.

HATS/SCARVES/GLOVES GIVEAWAY
FIRST COME, FIRST SERVED FOR THE KIDS!

CEG STUDIOS 1404 RIDGE AVE
PHILADELPHIA PA
12PM-4PM

COMMUNITY PARTNERS:



**POLICE BOARD OF INQUIRY
DECEMBER 2024 C.A.P. HEARINGS**

Each hearing relates to an individual complaint of misconduct (known as a complaint against police, or CAP) made by a member of the public.

**DECEMBER 9, 2024 10:00 AM
DECEMBER 11, 2024 10:00 AM**

CIVILIANS WHO WISH TO BE ADMITTED SHOULD:

- ENTER THROUGH THE BROAD STREET ENTRANCE
- TELL SECURITY THAT THEY ARE THERE FOR A PBI HEARING
- GET SCREENED BY SECURITY
- SECURITY WILL CONTACT PBI WHO WILL ASCERTAIN IF THEY WILL BE GRANTED ACCESS
- IF ADMITTED FOR A CAP PBI HEARING, CIVILIANS WILL BE ESCORTED TO **ROOM M-013** BY A PBI OFFICER

Philadelphia Police HQ
400 North Broad Street
Philadelphia, PA 19103

Hearings are sometimes canceled.
Please call 215-686-3281 in advance to confirm a hearing is going on as scheduled.

QUESTIONS OR CONCERNS ABOUT ACCESS OR ENTRY TO PUBLIC HEARINGS SHOULD SENT TO CPOC (cpoc@phila.gov or 215-685-0891)



**Commissioner
Public Meeting
Dates**

- Thursday, October 10, 2024
- Thursday, October 24, 2024
- Thursday, November 14, 2024
- Thursday, November 21, 2024
- Thursday, December 12, 2024
- Thursday, December 19, 2024

6 PM via Zoom





Citizens Police Oversight Commission

Thank you for coming

Questions or comments?

Please raise your hand, type your question in
the chat, or contact us:

cpoc@phila.gov or (215) 685-0891



City of
Philadelphia