

On April 3, 2025, City Council passed resolutions appointing five new members to CPOC's Board of Commissioners.

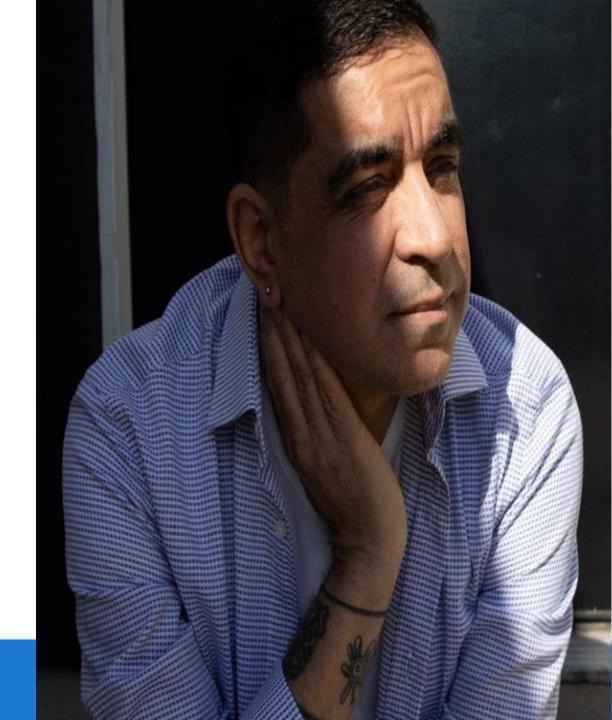
Michelle Enix-Kenney

Michelle Enix-Kenney is a passionate advocate, minister, and community leader dedicated to empowering underserved communities and promoting justice. With over two decades of experience in grassroots organizing, her impact spans from Alabama to New York, addressing critical issues and uplifting vulnerable populations. Michelle serves as a member of the Patient and Family Advisory Council (PFAC) at Good Shepherd Penn Partners and the Penn Medicine Experience, Leadership Team. Inspired by the compassionate care her family received during her parents' prolonged health battles. She dedicates her efforts to supporting frontline healthcare workers and ensuring families receive informed, compassionate care, as they navigate complex medical challenges. A proud HBCU alumna, Michelle holds dual degrees (B.S. & B.A.) in Psychology and Sociology from Tuskegee University. She leverages her expertise to mentor and coach aspiring community leaders, guiding them toward resilience and impactful leadership.



Gilberto Gonzalez

Gilberto Gonzalez is an award-winning writer, designer, educator, and documentary filmmaker with over 30 years of experience in higher education, media, and community advocacy. A lifelong activist, he has dedicated his career to supporting and uplifting his community, using his creative and strategic skills to drive change in Philadelphia and beyond. For most of his career, Gilberto held the title of Senior Graphic Designer, earning national recognition for his work. His paintings have been showcased in Mexico, Canada, and across the U.S., including California and Pennsylvania, and he was a featured artist at the Poets Den in Harlem. His dedication to education extends to curriculum development—he played a key role in designing a graphic design program for the School District of Philadelphia and Taller Puertorriqueño's Cinco Graphics program, now known as YAP. Additionally, he served as a professor of Latino History at the Philadelphia Police Academy, fostering cultural awareness and historical understanding.



Malika Rahman

Malika Rahman is a dedicated professional with extensive experience in public service, community leadership, and law enforcement. As the founder of Be A Great You, Inc., and an Assistant Criminal Justice Professor at the Community College of Philadelphia, Malika has spent her career empowering individuals through education, mentorship, and advocacy. With a Master's degree in criminal justice from Saint Joseph's University, she is committed to advancing social justice and enhancing the relationship between communities and law enforcement. A proud alumna of the Community College of Philadelphia, Malika has a strong connection to the institution, where she actively contributes to shaping the next generation of criminal justice professionals. Her experience in law enforcement, including roles as a Corrections Officer and Deputy Sheriff Detective, has provided her with a deep understanding of the challenges and complexities facing law enforcement today.



Ericka Stewart

Ericka L. Stewart, a resilient social entrepreneur with lived experience overcoming significant trauma, champions equitable community investment. Her work centers on supporting elderly and at-risk youth in Philadelphia, particularly in her beloved Mount Airy neighborhood. Recognized for her dedication, she received a 2022 Community Champion award from the Mayor's Office and the 2022 Change Maker of the Year award from Uptown Standard Newspaper. In 2023, she was a finalist for the Making Space Program. In 2025, she opened Kidd & Co. gift shop and cafe celebrating Philadelphia's culture and featuring African Diaspora artwork.



LaTanya Whitehead

As Program Manager at Shalom, Inc., LaTanya has built a career rooted in violence prevention, crisis intervention, and addressing public health disparities. In her work with K-12 students across Philadelphia, she understands the critical role of safety and trust in fostering community well-being. She has collaborated with schools, local organizations, and city officials on initiatives designed to reduce the systemic factors that lead to violence, foster empathy, and provide young people with the tools to thrive. Her expertise in navigating issues of racial disparity and public safety equips her to approach oversight work with both sensitivity and a solutions-focused mindset. Beyond her professional achievements, LaTanya's personal story as a homeowner in her city reflects her commitment to investing in the future of Philadelphia, particularly for Black and Brown families. Her ability to connect with people from all walks of life makes her a bridge-builder, someone who can navigate complex environments and bring diverse stakeholders together.



Citizens Police Oversight Commission Agency Report April 24, 2025

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).

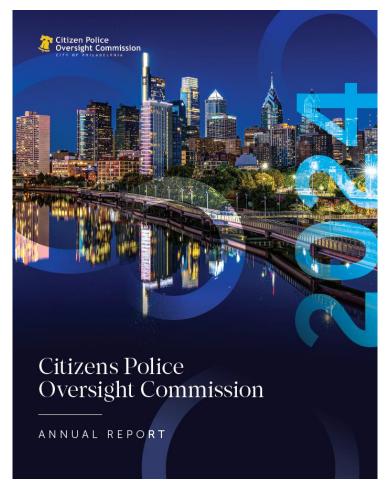
CPOC currently:

- 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

CPOC's 2024 Annual Report





I am honored to present this annual report, which encapsulates the significant and transformative work accomplished by the Citizens Police Oversight Commission (CPOC) in the year 2024. Joining this remarkably innovative, dedicated, and skilled team of staff and Commissioners as the inaugural permanent director in May 2024 has been a professioner.

2024 was a challenging year for oversight – we saw efforts around the country to eliminate police oversight agencies and/or decrease their power and authority. In Philadelphia, CPOC faced numerous challenges inherent in the dynamic landscape of police oversight, but we remain resolutely committed to building bridges of transparency, fostering accountability, and cultivating trust between the community and law enforcement.

Our tireless efforts have led to substantial progress in our mission, as we strive to enhance public safety and vigorously advocate for the rights and well-being of everyone in our community. Together, we are not merely seeking change; we are diligently shaping a future that is safer, fairer, and filled with opportunities for every Philadelphian.

I want to highlight a few of the many accomplishments CPOC achieved in 2024, which are illuminated in the pages of this report:

- Increasing auditing functions including the ability to do <u>"real-time" auditing</u> of complaints
- Creating the Auditing, Policy and Research Division, which will enhance CPOC's abilities to track trends in data, make recommendations to the Philadelphia Police Department (PPD), and improve reporting to the community on discipline Issues
- Focusing on training and the development of curriculums on policing topics by the Outreach, Training & Education Division
- Creating a brand new Data Division to help CPOC meet the data reporting requirements in the enabling legislation, and to bring more light into how the police use force and handle misconduct in Philadelphia

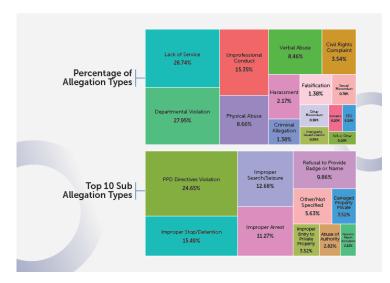
COMPLAINT DATA

Many complaints against PPD officers are made each year, and most of them are filed directly with the police department; CPOC is the intake point for only a small portion. As office capacity expands, CPOC intends to report on the full data set related to all complaints against police (CAPs), not just those received by CPOC. Currently, CPOC only reports on complaints received by the agency and referred to IAD. In 2024, CPOC referred a total of 215 CAPs to Internal Affairs.

These graphics show the allegations of police misconduct present in the complaints referred by CPOC. CPOC assesses new complaints to identify any allegations present and notes them in the case management system. A single complaint

case can have multiple allegations of police misconduct. These allegations can change as the investigation proceeds, depending on what information the investigator learns, so these may not represent the final allegations present in a complaint.

In 2024, the largest percentage of complaint allegations were lack of service (28.7%), followed by departmental violations (28%). Department violations is a category that includes suballegations such as improper stop/detention or improper search/seizure, not following a PPD directive, and not providing a name and badge number when requested by a civilian.



1.

CPOC March 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-oversightcommission-meeting-agendasand-minutes/



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CPOC March 2025 Complaint Referral Report

In March 2025, 19 complaints of police misconduct were received by CPOC and referred to the Philadelphia Police Department (PPD) Internal Affairs Division (IAD).

Summaries of the 19 complaints from March 2025 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 PPO.

These summaries are allegations made by complainants, they do not represent any findings of fact o conclusions.

Date Received	Demographics	Division	Summary
3/04/2025	M – B/AA	North East	The complainant reported they were pulled over by police while driving, "ripped" from their vehicle, and then handcuffed and put in the back of the Police Cruiser. The officer kept turning on and off their Body-Worn-Camera. The complainant heard one officer say to another, "It was a live stop and they were hoping to find something." The complainant feels their civil rights were violated and they were discriminated against due to their race.
3/04/2025	M – B/AA	North East	The complainant's son has been bullied and harassed for many months at school. While on school property, the complainant reported that the Officers did not take a police report of an alleged incident. The complainant was told by their child's friend that one of the students bullying them had a frearm. The complainant had a verbal argument with the school officials who were preventing them from entering the school building. The complainant reported an officer told them to "shut the fuck up."
3/06/2025	F-W	North East	The complainant's landlord is currently trying to evict their family. The complainant called the police 6-7 times when incidents happened, but no police responded for service. The complainant feels especially threatened since they know the landlord owns a firearm.
3/10/2025	F-B/AA	East	The complainant made a report with the Special Victims Unit. The complainant reported that their assigned detective failed to follow up on information properly and repeatedly lied about the status of the case. The District Attorney's Office (DAO) never received the docket for the case. When the complainant confronted the detective, the detective said the case had been dropped. However, when the complainant spoke with the DAO, they reassured the complainant that their case had not been dropped. The complainant reported this created lots of unnecessary stress on top of the stress they were experiencing from the initial incident.
3/10/2025	Anonymous	South	The complainant went to the district for service and was denied service. An officer was rude and dismissive to the complainant.

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Summaries of some complaints filed in March

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

- 1. The complainant alleges they have tried to file multiple police reports and have been unsuccessful when a particular officer is present. The officer has been dismissive and disagreeable to the complainant. The complainant claims the officer is prejudiced against the complainant and has prevented them from filing a report. The complainant has been able to file police reports with other officers when this officer is not present. The complainant has tried to file a report at least five times.
- 2. The complainant was pulled over while driving. When the officer approached the passenger-side window, the complainant asked why they were pulled over. The officer stated it was due to the window tint. The complainant reported that they did not see the red light on the officer's body-worn-camera, so they requested the officer turn it on. The officer requested the complainant's license and registration. The complainant stated, "I'm not giving you anything until you turn on your body cam." The complainant reported they had this same exchange back and forth 5 times.

Another officer came to the driver's side window and requested the complainant's information. The first officer then unlocked the driver's side door and roughly pulled the complainant out of the car. The complainant stated, "Why you grabbing me? Get off me, I don't consent to any searches or consent to get out my car." The officer unholstered their Taser and forced the complainant to get out of their vehicle. The complainant stated, "You doing all of this about some tint?" The complainant was then searched by the officer and put in the back of the police vehicle while the officers searched the vehicle. The complaint was eventually released and given a citation.

Summaries of some complaints filed in March

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

- 3. The complainant reported that during a traffic stop, the officer took their driver's license for identification purposes. The officer failed to return it before ending the interaction. The complainant realized their license was missing and attempted to address this matter, but the officer denied having their ID. All passengers in the complainant's vehicle witnessed that the officer never returned the ID.
- 4. The complainant owns a decking company and was working on a home repair project. Police arrived at the scene and questioned the complainant and wanted to identify them. The complainant pointed out their job and reason for being at the property, pointed to their business truck with the company logo on it. The complainant repeatedly told the officer there were people at the property they could speak with. The officer stated they were detaining the complainant to identify them. Eventually, a white person exited the property and asked if the police were there because of the alarm, then mentioned that they set it off. The complainant reported that police allowed the white person to go back into the property without asking their name or ID to verify who they were. The complainant believes the officer discriminated against them and their civil rights were violated.

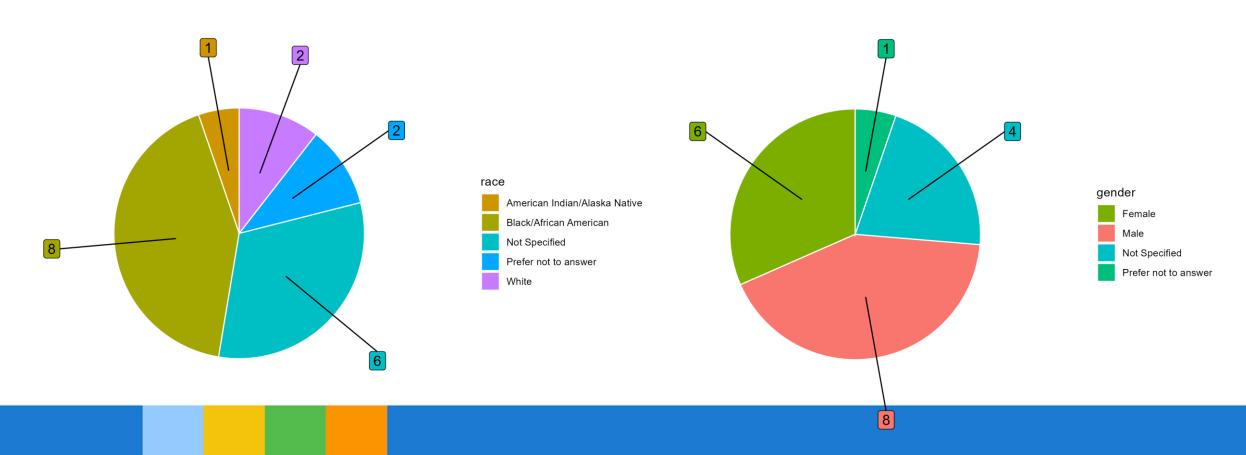
Complaint Data: Demographics (March)

In March 2025, CPOC referred 19 complaints to PPD's Internal Affairs Division (IAD).

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

Race Distribution - March 2025

Gender Distribution - March 2025

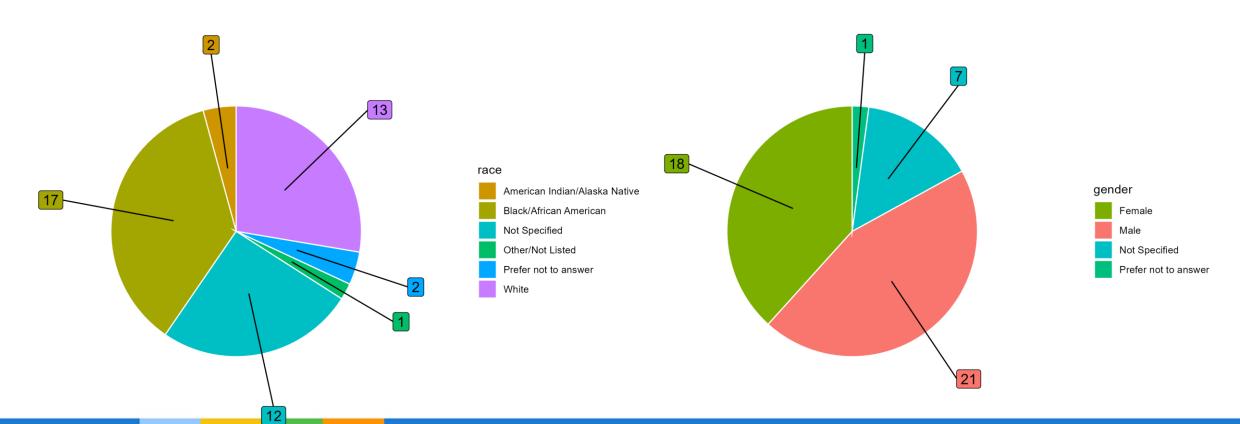


Complaint Data: Demographics (YTD)

CPOC has referred a total of 47 complaints to PPD's Internal Affairs Division (IAD) in calendar year 2025.

These charts show demographic data from 2025 complaints, as reported by complainants.

Race Distribution - YTD Gender Distribution - YTD



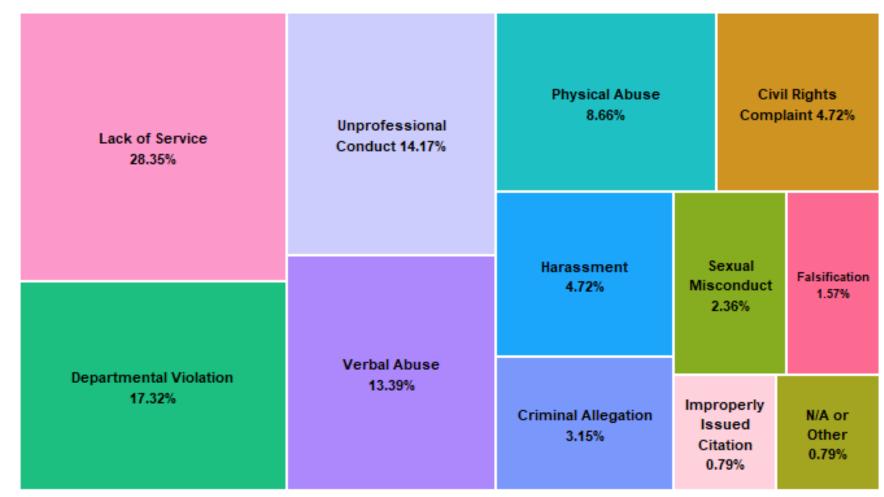
Complaint Data: Allegations

Percentage of Allegation Types

The most common allegations reported by complainants are related to Lack of Service.

A single complaint can have multiple allegations.

"Departmental violations" which are explained further on the next slide.



Complaint Data: Departmental Violation subcategories

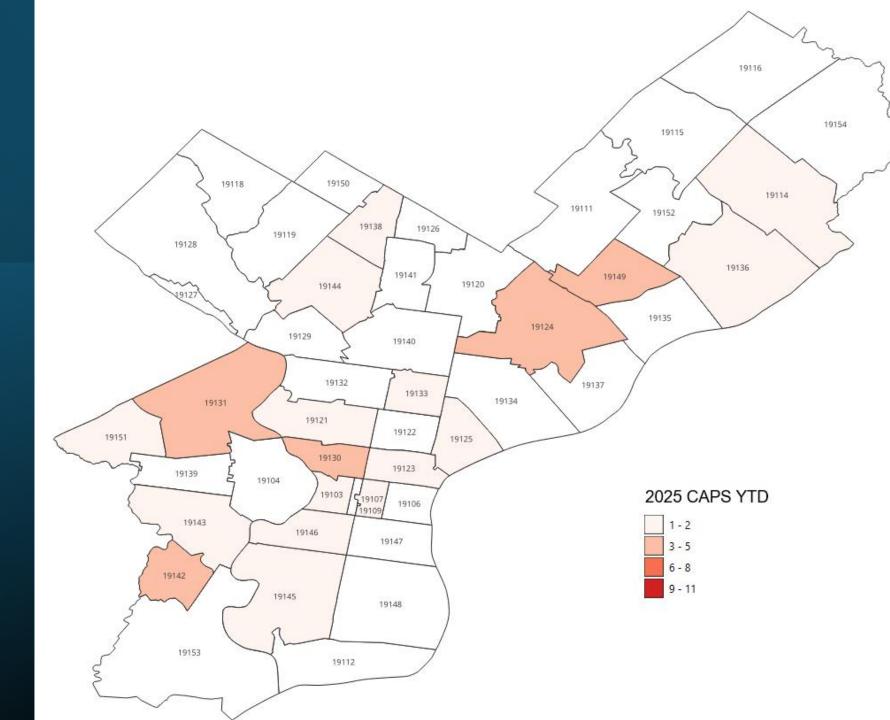
Top 10 Sub Allegation Types

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

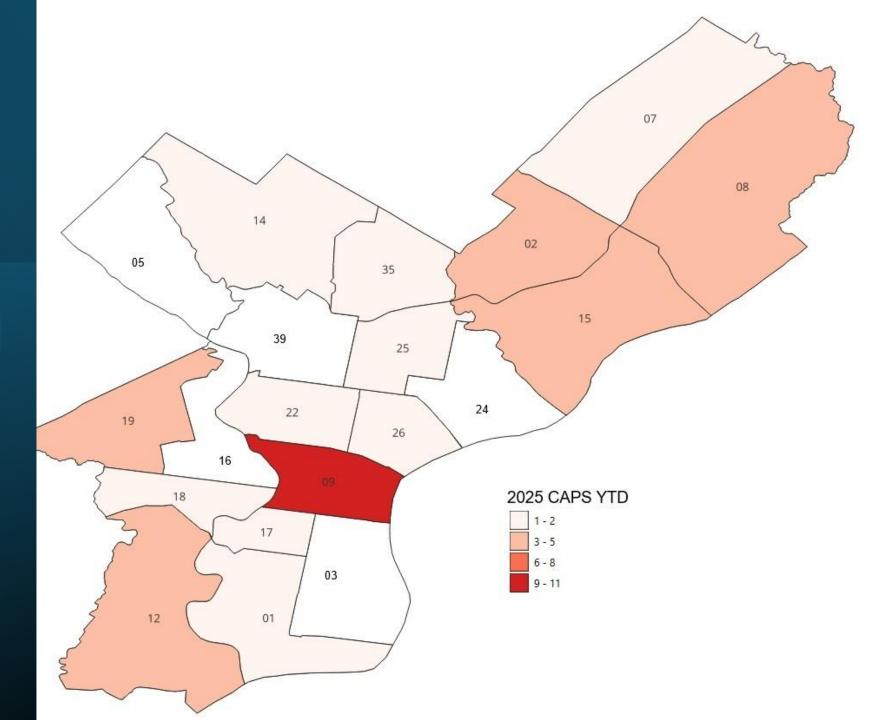
A single complaint can have multiple misconduct allegations.

Improper Search/Seizure 13.64%	Other/Not Specified 13.64%	Improper Arrest 9.09%	Improper Stop/Detention 9.09%
Missing Property Private	PPD Directives Violation	Abuse of Authority 4.55%	Failure to Stop Excessive Force 4.55%
(NOT THEFT) 13.64%	13.64%	Failure to Activate BWC 4.55%	Misuse of City Equipment/Information 4.55%

Complaint data (YTD) by zip code



Complaint
data 2025
Quarter 1 by
Police District



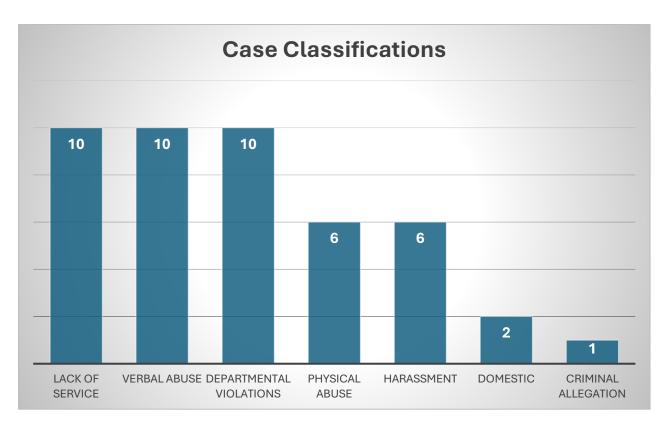
Auditing, Policy, and Research (APR) Division: CAP Audits

- Reviews include all case file materials, interview memos, and BWC if applicable
 - Note: we only review materials provided by PPD.
- Our team has 11 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.
- 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.

APR Division: March Audits

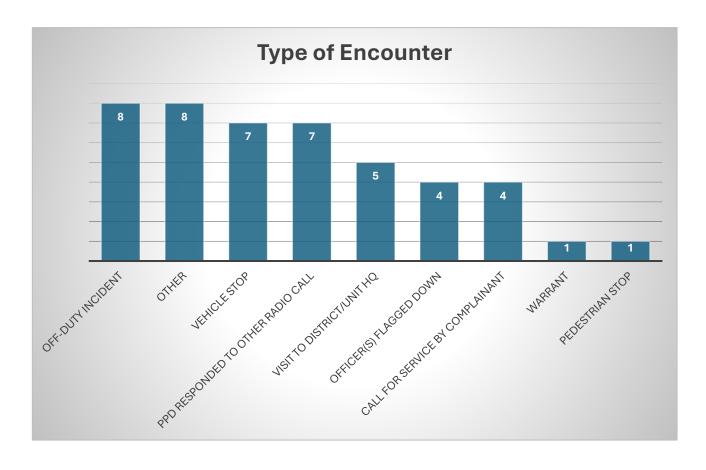
- This report will cover the 45 cases we reviewed by their due dates, which were during the month of March 2025.
- CPOC received 59 cases from IAD and completed 34 reviews (75%)
- The 45 cases reviewed in March contained:
 - 5 divisional cases
 - 40 full IAD investigations

APR Division: March Audits - Case Classification



- Consistent with previous months, Lack and Service, Verbal Abuse, and Departmental Violations cases were the most common in March.
- The case classified as a "Criminal Allegation" case had a subclassification of retail theft/theft, and related to an allegation that sneakers, perfume, cash, and other items were missing after a search warrant.
- The cases classified as "domestic" related to domestic stalking – alleged an officer's ex was stalking him but provided no further info about this; and domestic assault/custody dispute

APR Division: March Audits - Incident Type



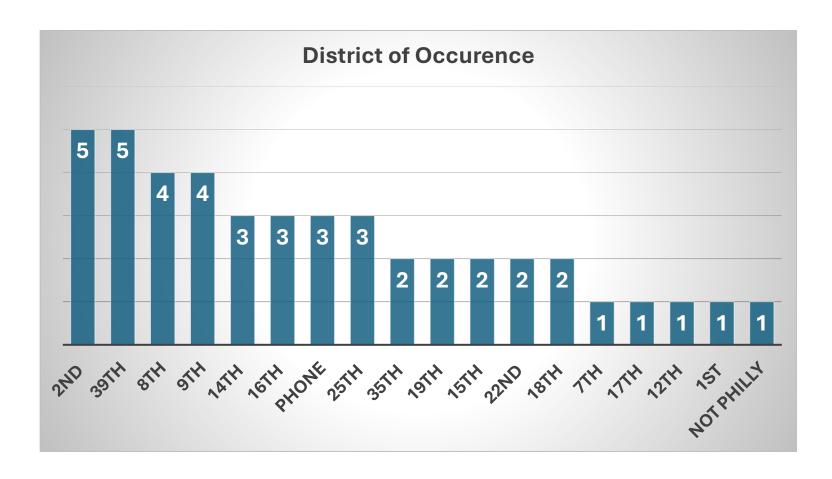
- The graph shows the types of encounters that ultimately led to the complaints being filed
- There was an unusually high number of off-duty incidents present in this batch of cases - the subclassifications for those are below:

Harassment - Neighbor			
Harassment - By Device			
Harassment - By Social Media	1		
Harassment – By Authority	1		
Domestic - Stalking			
Domestic - Assault			
Physical Abuse - Threatened with Firearm			
Grand Total			

APR Division: March Audits - District

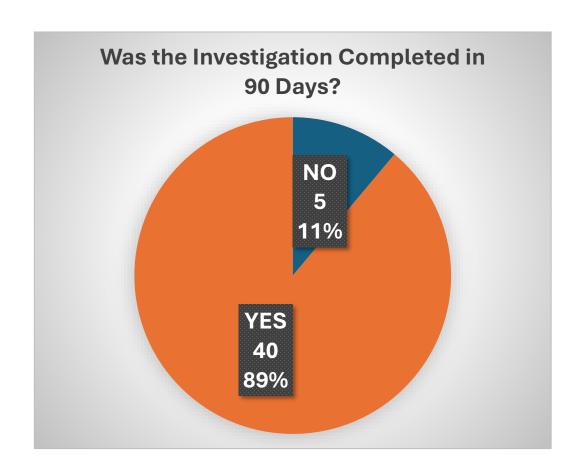
This graph shows the geographic location of the incidents that gave rise to the complaints that we reviewed in March.

Last month, the 19th district had the highest number of cases (6), and the 9th and 25th were the next highest with 4 each.



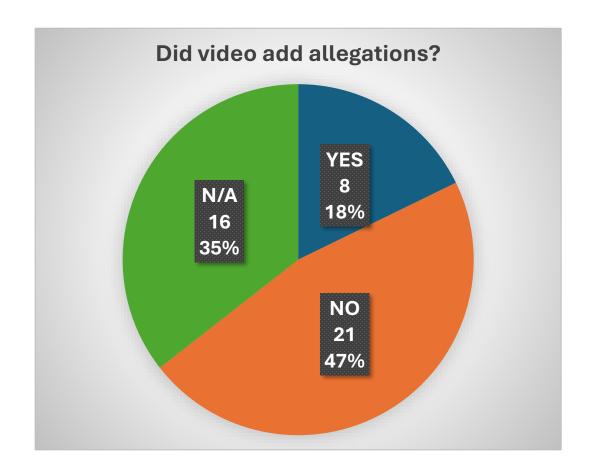
APR Division: March Audits - 90 Days

- Last month was just 53% so this is a big improvement
- The 90-day compliance rate for all live audits in 2024 was 82%.
- Of the 5 that were not completed within 90 business days, the team felt that only 1 had a good explanation.
 - Example: A harassment-neighbor complaint, reason given was the subject officer was on sick leave. The subject officer was not contacted until 3 days after he retired. The PC Memo doesn't clarify when the sick leave began, so it's not clear if a timely interview was possible.



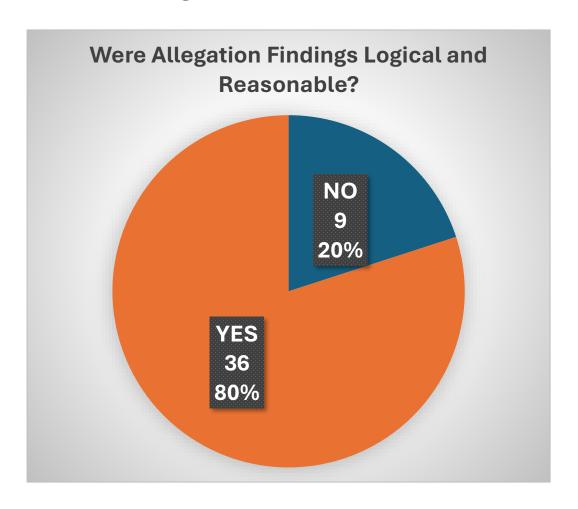
APR Division: March Audits - allegations

- 16 cases did not have BWC footage available.
- In 21 cases that had BWC footage available, all allegations/violations present in the video were accounted for.
- In 9 cases, CPOC's review of footage revealed additional allegations/violations that need to be addressed
- This includes additional BWC violations
 - 60-second buffer period



APR Division: March Audits - allegations

- Of the 45 cases reviewed, 36 (80%) had findings that were all logical and reasonable.
- Examples:
 - Harassment neighbor case, we recommended the finding be changed from "unfounded" to "not sustained" due to a lack of clear evidence present to support either side of the story.
 - We made a similar recommendation for a physical abuse allegation. The investigator stated that it could not be determined when the complainant received his injury, so by that logic, it could not be determined who caused it.



APR Division: March Audits

- 16 of the 45 cases we reviewed had one of more sustained allegations present.
- Of those 16 cases, 7 sustained only administrative violations.
 - These are related to paperwork or are violations/allegations not made by the complainant
 - 9 cases in total had sustained allegations made by a complainant.

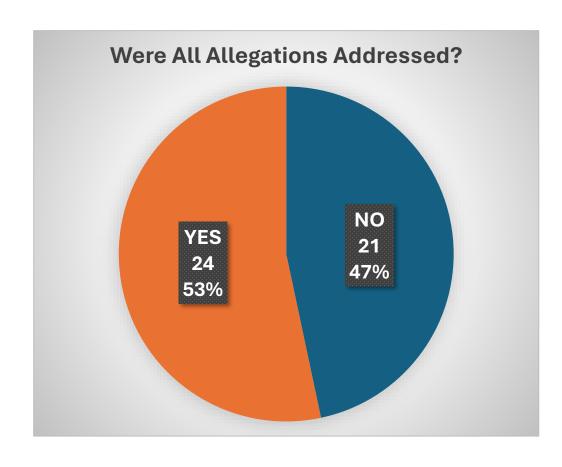




APR Division: March Audits - allegations

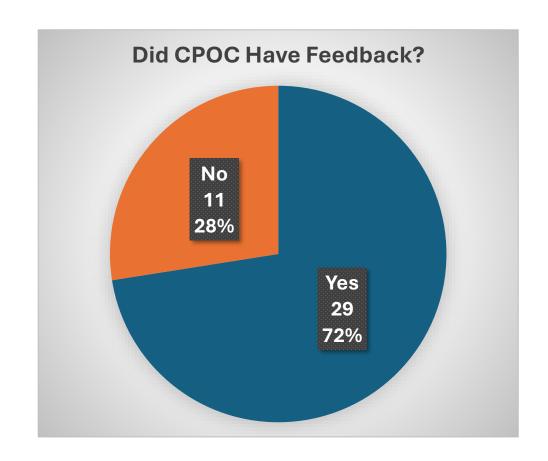
- Slightly less than half (47%) of the cases had additional allegations or violations that needed to be addressed
 - Total of 35 missing allegations examples below
 - Last month was 29 total missing allegations, same percentages (53% yes, 47% No)
 - Typically comes from video review or from complainant
- Every violation present should be resolved, even "minor" ones.

Departmental Violation-Failure To Activate Bwc				
Departmental Violation-Ppd Directives Violation (See Ppd#)				
Unprofessional Conduct-Rude/Dismissive Behavior	2			
Departmental Violation-Improper Frisk	2			
Verbal Abuse-Rude Language/Tone	2			
Departmental Violation-Improper Stop/Detention	2			
Lack Of Service-Failure To Provide Service/Take Police Action	2			



APR Division: March Audits - Feedback

- Of the 40 full investigations we audited, we had feedback for 29 (72%) and drafted memos for all of them.
 - This is similar to last month, when we had feedback for 75% of the cases we reviewed
 - 2024 in total, we had feedback about 64% of the time.
 - We are noticing clear explanations in memos that were not there before



APR Division: Looking ahead

In Development/On the Horizon:

- Meet and Greet with IAD Investigators
- We are re-established within PPD's directive review process
- The BWC audit project is underway!
- 2024 auditing report
- NACOLE conference proposal

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

