Citizens Police Oversight Commission Agency Report July 10, 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

Executive Director's Report







In June, CPOC teamed up with NACOLE (National Association for Civilian Oversight of Law Enforcement) to do training for the staff and commission.

NACOLE Executive Director Cameron McEllhiney and Director of Training and Education Tina Barr travelled to Philadelphia and conducted two all-day trainings with the staff and commission.

Commission Members: two (2) hours of virtual training and six-and-a-half (6.5) hours of in-person training on the following topics:

- Civilian Oversight: Its History and Guiding Principles
- Role of the Commission in Civilian Oversight of Law Enforcement
- Group Dynamics and Processes
- Identifying and Addressing Challenges and Opportunities as a Commission
- Community Outreach and Engagement
- Understanding Data
- Transparency and Recommended Reporting Practices

CPOC Staff: six (6) hours of in-person training on the following topics:

- Role and Responsibilities of the Civilian Oversight Entity and Its Commission Members
- Statutory Mandates and the Realities of the Work
- Group Dynamics and Processes
- Recognizing and Addressing Organizational Trauma

Future Training: NACOLE will be conducting further training for CPOC staff leadership.

Leadership Training: Managing and Leading a Team

Investigations Division: Police Shootings (June 2025)

There were no people shot by police in June 2025. There have been six police shootings at people thus far this year.

CPOC tracks all police shootings, which includes every time a PPD officer(s) discharges their firearm at a person or an animal (excluding deer).

CPOC maintains 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-2025/. The website provides an overview of PPD's procedure, CPOC's role, and details about the police shootings at people.

Investigations Division: Use of Force Update

Not legal advice

- Police use of force is limited by the Fourth Amendment.
- Force must be objectively reasonable from the perspective of a reasonable officer at the scene.
- SCOTUS recently decided Barnes v. Felix, which arose from a traffic stop for unpaid tolls.
- The Court held that all facts and circumstances surrounding the use of force must be considered, not just the "moment of the threat" that immediately leads to the shooting.

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, facilitating community education and training 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.













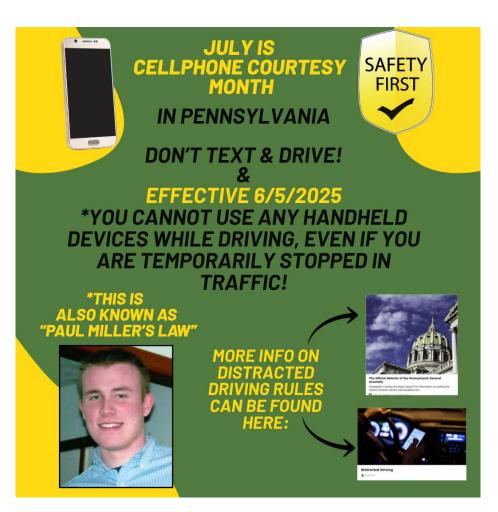












75 Pa.C.S. § 3316

https://www.pa.gov/agencies/penndot/travel ing-in-pa/safety/traffic-safety-drivertopics/distracted-driving.html

COUNCIL ON SOCIAL WORK EDUCATION WEBINAR





POWERFUL ALLIES: HOW SOCIAL WORK & CIVILIAN OVERSIGHT CAN FOSTER COMMUNITY TRUST



Citizens Police





Director of Outreach & Constituent Services Citizens Police



RECORDING OF WEBINAR WILL BE POSTED ONLINE ON THE **CSWE WEBSITE**

Civilian Oversight of Police and Social Work



How Social Workers can provide much needed guidance

Social Work and Civilian Police Oversight both work to improve the lives and experiences of community members.

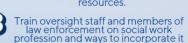
When working in the field of Police Oversight, employees often engage with community members who have varied lived experiences based on race, age, culture, socio-economic status and country of origin.

Oversight agencies oversee and work with Police Departments who struggle to address crisis with mental health, substance abuse and unhoused community members. Social workers can add insight and guidance on best practices and ways to prioritize community needs.

Social Workers often have experience with trauma informed practices, and can not only help advise Police Departments, but ensure oversight agencies are engaging with vulnerable populations in a trauma informed way; especially community members who have experienced

Social Workers Can Become An Integral Part in Civilian Police Oversight By:

Assist with service to constituents who have concerns that may not rise to the evel of complaint and réquire resources for unhouse'd residents, undocumented community members, justice involved residents, youth in need of educational resources.



Work alongside oversight staff when taking complaints of Police Misconduct and make referrals for individuals in crisis, or requiring behavioral health support.

Use trauma-informed expertise to work with Police Departments on community engagement and policy creation







The Council on Social Work Education (CSWE) is the national association representing social work education in the United States. Its members include more than 900 accredited baccalaureate and master's degree social work programs and their affiliated social work educators, students, and staff, as well as practitioners and agencies dedicated to advancing quality social work education. CSWE provides opportunities for leadership and professional development so that social workers are empowered to play a central role in achieving the profession's goals of social and economic justice.

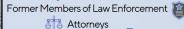
Who Works in Civilian Police Oversight?

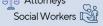






Policy Analysts () Investigators









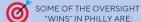




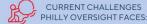


HOW SUCCESSFUL HAS CPOC BEEN?





- Civilian Presence in the Charging Unit at the Police Internal Affairs Division. When Officers are formally charged with misconduct offenses, CPOC is there to lend a civilian perspective and ensure charges are applied appropriately.
- CPOC staff rotate as members of the Police Board of Inquiry, a panel of 3 members that hear allegations of Police Misconduct and make disciplinary recommendations to the Police
- CPOC Gives a 2-Hour Presentation to Police Recruit Classes Prior to Graduation from the Police Academy
- Police-Community Mediation Program provides both the PPD Officer and Community with an opportunity to meet with a mediator to discuss complaints that involve verbal abuse or lack of service.



- CPOC is currently fighting to conduct independent investigations of police misconduct, per the authority give to us in our legislation. However, although we have the authority, we must work with the Fraternal Order of Police Union to bargain the terms.
- Our Police-Community Mediation Program is live, but we have had challenges getting Officers and Community Members to buy-in and participate, despite the benefit to both parties.

MONEY. MONEY. MONEY.

CPOC is growing and increasing our footprint in the City. lowever we need more funding to be more effective, hire more staff and have a bigger presence in the many diverse munities in our city. We'd like to eventually have our budget tied to PPD's budget, so when they get an increase, we do too.





OUR OUTREACH PRESENTATION PROPOSAL HAS BEEN ACCEPTED BY NACOLE







Citizens Police Oversight Commission

2025 NACOLE PRESENTATION PROPOSAL

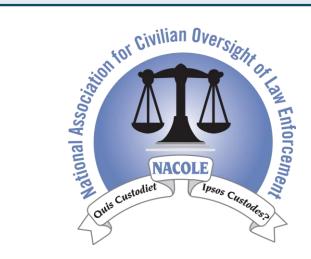
Turning Difficulty Into Opportunity: Tips On Navigating
Challenging Community Discussions



2025 Annual NACOLE Conference

Reckoning & Resilience in the Post-George Floyd Era

> October 26 - 30, 2025 Minneapolis, MN



CPOC's Executive Director Tonya McClary & Director of Outreach Taleah Grimmage will be presenting as the upcoming NACOLE 2025 **Conference in Minneapolis!**

The presentation, titled: Turning Difficulty Into Opportunity: Tips on Navigating **Challenging Community Discussions will** empower and encourage Oversight professionals to lean in, to tough moments and feel comfortable having conversations that may be difficult or invoke strong reactions from the community.

2025 JUNETEENTH CELEBRATION IN MALCOLM X PARK



The Philadelphia Juneteenth
Parade and Festival, started by the
Pennsylvania Juneteenth Initiative, is
the largest annual celebration in the
nation attended by thousands where
we join together to have fun,
embrace our history and continue
the tradition of Kujichagulia (selfdetermination).









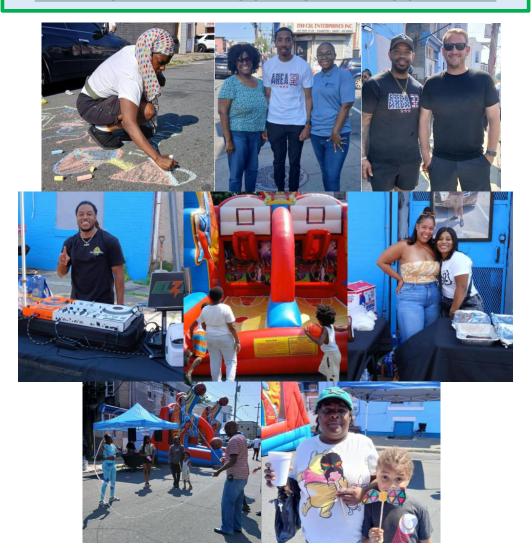




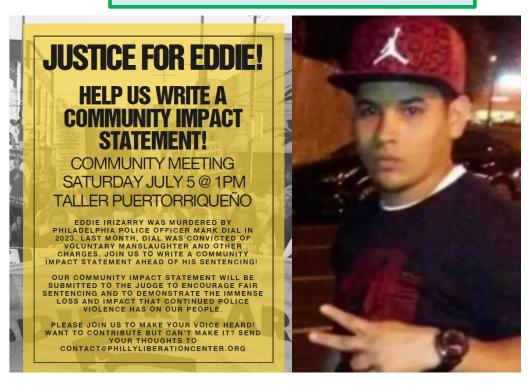
Juneteenth is the oldest celebration commemorating the ending of slavery in the United States. It was on June 19th, 1865 (two and a half years after the Emancipation Proclamation was in effect) that the Union soldiers landed at Galveston, Texas with news that the war had ended and that the enslaved were now free.

Pennsylvania now recognizes Juneteenth, as a state holiday. In 2019, Governor Tom Wolf signed legislation designating June 19 each year as Juneteenth National Freedom Day in Pennsylvania.

ENDANGERED KIND COMMUNITY BLOCK PARTY



JUSTICE FOR EDDIE! COMMUNITY ENGAGEMENT EVENT AT TALLER PUERTORRIQUENO



MEET OUR 2025 MANDELA WASHINGTON FELLOW! MACFARLEN MSETEKA FROM MALAWI



Macfarlane Mseteka is a Public Relations Police
Officer for the Jenda Police Station where he
manages communications and partnerships with
various stakeholders in the community. He is
actively involved in media relations, community
engagement, producing various publications,
including quarterly crime reports to provide accurate
and timely information to the public.

Macfarlen will be with CPOC
from July 30th –August 27th







The Mandela Washington Fellowship for Young African Leaders is the flagship program of the U.S. Government's Young African Leaders Initiative (YALI). Established in 2014, the Fellowship has brought nearly 7,200 young leaders from every country in Sub-Saharan Africa to the United States for academic and leadership training. The Fellows, between the ages of 25 and 35, are accomplished innovators and leaders in their communities and countries.





SOME OF OUR PREVIOUS FELLOWS





CHIRELLE LAU TEEPOLICE OFFICER & PSYCHOLOGIST- SEYCHELLES



NGUNDAMBIRIKO KATIRE PSYCHOLOGIST FOR FIRST RESPONDERS- NAMIBIA





SOPHIE RAHARINOELY- POLICE OFFICER- MADAGASGAR

WANT TO LEARN MORE ABOUT PPD POLICIES & PROCEDURES? CONSIDER APPLYING TO ATTEND THE CIVILIAN POLICE ACADEMY



The overall purpose of the CPA is to produce informed graduates who will return to their neighborhoods with a more positive view of how the police function and assist them in recognizing the various problems facing today's urban police officer.

The Philadelphia Police Department's Civilian
Police Academy's motto is:

"UNDERSTANDING THROUGH EDUCATION
AND TRAINING" where an atmosphere of
community spirit is the key to improving the
quality of life in Philadelphia.

History and Principles of Law Enforcement	Laws of Arrest and High-Risk Car Stops
Controlled Substances and Gangs	***Safe Operations of Police Vehicles
***Reality Based Training (RBT)	Crime Scene Investigation
***Urban Disorder Management	The Training and Uses of Police K-9 Teams
Arrest and Search Warrants	Crime Prevention and Fear Reduction
Special Needs & Mental Illness	Radio Procedures
Active Bystandership of Law Enforcement	Citizens Police Oversight Commission (CPOC)
(The "ABLE" Program)	

10 WEDNESDAY EVENINGS FROM 6:30PM-9:30PM
CLASSES STARTING IN SEPTEMBER!
FOR MORE INFO: CONTACT CPL FABRIZIO AT THE POLICE ACADEMY OR CPOC!











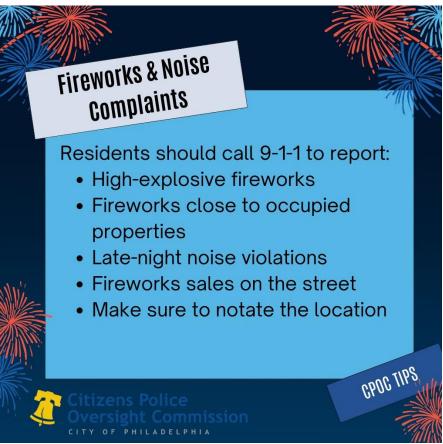






UPCOMING EVENTS & COMMUNITY TIPS

JULY 24TH- 2ND MONTHLY COMMISSIONER'S MEETING





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

