

ATTACHMENT 1: CPC Selection Criteria

Selection Criteria

The following criteria will be considered for potential candidates in order to increase the Commission's potential for success. The goal is not to select individual candidates who possess all of these qualities, but to ensure that the Commission as a whole adequately represents each of these qualities.

- Demonstrated experience working effectively with diverse populations;
- Demonstrated ability to develop consensus and create positive change in organizations;
- Demonstrated knowledge of policing policies and procedures, including those related to searches and seizures, collection and release of information, use of force, and professional accountability;
- Experience in dealing with different aspects of the criminal justice system, whether from a policing, criminal prosecution or defense, victim, or defendant perspective;
- Demonstrated experience in creating and the ability to articulate firm ideas for creating a culture of policing that is community-based, effective, and constitutional;
- An understanding of local government and how City departments function in relation to one another;
- An understanding of how labor negotiations work, from a legal, management or employees perspective;
- Ability to articulate the vision and role of the Commission and describe how its work might positively impact all of Seattle's residents;
- Knowledge of, or experience with, the principles of the Race and Social Justice Initiative and other principles of race and social justice work;
- Experience in addressing mental health issues;
- Knowledge of public health and harm reduction models;
- Experience with program evaluation and outcomes measurement;
- Community leadership;
- The ability to exercise independent judgment in matters before the Commission.

Applicants are encouraged to submit the following:

- A resume or bio;
- A cover letter that describes the applicant's relevant experience and interest in the Commission in relation to the criteria described above.

Note: Individuals who have been arrested or who have been convicted of a crime and have demonstrated successful rehabilitation would add meaningful perspective and insight to the Commission's work and should be strongly encouraged to apply.