

Seattle
Community
Police Commission

2024



What we mean when we say Community

Adhering to a strict definition of “Community” can be an ineffective way of centering the people we serve. It is important that we acknowledge that Community is a malleable term that historically means different things to different people. While racial, gender, or physical identity can define some communities, religion, housing status, political affiliation, or nationality may be more meaningful identities for others. With that in mind, the Commission acknowledges that the communities it serves are those that have been the most impacted by the institution of policing.

Throughout this report you will see the word “Community” capitalized. This is purposeful, as it is one of the small but significant ways that the Commission can shift power to those we serve. Although titles and names of institutional actors are capitalized, government institutions neglect to offer the same reverence to people in Community. By capitalizing Community, we seek to demonstrate that the Commission respects no voice or feedback more than it respects that of the Community.

It’s in our name and it’s who we serve.



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Who We Are & What We Do

Building up to 2010, a series of serious incidents involving police and people of color culminated in August 2010 with a Seattle police officer shooting and killing First Nations woodcarver John T. Williams. These events ignited public concern about bias and the use of excessive force in the SPD.

After a federal investigation, the City of Seattle signed a settlement agreement and a Memorandum of Understanding (MOU) with the U.S. Department of Justice (DOJ) to reform SPD practices. Those two documents are referred to as the Consent Decree. The Consent Decree is overseen by a federal judge and appointed police monitor who are charged with ensuring SPD's unconstitutional policing practices are corrected.

The Community Police Commission (CPC) was mandated under the Consent Decree to provide Community input on needed reforms. The City of Seattle established the CPC by ordinance, which began its work in 2013. Four years later, under the City's landmark 2017 Accountability Ordinance, CPC was made permanent, and its scope of responsibilities and authority was broadened. While it continues to be responsible for its obligations related to the Consent Decree, it now also provides mandated ongoing, Community-based oversight of SPD and the police accountability system.

There are three parts to the accountability system, and they all work together in different ways to promote effective, constitutional policing. The accountability partners include:

- Office of Police Accountability (OPA);
- Office of the Inspector General (OIG); and
- Community Police Commission.

Together, these partners are mandated to offer critical analysis and advice to the City Council, Mayor, City Attorney, and each other, while also making policy recommendations and engaging in collaborative conversations with the Seattle Police Department.

The Community Police Commission empowers the Community's voice in the police reform process. The CPC is a diverse coalition of 15 volunteer Community members. It is designed to be completely independent from the Mayor, City Council, and Seattle Police Department.

CPC Authority & Responsibility

It is our responsibility to honor and amplify the Community's voice through this transformative time. As we embark on the next chapter of CPC's history, we're working closely with partners and allies to fulfill our duties as outlined in the 2017 Accountability Ordinance.

Here's how we strategize that work:

Collaborate: We collaborate with Community, SPD, OPA, OIG, and the City Attorney's Office to improve system transparency.

Input: We center Community input and provide recommendations into SPD practices, including policy, recruiting, hiring, and operational practices.

Monitor: We monitor the implementation of CPC's policy recommendations and our accountability partner recommendations.

Review: We review closed OPA investigations to identify opportunities for systemic improvements, based on feedback from Community members.

CPC Structure

Commissioners

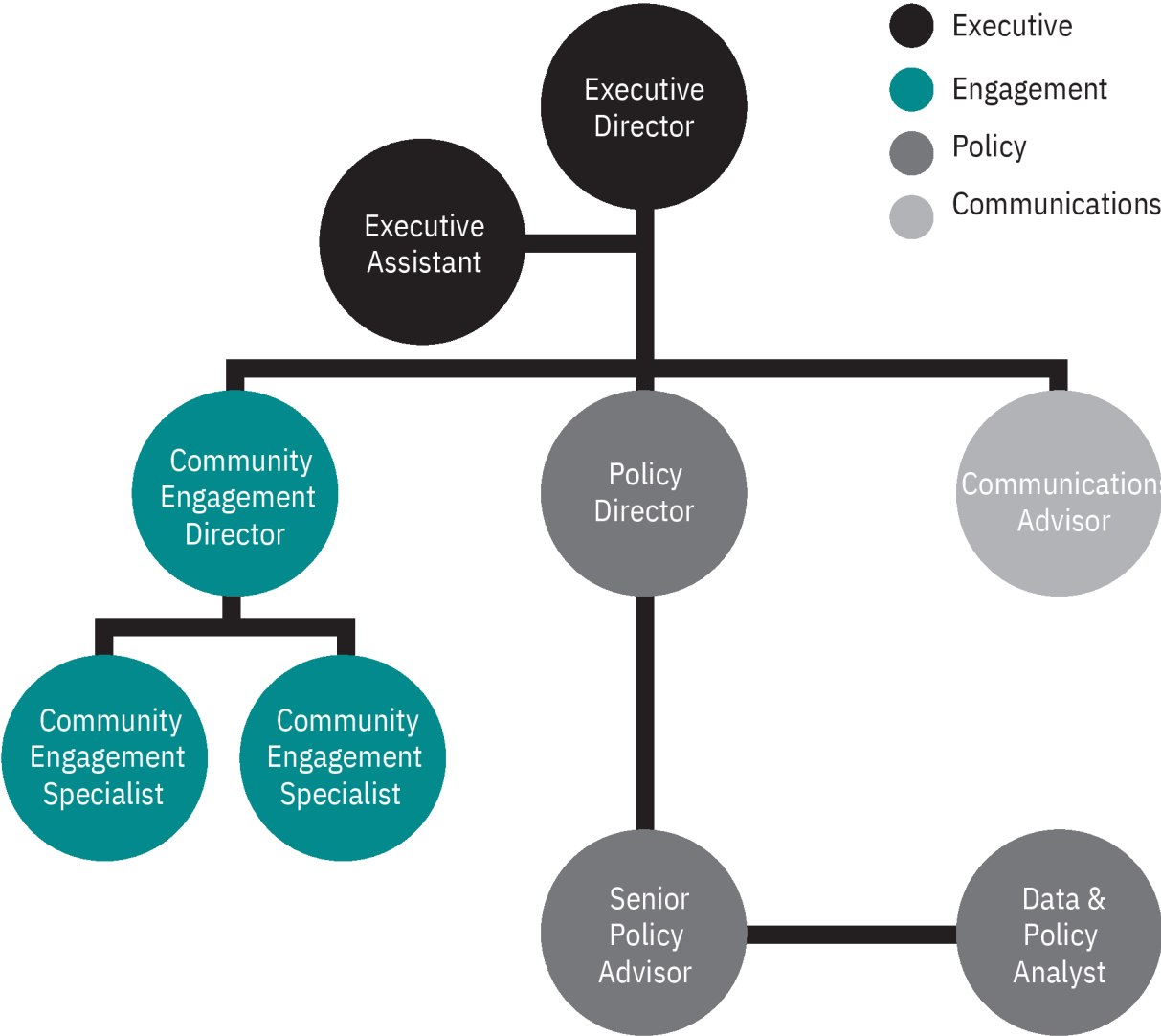
Fifteen volunteer Commissioners govern the work of the CPC. They are appointed to three-year terms.

Appointing authorities:

- Mayor
- City Council
- Community Police Commission

Staff

In 2024, the CPC experienced several staff transitions and ended the year with a team of four, including a new Interim Executive Director. Staff are hired and supervised by the Executive Director consistent with the accountability ordinance.



1. 2024 Policies & Practices

The CPC's obligations under the Accountability Ordinance include responsibility to "review and provide input to OPA, OIG, SPD, and other City departments and offices, including the Mayor, Council, and City Attorney on the police accountability system, police services, and SPD policies and practices of significance to the public." In 2024, the CPC met these obligations as follows:

Crowd Management Ordinance: Advancing Accountability and Community Safety

During 2024 the **Community Police Commission (CPC)** engaged and incorporated substantial input from Community members reflecting Community priorities on public safety, civil liberties, and police accountability regarding the Seattle City Council's Crowd Management Legislation. (Subsequently passed as CB 120916)

The CPC received the draft ordinance in **October 2024** and immediately launched a **public engagement process**, including an online survey and targeted outreach to gather Community perspectives. Despite limited staffing and several vacant commissioner seats, the CPC's **Police Practices Workgroup** conducted policy analysis, convened discussions with stakeholders, and presented formal **recommendations to the City Council** at the beginning of 2025.

Key CPC Recommendations Relating to the Council's Legislation

- A request to slow the legislative process to ensure meaningful **Community engagement**.
- Requests to limit **blast ball deployment** to open spaces at least ten yards away from people and emphasizing underhand deployment to minimize injury.
- Requests that **mutual aid agencies** operating in Seattle adhere to the City's crowd management policies and directives.
- Requests that SPD incorporate a **post-deployment review** of less-lethal weapons and public feedback mechanisms after any use of less-lethal weapons.
- Reinforcing SPD's duty to **protect the public's right to free speech and peaceful assembly**.

CPC Impact on Final Legislation Will Be Covered in the 2025 Annual Report

Several of the CPC's recommendations were incorporated into the Ordinance in early 2025 and will be the subject of the 2025 Annual Report.

Outcome

Despite substantially reduced staffing, on a very tight timeline, the CPC was able to meaningfully engage Community feedback, to lift-up those Community perspectives to make policy recommendations that strengthened oversight, increased transparency, and reinforced protections for Community safety, free speech, and assembly.

This work exemplifies how the CPC fulfills its mandate to **center Community voice in police policy reform**, ensuring that public safety approaches in Seattle respect both safety and civil rights.

CPC Engagement on the City’s Surveillance Technologies Pilot

In late 2023, the City of Seattle proposed a **Technology-Assisted Public Safety Pilot Project** to explore the use of surveillance-based tools to address persistent gun violence and serious crime. The proposal included three primary technologies:

- **Closed-Circuit Television (CCTV) cameras,**
- **Acoustic Gunshot Locator Systems (AGLS), and**
- **Automated License Plate Readers (ALPR).**

According to the Mayor’s Office briefing, the pilot aimed to enhance public safety by deploying these technologies in areas with high concentrations of violent crime, such as Aurora Avenue North, Belltown, the Chinatown-International District, and the Downtown Core. The stated goals were to improve evidence collection, assist in rapid police response, and deter criminal activity amid ongoing police staffing shortages.

The technologies were presented as part of a holistic “place-based” crime prevention strategy, complementing traditional policing with environmental design, Community engagement, and improved data systems. The proposal emphasized compliance with the City’s Surveillance Ordinance, limited data retention to thirty (30) days, and provided oversight by the **Office of Inspector General (OIG)**.

Community members and civil liberties advocates raised questions about privacy, potential misuse, and the disproportionate impact of surveillance technologies on marginalized communities. Recognizing these concerns, the **CPC** reviewed the proposal to assess both its public safety rationale and its implications for equity and civil rights.

CPC Engagement and Statement

On **March 21, 2024**, the CPC released a formal public statement responding to the proposed pilot. While acknowledging the urgent need to address the trauma of gun violence in Seattle, the CPC expressed principled **opposition** to the increasing use of automated surveillance tools to monitor residents.

After hearing from commissioners and Community members most affected by violence, the CPC determined it would not oppose a narrowly scoped pilot—so long as it were time-limited, geographically limited, and implemented with clear oversight and accountability mechanisms including meaningful community input.

Key CPC Recommendations Relating to the Council’s Legislation

The CPC’s statement outlined specific recommendations for City leaders and the Seattle Police Department (SPD), including:

- **Set a two-year limit** on the pilot with a defined sunset clause.
- **Set measurable metrics**—such as measurable reductions in gun violence and increased investigative outcomes—before implementation.
- **Require robust Community engagement** in each pilot area, including public meetings, educational materials, and ongoing feedback opportunities.
- **Mandate transparency and effects on Community** through publicly shared evaluations of outcomes, unintended consequences, and Community impacts before any expansion or permanent adoption.

The CPC also emphasized that any use of surveillance technology must center **privacy protections, racial equity, and Community trust**, and must not be used for immigration enforcement purposes.



CPC Community engagement team with and officer at SPD’s open house

Outcome

The City Council ultimately passed the Surveillance Pilot, including provisions that incorporated nearly all of the recommendations made by the CPC, resulting in a promised dashboard for Community transparency, detailed reviews by SPD to be released at the end of 2025 and 2026; tracking and reporting of information requested from and produced by SPD and its third party vendors; and retention of subject matter experts to develop and manage an evaluation of the pilot by SPD and the Office of the Inspector General. See, e.g., Ordinances 127044; 127110; and 127111.

OPA Complainant Impact Statements: Elevating Community Voice in Accountability

The **Complainant Impact Statement Process**, developed collaboratively by the **Office of Police Accountability (OPA)** and the **CPC**, was intended to strengthen Seattle’s police accountability system by ensuring that Community members directly affected by police misconduct could have their experiences heard during the disciplinary process.

Background

Seattle’s **Accountability Ordinance (SMC 3.29.125(G))** allows the **Chief of Police** to meet with complainants in cases where hearing directly from them would help the Chief understand the impact of an officer’s actions or weigh issues of credibility before making a final disciplinary decision.

In 2021, the **Office of Inspector General (OIG)** recommended creating a structured and consistent approach to facilitate these conversations—similar to victim impact statements in criminal proceedings—to promote transparency, accountability, and trust.

CPC’s Involvement

In 2024, the **CPC partnered with OPA** to design and implement this process, helping operationalize OIG’s recommendation and the intent of the Accountability Ordinance. The CPC’s role was intended to include:

- **Supporting complainants** in developing written impact statements that describe, in their own words, how an officer’s actions affected them.
- **Facilitating communication** between complainants and OPA to ensure privacy, clarity, and accessibility.
- **Documenting feedback** from complainants to evaluate the process’s impact on public confidence in the accountability system.

How the Process Was to Work

- Complainants with sustained findings could submit a **written statement**; in more serious cases, they might also have opportunity to **meet with the Chief of Police** to share their experiences directly.
- CPC staff could help complainants draft their statements, which would be transmitted to OPA for recordkeeping and shared with relevant parties as required by collective bargaining agreements.
- OPA and CPC planned to jointly coordinate logistics, ensure transparency, and gather complainant feedback to inform continuous improvement.

Impact and Outcome

The Complainant Impact Statement process marked a step to create opportunity to advance transparency, empathy, and restorative engagement where complainants could speak to someone in the accountability system face-to-face to express how misconduct affects their lives. Due partly to transitions and the substantial staffing shortage at the CPC, however, the process did not launch.

CPC Priorities for the Seattle Police Officers Guild (SPOG) Contract

In **April 2024**, the **Seattle Police Officers Guild (SPOG)** released a **retroactive collective bargaining agreement (CBA)** covering 2021–2023.

The **CPC** and Community members continue to call for **full transparency in police contract negotiations**, emphasizing that accountability reforms cannot be meaningfully achieved without public insight into the bargaining process. The CPC urges the City to **make all contracts publicly available** so Community members can review and weigh in on how these agreements impact oversight, accountability, and Community trust.

Seattle’s **2017 Police Accountability Ordinance** was a landmark commitment to independent oversight and equitable policing. However, many of its reforms remain **unimplemented or weakened** by provisions in police contracts that take precedence over local law. The CPC continues to advocate for changes that align collective bargaining agreements with the spirit and intent of the Accountability Ordinance.

CPC Recommendations for City Policymakers

- **Advocate for State Action** Urge state lawmakers to address how police unions can use CBAs to limit local accountability systems. Without legislative reform, local governments remain constrained in their ability to uphold strong, transparent accountability measures.
- **Develop a Forward-Looking Contract** Accountability cannot be achieved retroactively. The City should begin work immediately on the next SPOG contract, covering 2024 and beyond, to allow time for meaningful Community engagement and public input on Community safety priorities.
- **Amend the Current Contract** The CPC identified **four key areas** requiring immediate improvement to bring the SPOG contract into alignment with Seattle’s Accountability Ordinance:
 - **Remove Contract Clauses That Override Local Law** The SPOG contract allows the agreement to supersede City ordinances when conflicts arise—effectively blocking full implementation of accountability reforms. These provisions must be removed to restore the City’s policymaking authority
 - **Fix the Officer Disciplinary System** The current contract shields officers from accountability through procedural loopholes, inconsistent timelines, and opaque appeals processes. The CPC recommends:
 - Closing accountability loopholes, including the 180-day investigation limit and inconsistent proof standards.
 - Restoring “**preponderance of the evidence**” as the standard for disciplinary findings.
 - Allowing the **Chief of Police** clear managerial authority to place officers on leave without pay when necessary for safety.
 - Standardizing and clarifying disciplinary procedures to ensure consistent outcomes for similar misconduct.
 - Requiring full **public disclosure of sustained findings and discipline** to complainants, oversight entities, and the public.
- **Empower and Civilianize OPA Investigations** The **OPA** should be fully independent from SPD. The CPC supports continued civilianization of OPA’s investigative staff—beyond the current contractual limit—and ensuring civilian investigators hold the same investigatory powers as sworn officers.
- **Expand Subpoena Authority for OPA and OIG** To ensure thorough and timely investigations, both OPA and OIG must have full subpoena authority to compel witness testimony and obtain critical evidence when not provided voluntarily.

Outcome and Looking Ahead

Ultimately, the SPOG contract did not incorporate the recommended accountability provisions. The CPC remains committed to advancing Community priorities in police accountability and transparency. The Commission continues to advocate for fair and effective contracts that reflect the **values of Seattle’s communities**, strengthen trust in the accountability system, and ensure policing practices are **equitable, transparent, and Community-centered**.

As the City prepares for the next round of contract negotiations, the CPC will continue working with Community partners, accountability offices, and policymakers to ensure that future agreements uphold the **public’s right to accountability and justice in policing**.

CPC Recommendations for OIG’s 2025 Workplan

The **CPC** continues to collaborate with **OIG** to strengthen accountability, transparency, and equity in Seattle’s policing systems. Building on prior partnership, the CPC submitted **four formal recommendations** for inclusion in OIG’s 2025 workplan. These requests reflect key Community priorities around emergency response, officer professionalism, bias-free policing, and effective oversight.

CPC Recommendations

1. Review and Audit of the 911 Dispatch Center

CPC has consistently prioritized a comprehensive review of the **Community Safety and Communications Center (CSCC)** and its **911 Dispatch operations**, particularly following the transition of CARE (Community Assisted Response and Engagement) into the department.

CPC raised concerns about **dispatch errors**, delayed response times, and the need for unbiased and effective dispatching — especially as the City expands **dual dispatch** models involving both civilian and sworn responders to Community crisis calls.

Outcome/ OIG Response

- **Dual Dispatch – Accepted:** OIG will initiate an audit in 2025 to assess early operations of the **Community Crisis Response (CCR)** dual dispatch model and will develop a framework for ongoing monitoring of crisis response strategies.
- **911 Dispatch – Deferred:** OIG acknowledged the importance of accurate and unbiased 911 dispatch but cited limited capacity to conduct a separate review in 2025. It remains a future area of focus.

CPC Impact

CPC’s sustained advocacy over multiple years has ensured that **dual dispatch** oversight remains a priority for OIG’s upcoming work, reflecting the Commission’s ongoing focus on equitable and effective public safety systems.

2. Continued Analysis of Discipline Related to SPD Policy 5.001-POL 10 (“Employees Will Strive to Be Professional”)

CPC recommended OIG continue its analysis of **disciplinary consistency** under SPD’s professionalism policy, which covers a broad range of unprofessional behaviors. CPC emphasized recent high-profile incidents — such as offensive breakroom displays and insensitive officer remarks — that highlight gaps in SPD’s professional standards and accountability.

Outcome/ OIG Response

- **Accepted:** OIG is analyzing a dataset of sustained professionalism allegations to identify behavioral trends and resulting disciplinary outcomes. Results are expected in **early 2025**.

CPC Impact

Through this recommendation, CPC is ensuring that OIG’s ongoing discipline audit includes a deeper look at instances relating to bias in professionalism, cultural competence, and respect in policing, aligning officer behavior with Community expectations.

3. Continued Evaluation of SPD Implicit Bias Training

CPC continues to urge a thorough evaluation of the **effectiveness of SPD’s implicit bias and cultural competency training**, noting that many concerning incidents reflect failures of empathy and awareness rather than policy gaps.

CPC recommended that OIG use its data and analytic capacity to measure how internal training impacts officer behavior and racial disparities in public interactions.

Outcome/ OIG Response

- **Accepted:** OIG is conducting an **Equity Assessment** to evaluate gaps in SPD’s internal equity-building efforts, including the effectiveness of bias and cultural competency training.
- OIG will also develop a **research methodology and pilot study** in 2025 to examine racial disparities in SPD’s use of force.

CPC Impact

CPC’s recommendation reinforces the importance of **data-driven oversight** of bias training and ensures that OIG’s future evaluations directly address **racial equity and culture change** within SPD.

Looking Ahead

CPC's partnership with OIG reflects a shared commitment to **data-informed, equity-centered oversight**.

Through its recommendations, the CPC continues to ensure that Seattle's accountability system not only investigates misconduct, but that it also examines the deeper **systems, training, and culture** that shape public safety outcomes.

In 2025, CPC will continue to monitor OIG's progress on these initiatives and advocate for public transparency, measurable outcomes, and Community engagement in the oversight process.

Supporting Reforms to State Legislation

The CPC supports legislation that aligns with the Accountability Ordinance. Pursuant to the Accountability Ordinance, the CPC should **"identify and advocate for reforms to state laws that will enhance public trust and confidence in policing and the criminal justice system."**

In furtherance of this responsibility, the CPC supports legislation that is:

- Consistent with the Accountability Ordinance;
- Recognizes the independence of CPC;
- Promotes effective, constitutional policing that facilitates the trust, respect, and support of the Community; and
- Addresses Community concerns when applicable as expressed in the Ordinance.

The CPC's 2024 legislative priorities:

In 2024, the CPC collaborated with and supported our ally, the Washington Coalition for Police Accountability by supporting the following WCPA's legislative priorities:

- 1. AGO Investigations and Reforms (HB 1579):** Establishes the Office of Independent Prosecutions (OIP), led by an independent counsel, as a separate division within the Office of the Attorney General. Provides OIP with jurisdiction concurrent with county prosecuting attorneys to review investigations, and initiate and conduct prosecutions, of cases arising from investigations of deaths conducted by the Office of Independent Investigations.
- 2. Independent Prosecutor for Deadly Force (HB 1445):** Establishes a mechanism for independent prosecutions within the WA ATG of criminal conduct arising from police use of force. Allows the Attorney General to prosecute deadly use of force cases referred by the Office of Independent Investigations (OII).
- 3. Traffic Stops Safety (HB 1513):** Reducing police violence by regulating how police respond to non-moving traffic violations such as expired tabs. In addition to restricting the ability of law enforcement to stop drivers for most non-moving violations, the bill restricts consent searches, improves data collection about stops, and supports a grant program to local communities to assist low-income drivers in resolving nonmoving violations.

Additionally, the CPC actively followed state-level legislation, by monitoring bills, and providing analyses to the Office of Intergovernmental Relations (OIR), including the Access to Fairness Act (HB 1025) and the bills referenced above, and supported by WCPA.

CPC Impact

The Policy Team presented a comprehensive overview in January 2024 of the key bills we were monitoring. The CPC’s engagement ensured that the interests and priorities of the CPC were represented in legislative discussions and contributed to informed policymaking.

Monitoring Recommendations

The Accountability Ordinance provides that the CPC shall review closed OPA investigations to identify opportunities for systemic improvements. It also provides that the CPC shall compile and maintain a database of each of the accountability partners’ recommendations and the status of those recommendations.

When the Federal Monitor conducted its Accountability Partner’s Assessment at the end of 2023, the Federal Monitor recognized that it could benefit the City to amend the Accountability Ordinance to allow the CPC to transfer the responsibility of tracking and reporting on the status of implementation of policy recommendations to the OIG[,]” recognizing that because of its funding and available personnel OIG could be “better situated to ensure accurate and up-to-date data reporting than the CPC.” The Monitor suggested that OIG should have “the role of publicly reporting on the status of pending recommendations made to the SPD.”

Monitoring OPA’s Mandatory Action Recommendations

As recognized by the Monitor, the CPC’s comparably limited budget and staffing meant that the CPC’s monitoring of recommendations in 2024 was limited to monitoring OPA’s Mandatory Action Recommendations. The CPC continued to track recommendations that were made by OPA, and whether those recommendations were implemented by SPD.

Looking Ahead

Looking ahead to 2025, the CPC will continue to work with its accountability partners OIG and OPA to determine how best to support transparency, accountability, and implementation through the tracking of recommendations to SPD.



April 25, 2024 - African American Community Advisory Council meeting where we learned about The Selah Foundation with programs benefitting local youth.

2.

Community Engagement & Outreach

As emphasized in the Accountability Ordinance, the voice and values of the Seattle Community are important to ensuring that policing aligns with the Community's needs and expectations.



July 5, 2024 - CPC Community Engagement Team had a nice visit with the Filipino Community Village Forum

CPC is responsive to Community needs and concerns by:

1. Engaging in Community outreach to gather the perspectives of Community members and SPD employees on police-Community relations, SPD policies and practices, the police accountability system, and other matters.
2. Maintaining strong connections with most impacted communities, CBOs and with other Community groups in all of the City's legislative districts, as well as with SPD demographic and precinct advisory councils.
3. Providing SPD, OPA, and OIG with Community feedback relevant to their operations received as a result of its public outreach activities.
4. Providing technical assistance on Community matters to OPA and OIG, as reasonably requested.

Community engagement touchpoints

In 2024, the Community engagement (CE) team actively attended many Community events, tabling opportunities, and other meetings, connecting with wide range of Community members throughout the year.

Highlighted events attended and held by the Community Engagement team in 2024 include:

- SPD African American Community Advisory Council meeting and met Criminology Professor/Director of the Crime & Justice Research Center at Seattle University; plus, SPD East Precinct officers & Before-the-Badge new recruits.
- Fentanyl Prevention/Information Awareness at Washington Middle School by support of Healthy Youth CAN organization.
- Beacon Hill Council Meeting where Community members gathered/joined online to learn and share about public safety and energy savings in the area.
- U District Community Council meeting at Bulldog News to hear about the U District Street Fair planning for May 18-19 and other local issues from Community members.
- East African Advisory Council and heard updates on Community safety.
- Magnolia Community Council meeting and listened to Community safety questions from the engaged group.

Highlighted events attended and held by the Community Engagement team in 2024 continued:

- CPC hosted a Community meeting to go over the SPOG contract and hear valuable Community feedback.
- Filipino Advisory Council to listen in on mounting issues around the Community and hear proactive solutions to build stronger Community.
- Community Police Academy to teach Community members about how we work together in the accountability system between SPD, CPC, OIG, and OPA.
- Public safety meetings at Garfield High School to hear about city department updates, the Mayor's One Seattle Framework, and Community safety concerns and topics of interest.
- 2SLGBTQIA+ Advisory Council meeting and gathering with old and new friends alike.
- Seattle Emergency Operations Center meeting to share about OEM's important role in keeping Seattle's communities safe.
- Rainier Beach Action Coalition (RBAC) Annual Fundraising Luncheon to hear inspiring stories, eat delicious food, and learn about ongoing initiatives
- SPD Community Safety Meeting to stay involved and bring Community perspective for CPC.
- Leschi Community Council Meeting for engaging conversational, informative, and inclusive interactions with the Community.
- North Precinct Advisory Council (NPAC) meeting to hear updates from SPD Capt. Lori Aagard & our very own CPC Commissioner Tascha Johnson, representing CHOOSE 180.
- BSafe Community Block Party, where youth and families in Rainier Beach gathered, engaged in fun activities, built positive connections, honored local youth lost to gun violence, and signed a pledge to be safe.
- Filipino Community Village Forum, which is a senior housing facility setting where CPC shared about our work, the police accountability system, and how the Community can uplift their voice for reform.
- SPD Before the Badge recruits' event to share information about CPC, its role in the police accountability system, and the importance of accountability to effective, constitutional policing for Seattle residents.
- Seattle's Night Out, a national crime prevention event offering a great chance to learn about crime prevention, spend time with neighbors, and talk about neighborhood safety.
- CPC honored the memory of First Nations woodcarver John T. Williams, who was shot and killed by a Seattle police officer on this day 14 years ago. His death (and numerous other high-profile cases of excessive use of force against people of color) galvanized the community and culminated in CPC's creation.



May 9, 2024 – CPC enjoyed attending the recent LGBTQ Advisory Council meeting and gathering with old and new friends alike.

How CPC outreach informs our work

The voices and values of the Community are at the heart of everything we do. The Community Engagement Team regularly participates in local meetings and collaborates with Community partners, youth, liaisons, and others to understand the concerns and opportunities that affect their well-being and safety.

The team maintains a strong feedback loop with both the Commission and CPC staff, ensuring that Community input directly informs and aligns with our policy priorities and organizational goals. In all aspects of our work, we strive to elevate Community-driven recommendations and center the voices of those furthest from justice.



March 29, 2024 -Fentanyl Prevention/Information Awareness at Washington Middle School by Healthy Youth CAN on keeping Central Area youth safe!

Outreach with SPD & the public

In 2024, the Community engagement team connected with the Community and SPD by regularly attending SPD’s Community and demographic advisory councils. The goal of SPD’s councils is to engage with diverse communities, become more knowledgeable about law enforcement needs in each Community, and partner with SPD on public safety issues.

2023 SPD advisory councils include:

- African American Advisory Council
- East African Advisory Council
- Filipino Advisory Council
- Korean Advisory Council
- Latino Advisory Council
- LGBTQ Advisory Council
- Middle Eastern Advisory Council
- Native American Police Advisory Council
- Southeast Asian Advisory Council
- Citywide Advisory Council



May 14, 2024 - Community Engagement team members with members of SPD at the Mayor’s Forum for Public Safety

CPC public perspectives gathered

The Community Police Commission (CPC) created a survey on SPD Crowd Management Policy to gather Community members' concerns, thoughts, and feedback on the Seattle Police Department's crowd management policies and practices. This input helps ensure that Community voices guide CPC's recommendations and oversight work related to public safety, accountability, and the protection of First Amendment rights during public gatherings.

Community feedback on SPD's use of less-lethal weapons in crowd management:

Most of the respondents expressed deep concern or anger about SPD's past and potential future use of less-lethal weapons, especially during the 2020 protests. Community members has common concerns included the indiscriminate use of blast balls, tear gas, and pepper spray, harm to bystanders and neighborhoods, and the disproportionate impact on peaceful protesters.

Several noted lasting trauma, injuries, and loss of trust, calling SPD's actions excessive, abusive, or militarized.

Community members believe that less-lethal weapons are still dangerous, unnecessary, and incompatible with Community safety, urging for stricter oversight or a complete ban on their use.

Some participants acknowledged progress but emphasized that trust remains fragile, and SPD must continue to demonstrate restraint and transparency. They asked for better training, clearer communication, and de-escalation tactics before any use of force.

Community feedback on SPD's facilitating of safe gatherings and upholding civilians first amendment rights in a crowd setting:

Community perspectives on the Seattle Police Department's (SPD) handling of demonstrations and public gatherings reveal deep divisions and persistent mistrust among many residents, though some express satisfaction and note improvement.

A small portion of respondents believe SPD generally supports the public's right to assemble and express views peacefully while also protecting public safety and property. Community members emphasized the need for consistency, bias-free policing, better communication, and proportional responses, rather than intimidation or heavy presence.

Many participants expressed strong criticism and distrust toward SPD, citing a long history of excessive force, escalation, and suppression of free speech, especially during the 2020 protests. They described SPD as intimidating, aggressive, and biased, often escalating peaceful demonstrations through use of weapons, confrontational tactics, or poor communication. Several noted that Community-led safety groups now play a larger role in maintaining safety at gatherings, while SPD often remains distant or uninvolved.

Many felt that trust cannot be rebuilt until SPD demonstrates accountability, transparency, and equitable treatment across all types of demonstrations.

3. Looking forward

Looking forward to the future, the Commission remains resolute in its mission to amplify and build common ground among communities affected by policing in Seattle.

The CPC's founding is rooted in the aftermath of SPD's excessive use of deadly force against First Nations woodcarver John T. Williams in 2010. This incident, along with numerous other high-profile cases of excessive use of force against people of color, galvanized the Community and culminated in the CPC's creation. We continue to honor the work of Community and carry the memory of John T. Williams and all other victims of police misconduct in everything we do.

We seek to ensure that SPD's unconstitutional policing practices are corrected and that government institutions are especially responsive to people harmed by injustice. And we never waver from that original founding and goal.

The CPC continues to engage the Community to help inform city leaders' decision-making so that they understand what is needed for our communities to thrive, feel safe, and move forward in a system that is more accountable to the people it serves, particularly for vulnerable communities that have historically experienced the most harm.

As we move into 2025, we are entering a year marked by renewed momentum and expanded capacity, with new staff and new opportunities to advance our work. We look forward to sharing more of this progress in next year's annual report as the CPC continues to move forward together with the Community.

CPC looks forward to continuing to engage on Seattle policing issues in a way that satisfies and increases public and Community trust and ensures a safer Seattle for all.

CPC Mission

The Community Police Commission listens to, amplifies, and builds common ground among communities affected by policing in Seattle. We champion policing practices centered in justice and equity.

CPC Vision

We envision our communities and Seattle's police aligned in shared goals of safety, respect, and accountability.

Annual report requirements as outlined in the 2017 Accountability Ordinance

Seattle Municipal Code (SMC) 3.29.370.A. states that:

- CPC shall produce annual reports that are:
 - Readily understandable; and
 - Useful to policymakers.
- The annual report shall be:
 - Posted online; and
 - Electronically distributed to:
 - Mayor
 - City Attorney
 - Council
 - Chief
 - OPA Director
 - Inspector General
 - City Clerk (for filing as a public record)

The annual report shall include the following:

1. An evaluation of the extent to which all of the purposes, duties, and responsibilities have been met;
2. A summary of all recommendations for changes in:
 - a. Policies and practices,
 - b. Collective bargaining agreements,
 - c. City ordinances, and
 - d. State laws;
3. A summary of the implementation status of any previous recommendations and, for any that have not been implemented, the reasons; and
4. Information about CPC's outreach to SPD employees and the public, the perspectives gathered by CPC from such outreach, and how the outreach informed CPC's work.

Special thanks

The CPC sends a heartfelt thanks out to every Community member who attended an engagement or provided input to the Commission. Without the tireless work of the Community members who engage the Commission to provide their invaluable feedback, we could not do our work.

The CPC also extends full gratitude to its accountability partners—Office of the Inspector General, Office of Police Accountability, and the Seattle Police Department—whose cooperation with the CPC builds a robust accountability system.



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