

## Community Police Commission Application

The Community Police Commission (CPC), Mayor Jenny Durkan, and City Council are seeking additional members for the CPC.

### CPC Background

The 2010 shooting death of First Nations woodcarver John T. Williams by a Seattle police officer, and a series of other serious incidents involving police and people of color, crystallized public concern about bias and the use of excessive force in the Seattle Police Department (SPD). In response to a broad-based community request, and after a federal investigation, the City of Seattle signed a settlement agreement with the U.S. Department of Justice (DOJ) to reform SPD's practices. Initially established as a requirement of the Consent Decree, the City of Seattle established the Community Police Commission (CPC) to make policy recommendations during reform and to serve as a conduit between SPD, the City, and the community.

In 2017 the City made the CPC permanent, increased the number of Commissioners who may be appointed from 15 to 21, and broadened the CPC's scope and responsibilities. In 2018, the federal judge who oversees the Consent Decree found the City to be in full and effective compliance with court-ordered reforms, and the City entered into a two-year review period during which it must continue to demonstrate its compliance with the Consent Decree. Per the sweeping police accountability legislation enacted in 2017, the CPC is charged with engaging the community to develop recommendations on the police accountability system and to provide a community-based perspective on law-enforcement related policies, practices, and services affecting public trust. In the effort to be responsive to the community, the CPC also works with partners across the City's police accountability system to advocate for changes in policing policies and practices.

### CPC Vision & Mission

The CPC envisions Seattle's communities and Seattle's police aligned in shared goals of safety, respect, and accountability. Its mission is to listen to, amplify, and build common ground among communities affected by policing in Seattle. The CPC champion policing practices centered in justice and equity.

### CPC Commissioner Responsibilities

Appointed commissioners are expected to:

- Attend regularly scheduled meetings (first and third Wednesdays of every month from 9-12 pm)
- Act as liaisons between the CPC and the community, including District representation
- Attend and participate in community meetings, forums, and other events across the city
- Serve on at least one standing committee or ad-hoc workgroups
- Respond in a timely manner to CPC communications through city provided channels
- Review materials in preparation for meetings
- Work with CPC staff to achieve the goals and mission of the CPC

There is a stipend available for those in need, or for whom unpaid time off from work presents a significant barrier. Our aim is to ensure that economic constraints do not prohibit participation from members of our community.

### **CPC Commissioner Selection Criteria\***

The following criteria will be considered when assessing applicants. Although no single candidate might possess all of these qualities, the goal is to ensure that the Commission, as a whole, adequately represents and possess each of these qualities.

#### *Required Qualifications*

- Represents or demonstrates knowledge of the experiences of limited-English speakers, homeless people, and/or people living with mental illness and/or substance use disorders
- Represents one or more of the following communities: Indigenous and First Nation, African-American, immigrant, refugee, LGBTQ, youth, faith, business, and other communities reflecting the overall demographics of Seattle residents
- Demonstrates expertise in law enforcement; law enforcement oversight; police accountability; human resources; community engagement and/or organizing; organizational change; constitution, criminal or labor law; social justice; training; and/or other disciplines important to the CPC's work

#### *Desired Qualifications*

- Demonstrates experience working effectively with diverse populations
- Demonstrates the ability to develop consensus and create positive change in organizations
- Demonstrates knowledge of policing policies and procedures, including those related to searches and seizures, collection and release of information, use of force, and professional accountability
- Demonstrates experience in dealing with different aspects of the criminal justice system, whether from a policing, criminal prosecution or defense, victim, or defendant perspective
- Demonstrates experience in creating--and the ability to articulate--firm ideas for creating a culture of policing that is community-based, effective, and constitutional
- Understands local government and how City departments function in relation to one another
- Understands how labor negotiations impact policing, from a legal, management or employee's perspective
- Articulates the vision and role of the Commission and describes how its work might positively impact all of Seattle's residents
- Demonstrates program evaluation and outcomes measurement experience
- Demonstrates leadership in community

\*Individuals who have been arrested, or convicted, of a crime and have demonstrated successful rehabilitation would add meaningful perspective and insight to the Commission's work and are strongly encouraged to apply.

### **Application Process**

(To download a PDF version of the application process, [click here](#).)

Please submit the following to be considered for an appointment:

- A resume or bio
- A cover letter describing your interest and relevant experience, particularly in relation to the criteria described above
- A statement of commitment to attendance and full participation in the work of the commission.

Applications will be accepted on a rolling basis. For consideration of appointments by all appointing entities, please submit your application to [OCPC@seattle.gov](mailto:OCPC@seattle.gov).

If you'd like to submit your application to a specific appointing entity, please submit to:

- Community Police Commission: [Fe.Lopez@seattle.gov](mailto:Fe.Lopez@seattle.gov)
- City Council: [Thao.Madsen@seattle.gov](mailto:Thao.Madsen@seattle.gov)
- Office of Mayor Jenny Durkan: [Evan.Philip@seattle.gov](mailto:Evan.Philip@seattle.gov)

### **Timeline and Next Steps**

Applications will be accepted on a rolling basis. For consideration, please submit your application by April 12, 2018. Appointments will be announced by June 30, 2018. If you have questions, please contact [Fe.Lopez@seattle.gov](mailto:Fe.Lopez@seattle.gov).