



GROWING WITH COMMUNITY

2025 ANNUAL REPORT

Seattle

Community

Police Commission



Letter from the Co-Chairs

Dear Community,

Seattle is entering a new chapter in police accountability. As the federal consent decree comes to an end, ensuring transparency, accountability, and a meaningful public voice are more important than ever. During this transition, the Community Police Commission (CPC) remained focused on one guiding principle: community perspectives must remain central to decisions about policing in Seattle.

Over the past year, the CPC worked across media and policy spaces to elevate the concerns of those most impacted by policing. We filed an amicus brief in response to the City's motion to terminate the consent decree to ensure that community voices were reflected in the court's consideration. We also submitted letters to the Seattle City Council regarding the proposed crowd management ordinance, urging Council to decline the expansion of surveillance technology.

We also strengthened our presence across Seattle. The CPC hosted a town hall at Columbia City Theater and participated in multiple Rainier Avenue Radio broadcasts, creating spaces for dialogue, transparency, and public engagement. Meeting people where they are and sharing information in accessible, trusted spaces remains central to our work.

This year also brought growth within the CPC. We welcomed six new staff members, strengthening our capacity to engage with community members, respond to emerging issues, and carry forward our responsibilities.

As we look ahead, our commitment remains clear. The CPC will continue listening closely, engaging thoughtfully, and ensuring that community voices shape the future of police accountability in Seattle.

In Community,
Tascha Johnson
Arlecier West
Joel Merkel

Table of Contents

Letter from the Co-Chairs.....	1
Overview of the Community Police Commission.....	3
CPC Authority & Responsibility.....	4
CPC Structure.....	5
1. Delivering Impact in 2025	6
Advancing Accountability Through Policy	6
Community-Centered Engagement.....	7
Telling the CPC Story.....	7
What Comes Next.....	7
2. 2025 Policies & Practices	8
City Policies and Legislation.....	8
SPD Policies.....	15
State Legislation.....	18
CPC’s Collaboration with its Accountability Partners.....	19
Advocacy for Community Priorities by Increasing CRT Staffing at SPD	25
3. Community Engagement & Outreach	26
Community Engagement Touchpoints	26
How CPC Outreach Informs Our Work.....	29
Outreach with SPD & The Public.....	30
CPC Public Perspectives Gathered.....	30
4. Looking Forward	34

Overview of the Community Police Commission

In the years leading up to 2010, a series of serious incidents involving police and people of color raised public concern about bias and the use of excessive force within the Seattle Police Department (SPD).

These concerns came to a head in August 2010, when a Seattle police officer shot and killed First Nations woodcarver John T. Williams.

Following a federal investigation, the City of Seattle entered into a settlement agreement and Memorandum of Understanding (MOU) with the United States Department of Justice (DOJ). Together, these agreements are known as the Consent Decree.

The Consent Decree was overseen by a federal judge and an independent police monitor to ensure SPD's unconstitutional policing practices were corrected.

The Community Police Commission (CPC) was created under the Consent Decree to provide community input on needed police reforms. Established by City ordinance, the CPC began its work in 2013. In 2017, Seattle's landmark Accountability Ordinance made the CPC permanent and expanded its authority. In 2025, the federal Consent Decree was lifted; however, the CPC's role in providing independent, community-based oversight of SPD and the police accountability system remains essential and ongoing.

Seattle's police accountability system consists of three independent partners that work together to promote effective, constitutional policing:

- The Office of Police Accountability (OPA)
- The Office of the Inspector General (OIG)
- The Community Police Commission (CPC), also referred to as the Commission

Together, these partners provide critical analysis and policy recommendations to the City Council, Mayor, and City Attorney, engage in collaborative dialogue with SPD, and strengthen accountability across the system.

The CPC exists to center community voices in the police reform process. It is a diverse body of 15 volunteer community members and is fully independent from the Mayor's Office, City Council, and SPD.

CPC Authority & Responsibility

The CPC works to amplify community voices. As the Commission enters the next chapter of its history, it works closely with partners and allies to fulfill its duties as outlined in the 2017 Accountability Ordinance.

How the CPC Advances This Work:

Collaborate: The CPC collaborates with community members, SPD, OPA, OIG, the Mayor's Office, and the City Attorney's Office to strengthen transparency across the accountability system.

Advocate: The CPC centers community input and provides recommendations to the City and SPD on public safety policy, recruiting, hiring, and operational practices.

Review: The CPC reviews closed OPA investigations to identify opportunities for systemic improvements based on feedback from community members.

Monitor: The CPC monitors the implementation of its policy recommendations and those of its accountability partners.

CPC Structure

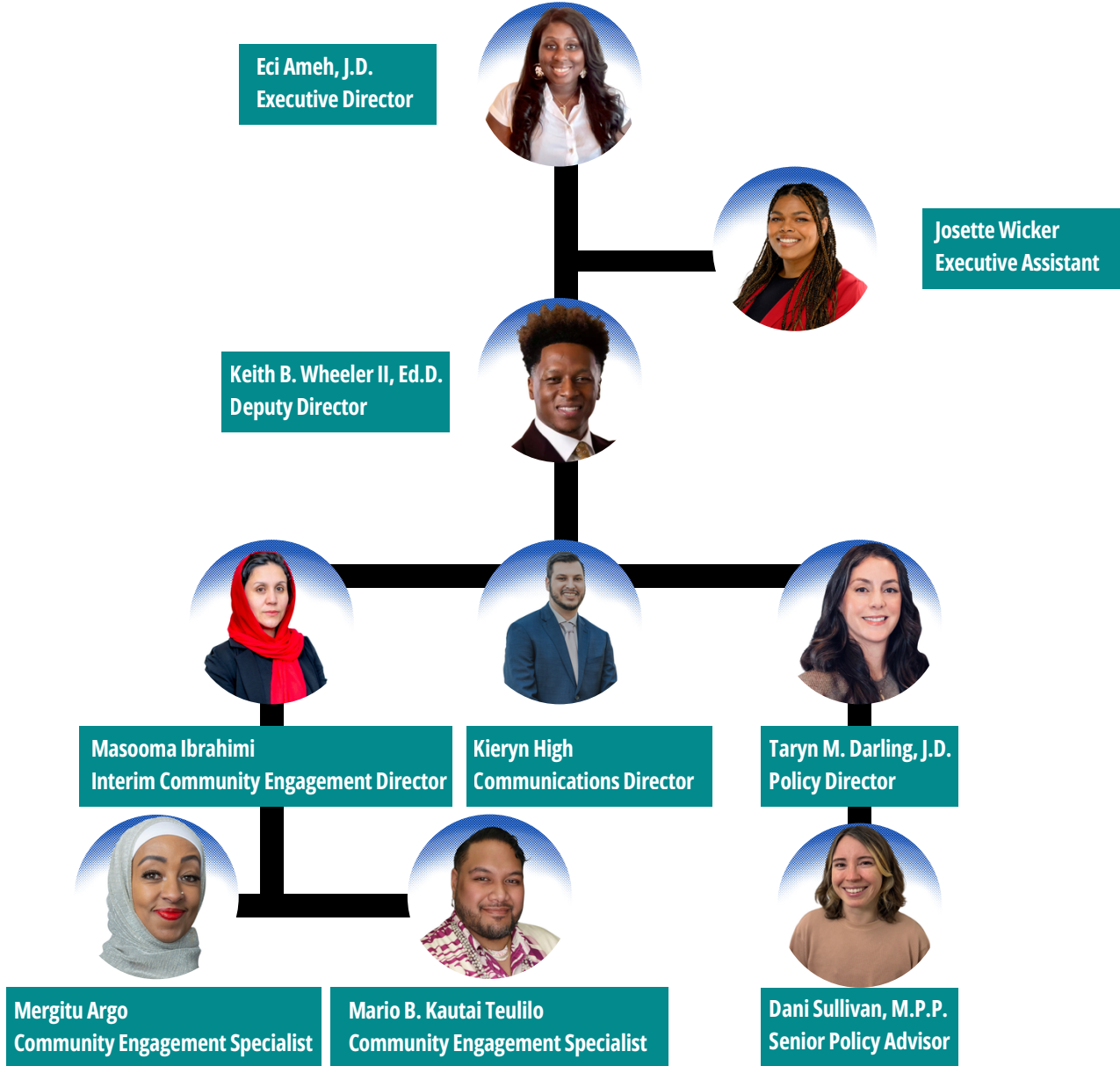
Commissioners

Fifteen volunteer commissioners govern the work of the CPC. They are appointed to three-year terms. The appointing authorities are:

- Mayor
- City Council
- Community Police Commission

Staff

In 2025, the CPC experienced substantial staff growth, ending the year with nine full-time staff members. This expansion marked an important step in building a more responsive, visible, and sustainable Commission— one better equipped to fulfill its community engagement, policy, and oversight responsibilities. Staff are hired and supervised by the Executive Director, consistent with the Accountability Ordinance.



1. Delivering Impact in 2025

In 2025, the CPC expanded its visibility, staffing, and policy engagement across Seattle. As the City transitioned out of the federal Consent Decree, the CPC worked to ensure that community perspectives—particularly those of people most impacted by policing—remained visible and influential across policy, engagement, and public accountability spaces. This year reflected a Commission that was active, responsive, and increasingly equipped to rebuild, expand, and deepen relationships with community partners, City entities, and accountability partners.

Advancing Accountability Through Policy

In 2025, the CPC played a visible and sustained role in policy deliberations affecting policing and public safety. The Commission contributed directly to the passage of three crowd management amendments, with CPC recommendations incorporated into Council-approved legislation. The CPC was also repeatedly cited during City Council discussions, reflecting the Commission's influence during public deliberations.

The CPC submitted a formal letter to City Council opposing the expansion of the surveillance technology pilot. While the expansion ultimately passed, community members and Councilmembers referenced CPC concerns during public comment and deliberation—underscoring the Commission's role in elevating privacy and accountability considerations.

Grounded in community feedback, the CPC elevated calls for expanded Crisis Response Teams (CRT) capacity to Councilmember Rinck, resulting in funding for two additional CRT officer positions. The CPC also proposed redlines and provided feedback on legislation related to Chief of Police investigations, helping ensure community perspectives were reflected in evolving accountability frameworks.

Community-Centered Engagement

Community engagement in 2025 focused on listening, follow-through, and responsiveness during moments of heightened concern. Following the police response to the May 24 demonstration at Cal Anderson Park—which generated significant public concern—the CPC engaged community members impacted by the event to gather feedback and better understand lived experiences. The CPC gathered statements from community members who were impacted to inform OIG's Sentinel Event Review (SER), which examines significant incidents to identify systemic improvements and strengthen accountability pathways.

To strengthen how community feedback is captured and used, the CPC introduced new tools designed to improve internal documentation and responsiveness, including a confidential community survey and an after-action form to systematically capture feedback following engagement activities. These tools reflect a shift toward more consistent, intentional listening practices that support transparency and accountability over time.

Telling the CPC Story

In 2025, the CPC made significant progress in increasing public visibility and access to information about its work. A CPC press release was cited by The New York Times, and multiple staff members participated in interviews with KING 5, expanding public understanding of CPC's role and responsibilities. The Commission also secured a Seattle Channel Director Highlight, further increasing visibility of its work.

The CPC also partnered with Rainier Avenue Radio to produce three public safety broadcasts, reaching community members through trusted and accessible media. Across social media platforms, CPC content generated 108,937 impressions, reached 65,484 unique accounts, and drove 5,410 interactions. The CPC relaunched its newsletter to reestablish consistency and improve day-to-day visibility of Commission work. Accessibility efforts were also expanded through the introduction of real-time Webex translation for CPC meetings, reinforcing a commitment to inclusive public participation.

What Comes Next

The accomplishments highlighted above offer a snapshot of the CPC's work in 2025, but they do not capture the full scope of the Commission's efforts throughout the year. Much of this work required sustained focus, coordination, and follow-through across policy, community engagement, and public accountability spaces.

The sections that follow take a closer look at how this work was carried out in 2025. They provide additional detail on the CPC's policy and accountability efforts, community engagement and outreach, and how these activities shaped the Commission's work during the year. Together, they offer a more complete picture of the CPC's role and impact in 2025.



September 15, 2025 — CPC staff and Commissioners inside Columbia City Theater after the first Rainier Avenue Radio broadcast

2.

2025 Policies & Practices

The CPC's obligations under the Accountability Ordinance include responsibility to review and provide input to City stakeholders "on the police accountability system, police services, and SPD policies and practices of significance to the public." In 2025, the CPC fulfilled these obligations in the following ways.

- Incorporate a post-deployment SPD review of less-lethal weapons and public feedback mechanisms after any use of less-lethal weapons.
- Reinforce SPD's duty to protect the public's right to free speech and peaceful assembly.

City Policies and Legislation

Crowd Management Ordinance (CB 120916)

The CPC's engagement with the City's Crowd Management Ordinance began in the fall of 2024, when the CPC gathered and incorporated substantial input from community members in recommendations on the legislation, passed on February 11, 2025 (CB 120916).

Key CPC Recommendations Relating to the Council's Draft Legislation Included:

- Slow the legislative process to ensure meaningful community engagement.
- Limit blast ball deployment to open spaces at least ten yards away from people and emphasize underhand deployment to minimize injury.
- Require mutual aid agencies operating in Seattle to adhere to the City's crowd management policies and directives.

CPC Impact on Final Legislation

Several of the CPC's recommendations were incorporated into the final legislation. The City Council referenced CPC 33 times when passing the legislation. All but one of the CPC's recommendations were incorporated into the final legislation. The City Council did not incorporate the CPC's recommendation that mutual aid agreements require agencies deploying in Seattle to operate in accordance with SPD policies as well as state and federal laws.

The recommendations that were incorporated included the following:

- Incorporating specific reference to recognition of Constitutional rights.
- Incorporating historical reference to SPD's use of less-lethal weapons.
- Requiring SPD to report to OIG and the CPC on any deployment of less-lethal weapons in a crowd management setting as soon as feasible, and to obtain and incorporate public input on their use.

- Requesting SPD collaborate with OIG and consult with CPC to develop an annual report on use of force in crowd management.
- Limiting blast deployment for crowd management to open spaces and away from people.

Outcome

Despite limited staffing and a short turnaround, the CPC’s sustained engagement with the community led to policy recommendations that increased transparency and strengthened protections for community safety, civic participation, and constitutional rights.

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

Chief of Police Investigations Ordinance (CB 120977)

Due in part to the significant volume of complaints received by OPA naming the former Chief of Police, the City Council's Public Safety Committee presented draft legislation on May 13, 2025 the City Council’s Public Safety Committee presented draft legislation to amend and streamline the City’s process for investigating complaints naming the Chief of Police. The process allows OPA, with OIG’s agreement, to close qualifying complaints as a contact log after an initial screening. It also allows OPA to assign non-supervisory, civilian staff to complete intakes and requires OIG to include information on complaints in quarterly reports to the Mayor and City Council, as well as in an annual report for the public.

Key CPC Recommendations Relating to the Council’s Legislation

- Clarify the CPC’s role and focus on community input in the recitals of legislation.
- Clarify language to make clear that requirements for intake and investigations must be timely, thorough, and objective.
- Include the CPC’s Executive Director in the quarterly reports from OIG to the Mayor and City Council.

CPC Impact and Outcome on Final Legislation

The revised legislation included all CPC recommendations and was passed on May 27, 2025 (CB 120977).

These changes help ensure that community members affected by police conduct have timely access to accountability measures regarding complaints about the Chief of Police, strengthening transparency and accountability in policing.

Chronic Nuisance Ordinance (CB 121006)

In July, the City amended its Chronic Nuisance Property Ordinance, passed in 2006. The Mayor’s Office and the City Council’s Public Safety Chair sought to amend the law in multiple ways by:

1. Expanding the definition of nuisance activity from "criminal conduct" to include any described behaviors...thereby applying the law whenever incident reports are filed, even in the absence of a crime or offense; Permitting liability for off property activities if proximal and if involving a person associated with the property;
2. Increasing fines and penalties (\$750 per day from date of noticey, and up to \$37,500 if the owner fails to take reasonable steps to remedy) and
3. Expanding it to address after-hours venues and other establishments that violate liquor laws.

Key CPC Recommendations Relating to the Council’s Legislation

The CPC was particularly concerned that the proposed expansion would cover conduct that does not rise to the level of a crime but still results in incident reports— and that property owners could face significant consequences, including potential loss of property, due to another actor's behavior occurring off their property.

The CPC also raised concerns about the City’s Race and Social Justice impact analysis, arguing that it failed to account for the impact on property owners of color.

In an extraordinarily short time, the CPC engaged in numerous discussions with Councilmembers and their staff to raise concerns about how the law could be applied to homeowners who called SPD for assistance because they were targets of stalking or harassment, for example.

CPC Impact on Final Legislation

Councilmembers approved an amendment that added “describing a criminal violation” to the definition of nuisance activity to address some of the CPC’s concerns.



August 20, 2025 — SPD Chief Shon Barnes and SPD Chief of Staff Alex Ricketts with OPA Director Bonnie Glenn and OPA Community Engagement Manager and Restorative Justice Specialist Geneva Taylor at the CPC Open House.

Outcome

Despite learning about the legislation just weeks before its consideration, the CPC reviewed the proposal, engaged its workgroups, drafted concerns and raised them with the Mayor’s Office and City Council, and was able to secure modest but important adjustments to the legislation in favor of community. The CPC raised concerns and elevated discussions about the City’s need to conduct more thorough racial equity analyses. The CPC continues to cultivate relationships with City leadership and to engage legislators earlier in the drafting process, better safeguarding community perspectives in consequential legislation affecting public safety and property ownership.

Graffiti Tagger Ordinance (CB 120995)

In conjunction with the Chronic Nuisance Bill, the City also passed a new civil cause of action against graffiti “taggers.”

Key CPC Recommendations Relating to the Council’s Legislation

The CPC was particularly concerned that the proposed expansion covered conduct that does not rise to the level of a crime and raised due process concerns. The legislation’s proposed definition covered anyone who “encourages another person” to apply graffiti, and the City Attorney referenced individuals who “like” graffiti posts on social media.

The CPC also proposed striking a requirement to show financial hardship prior to conversion for community restitution.

The CPC also advocated for community service and restorative justice remedies over fines.

CPC Impact on Final Legislation

Council approved an amendment that requires the City Attorney to consider community service and to request that the court convert a portion of the monetary penalty to community restitution.

Outcome

The CPC’s limited lead time meant that it could only influence the amendment relating to penalties. This underscores the importance of involving the CPC earlier in the legislative process to ensure policies reflect the perspectives of those most impacted.

CPC Advocacy Against the City’s Surveillance Technologies Pilot Expansion (CB 121052 and CB 121053)

On August 12, 2025, the Public Safety Committee proposed expansion of the City’s Surveillance Technologies Pilot program (“Tech Pilot”), to expand closed-circuit television camera coverage to three neighborhoods – Capitol Hill, the Central District, and the Stadium District.

Key CPC Recommendations Relating to the Council's Legislation

The CPC continued its years-long advocacy by reiterating its concerns and amplifying those of impacted communities and community advocacy organizations calling on the City to decline expansion until it gathered and analyzed the data it had promised to collect in order to assess the effectiveness and risks of the program.

In just three weeks, the CPC engaged in numerous discussions with Councilmembers, and researched and issued an [advocacy letter on September 4, 2025](#). The letter outlined concerns about the proposed expansion, including the City's commitment to gather and analyze data prior to expansion, and it raised the disparate effects of surveillance, and the credible risks of misuse of the surveillance information by third parties.

CPC Impact on Final Legislation

The City Council passed the expansion on September 9, 2025, in a 7-2 vote (with Councilmembers Rinck and Strauss voting against it). The law, as passed, included some narrowing of the initially proposed areas to cover main arterials only.

Public comment overwhelmingly opposed the expansion, with several impacted community members citing the CPC's letter in their testimony.

The CPC's concerns were echoed in a letter issued by the Seattle Office of Civil Rights and in statements made by American Civil Liberties Union (ACLU) of Washington and One America, among other civil rights organizations.

Outcome

The CPC's work to oppose expansion produced resources that community members referenced, amplifying awareness of community concerns and impacts. This advocacy exemplified the CPC's commitment to advancing policy recommendations that enhance public trust by ensuring that policing and public safety practices in Seattle remain constitutional.

Although the City Council did not follow the CPC's recommendations, the CPC's efforts strengthened relationships with City leaders, civil rights organizations, and organizations representing impacted communities, particularly those concerned about potential federal overreach.

This work also informed the CPC's recommendations to its accountability partners and the development of its legislative priorities.

CPC Advocates for Transparency and Improved Community Voice Regarding the SPOG Contract (CB 121132)

Seattle Police Officers Guild (SPOG) and the City reached a tentative agreement on terms in a new collective bargaining agreement at the end of October 2025, which will be effective through the end of 2027. The CPC voted to issue a statement to the City Council addressing concerns about the lack of critical accountability provisions and reiterating its longstanding demands for greater transparency in police contract negotiations. Accountability and community-centered policing cannot exist without meaningful public input in the bargaining process.

The CPC engaged in discussions with its accountability partner, OPA, and with its partners at Council Central Staff to understand the context, the implications of the changes to the accountability system, and what terms were not agreed upon. The CPC aligned with the Seattle Human Rights Commission regarding concerns about the lack of accountability in the agreement and its effects on community members most impacted by policing.

The City Council placed the agreement on its referral calendar on December 2, 2025. The CPC issued its detailed [statement to City Council](#) on December 2, 2025.

Key CPC Recommendations Moving Forward

The CPC's statement highlighted provisions that might enhance accountability and improve community service, and it raised significant concerns about the agreement's substantial barriers to accountability.

The Agreement contained some of the improvements the CPC had long advocated for. However, the statement also highlighted concerns about the disproportionate impacts of policing in Seattle and asked the City Council to memorialize the following:

1. The accountability provisions it will seek to resolve through mandatory interest arbitration;
2. Its commitment to work with the CPC to engage community perspectives and concerns, and to collect feedback on the subject Collective Bargaining Agreement (CBA) to inform policy recommendations and future negotiations;
3. An ongoing technical advisor role on the City's Labor Relations Policy Committee (LRPC), ensuring CPC involvement throughout the LRPC process;
4. A commitment to transparency and to the inclusion of community priorities in the next collective bargaining process by working with the CPC to hold public hearings as the City determines its collective bargaining parameters;
5. A role for Council Central Staff to observe negotiations, inform the LRPC, and engage with the CPC; and
6. A commitment to advocate for state-level reforms to the bargaining process, specifically supporting efforts to remove accountability, alternative crisis response, and discipline provisions from collective bargaining agreements.

CPC Impact on the Agreement

The CPC had previously advocated for four key areas requiring immediate improvement to bring the SPOG contract into alignment with Seattle’s Accountability Ordinance:

1. Full implementation of accountability provisions;
2. Reform of the Officer Disciplinary System, including closing procedural loopholes, standardizing timelines, and increasing transparency in appeals;
3. Empowering and civilianizing OPA investigations; and
4. Expanding subpoena authority for OPA and OIG.

The resulting agreement included modest improvements to the second and third CPC priorities.

Improvements to the Officer Disciplinary System:

The agreement closed loopholes in the 180-day timeline and clarified when that review period begins, ensuring that OPA has notice of potential claims of officer misconduct when the period starts. This was a win for the community because it ensures that OPA’s ability to review officer misconduct is not extinguished before it has had a chance to conduct that review.

Empowering and Civilianizing OPA Investigations:

The agreement provided greater opportunities for civilian participation in reviews of officer misconduct. A prior agreement doubled the number of civilian investigators OPA could hire. While civilian investigators cannot independently investigate, OPA can now assign them to participate in or co-lead misconduct investigations that could lead to termination.

Accountability for Misconduct Remains a Challenge:

Ultimately, however, the agreement retains the requirement that officer misconduct be proven with “an elevated standard of review,” in termination cases involving allegations considered “stigmatizing” to a law enforcement officer and potentially making it difficult for future employment.

Together, the heightened standard and an officer’s right to present new evidence, which functions as a de facto second review of findings, increase the difficulty of holding officers accountable for misconduct that causes harm to the community.

The City and SPOG agreed to have these issues resolved through a mandatory and binding arbitration process.

CPC Impact on Final Legislation and Looking Forward

The City Council voted to ratify the agreement on December 9, 2025, in a 6-3 vote.

Numerous community members attended the hearing to oppose ratification. Several impacted community members who had experienced police violence asked the Council to decline ratification. Community members cited many of the same issues raised in the CPC’s statement, with some referencing it. The CPC’s concerns were echoed in a letter issued by the Seattle Office of Civil Rights.

The impact the SPOG contract will have on police accountability and policing experienced by community members through 2027 is largely dependent on the outcome of binding arbitration, as well as on transparency and meaningful engagement with community members most impacted by policing. Seattle’s 2017 Police Accountability Ordinance and its commitment to independent oversight and equitable policing remain lofty goals that cannot be achieved unless the SPOG agreement incorporates them, or the State determines that accountability provisions cannot be bargained away. The CPC remains committed to assisting the City in conducting necessary community engagement, gathering public input, and ensuring transparency so that future contracts reflect community concerns.

SPD Policies

The CPC actively participates in policy meetings with SPD and its accountability partners to share recommendations developed in collaboration with the Police Practices Workgroup and community partners. The CPC provided feedback on several SPD policies in 2025.

8.050 - Use of Force Definitions, 8.300 - Use of Force Tools, and 14.090 - Crowd Management

Key CPC Recommendations on SPD Policies

The CPC’s engagement with SPD’s Use of Force and Crowd Management policies began alongside its work on the City Council’s Crowd Management Ordinance in late 2024.

In early 2025, the CPC analyzed SPD’s Use of Force and Crowd Management policies and developed recommendations to better align them with the Ordinance and community needs. Key recommendations included:

- Including language outlining SPD’s core values and objectives regarding speech and assembly;
- Removing overly broad language in the Crowd Management, Intervention, and Control Matrix (CMIC);
- Classifying bike pickets as a less-lethal weapon used for crowd management and dispersal;
- Requiring SPD to maintain records of the date and time blast balls are distributed and used;
- Requiring SPD to solicit feedback from organizers or observers present at significant events requiring crowd management;
- Ensuring that participating mutual aid agencies are familiar with, and agree to comply with, SPD’s use-of-force and crowd management policies; and
- Specifying the measurement used to determine whether a crowd poses an “imminent risk to public safety.”

CPC Impact on SPD Policies

The CPC met with SPD, OIG, and OPA to review and implement recommendations to Department policies. Final versions were issued in June 2025 and incorporated several CPC recommendations, including language articulating SPD’s core values and objectives regarding speech and assembly, removal of overly broad language in the CMIC, and clearer criteria for determining when a crowd poses an “imminent risk to public safety.”

Outcome

Collaboration with Commissioners and accountability partners enabled the CPC to influence policy outcomes that clarified police practices, strengthened accountability, and reinforced protections for community members’ safety and constitutional rights. This work reflects the CPC’s mission to bring community voice into police reform and to advance public safety approaches in Seattle that balance safety with civil liberties.

10.030 - Department Facilities

5.010 - Civil Actions

5.175 - Peer Support

Communications

6.120 - Impounding Vehicles

6.180 - Searches

Key CPC Recommendations on SPD Policies

In April 2025, SPD requested accountability partner feedback on five policies listed above.

Throughout the summer, CPC staff worked in partnership with CPC Commissioners in the Police Practices Workgroup to analyze these policies and develop redlines and recommendations. These included:

- Incorporating the terms “obscene,” “offensive,” “political,” or “discriminatory” into the Department Facilities policy section specifying what employees may not display on department property;
- Including the term “violation of a civil right” in the section highlighting examples of civil cases in the Civil Actions policy;
- Modifying the confidentiality section of the Peer Support Communications policy to cover mandatory reporting exceptions;
- Identifying conflicts between the Impounding Vehicles policy and Washington Supreme Court cases regarding search and seizure reasonableness, excessive impoundment fines, and privacy rights; and
- Clarifying language in the Searches policy to improve transparency regarding when officers may conduct warrantless community caretaking searches and incorporating references to Washington law regarding search and seizure.



November 12, 2025 — Taryn and Dani meeting with community members to hear concerns about an SPD policy

CPC Impact on SPD Policies

On September 23, 2025, CPC staff shared proposed redlines and recommendations during SPD's recurring accountability partners policy meeting. Since that meeting, the Department Facilities policy has been updated and finalized. However, it did not incorporate the CPC's recommendations. The CPC will continue to monitor the remaining four policies in 2026 as they move toward finalization.

Outcome

While the outcomes for most policies remain forthcoming, discussions at SPD's recurring accountability partners' meetings have been constructive and have created space for substantive dialogue, enabling the CPC to share community perspectives and contribute to ongoing policy development.

12.100 - Real Time Crime Center (RTCC)

Key CPC Recommendations on SPD Policies

In December 2025, SPD requested feedback from accountability partners on the Real Time Crime Center (RTCC) policy. The CPC analyzed the policy and developed redlines and recommendations.

Key recommendations included:

- Incorporating compliance language for the Keep Washington Working Act (KWW) into the RTCC policy;
- Adding references to KWW provisions prohibiting the use of law enforcement resources, including personnel and property, to investigate, enforce, or collect information for immigration enforcement purposes, abortion care, and gender-affirming care;

- Specifying in the RTCC policy the retention period for recorded material stored once it is designated as evidence in SPD's secure digital evidence system;
- Including provisions requiring reporting when subpoenas or warrants are issued for ALPR or RTCC data;
- Revising the RTCC policy's data-sharing provisions to ensure compliance with KWW and the City's RTCC and ALPR limitations; and
- Adding language reflecting the City's authority to halt the Surveillance Technologies Pilot if Closed-Circuit Television (CCTV) or ALPR data is requested through a warrant, subpoena, or court order.

CPC Impact on SPD Policies

On December 10, 2025, the CPC shared recommendations at SPD's recurring accountability partners' policy meeting. The policy remains under review by SPD, and the CPC will continue to monitor its progress in 2026 as it moves toward finalization.

Outcome

The outcome for this policy is forthcoming; however, discussions at SPD's recurring accountability partners meetings have been constructive and have created space for meaningful dialogue, enabling the CPC to share community perspectives and contribute to ongoing policy development.

SPD Interaction with Federal Immigration Enforcement Policy

Key CPC Recommendations on SPD Policy

In December 2025, SPD requested feedback from accountability partners on a draft directive addressing SPD interaction with ICE. CPC staff worked in partnership with CPC Commissioners in the Police Practices Workgroup to analyze the directive and develop redlines and recommendations. Key recommendations included:

- Converting the directive into a formal policy;
- Incorporating language from the KWW;
- Prioritizing SPD resources toward local public safety priorities and community concerns;
- Clarifying that unauthorized presence in the United States alone does not constitute a violation of local or state law;
- Prohibiting the use of SPD resources, including personal information, to assist immigration enforcement absent a court order or judicial warrant;
- Providing guidance to officers on validating the status and authority of individuals claiming to be “apparent law enforcement”;
- Including language committing SPD officers to safeguard community members' constitutional rights;
- Absent an imminent threat to health or safety, prioritizing constitutional and civil rights over protection of property and prevention of civil disruption; and
- Requiring documentation of incidents, while preserving the anonymity of reporting parties and witnesses, including body-worn camera footage, verification of credentials of “apparent law enforcement,” identification of detained or arrested individuals, and confirmation of lawful authority.

Outcome

While outcomes for most policies remain pending, discussions at SPD's recurring accountability partners' meetings have been constructive, creating space for substantive dialogue and enabling the CPC to share community perspectives and contribute to ongoing policy development.

State Legislation

Supporting Reforms to State Legislation

The CPC supports legislation aligned with the Accountability Ordinance. Pursuant to that Ordinance, the CPC is directed to identify and advocate for reforms to state laws that enhance public trust and confidence in policing and the criminal justice system.



July 16, 2025 — CPC staff with members of Seattle's Community Assisted Response and Engagement (CARE) Department at the 911 Call Center

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

- Is consistent with the Accountability Ordinance;
- Recognizes the independence of the CPC;
- Promotes effective, constitutional policing that fosters trust, respect, and community confidence; and
- Addresses community concerns, when applicable.

The CPC Supports WCPA's priorities

In 2025, the CPC supported the aligned legislative priorities of the Washington Coalition for Police Accountability (WCPA):

- 1. Establishing an Independent Prosecutor within the Office of the Governor (SB 5584):** Seeks to ensure transparent, independent, and accountable prosecutions when an officer's use of deadly force results in death by expanding the Office of Independent Investigations to include an independent prosecutor responsible for reviewing investigations, and determining whether criminal charges should be filed in referred fatal use-of-force cases.
- 2. Modernizing Laws Concerning Sheriffs, Police Chiefs, Marshals, and Police Matrons (HB 1399):** Promotes professionalism, transparency, and consistency in law enforcement statewide by updating eligibility and background investigation requirements for sheriffs, police chiefs, and marshals, and by limiting the roles and authority of volunteers and specially commissioned officers.

- 3. Traffic Stops Safety (HB 1512/SB 5521):** Aims to reduce 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 nonmoving 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.

CPC's 2025 legislative priorities

In 2025, CPC actively tracked state-level legislation, monitored bills, and provided analyses to the Office of Intergovernmental Relations (OIR).

Key legislative bills we tracked and analyzed included:

- HB 1399 – Modernizing Laws Concerning Sheriffs, Police Chiefs, Marshals, and Police Matrons
- SB 5584 – Establishing the Position of an Independent Prosecutor Within the Office of the Governor
- HB 1512/SB 5521 – Traffic Safety for All
- HB 1138 – Implementing Evidence-Based Interview Practices in Public Safety
- ESHB 2015 - Increasing the Availability of Public Safety Funding Through a Grant Program Administered by the Criminal Justice Training Commission and Authorizes a New Local 0.1% Sales and Use Tax
- HB 1816 – Civilian-Staffed Crisis Response Team

CPC Impact

From March through April 2025, the CPC delivered comprehensive presentations at CPC meetings on key bills under active monitoring. Later in 2025, the CPC developed legislative priorities and agenda items for 2026. This ongoing engagement helps ensure that CPC priorities and community interests are reflected in legislative discussions and advocacy efforts.

CPC's Collaboration with its Accountability Partners

In 2025, the CPC continued to strengthen collaboration with its accountability partners by fulfilling its responsibilities under the Accountability Ordinance. The CPC continued its practice of reviewing closed OPA investigations by assessing OPA's Management Action Recommendations (3.29.360H/ 3.29.380). The CPC also provided technical assistance on community matters to OIG and OPA as requested. This included support for the OIG's Sentinel Event Review (SER) regarding SPD's response to protests at Cal Anderson Park on May 24, 2025 (see SMC 3.29.300 D.4). The CPC referenced key findings from OIG reports throughout its written advocacy. In 2025, the CPC reviewed and provided feedback and recommendations. The CPC also made recommendations regarding investigation and evaluation priorities for OIG's 2026 work plan. (3.29.360 G, 3.29.240 F).

Monitoring Recommendations

The Accountability Ordinance directs the CPC to review closed OPA investigations to identify opportunities for systemic improvements. It also directs the CPC to compile and maintain a database tracking each of the accountability partner's recommendations and the status of those recommendations.

The Federal Monitors' Accountability Partner's Assessment, issued in 2023, recognized that the City would benefit from allowing "the CPC to transfer the responsibility of tracking and reporting on the status of implementation of policy recommendations to the OIG[,] because of its funding and available personnel OIG could be "better situated to ensure accurate and up-to-date data reporting than the CPC."

Given the CPC's comparatively limited budget and staffing, monitoring in 2025 focused on reviewing OPA's Management Action Recommendations that remain unimplemented by SPD, particularly where they relate to CPC advocacy priorities. The CPC also provided recommendations to OIG based on its review of OIG audits and reports, as discussed in the following sections.

The CPC will continue to work with its accountability partners to strengthen transparency, accountability, and implementation of recommendations within SPD.



October 26, 2025 — Masooma asks a question at the 2025 National Association for Civilian Oversight of Law Enforcement (NACOLE) conference

Review of OPA’s Management Action Recommendations

During an officer misconduct investigation, OPA may identify issues with SPD policies or practices that extend beyond the specific case under review. To address these broader concerns, OPA may issue a Management Action Recommendation (MAR) in the form of a letter to the Chief of Police outlining identified issues and recommending changes. A MAR serves as a tool to address gaps, ambiguities, or concerns in SPD policies and training.

While SPD is not required to implement OPA’s recommendations, the department engages with OPA to discuss the findings and explore potential solutions.

The Accountability Ordinance requires the CPC to review closed OPA investigations to identify opportunities for systemic improvements.

In 2025, the CPC reviewed 16 MARs and 7 SPD responses to MARs. Of the 16 MARs: 1 was fully implemented, 1 was partially implemented, 5 are actively being implemented, 2 were declined, and 7 remain active.

Looking Ahead

Looking ahead to 2026, the CPC will continue working with its accountability partners, OIG and OPA, to determine how best to support transparency, accountability, and implementation through the tracking of closed OPA investigations.

Gathering of Impact Statements from OIG’s Sentinel Event Review

A sentinel event is a critical incident— including death or serious injury— that indicates potential systemic deficiencies and underscores the importance of examining underlying causes and implementing corrective measures. In some cases, SPD interactions with the public can lead to sentinel events such as officer-involved shootings, the mass use of chemical agents during protests, fatal vehicle pursuits, and other incidents that have lasting consequences for individual safety, community well-being, and public trust.

The SER is a community-centered accountability initiative led by the OIG, in which a panel evaluates critical incidents to identify systemic improvements that reduce the likelihood of future harm and strengthen SPD’s service to the community.

On November 5, 2025, OIG began a SER of the City of Seattle and SPD in response to a Christian Fundamentalist event and counterdemonstration that resulted in SPD’s use of force in Cal Anderson Park on May 24, 2025. The incident unfolded over several hours and involved numerous uses of force, as well as the detention of 23 individuals participating in the counterdemonstration.

The response prompted widespread concern within the community, particularly regarding the use of force exhibited on protestors and the safety of communities most vulnerable to harm.

CPC's Role in the SER

The CPC engaged community organizations and members who were present at, or otherwise affected by, the event. The CPC gathered and documented community experiences and connected interested individuals with OIG for potential participation on the panel.

Outcomes

Findings from the SER are still pending. OIG is expected to publish a detailed report outlining panel-developed recommendations to improve SPD's protest response, informed by the panelists' lived experiences and perspectives. The CPC will continue to monitor the review and its outcomes in 2026.

Collaboration on OIG's 2026 Work Plan

The CPC conducted a thorough analysis of audits and reports issued by OIG throughout 2025. The CPC reviewed important OIG data and recommendations outlined in its reports and audits, highlighting areas that SPD had not yet addressed. The CPC also issued statements and letters to inform community members and engage the public.

During 2025, the CPC reviewed OIG reports and audits to assess whether the CPC's previous recommendations had been incorporated to develop recommendations for investigation and evaluation priorities for OIG's 2026 work plan. (3.29.360 G, 3.29.240 F). The CPC issued recommendations for OIG's 2026 work plan on October 24, 2025.

CPC Recommendations

The CPC asked OIG to prioritize analysis of bias in two important areas.

1. **Development and Implementation of SPD Bias Analysis across each of OIG's projects to Determine When and How Bias Manifests in SPD's External Operations, including in use of force, stops and detentions, crisis intervention, and supervision**

SPD's response to 2SLGBTQIA+ protesters at Cal Anderson Park on May 24, 2025 raised significant concerns and prompted oversight. This incident is the subject of a pending SER report and renewed community concerns about biased policing.

The CPC expanded its prior recommendations that OIG develop and implement a method to analyze SPD bias, including completing the plan outlined in OIG's 2024 Work Plan to analyze racial disparities across each of OIG's projects. This analysis would help determine when and how bias manifests in SPD's external operations.

The CPC also recommended that OIG apply this methodology to use-of-force analysis for 2024 and 2025, with findings to be reported in 2026. OIG had also previously planned to initiate a review of SPD workplace culture to identify challenges in upholding the City of Seattle's commitment to antiracism and social justice.

2. Request for Enhanced Professionalism Review to Incorporate Relevant Factors Relating to Bias and Discriminatory Policing

In its 2025 recommendations, the CPC suggested that OPA investigate and review discipline for unprofessional conduct at SPD. SPD policy defines a broad range of actions as unprofessional, including conduct directed toward protected groups. This category could cover several of the most concerning incidents that prompted the CPC's earlier request, including the East Precinct's display of a Trump flag, the mock tombstone of Damarius Butts, and body-worn footage of the SPOG Vice President laughing while devaluing the life of an Indian woman killed by SPD while talking to the SPOG President.

The subsequent [audit](#) indicated that the most serious instances of unprofessional behavior were accompanied by other misconduct, making it difficult to assess whether the outcomes were appropriate. The audit also did not include sufficient factual details regarding the underlying conduct.

The CPC recommended that for its 2026 work plan, OIG include the information necessary to analyze bias and discriminatory policing in supervision. This includes relevant factors related to the conduct, the recipients of that conduct, and effectiveness of related reprimands. The CPC also requested that OIG share draft versions of its reports with the CPC to allow for earlier review and to flag issues of community importance.

Outcome/OIG Response

- **OIG Response – Development and Implementation of Bias Analysis Across OIG's Projects: Accepted:**

OIG will conduct a “comprehensive assessment of SPD Use of force, focusing on measurable racial disparities in outcomes.” It also plans to focus attention on demographic disparities across several projects relating to City-wide crisis response. OIG clarified that bias is not synonymous with identifying racial disparities; its "methodology is designed to integrate bias assessment across multiple dimensions of SPD's operations...to identify patterns, gaps, and potential inequalities in a holistic way that prevents overreliance on terminology.”

- **OIG Response to Enhanced Professionalism Review to Incorporate Relevant Factors Relating to Bias and Discriminatory Policing: = Assess:**

“To the extent possible, OIG is committed to considering bias in our work and the office anticipates future work related to supervision in 2026.”



May 21, 2025 – Mergitu and Dani share resources and connecting with neighbors at the SE Seattle PEACE Coalition Key Leaders Event.

CPC Impact

3. **Development, Management, and Implementation of Surveillance Pilot Evaluation on Equity, Privacy, and Civil Liberties.**

OIG is responsible for conducting Surveillance Impact Reports annually on SPD's use of surveillance technologies. Informed by its work opposing the City's expansion of SPD's Surveillance Pilot, the CPC asked that OIG include in its evaluation an audit of SPD's compliance with ordinances requiring vendor obligations. The CPC also requested that OIG audit information that SPD received from its vendors regarding warrants or subpoenas for CCTV, RTCC, or Automatic License Plate Reader (ALPR) data, including an analysis of the reasons the data was sought.

The CPC further requested that OIG analyze SPD's responses and its vendors' responses, and the impacts of those responses on equity and civil rights protections. To elevate concerns about Immigration and Customs Enforcement (ICE) interactions, the CPC also asked OIG to examine whether requests to vendors or SPD were made in relation to federal civil immigration enforcement matters and the outcomes of those requests. Such requests trigger an immediate pause in the use of CCTV systems for 60 calendar days and require alerts to the City Council. (See, Ord. 127297). The CPC also asked OIG to make recommendations to SPD on preventing further disclosure, discontinuing data collection, and determining whether to pause or end data collection conducted by or utilized by RTCC.

Outcome/OIG Response

- **OIG Response: = Accept.** OIG will review SPD's Surveillance Program "annually in accordance with the reporting requirements of SMC 14.18.060." Additionally, OIG plans to assess the effectiveness of the program through an evaluation with the University of Pennsylvania's Crime and Justice Lab, "which will consider the impacts of the pilot from defined public safety metrics and analyze any demographic trend from police action as a result of pilot technologies. The evaluation is expected to be completed in 2027."

CPC Impact

The CPC's recommendations on surveillance were developed through ongoing advocacy and community engagement. Community members repeatedly raised concerns about surveillance expansion and the risks of misuse of surveillance data.

4. **Audit for effectiveness, accuracy, and unbiasedness of dispatches at 911 Center, including analysis of diversified dispatch.**

The CPC reiterated its prior requests for an audit of the effectiveness, accuracy, and unbiasedness of the 911 Dispatch Center after hearing significant concerns about separate challenges affecting the City's ability to address community public safety needs with civilian first responders, including SPD's practice of cancelling dispatch calls before Community Assisted Response and Engagement (CARE) arrives at the scene. The CPC also recommended that an audit include an analysis of response times and factors influencing when SPD declines or dismisses CARE after dispatch, including race, gender, other protected classes, dispatch type, justification for decision, and call outcomes. The CPC also recommended comparing dual dispatches that result in CARE dismissal or declination with those where CARE participates at the scene.

Outcome/OIG Response

- **OIG Response: = Accept (In Part).** While OIG will continue important reporting and analysis of CARE’s services, it did not accept the request to conduct an audit. “In 2026, OIG will collaborate with CARE to evaluate the linguistic, cultural, and geographical diversity across providers. These efforts reflect a commitment to equity and, together with race data where available, strengthen the broader framework for fair and unbiased service delivery. OIG will dive further into CARE operations by comparing CARE crisis response to similar departments around the country and examining how CARE connects those experiencing crisis to service providers to identify best practices and provider gaps.”

CPC Impact

CPC’s sustained advocacy over multiple years continues to highlight the importance of effective delivery of diversified crisis response services because they reduce interactions with the criminal legal system. Consistent with its recommendations for 2024, 2025, and 2026, the CPC seeks to ensure that all public safety services are delivered effectively, accurately, and without bias, and will continue to advocate for data necessary for evaluation.



July 10, 2025 — CPC staff Mario, Eci, and Mergitu with Commissioners Nsimbi and Mullens and community organizer Deuante Damper at the Mayor’s Safer Seattle Community Forum.

Advocacy for Community Priorities By Increasing CRT Staffing at SPD

Through its community engagement, the CPC learned from impacted community members about the critical resources and success of SPD’s CRT in addressing the needs of community members experiencing mental health crisis. CRT is SPD’s dual-response model, in which a uniformed officer is paired with a mental health practitioner; the team deploys in the field to respond to acute behavioral incidents and connect individuals with resources and guidance. Community members described positive interactions with CRT teams, highlighting their ability to de-escalate mental health crises and connect people with needed services. The CPC engaged CRT staff, who presented on the program, which currently remains too small to provide coverage across all SPD’s precincts.

CPC Recommendations

The CPC provided context and made recommendations to Councilmembers regarding the SPD budget, which included a budget allocation in the 2026 budget for investment in SPD’s CRT.

Outcome

Councilmember Rinck successfully secured agreement and funding for two additional FTEs for SPD’s CRT in the 2026 budget.

CPC Impact

The CPC engaged community feedback, listened to community perspectives, and learned about the program from the CRT team. The CPC effectively advocated for its expansion with a Councilmember aligned with the CPC’s mission to deliver impactful change informed by those community members most impacted.

3.

Community Engagement & Outreach

As emphasized in the Accountability Ordinance, the CPC's Community Engagement Team is required to engage directly and meaningfully with the community as a core part of CPC's mandate. This includes conducting ongoing community outreach to gather perspectives on public safety concerns, SPD operations, and the broader accountability system, while maintaining connections with community representatives and citywide community groups across all legislative districts. These duties establish community engagement not as a supplemental activity, but as a foundational responsibility of the Commission under the ordinance.

CPC is responsive to community needs and concerns by:

1. Engaging in community outreach to gather perspectives from community members and SPD employees on police-community relations, SPD policies and practices, the police accountability system, and related matters.
2. Maintaining strong connections with most impacted communities, Community Based Organizations (CBOs), and other community groups across all City 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 that is gathered through CPC public outreach activities.
4. Providing technical assistance on community matters to OPA and OIG when requested.

Community Engagement Touchpoints

The Community Engagement Team's mission is to raise awareness about the CPC and Seattle's police accountability system. The team encourages community members to actively share their thoughts, feedback, and concerns about public safety issues and policing practices.

In 2025, the Community Engagement Team committed to building meaningful connections and ensuring every voice in the community is heard. The team was dedicated and present at community events, local meetings, tabling events, Seattle Public Schools meetings, City Council meetings, budget hearings, festivals, and community gatherings. CPC staff engaged directly with community members across Seattle to listen, learn, and gather feedback.

In 2025, the Community Engagement Team attended more than 100 events and met with over 2,500 community participants. Select highlights from each quarter include:

Highlighted Events Attended and Held by the Community Engagement Team in 2025:

Q1 Community Engagement Events

- African American Advisory Council Monthly Meeting
- Tongan Community Health Fair
- 2SLGBTQIA+ Advisory Council Monthly Meeting
- SW Precinct Advisory Council Meeting
- Filipino Advisory Council Meeting
- Coffee with Cops
- Central District Public Safety Accountability Group Meeting

Q2 Community Engagement Events

- Indigenous Advisory Council
- North Precinct Advisory Council
- East Precinct Tour
- Engage ASUW Commissioners and Students
- 2SLGBTQIA+ Advisory Council
- Oceania Northwest Facility Opening
- Southwest Community Center Visit
- Meeting with Councilmember Solomon
- Yesler Terrace Community Council
- African American Advisory Council
- Central District Public Safety Accountability Group Meeting
- Highland Park Wellness Group
- Tongan Exhibit
- UW First Nations Meeting
- UW Polynesian Student Alliance Meeting
- SE Seattle PEACE Coalition
- UW Polynesian Day
- Central District Public Safety Accountability Meeting
- Good Foot Arts Collective
- Juneteenth Celebration at Jimi Hendrix Park
- PRIDE Seattle

Highlighted Events Attended and Held by the Community Engagement Team in 2025:

Q3 Community Engagement Events

- Beacon Hill Advisory Monthly Meeting
- Safer Seattle Public Safety Forum
- Seattle Public Schools Meeting
- Annual Indian Powwow Days
- Asian and Native Hawaiian Pacific Islander Forum
- South Precinct Interagency Meeting
- Othello Park International Festival
- 2SLGBTQIA+ Advisory Council Meeting
- Rainier Vista Health Fair
- Yesler Health Fair
- Seattle Public Schools Board Meeting
- CPC Joint Event with YWCA Greenbridge
- New Holly Community Social Safety Meeting
- Stop the Bleed Training
- CPC & Rainier Avenue Radio Series
- Georgetown Community Council Meeting
- West Precinct Advisory Council
- Capitol Hill Community Council
- King County Promoters Network

Q4 Community Engagement Events

- South Precinct Interagency Forum
- One Seattle Community Resource Fair
- Public Safety Public Comment
- Southwest Precinct Advisory Council
- South Precinct Interagency Meeting
- Seattle Public Schools Board Meeting
- CPC Town Hall
- Select Budget Committee Public Hearing
- Human Rights Commission Meeting
- South Precinct Interagency Meeting
- Seattle Housing Authority CPC Presentation
- Micro Community Policing Plan Before The Badge Community Dialogue
- New Holly Quarterly Social Safety Meeting
- 2SLGBTQIA+ Advisory Council Meeting
- OPA Symposium – Building the Bridge
- Oceania Northwest Village Gathering



December 11, 2025 — Community Engagement Specialists Mario and Mergitu at the OPA Symposium

How CPC Outreach Informs Our Work

CPC outreach is the foundation of its policy, oversight, and advocacy work. Through community conversations, public forums, CBO and partners meetings, surveys, and direct engagement with historically marginalized communities, the CPC gathers lived experiences and perspectives that shape its priorities and recommendations. This work ensures that community voices are not symbolic, but central to how public safety, police accountability, and systemic reform are understood.

In 2025, outreach activities provided critical insight into community concerns related to use of force, police accountability, crisis response, and trust between residents and SPD. These insights directly informed CPC policy positions, letters to city leadership, testimony, and recommendations to SPD, the Mayor’s Office, OIG, and OPA. Community feedback also guided the CPC’s internal work planning, helping the CPC focus on issues with the greatest impact on communities most impacted by policing.

Outreach further strengthens transparency and legitimacy. By returning to communities with updates on how their input influenced CPC actions, it reinforces accountability and demonstrates that engagement leads to tangible outcomes. This two-way relationship builds trust and helps ensure the work remains responsive, equitable, and grounded in community experience.

Ultimately, CPC outreach helps translate community knowledge into institutional change. It serves as a bridge between residents and the police accountability system, helping ensure that reform efforts reflect real community needs, values, and expectations for justice, safety, and dignity.



December 10, 2025 — Mario and Mergitu sitting next to Councilmember Hollingsworth at the 2SLGBTQIA+ Advisory Council



November 14, 2025 — Mario and Mergitu with Community Builders from the Seattle Housing Authority and residents from High Point

Outreach with SPD & the public

In 2025, the CPC Community Engagement Team connected with the community and SPD by regularly attending SPD's community and demographic advisory councils. These councils engage with diverse communities, increase understanding of law enforcement needs in each community, and partner with SPD on public safety issues.

2025 SPD advisory councils include:

- African American Advisory Council
- Filipino Advisory Council
- 2SLGBTQIA+ Advisory Council
- SW Precinct Advisory Council
- Indigenous Advisory Council
- North Precinct Advisory Council
- South Precinct Advisory Council



October 22, 2025 — CPC Executive Director Eci Ameh, with Commissioners Ken Nsimbi, Joseph Seia, and Jeremy Holmes on stage at the CPC Town Hall at Columbia City Theater

CPC public perspectives gathered

Community Feedback Summary on Public Safety and Policing Based on After-Action Forms

In 2025, the CPC created an internal tool called the After-Action Form to record key details from each meeting or event, including community input received. This system allows the CPC to track feedback consistently and helps ensure that important insights inform CPC work. These categories summarize the community concerns raised in 2025.

School Safety and School Engagement Officer (SEO)/School Resource Officer (SRO) in Schools

Students and families reported feeling excluded from decision-making processes, and concerns were raised that guns in schools increase fear – particularly among BIPOC students – rather than safety, and that School Resource Officers (SROs) do not prevent shootings. Community members shared personal experiences indicating that police involvement in Garfield High School has caused emotional and psychological harm; as a result, many suggested prioritizing counselors and community resources instead.

There is no clear complaint or accountability process, and training is viewed as insufficient and not community-led. Community members called for transparent evaluation measures, culturally competent practices, language access, and SRO selection processes that include student and community input. Overall, many advocated for prioritizing student well-being over enforcement and increasing police presence around schools rather than inside them.

Surveillance and Closed-Circuit Television (CCTV) Expansion

Community feedback showed broad opposition to the expansion of CCTV surveillance. Residents expressed concerns that expansion violates privacy, disproportionately impacts marginalized communities, and lacks transparency regarding its effectiveness. Many felt the surveillance conflicts with Seattle’s sanctuary city values and raised fears about potential misuse of data by federal agencies such as ICE. Participants also noted that the high cost of CCTV expansion would be better invested in housing and social services that directly support community well-being.

Homelessness, Drug Use, and Public Health

Community members emphasized that sweeps cause harm and displacement and that arresting unhoused individuals does not address the root causes of homelessness. Participants stressed that housing, food access, case management, and dignity are essential for increasing safety. Many shared personal success stories with the Law Enforcement Assisted Diversion (LEAD) program, describing it as life-changing and critical for recovery and stability. At the same time, community members expressed concern about rising drug use and human trafficking in the city, reinforcing the need for public health-centered and compassionate solutions rather than punitive approaches.

Gun Violence & Neighborhood Safety

Gun violence was identified as the top public safety concern, especially in South Seattle. Residents described frequent shootings, gunfire near schools and parks, and bullets entering homes and vehicles. Many expressed concerns about youth involvement and cycles of gang retaliation. Community members called for greater investment in gun violence prevention, youth programs, community hubs, and trauma-informed approaches instead of enforcement-only responses, with particular attention to protecting children and seniors.

Police Response Time

Residents reported long delays or no response to 911 calls, often feeling dismissed or deprioritized by officers. Language access barriers, including limited interpreter availability, further reduced trust in emergency services. Many stated they only contact police in extreme situations due to past negative experiences. Community members requested faster response times, better coordination between SPD and the CARE team, and clearer guidance on alternatives to police.

Immigrant and Refugee Concerns Regarding ICE

Many immigrants avoid contacting police out of fear that their information could be shared with ICE, leading to anxiety about deportation and family separation. Community members expressed concern about possible SPD cooperation with ICE and called for stronger accountability and transparency. Residents requested a clear separation between SPD and ICE, legal protections for vulnerable communities, and policies that ensure community safety during law enforcement interactions.

2SLGBTQIA+ Community Safety

2SLGBTQIA+ residents reported that hate crimes are often not taken seriously and that the police response is frequently inadequate. Extended vacancies in liaison roles, lack of safety at public events, and biased policing of protests have further damaged trust. Community members are calling for stronger representation, greater transparency and accountability, protection of constitutional rights, and greater cultural humility and respect from SPD.

Trust Gap Between Community and SPD

There is deep mistrust of SPD, particularly among BIPOC, immigrant, and 2SLGBTQIA+ communities. Residents emphasized the need for better communication, cultural understanding, and respectful engagement from officers. Many felt SPD lacks compassion and urged more training in empathy, de-escalation, and trauma-informed approaches. Community members also expressed concern that the SPOG agreement is not aligned with true police accountability.

Budget and Funding Priorities

Residents stated that safety is built through housing, care, and opportunity, not policing alone. They called for investments in stable housing, food security, mental health and substance use services, youth programs, and immigrant and refugee support. Community members also requested increased funding for CARE and Low Income Housing Institute programs, while reducing spending on police expansion, surveillance, and homeless encampment sweeps.

Concerns regarding Shooting Incidents

Community members voiced strong concerns about police shooting incidents, focusing on use of force, officer accountability, and limited transparency following major incidents. Many residents said that once a scene is cleared, communication often stops, leaving communities without updates, explanations, or opportunities to ask questions. They called for timely community briefings after violent incidents, clearer investigative processes and visible accountability throughout investigations. Participants also emphasized the importance of trauma-informed and culturally responsive policing, especially in neighborhoods disproportionately affected by violence, along with improved language access and consistent use of interpreters.

Environmental Safety

Environmental safety emerged as a closely related issue affecting residents' daily sense of security. Traffic safety concerns included speeding vehicles, unsafe or poorly marked crosswalks, inadequate street lighting, and confusing bike lane design. Participants also raised concerns about parks being used for drug activity or shootings after hours, reducing access to public spaces for families and seniors. Scooters and bicycles on sidewalks were widely viewed as hazardous for pedestrians. Many residents stressed that addressing these environmental conditions should happen alongside expanded social and behavioral health services, rather than through enforcement alone.

Community Feedback Summary on Public Safety and Policing: Based on the CPC Community Feedback Survey

The CPC introduced the Community Feedback Survey, which gives community members an opportunity to share reflections, concerns, and suggestions anonymously. This safe and confidential method encourages honest feedback and helps the CPC understand community perspectives on policing and public safety issues.

Positive Experiences and Neutral Perceptions with SPD

Some survey participants reported neutral or positive experiences with SPD. Several respondents felt that SPD officers were less aggressive than officers in other cities and described respectful, professional interactions during minor incidents such as traffic stops or calls for assistance. Others noted improvements over time, including increased responsiveness and occasional follow-ups or regular check-ins from neighborhood officers, which helped build rapport. At the same time, participants expressed frustration with structural limitations, particularly around homelessness-related calls, where officers are seen as constrained by policy and individuals are often released quickly. These dynamics contributed to mixed community perceptions of overall effectiveness.

Negative Experiences and Distrust with SPD

Many participants expressed deep distrust and negative experiences with SPD, describing officers as unresponsive, dismissive, or ineffective in addressing community concerns. Respondents frequently cited poor communication, long response times, and a lack of follow-up after reports were made, which contributed to perceptions that calls for service are often ignored or deprioritized.

Participants also reported perceived bias in policing, particularly toward people experiencing homelessness, mental health crises, or substance use disorders, who were described as more likely to experience negative, aggressive, or harmful encounters. These experiences included racial profiling and the use of excessive force, reinforcing fears among marginalized communities. Some participants specifically referenced an incident at a protest on May 24 at Cal Anderson Park, where police reportedly used excessive force, deployed chemical crowd control agents, and physically handled protesters exercising their First Amendment rights. This incident intensified community frustration and heightened concerns about accountability, civil liberties, and equitable policing practices.

Community Suggestions for SPD and Public Safety Improvements

Community members suggested a range of public safety improvements focused on prevention, accountability, and trust-building. Key recommendations included expanding diversion and harm-reduction programs such as LEAD and CARE to redirect people in crisis away from the criminal system, along with increased de-escalation, cultural competency, and human-centered training, particularly for interactions involving homelessness and mental health. Participants emphasized the need for stronger accountability and transparency, more consistent professionalism among officers, and proactive community outreach so police engagement is visible and ongoing, not only during emergencies.

Residents also identified broader actions that would help them feel safer in Seattle, including improved safety awareness for youth, especially those traveling at night, and increased attention to underserved areas such as South Seattle.

Language Access Effort

A Language Access Plan is essential for the CPC because it ensures equitable and inclusive participation, trust-building, and effective communication with all members of the community. Through CPC's language access efforts, the CPC brochure and Community Feedback Survey were translated into six languages: Spanish, Chinese, Vietnamese, Tigrinya, Amharic and Somali. CPC continues these efforts to ensure equitable access to information for community members.

4. Looking Forward

As the CPC moves into 2026, it remains grounded in its mission to elevate community voice, strengthen accountability, and help shape a public safety system that works for all people in Seattle, especially those historically harmed by policing.

The CPC was formed in response to community outcry following the killing of First Nations woodcarver John T. Williams and other incidents of excessive force against people of color. That history continues to inform the CPC's values and work. The CPC honors lives impacted by police violence by remaining vigilant, community-centered, and committed to justice and accountability.

While the federal Consent Decree has concluded, the need for strong, independent, community-based oversight has not. In 2026, the CPC continues its mandated role within Seattle's accountability system, ensuring reforms are sustained, community concerns are heard, and progress does not stall or erode over time.

Looking ahead, the Commission is focused on deepening relationships with communities across Seattle, strengthening collaboration with accountability partners and SPD, and ensuring that city leaders are informed by lived experience alongside policy and data. The CPC remains committed to transparency, clear communication, and accessible engagement that meets people where they are.

The CPC moves forward with clarity, purpose and strengthened capacity. Its work remains rooted in community trust and guided by the belief that accountability is essential to public safety.

CPC Mission

The CPC listens to, amplifies, and builds common ground among communities affected by policing in Seattle, and champions policing practices centered on justice and equity.

CPC Vision

The CPC envisions communities and Seattle's police aligned around 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
 - City Council
 - Chief of Police
 - 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 outreach to SPD personnel and the public, the perspectives gathered through that outreach, and how the outreach informed CPC's work.

Special Thanks

The Community Police Commission extends sincere thanks to the community members who engaged with the Commission throughout 2025 by attending meetings, participating in engagements, and sharing their experiences and perspectives. Community input is essential to the CPC's work, and these contributions help ensure that accountability efforts reflect the concerns and priorities of those most impacted by policing.

The CPC also expresses appreciation to its accountability partners: OIG, OPA, and SPD. Continued collaboration with these partners supports a stronger and more transparent police accountability system for the City of Seattle.



September 3, 2025 — CPC Staff with Commissioners Arleciel West & Rick Williams at the hearing to terminate the Consent Decree



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