

Comprehensive Community Engagement Plan

Building Trust & Amplifying Voices for Police Accountability

Our Vision & Mission

Vision: A Seattle where policing is just, equitable, and responsive to the needs of all communities, built on a foundation of mutual trust and respect.

Mission: To amplify community voices, especially those historically marginalized, to influence police practices and policies, and to champion a police accountability system that is transparent, effective, and fair.

Guiding Our Engagement: Core Principles

Equity & Inclusion: Prioritizing marginalized communities, ensuring accessibility.

Transparency & Accountability: Clear communication, showing how feedback is used.

Authenticity & Trust-Building: Genuine relationships, active listening, acknowledging harm.

Accessibility & Responsiveness: Diverse channels, timely responses.

Strategy - Proactive Outreach & Relationship Building

Dedicated Community Engagement Team: Culturally competent, multilingual staff.

Partner with Community-based organizations (CBOs): To collaborate and understand the specific, historical relationship their (CBO) community has with the SPD and SPD policies/practices.

Targeted Outreach to Marginalized Groups: Specific engagement efforts for BIPOC, immigrant/refugee, LGBTQ+, unhoused, youth communities.

Strategy - Diverse Communication Channels

Multilingual & Accessible Communications: Website, informational flyers, policy-related reports in multiple languages; ASL/captioning.

Robust Digital Engagement: Active social media, online feedback surveys, virtual/in person listening sessions.

Strategy - Listening & Learning: Structured Feedback Mechanisms

Feedback Surveys & Data Collection: Online & in-person feedback surveys; Results will be publicly viewable online

Focused Discussions: Specific policy specific focus groups and one-on-one interviews with key partners.

Crucial Feedback Loop: Thru online and in-person engagement activities clearly communicate how community input informs policy recommendations and organizational actions.

Strategy - Stronger Together: Strategic Partnerships

Inter-Agency Collaboration: Transparent and ongoing coordination with OPA and OIG for cohesive accountability system.

Community Organization Partnerships: Establishing and reinforcing relationships with trusted CBOs to extend reach.

Seattle Police Department Engagement: Maintaining open dialogue to provide community perspectives.

Measuring Success & Adapting

Key Metrics & Indicators: Track engagement numbers, diversity of engagement, audience reach of communications.

Annual Review & Reporting: Report our Community Engagement efforts during the Annual Town Hall.

Community Feedback on Engagement: Regularly ask of the community how we can improve our engagement methods.

Adaptive Approach: Commitment to evolving strategies based on feedback and results.

Investing in Engagement

Adequate Budget: Scrutinize appropriate budgetary needs for outreach materials and event logistics (participation fees, etc.)

Ongoing Training: For both staff and commissioners on best practices in equitable engagement.



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COUNCIL BILL 120977: AMENDMENTS TO CHIEF OF POLICE INVESTIGATIONS PROCESS

Presented by: Dani Sullivan, Senior Policy Advisor

Bulk of content provided by: Karina Bull, Legislative Analyst, City Council Central Staff

BACKGROUND

- The 2017 Accountability Ordinance did not include a process for investigating misconduct complaints naming the Chief of Police
- In 2022, Ordinance 126628 established a specific process for OPA's handling of complaints naming the Chief of Police that included an oversight role for OIG
- Since 2022, OPA has received over 70 complaints naming the Chief of Police
- On May 13th, 2025, City Council's Public Safety Committee discussed CB 120977, which would amend the City's process for investigating complaints naming the Chief of Police



CB 120977 AIMS TO ADDRESS:

- Issues with the current investigation process that limit OPA and OIG's ability to address these complaints in a timely, thorough, and objective manner:
 - Comprehensive intakes for all complaints
 - Staffing restrictions for conducting intakes
 - Inconsistent technical requirements
 - New complaints during an OIG-managed investigation
 - Limited reporting requirements

GOALS OF CB 120977

- Streamline and clarify the intake/investigation process for complaints naming the Chief of Police
- Provide staffing flexibility
- Support procedural efficiency
- Increase transparency



SUMMARY OF CB 120977 – FIRST DRAFT

- **Initial Amendments to Chief of Police investigation process:**
 - Allow OPA, with OIG's agreement, to close qualifying complaints as a contact log after an initial screening
 - Allow OPA to assign non-supervisory, civilian staff to complete intakes
 - Clarify that investigations must be timely, thorough, and objective
 - Allow OIG to initiate and manage the investigation of a new complaint that arises during an ongoing investigation managed by OIG
 - Require OIG to include information on complaints in quarterly reports for the Mayor, the President of the Council, and the Chair of the Council's public safety committee, and in its annual report for the public

AMENDMENTS TO CB 120977

- After reviewing CB 120977, CPC staff, the Police Practices Workgroup, and CPC Co-Chairs developed and shared the following recommendations with City Council Central Staff:
 - Clarify the description of the Community Police Commission in the recitals;
 - Clarify the three-part structure of the requirement for intakes and investigations to be timely, thorough, and objective; and
 - Require OIG to provide quarterly reports on complaints naming the Chief of Police to the Executive Director of the Community Police Commission (in addition to the Mayor, the President of the Council, and the Chair of the Council's public safety committee).

ORDINANCE ADOPTED

- On **May 27, 2025**, the **City Council Public Safety Committee** discussed and **adopted** the final version of CB 120977, which **included all CPC recommendations**.
- On **June 3, 2025**, **City Council** discussed and **adopted** CB 120977.
- Link to the Ordinance with Amendment 1: [CB 120977 - Amendment 1](#)



QUESTIONS?



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Policy Team Communication tools

Presented by: Masooma Ibrahimi, Policy & Communications Advisor

What is the CPC?!



The **Seattle Community Police Commission (CPC)** is one of four City Agencies that comprise Seattle's Police Oversight system. The CPC's mission is to ensure community input shapes the City's public safety policies and systems, with a focus on input of those most impacted by policing. The **CPC is not** part of the Seattle Police Department (SPD).

- The CPC provides recommendations to SPD, the Mayor, and City Council on policies and practices related to public safety.
- The CPC engages community members to gather input and ensure that diverse perspectives are considered in policing policies and practices.
- The CPC monitors the implementation of police reforms to ensure they align with community expectations and legal requirements.
- The CPC works to enhance transparency and accountability with SPD on behalf of our communities.

What the CPC Does



“What is the CPC” one-pager

- Primary audience is the community
- Our goal is to inform Community about CPC's mission and responsibilities.
- We'll share the one-pager on social media and community events too.
- The purpose of this one-pager is to ensure the public understands that we are here to listen, advocate, and push for meaningful change based on community input.

What the CPC Doesn't Do

- The CPC cannot participate in or investigate allegations of individual police employee misconduct. The Office of Police Accountability does that.
- The CPC does not have the authority to impose disciplinary actions on police officers.

Key Principles of Plain Language and Accessibility

To guide our efforts, we will follow these key practices:

- Center and respect community needs
- Use simple, direct language
- Be clear and specific in our messaging
- Ensure website content is accessible and mobile-friendly
- Offer materials in multiple formats
- Make printed materials easy to read



Thank you 😊



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Communications Priorities

- **Completed**

- NAGC Communications School
- CPC Newsletter Planning

- **In Progress**

- Launching CPC Newsletter
- Staff & Commissioner Social Spotlights
- CPC Communications Policy
- Updating Tri-fold Brochure



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Picture

Policy One Pager(Content Only)

Picture

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CBO Spotlight

Picture

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Watch Last Month's Meeting

Video Screenshot Linked to recording

Upcoming Engagement Opportunities

Title/Name of Event
Date | Time | Location
Details: Brief description of the event

Title/Name of Event
Date | Time | Location
Details: Brief description of the event

Title/Name of Event
Date | Time | Location
Details: Brief description of the event

Join our next meeting

Graphic

Location
Date/Time

