

Cleveland Community Police Commission

2023/24 Annual Report

Detailing our unwavering commitment to police oversight, even in times of uncertainty.





Mission Statement

Our mission is simple, but it's easier said than done. The CPC works collaboratively with the community to create police policy that will help create a safer and more equitable city, helping Cleveland in its efforts to fulfill its requirements under its Consent Decree agreement with the Department of Justice.

“

"It's about a change in culture, a change in accountability. And I truly believe that this commission needs to be in place, needs to have the power that it has to deal with the accountability in a top-down format."

”

***- Former Commissioner Richard Jackson
In an interview with Signal Cleveland***

As the final authority on police policy, training, and accountability, we are dedicated to working with all stakeholders, including Cleveland officers and experts on policing, to mold a police department that treats everyone fairly, equally, and justly.

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A Message from the CPC Co-chairs

"It does not matter how slowly you go so long as you do not stop."

Confucius

The time we have spent on this commission has been a paradox, feeling both lightning-fast and, at times, slow-moving. Every mountain we cleared was followed by a sharp plunge as we tried to push forward. Still, our commitment to police reform remained unwavering, driven by the promise we made to citizens when we were sworn in: to make policing in Cleveland equitable and safe for all.

From the outside looking in, you'd never guess how successful the commission's tenure was, given the many challenges we faced. Still, we can undoubtedly say our accomplishments have been model outputs for other civilian oversight groups across the country. We remain committed to making Cleveland's civilian oversight an example for the rest of the nation.

In 2023, we passed a scenario-based Use of Force training that teaches officers de-escalation techniques that are proportional to the level of resistance they are facing. Then in 2024, the CPC passed a monumental GPO regarding Unmanned Aircraft Systems. This updated policy focusing on drones has been sent to the Department of Justice for approval as we work collaboratively to make sure it benefits all parties involved. Additionally, the CPC policy committee has revamped the CDP's Corrective Action policy to ensure police discipline is clear and fair to all parties.

Of course, none of this would be possible without the incredible input from the experts and community members who attend our meetings and workgroups. They helped us build upon the groundwork set by the previous commission to create substantial change in favor of the marginalized communities who are repeatedly targeted by outdated and problematic police tactics.

A Message from the CPC Co-chairs

With all of that said, these last two years have been an incredible learning experience and we look forward to building on our remarkable achievements. We will take everything that has happened and utilize it to create an even stronger and more productive body of community activists. In this upcoming year, we will focus on police accountability and discipline, increasing the Commission's visibility in the community, and continuing to create policies and training that are Constitutional based on the best practices for our officers and citizens.

Please remember our goal in all of this remains the same. We vow to continue this work until CDP officers patrol without bias, follow constitutional provisions regarding search and seizure procedures, practice reasonable use of force, and are held accountable when they break department policy.

The CPC has and always will work on behalf of the community.

We hope to prove that to you again and again.

Co-Chairs John Adams and Sharena Zayed



A Message from the CPC Executive Director

A Story of Grit and Progress

As I reflect on this two-year chapter—marking the first full term of our newly empowered Cleveland Community Police Commission—I do so with immense pride and steady resolve. This report closes out my seventh year as the Commission’s Executive Director, a position that has granted me the rare vantage point of seeing change take root in real time, even when the soil has been tough and the storms relentless.

Throughout my tenure, I’ve sat in countless rooms where the future of police reform seemed uncertain—where the loudest voices in the room often came not in support, but in resistance. And yet, if there’s one enduring truth I’ve come to accept, it’s this: meaningful change always invites opposition. Headlines may seek to undermine progress. Critics may find comfort in cynicism. But the work—the honest, difficult, and determined work—continues.

That is where this Commission has always found its strength.

Since the 2021 passage of Issue 24, Clevelanders placed their trust in us to bring to life one of the most robust civilian police oversight systems in the nation. That trust is sacred. The new commissioners, covered in this report, shouldered a dual mandate: to honor the federal Consent Decree’s commitments and to boldly implement the new authority granted by the will of the people.

Over the course of this term, we have drafted and adopted new rules, reimagined engagement strategies, stood firm in moments of political headwind, and continued to serve the public interest with unwavering commitment. Some have chosen to highlight our stumbles while ignoring our strides. That is their story.

This report tells ours.

It is a story not of dysfunction, but of determination. Not of retreat, but of resilience. It is the story of community members—across neighborhoods, backgrounds, and beliefs—who came together to demand better and stayed to build it.

To everyone who has walked with us on this journey, thank you. We still have much to do. But our direction is clear, our foundation strong, and our resolve unshaken.



In service,

Jason Goodrick

Executive Director

Cleveland Community Police Commission

Background

Why was the CPC created?

- Following a 2012 shooting, where 13 Cleveland officers fired 137 shots into the car of two unarmed individuals, Timothy Russell and Malissa Williams, the Department of Justice launched a 21-month investigation into the police department's policies and procedures.

[United States v. Cleveland]

- The DOJ found that the Cleveland Division of Police had a pattern of using excessive force, a violation of the 4th amendment.
- The City of Cleveland and the DOJ then entered into a Consent Decree, or Settlement Agreement, which requires the Cleveland Division of Police to make fundamental changes in areas such as officer training, accountability, and department policies.
- Under the Consent Decree, the CPC was created to act as a link between the City, CDP, and the community. Our main objectives were to gather community input and concerns and relay that information back to the city, CDP, and DOJ while also making policy suggestions. However, the CPC gained more authority with the passage of Issue 24.



Background

What is Issue 24?

- Backed by Citizens for a Safer Cleveland, a coalition of organizations like Black Lives Matter Cleveland and a group of families who have been affected by police violence, Issue 24 gave the CPC final authority on police policies and officer discipline to ensure equitable policing for all. Mayor Bibb was a staunch supporter of Issue 24 during his campaign for the position in 2021.



“It is about ensuring that civilian values prevail. That civilians have the opportunity to manage the division of police and ensure officers are held accountable.”

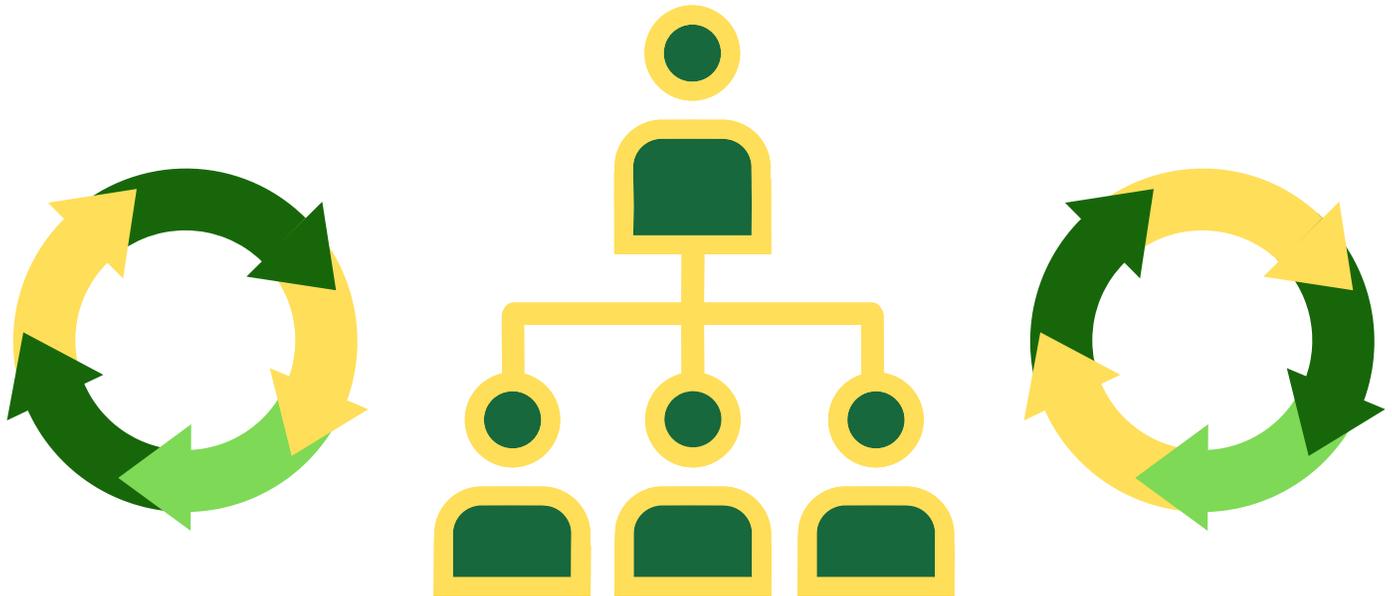
In an interview with WKYC



- The measure passed with nearly 60% of the vote.
- Issue 24 also removed the Office of Professional Standards and the Civilian Police Review from the City’s Safety Department and gave the entities broader authority to investigate complaints regarding police misconduct.

Background

How does the CPC intersect with other key players mentioned in the Consent Decree and Charter 115?



- **Chief U.S. District Judge Solomon Oliver Jr.**

Judge Oliver approved the Consent Decree between the City of Cleveland and the DOJ back in 2015. He is the only one with the authority to terminate the Consent Decree once he believes the City has satisfied the terms of the agreement. He also appoints a federal monitor, who is responsible for overseeing the City's progress toward Consent Decree compliance.

- **Federal Monitoring Team**

National and local experts tasked with identifying areas of progress and deficiencies within CDP. They will also issue two semi-annual reports with suggestions on how the City can help facilitate improvements.

- **Police Accountability Team**

The Police Accountability Team works with the Federal Monitoring and the Department of Justice to analyze the City's progress toward Consent Decree compliance. PAT operates out of the Office of the Mayor but is structurally supported by the City's Law Department.

Background



- **Office of Professional Standards**

OPS, an independent entity separate from the Cleveland Division of Police, is responsible for receiving and investigating complaints filed by members of the public against Cleveland Division of Police employees. After looking into the allegations, OPS will present its findings to the Civilian Police Review Board.

**OPS only investigates citizen complaints. Internal Affairs investigates criminal complaints of Division of Police employees. If IA determines there is enough evidence to sustain the complaint, the case is referred to the appropriate law enforcement entity, such as the Prosecutor's Office.*

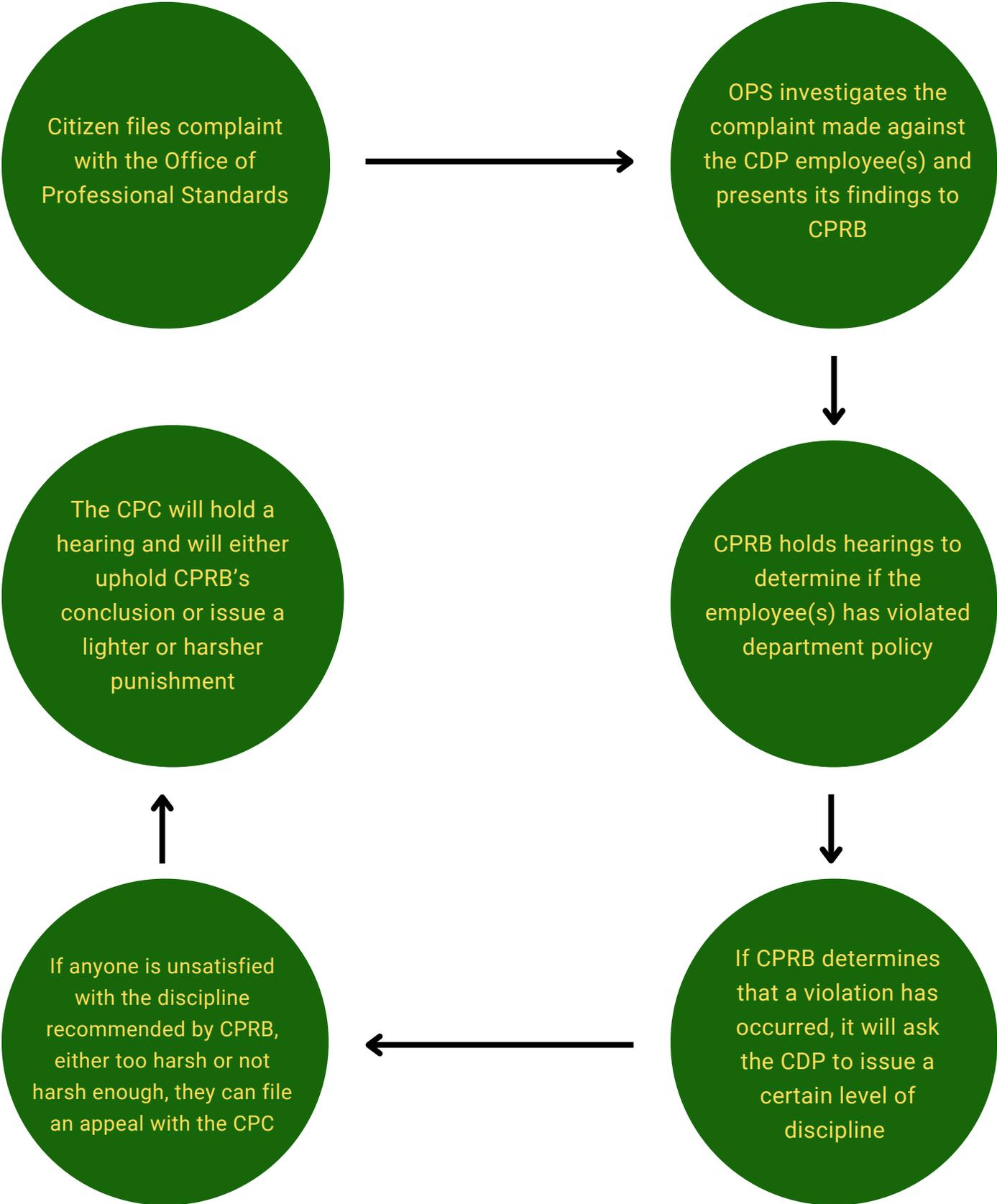
- **Civilian Police Review Board**

CPRB oversees OPS and holds hearings to determine if the CDP employee under investigation violated department policy. If CPRB determines that a violation did in fact occur, it will issue disciplinary action, which the Cleveland Division of Police is required to enact.

If anyone is unsatisfied with CPRB's decision or recommendation, they can file an appeal with the CPC.



Background



Who We Are

The CPC consists of 13 civilians who go through a competitive selection process and are appointed by the mayor for a four-year term. These individuals are "broadly representative of the racial, social, economic, and cultural interests of the community, including those of the racial minority, immigrant/refugee, LGBTQ+, youth, faith, business, and other communities, to reflect the overall demographics of Cleveland residents."

2023-2024 Commissioners

- Dr. John Adams***
- Shandra Benito*
- James Chura*
- Charles Donaldson**
- Kyle Earley**
- Alana Garrett-Ferguson**
- Cait Kennedy**
- {Audrianna Rodriguez}*
- Gregory Reaves**
- {Jan Ridgeway*}*
- Piet van Lier*
- Teri Wang**
- Sharena Zayed***

*** No longer on the Commission, as of the publication of this report**
**** Current CPC Co-Chair, as of the publication of this report**
{ } Former CPC Co-Chair

CPC Staff

Jason Goodrick
Executive Director

Shalena Williams
Community Engagement Coordinator

Samantha Montanez (2024)
*Community Engagement
Coordinator*

Junita Thomas
Assistant Administrator

Sara Anderson
Marketing Communications Specialist

Jocelyn Sandusky (2024)
Senior Communications Specialist

Ryan Michael Walker
Senior Policy Analyst

2023/24 Commissioner Bios

The Community Police Commission is currently in its third four year term. This second group of Commissioners were seated in January of 2023 and included all new members.

** No longer on the Commission, as of the publication of this report*
*** Current CPC Co-Chair, as of the publication of this report*

Dr. John Adams | Jan. 2023 - Present | JAdams5@clevelandohio.gov**

Dr. John Adams is the former chair of the social studies department and current 9th grade leader for the Cleveland School of Science and Medicine. He received his Ph.D. in African American history with a specialty in Civil Rights and gender from Rutgers University, where he researched the life and activism of Daisy and L.C. Bates. His research includes the history of law enforcement and the Black community. He is active in several community organizations, including the Cleveland Association of Black School Educators, the Ohio Council of Social Studies, the Thurgood Marshall Oratorical Debate and Education Project, and has been a panelist for the City Club of Cleveland as well as spoke to the State Board of Education about education reform and Critical Race Theory.

Shandra Benito | Jan. 2023 - Present | sbenito@clevelandohio.gov

Shandra Benito is a licensed social worker who works as the Director of Diversity and Inclusion for the Nord Center. She has a background in working in mental health, survivors of domestic violence and sexual assault, people with disabilities, justice-involved youth, and people experiencing homelessness. Shandra has previously served as a commissioner in Seattle for the Commission on People with Disabilities and their Public Safety Committee and has a wealth of knowledge regarding public policy and community outreach.

James Chura | Jan. 2023 - Present | JChura4@clevelandohio.gov

James Chura has 33 years of experience in police patrol and investigative operations. He served as the officer in charge of the Integrity Control Section which included the Internal Affairs Unit, the Inspection Unit, and the Overtime Review Unit. He rose through the ranks of the Cleveland Police Department starting out as a patrolman and rising to commander. James also served in the United States Marine Corps Reserve and has a bachelor's degree in criminal justice from Kent University. He is a lifetime Cleveland resident and lives in West Park with his wife and son. James represents the Fraternal Order of Police, Lodge 8.

Charles Donaldson | Jan. 2023 - Dec. 2024

Charles Donaldson is a talent acquisition specialist for Sherwin-Williams Company. He has extensive experience in human resources and management as well as being a Member of the Society for Human Resource Management. Charles was an active-duty officer of the U.S. Coast Guard for five years and rose to the rank of Lieutenant. For the past 10 years, he has been a proud Cleveland resident.

2023/24 Commissioner Bios

Kyle Earley* | Jan. 2023 - Dec. 2024

Pastor Earley serves as senior pastor at the City of God Church on the East Side of Cleveland. He has over 15 years of activism, organizing and community building experience in the Cleveland area and serves as President of the Faith Movement. He is also a board member at the Hunger Network of Greater Cleveland and a member of the NAACP.

Alana Garrett-Ferguson* | Jan. 2023 - Dec. 2024

Alana Garrett-Ferguson is a policy associate at the Center for Community Solutions. She brings a wealth of experience in community organizing, program management, and policy and advocacy work. She has worked for several community-based organizations, including Ohio Women's Alliance, New Voices for Reproductive Justice, Youth Opportunities Unlimited, Open Doors Academy, and Rainey Institute. She is a part of the greater faith community and a member of the Cleveland NAACP and Board of the Abortion Fund of Ohio. Alana previously served on the Community & Problem-Oriented Policing Committee.

Cait Kennedy* | Jan. 2023 - Dec. 2024

Cait Kennedy is the Executive Director and co-founder of unBail, a free app that democratizes information about the criminal legal system. unBail delivers valuable and relevant legal information to defendants and their families in plain language, empowering them to advocate for themselves and proactively plan for the future. Cait Kennedy is a Visiting Assistant Professor of Sociology & Politics and Global Citizenship at Baldwin Wallace University and Assistant Director of the Community Research Institute. She is a Ph.D. candidate at the Levin College of Urban Affairs at Cleveland State University and a 2019 graduate of the College's Master of Science in Urban Studies program.

Gregory Reaves* | Jan. 2023 - Dec. 2024

Gregory Reaves works as a career coach for Towards Employment. He has extensive knowledge of the criminal justice system as a previously incarcerated individual and advocate for those with criminal backgrounds. Gregory is a born and raised Clevelander and attended John F. Kennedy Senior High School in the Lee-Miles neighborhood, where he previously spoke to at-risk youth.

Jan Ridgeway* | Jan. 2023 - Dec. 2024 | Former Co-Chair

Jan Ridgeway is the Board President & Volunteer Director of Garden Valley Neighborhood House. She is a retired Cleveland Public Librarian where she served as a Community Outreach & Public Affairs administrator. Before that, she worked in the library system in Cleveland, Cuyahoga County and Anchorage for more than thirty years. Jan is a community activist and organizer and has worked directly with nearly every demographic in the city. She grew up on a farm in Georgia and has lived in Cleveland for more than twenty years.

2023/24 Commissioner Bios

Audrianna Rodriguez | Jan. 2023 - Present | ARodriguez3@clevelandohio.gov | Former Co-Chair

Audrianna Rodriguez works as a family advocate at The Centers for Children and Families for three Cleveland Metropolitan Schools. She received a master's degree in community psychology with a concentration in clinical services from University of New Haven. Audrianna is a member of the Cleveland Branch of the NAACP, Cleveland Chapter of the National Congress of Black Women, Zeta Phi Beta Sorority, Inc. and member of the 4th District Community Relations Community. She has a breadth of experience in community organization, engagement, and outreach.

Piet van Lier | Jan. 2023 - Present | pvanlier@clevelandohio.gov

Piet van Lier is a senior researcher at Policy Matters Ohio. His current research and analysis focuses on civil rights and criminal justice reform to reimagine public safety in Cleveland and Cuyahoga County. Previously, Piet was the executive director of the Cleveland Transformation Alliance. He began his career as a journalist and worked as peace and human rights activist with an organization called Peace Brigades International in Central America and Mexico. Piet grew up in the Old Brooklyn neighborhood and now lives on the near West side with his wife and two children.

Teri Wang* | Jan. 2023 - Dec. 2024

Teri Wang is a writer and academic consultant living in Cleveland's Tremont neighborhood. She is experienced in scientific and data analysis, as well as implicit bias research. Teri was born in Shanghai, China and moved to the United States when she was six years old. She attended Harvard University for Biochemistry and Art History and now is the Chair of Community Partnerships for the Asian American Coalition of Ohio.

Sharena Zayed | Jan. 2023 - Present | szayed@clevelandohio.gov

Sharena Zayed is the North Broadway Network Weaver for University Settlement. She has an abundance of experience in community outreach and engagement. Sharena has lived in Cleveland all her life and works for multiple community organizations, including serving as a board chair of Stop the Pain, Inc., board member of Chagrin Arts, and member of Citizens to Bring Back North Broadway. Sharena tragically lost her 15-year-old son to gun violence in March 2020 and is an advocate for families.

Building the Foundation



When voters passed Issue 24 in 2021, they didn't just call for reform—they demanded permanence, power, and public accountability in how policing oversight is conducted in Cleveland.

This newly chartered Commission faced an enormous task: transform a bold vision into an operational reality. Thirteen new commissioners—many of whom had never met before—came together as strangers and within 100 days, laid the groundwork for something lasting. Their charge wasn't just to continue the critical work of the Consent Decree—it was to build the legal, administrative, and operational infrastructure for one of the most empowered civilian oversight bodies in the country.

Launching a new organization from scratch—while maintaining public transparency, legal compliance, and mission alignment—is no small feat. It meant temporarily stepping back from direct policy work to focus on the essential groundwork: establishing rules, defining roles, approving a budget, and ensuring every member was equipped with the knowledge and tools to lead. That's exactly what this Commission did.

During the initial months the commission focus was in three key committees: Rules, Internal Training, and Budgets and Grants.

2023/24 Our Work in Review

Rules Committee

Charter Implementation Through Internal Policy

Past Chairs: T. Wang, P. vanLier, C. Donaldson

The Rules Committee worked closely with the Executive Director to create the framework that would govern this new institution. This included:

- Drafting and adopting new bylaws, finalized on March 8, 2023 including:

- *Code of Ethics*
- *Decorum and Behavior*
- *Meeting Format*
- *Sunshine Law Compliance*
- *Attendance Policies*

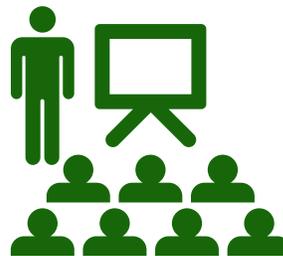


- Leading the review and development of internal policy and administrative procedures to ensure alignment with the new Charter provisions
- Continuing to refine operational protocols throughout the term to support the Commission's long-term stability and legal compliance

Internal Training Committee

Knowledge as Power

Past Chairs: A. Garrett Ferguson, K. Earley



To ensure each commissioner was equipped for the work ahead, the Internal Training Committee partnered with the Executive Director to coordinate and deliver over 40 hours of high-quality training. Topics included:

- Government operations, Ohio Sunshine Laws and Ethics
- Department and Organizational presentations from Cleveland Division of Police, Office of Professional Standards, Civilian Police Review Board, Internal Affairs, Cleveland Police Patrolman's Association, Fraternal Order of Police, Black Shield Police Association, and Hispanic Officers Police Association.

2023/24 Our Work in Review

- The Commission held at least two training sessions per month during this formative period, prioritizing education as a key component of empowerment.
- The commissioners also attended The National Association’s for Civilian Oversight of Law Enforcement’s annual conference in 2023 and 2024.

***Three commissioners attended 40 hours of Crisis Intervention Training with members of the Cleveland Division of Police**

Budget and Grants Committee

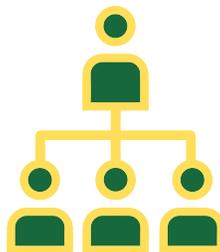


Operational Readiness

Before any work could be sustained, the Commission needed a financial foundation. The Budget and Grants Committee worked diligently to:

- Establish the Commission’s first official operations budget
- Define an appropriate staffing structure to support the mission
- Coordinate with the Executive Director to establish the new violence prevention grant program
- Ensure fiscal accountability and transparency from day one

Organizational Leadership



Setting the Tone

Leadership was also a key part of this transition. In April 2023, the Commission:

- Appointed Jason Goodrick as Interim Executive Director, ensuring continuity and strategic oversight
- Elected its first co-chairs (2023), Janice McCullugh Ridgeway and Audrianna Rodriguez, whose guidance helped shape the tone and priorities of this formative period

Strategic Planning



In conjunction with Mr. Goodrick the Co-Chairs develop the CPC’s Strategic Framework which set an ambitious goal of attaining “Operational Compliance” with all CPC Consent Decree Paragraphs in 18 months. **The framework was a flexible document that could be adjusted based on new information and community needs.** The document provided the board with overall direction and purpose through the first term.

The work done in these first 100 days cannot be overstated. Amid the challenges of forming a new entity—while under the scrutiny that comes with police oversight—the Commission succeeded in building a strong administrative, legal, and operational base. The results speak for themselves: a functioning, transparent, and committed body equipped to carry out the will of the people and drive systemic change.

The Commission’s story is still being written—but its foundation has been laid with purpose and integrity.



Community Grants

Investing in Solutions Beyond Policing

The CPC receives no less than \$1,000,000 for its operations, an **additional 0.5% of the amount budgeted for the Division of Police** is allocated for **community grants**—funding grassroots programs that focus on **restorative justice, violence prevention, and community mediation**.

These grants are more than just financial support—they are strategic investments in public safety alternatives that work to **prevent harm before it happens**, reduce reliance on traditional law enforcement, and **strengthen the social fabric of our neighborhoods**.

- **Restorative Justice & Mediation**

Healing Through Dialogue

Restorative justice programs provide space for those harmed to reclaim their power and voice, while giving those who caused harm the opportunity to confront the consequences of their actions and break cycles of harm.

Mediation efforts, on the other hand, bring together individuals, organizations, or communities to address conflict through structured, community-driven dialogue—allowing participants to define their own outcomes with support from trained facilitators.

A powerful example of both in action is the **Reverse Ride Along program**. This initiative, awarded by the CPC in 2023, allows community members to share firsthand experiences with officers about how policing has affected them. The result is a unique opportunity for mutual understanding and problem-solving. With the help of CPC's **Capacity Building and Program Evaluation Program**, Reverse Ride Along is tracking its outcomes and planning for sustainable growth.

2023/24 Our Work in Review

- **Violence Prevention**

Uplifting Communities, Preventing Harm

Violence prevention remains one of the most urgent areas for community investment. Many CPC grantees use **evidence-informed strategies** to address trauma, increase opportunity, and transform the underlying social and economic conditions that lead to violence.

One example is the **Cleveland Clergy Coalition's Get to Work Now program**, which removes barriers to employment by providing reliable transportation—helping individuals find and retain jobs, stabilize their lives, and reduce the risk of future harm.

These programs focus not only on prevention but also on **uplifting entire communities** through healing, access, and hope.

A Smarter, Stronger Grantmaking Partnership

Selecting and managing impactful community projects requires deep local knowledge, transparency, and time. That's why the CPC partnered with the **United Black Fund of Greater Cleveland (UBF)**—an organization with over **40 years of experience** in grantmaking, program monitoring, and nonprofit development.

UBF's role includes:

- Vetting grant applicants
- Managing contracts and disbursements
- Providing technical assistance to grantees for stronger outcomes

While the **CPC retains final authority** over which organizations receive funding from the **\$1 million annual pool**, this partnership allows the Commission to focus its time and resources on **core oversight responsibilities**, while ensuring that community funding is **equitably and efficiently administered**.

Planting Seeds of Change

At its heart, the CPC’s community grant initiative is about planting seeds of change—supporting programs that are proven to uplift, connect, and empower. With the expertise of UBF and the leadership of the CPC, these grants are helping to build a **Cleveland where safety is shared, justice is restorative, and opportunity is for all.**



CLEVELAND
COMMUNITY
POLICE
COMMISSION

2024-2025 CLEVELAND COMMUNITY POLICE COMMISSION GRANT INFORMATIONAL

You're invited to a meeting about the 2024-2025
Cleveland Community Police Commission Grant Program!

 Friday
27 Sept. 2024

 Starting at
9:00AM

 Jerry Sue Thornton Center-Ford Room
2500 E 22nd, Cleveland, OH 44115

**LEARN
MORE!**  <https://clecpc.org/resources/community-grants>
<http://www.unitedblackfund.org/grants>

 CPC: 216-505-5920
UBF: 216-566-9263

2023/24 Our Work in Review

By the Numbers:

The CPC uses the following Key Performance Indicators to measure output and performance.

Of Full Commission Meetings



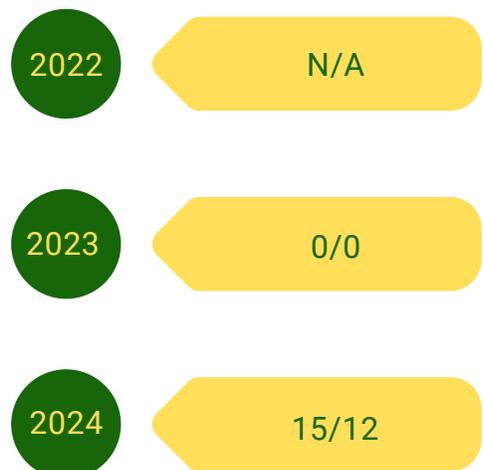
Of Full Committee Meetings



Of Special Community Events



Of Police Policies Passed/ Under Review



2023/24 Our Work in Review

By the Numbers:

The CPC uses the following Key Performance Indicators to measure output and performance.

Of Full Commission Meetings



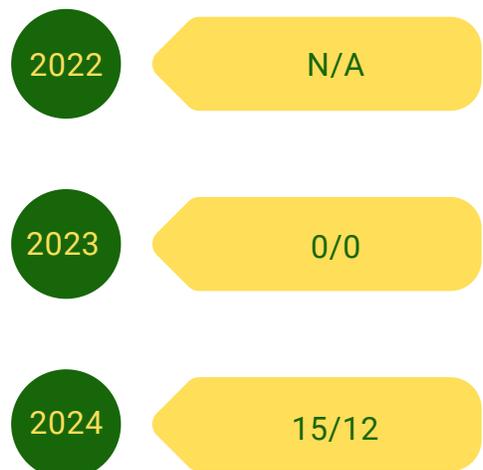
Of Full Committee Meetings



Of Special Community Events



Of Police Policies Passed/ Under Review



2023/24 Our Work in Review

By the Numbers:

Of Police Trainings Passed/Under Review



Of Discipline Petitions/ Hearings Conducted*



Of Grants Awarded



*CPC Evidentiary Hearing procedures are under DOJ review. CPC cannot conduct hearings until procedures are approved by the Court under the Consent Decree. CPC currently has one hearing that will be scheduled pending approval

** Applications opened through United Black Fund (contracted administrator) in November- CPC will announce awardees when it meets again in 2025

2023/24 Our Work in Review

Highlights and Accomplishments

Type of Work	Description/Status of Work
CPC Operations Manual (Bylaws)	The CPC continues to improve its operating procedures annually via the Rules Committee
Draft Evidentiary Hearing Procedures Created	A defining accomplishment of the CPC these procedures, when approved by the court under the Consent Decree, will dictate how the CPC will conduct Evidentiary Hearings to determine discipline outcomes for officers using its authority under Charter Section 115-5. It is expected these procedures will be approved in 2025.
CPC 18 Month Strategic Framework	The CPC created an 18 month, flexible strategy for accomplishing Consent Decree Compliance with Paragraphs 14 –22. The work is ongoing
Establishment of CPC Violence Prevention Grant Program & Awards	The CPC established this new grant program for the city of Cleveland in 2023
Public Safety Inspector General Interviews ('23)/ ('24)	A Public Safety Inspector General was not selected by the City until 2024. The CPC provided recommendations during both instances.

2023/24 Our Work in Review

Highlights and Accomplishments

Type of Work	Description/Status of Work
Mental Health Response Advisory Committee (MHRAC) Meetings	Representatives from the CPC attend all MHRAC meetings
Technology Advisory Committee	Representatives of the CPC participate in this standing city committee run through the Department of Public Safety
Training Review Committee Meetings	Representatives from the CPC attend all Division of Police Training Review Committee Meetings
Special Meeting: CPC/ Federal Monitor Semi-Annual Report Community Update	This meeting is required under Consent Decree Paragraph 18c and typically occurs within 60 days of the release of the most current monitoring team report.
Special Meeting: District Policing Committee (DPC) Reports	This meeting is required under Consent Decree Paragraph 26. The DPC's present strategies, concerns and recommendations to the commission for all districts. Two presentations occurred in this reporting period.

2023/24 Our Work in Review

Highlights and Accomplishments

Type of Work	Description/Status of Work
<p>Special Event: Police Surveillance Technology Panel May 30 2024</p>	<p>Community forum on the Cleveland Division of Police use of surveillance technology. Community feedback was collected to inform future policy work.</p>
<p>Special Events: Trauma Conversation Series: 5 Part Talk on Community Trauma from Police Violence</p>	<p>Conversations with Black Women Conversations with Black Men Conversations with the LGBTQ Community Conversations with Youth Final Presentation & Concluding Conversation Final Report Produced by University of Akron</p>
<p>Special Events: Use of Force Community Training</p>	<p>The CPC Conducted two community centric events in 2023 and 2024 to demonstrate reality based use of force training techniques utilized by the Division of Police Training Section.</p>
<p>Major Policy Work: CDP Corrective Action Policy and Matrix</p>	<p>The culmination of five years worth of work the CPC passed a new version of General Police Order 1.07.06 Corrective Action. It was sent to the Department of Justice for Review and is expected to be finalized in 2025.</p>

2023/24 Our Work in Review

Highlights and Accomplishments

Type of Work	Description/Status of Work
Major Training Work: 2024 CDP Training Needs Assessment	Working with the CDP's Training Section the CPC assisted in completing the Division's 2024 annual needs assessment.
Major Training Work: Reality Based Use of Force Training Scenarios	Working with the CDP's Training Section the CPC provided feedback and approval of the reality based training scenarios utilized by the Division to train officers in de-escalation and use of Force. These training scenarios were later demonstrated to the community at two special events.
Major Training Work: Three Year CDP Training Plan	Working with the CDP's Training Section the CPC assisted in completing the Division's three year training plan which outlines the training scheduled for all CDP officers for through 2026.
Major Policy Work: Unmanned Aerial Vehicles	The new "Drone" policy was passed in November of 2024 by the CPC and sent to the Department of Justice for Review. It is expected to be finalized in 2025.

Highlights and Accomplishments

Type of Work	Description/Status of Work
CPC Semi –Annual Report Quantification	CPC analysts produce a quantitative report that puts a numerical value to the Consent Decree’s Progress. It is produced after each Semi-Annual Monitor’s report is released.

Additional details of the work products can be found in the corresponding Committee section of this report.

Accountability Committee



Past Chairs: Teri Wang, Shandra Moreira-Benito

The Cleveland Community Police Commission’s work to hold officers and systems accountable is not new—but it has never been more focused or empowered. In 2018, the Commission launched the Accountability Work Group to advance meaningful oversight. Following the passage of Issue 24 and the seating of the newly chartered Commission in 2023, that legacy was honored and institutionalized through the creation of the Accountability Committee—a standing body dedicated to proactive, systemic change.

At the committee’s first meeting, a passage from the 2019 Accountability Report was read to reaffirm its guiding philosophy:

“Many conversations limit accountability to discipline... but this perspective is too limited—and too late. Discipline begins after the harm is done. True accountability is proactive. It is a combination of clearly defined policies, effective and reflective training, and consistent expectations—backed by transparent and fair supervision. Discipline should be the last alternative, not the only one.”

This vision has shaped the Committee’s focus on meaningful, forward-looking reforms. Three major areas of work emerged over the term.

- **Discipline Work Group**

Improving Fairness and Transparency in Officer Accountability

Public concern over officer discipline remains high, even a decade into Consent Decree implementation. Building on previous CPC efforts that contributed to revisions in the Discipline General Police Order and Matrix in 2018 and 2019, this work group resumed and finalized the policy reforms that had been in progress.

In 2024, the **Discipline Work Group**, made up of community members and subject matter experts, reviewed and improved the **Corrective Action Policy** and **Manual of Rules**. The final version was approved by a joint session of the Accountability and Rules Committees.

2023/24 Our Work in Review

Key highlights of the 2024 General Police Order include:

- Clearer definitions of offenses to avoid ambiguity
- Streamlined outcomes for minor infractions
- Reduced discretion in low-level discipline decisions
- Creation of a fourth offense classification for egregious conduct warranting presumptive termination
- Establishment of a review board to ensure consistent and fair application of discipline

Sign Up Today!

CLEVELAND
COMMUNITY
POLICE
COMMISSION

Police Discipline Work Group

Meeting Dates:
Thursday, September 12th 5-6pm
Thursday, October 3rd 5-6pm
Thursday, November 7th 5-6pm
Thursday, December 5th 5-6pm

Email smontanez@clevelandohio.gov to sign up to be part of this important work group or if you have any questions!

2023/24 Our Work in Review

- **Brady-Giglio Work Group**

Upholding Integrity Through Transparency

One of the most complex and critical responsibilities of the Commission under Charter Section 115-5 is to establish and maintain a Brady-Giglio List—a publicly accessible record of officers whose past conduct may compromise their credibility in court.

The Accountability Committee assembled a work group of attorneys and police discipline experts to build a framework for meeting this mandate. Together, they began developing the structure, policies, and legal standards necessary to implement this powerful tool for transparency.

This effort led to the creation of a public website where updates will be shared:

clecpc.org/resources/brady-giglio/

The work remains ongoing but reflects a serious commitment to ensuring that integrity is non-negotiable in policing.

- **Disciplinary Complaints & Evidentiary Hearings**

Establishing a Path to Final Disciplinary Authority

One of the most significant powers granted to the Commission under Charter Section 115-5 is the ability to conduct evidentiary hearings to determine whether imposed (or non-imposed) discipline on police officers is sufficient. However, the Charter did not define how these hearings should be conducted. After a year of work, the CPC submitted its first draft of hearing procedures at the end of 2024, pending approval by the DOJ and Cleveland Police Monitoring Team

- **Looking Ahead with Purpose**

The Accountability Committee's work is far from finished—but what has been accomplished lays a powerful foundation for change. From modernizing discipline policies to building public tools for officer accountability, and preparing to exercise full disciplinary authority, the Commission is moving from advocacy to action.

Accountability is not an end—it is a process. The Cleveland Community Police Commission is proud to lead it.

Police Policy Committee

Chair: Piet van Lier

Police policy—formally known as General Police Orders—forms the foundation of fair and effective policing. These policies guide everything from the use of force to search procedures, and they serve as the blueprint for how officers interact with the public. Since its inception, the Cleveland Community Police Commission has played a vital role in shaping these policies to reflect the principles of constitutional policing, transparency, and community voice.

The CPC’s work ensures that Cleveland’s policies are not just created for the people, but with the people.



CLEVELAND DIVISION OF POLICE GENERAL POLICE ORDER



EFFECTIVE DATE: MARCH 20, 2023	CHAPTER: 2 - Legal	PAGE: 1 of 8	NUMBER: 2.01.03
SUBJECT: USE OF FORCE - GENERAL			
CHIEF: <i>Dornat A. Drummond, Chief</i>			

Substantive changes are italicized

PURPOSE: To establish guidelines for officers of the Cleveland Division of Police relative to the use of force, and to provide direction and clarity, in those instances when a subject’s actions require an appropriate use of force response.

POLICY: **It is the policy of the Cleveland Division of Police**, consistent with its mission, including the commitment to carry out its duties with a reverence for the sanctity of human life, to use only that force which is necessary, proportional to the level of resistance, and objectively reasonable based on the totality of circumstances confronting an officer. Officers shall also take all reasonable measures to de-escalate an incident and reduce the likelihood or level of force. Any use of force that is not necessary, proportional, and objectively reasonable and does not reflect reasonable de-escalation efforts, when safe and feasible to do so, is prohibited and inconsistent with Divisional policy.

PRINCIPLES:

- **Civilian Oversight in Action**

In December 2023, the Commission passed a pivotal motion that solidified the authority granted in Charter Section 115-5: **the Cleveland Division of Police must now obtain CPC approval for all operational decisions that impact policing in Cleveland communities.**

This was more than a motion—it was a milestone. For the first time in Cleveland’s history, civilians were granted final authority over how their neighborhoods are policed. This historic shift set the stage for a rigorous year of policy evaluation, public engagement, and system-level change.



- **Policy Review in 2024: Impact at Scale**

In 2024, the Commission **reviewed and approved 12 General Police Orders**, covering topics both routine and high-stakes—from officer meal breaks to the protocols guiding Special Weapons and Tactics (SWAT) operations.

Among these, the most significant—and controversial—was the new **Unmanned Aerial Vehicle Systems (Drone) Policy**, co-created with the Division of Police through the **Surveillance Technology Work Group**. This collaborative policy-making process demonstrated what transparent, community-informed oversight can look like in practice.



- **Surveillance Technology Work Group**

Upholding Integrity Through Transparency

Originally formed under the previous Commission, the Surveillance Technology Work Group anticipated one of the fastest-evolving challenges in public safety: the intersection of technology and civil liberties.



The group brought together local experts in law, privacy, cybersecurity, and community advocacy, and released a comprehensive report in 2022 outlining best practices and concerns around emerging technologies. That report became the foundation for CPC's work on:

- The FUSUS Intelligent Surveillance System
- Automated License Plate Readers (ALPR)
- ShotSpotter Gunshot Detection Systems
- Unmanned Aerial Vehicles (Drones)

2023/24 Our Work in Review



To bring this conversation to the public, the Commission hosted a **community forum on surveillance technology** on **May 30, 2024**, at New Sardis Primitive Baptist Church. The forum featured speakers from the **ACLU, Black Lives Matter Cleveland, Case Western Reserve’s Social Justice Institute, and Cleveland State University’s Center for Cybersecurity and Privacy Protection.**

Attendees heard directly from experts and asked questions about how technology is being used in their communities. The event received strong media coverage and served as a model for how public institutions can engage transparently on complex issues.

A screenshot of a news article from News 5 Cleveland. The article is titled "Pastor, Community Police Commission raises concerns about surveillance technology used by Cleveland police" and includes a sub-headline "Will hold event to discuss constitutional, privacy concerns". The main image shows a surveillance camera mounted on a street sign. A video player is overlaid on the image. To the right is a "Follow Through" graphic with the text "EVERY STORY. EVERY STEP. We follow through." and a link to "Click here for stories we've followed through on and to submit your ideas." The article is by Sarah Buduson, posted on May 23, 2024. The text of the article reads: "CLEVELAND – Cleveland police increasingly use surveillance technology to try to catch criminals and reduce violence. But not everyone is convinced high tech tools will lead to lower crime rates." The entire screenshot is framed by a green border.



COMMUNITY POLICE COMMISSION



SPECIAL



EVENT



SAVE THE DATE



**PANEL DISCUSSION AND COMMUNITY Q&A
POLICE SURVEILLANCE & SAFETY IN YOUR NEIGHBORHOOD
THURSDAY MAY 30, 2024 6 P.M.-8 P.M.**

**New Sardis Primitive Baptist Church
3474 E 147th St, Cleveland 44120**

**SOCIAL JUSTICE INSTITUTE @ CWRU
BLACK LIVES MATTER CLEVELAND**

**CLEVELAND CLERGY COALITION
CSU SCHOOL OF LAW**

ACLU OF OHIO



REFRESHMENTS WILL BE PROVIDED



2023/24 Our Work in Review

- **Looking Ahead: Shaping the Future Together**

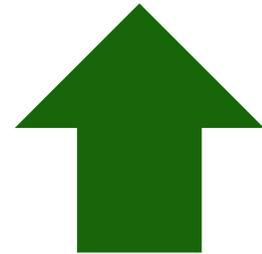
The Policy Committee enters 2025 with approximately **10 critical policies pending review**, including key updates to the **Wearable Camera System Policy** and the **Vehicle Pursuit Policy**. As always, these policies will be evaluated with one guiding principle in mind:

The community must have a voice in how it is policed.

Through continued collaboration, public engagement, and unwavering attention to civil rights, the Police Policy Committee will remain a cornerstone of the CPC's mission to build trust, accountability, and safety in every Cleveland neighborhood.

Police Promotions and Evaluations Committee

Chair: Audrianna Rodriguez



The Cleveland Community Police Commission was created not just to advise, but to act—to ensure that leadership within the Division of Police reflects the values, professionalism, and accountability that Clevelanders deserve. In 2024, the CPC's authority was tested—and affirmed—through the formation of the **Police Promotions and Evaluations Committee**.

- **Upholding Charter Authority**

In February 2024, the CPC was blindsided by a press release from the Mayor's Office announcing the appointment of two new Police Commanders. This action excluded the Commission entirely, despite the CPC's **Charter authority under Section 115-5** to "interview and recommend candidates for police commander and inspector general to the Mayor."

In response, the Executive Director formally requested a legal opinion from the City's Law Director. After receiving no reply, the Commission's Co-Chairs issued a **public statement on February 12, 2024**, demanding the rescission of the appointments and calling for immediate inclusion of the CPC in the decision-making process.

2023/24 Our Work in Review

The City responded on February 22, formally acknowledging the CPC’s role and rescinding the appointments. The Police Promotions and Evaluations Committee was then established to ensure a lawful, transparent, and community-informed process moving forward.

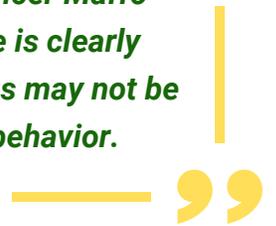
- **Confronting Gaps in Transparency**

As the Committee began reviewing candidates, it became evident that key information was being withheld or overlooked. A community member brought forward court documents revealing **documented bias against the LGBTQ+ community** by one of the finalists—a fact not disclosed in the candidate’s personnel file.

This revelation raised serious concerns. The Commission immediately halted the review process until a thorough background vetting protocol could be created. Despite the Commission’s objections, the candidate, **Timothy Maffo-Judd**, was appointed as Interim Commander—a move the CPC **publicly opposed** in a **press release on November 22, 2024**.



The CPC was not made aware of officer Maffo-Judd’s appointment until after he was promoted and sworn in by the Mayor; a clear violation of Charter 115-5. Whether this was done intentionally or not, we cannot be sure, but we are disappointed that Mayor Bibb moved ahead with this appointment without thoroughly reviewing officer Maffo-Judd’s record within the division, where his use of homophobic language is clearly documented. It should also be noted that these inappropriate text messages may not be the only instances in which officer Maffo-Judd exhibited homophobic behavior.



The situation underscored a deeper issue: there is no clear, consistent process for determining what elements of an officer’s personnel or disciplinary history are considered relevant in promotions. Even more troubling, the Committee discovered that numerous EEOC complaints have remained uninvestigated within the Division of Police’s Human Resources files—raising red flags about the integrity of internal accountability systems.

2023/24 Our Work in Review

- **Moving Forward: Integrity Above All**

As of November 2024, **six leadership appointments** await proper review and recommendation through the CPC process. The Committee is actively working to establish:

- A formalized protocol for candidate background review
- A standard for inclusion of prior complaints, legal actions, and other relevant HR information
- A process that ensures community voice is present in selecting the leaders who shape the culture of the Cleveland Division of Police

- **A New Standard for Leadership**

The work of the Police Promotions and Evaluations Committee has exposed serious gaps—but it has also shown the power of civilian oversight when it refuses to be sidelined. Promotions must reflect **not just rank and tenure**, but **character, equity, and public trust**. They must also be compliant with the Consent Decree.

The CPC remains steadfast in its commitment to ensure Cleveland’s police leadership is selected not behind closed doors, but through a fair, lawful, and transparent process—one that honors the rights of the public and the dignity of the office.



CONT'D

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2023/24 Our Work in Review

Unit	Dist/Bureau	Status	Date of Appointment
Command Staff	Bureau of Homeland Services	Permanent	12/18/2018
Command Staff	Bureau of Special Investigations	Permanent	12/7/2022
Command Staff	Bureau of Special Services	Interim	2/6/2024
Command Staff	Bureau of Support Services	Permanent	4/22/2021
Command Staff	Bureau of Technology & Property	Permanent	10/30/2023
Command Staff	District 1	Interim	6/26/2024

2023/24 Our Work in Review

Unit	Dist/Bureau	Status	Date of Appointment
Command Staff	District 2	Interim	11/8/2024
Command Staff	District 3	Permanent	12/7/2022
Command Staff	District 4	Interim	2/6/2024
Command Staff	District 5	Permanent	4/16/2016
Support Staff	Support Staff	Permanent	12/18/2018
Command Staff	Bureau of Traffic	Permanent	4/27/2021
	Community Relations	Vacant	

Police Training Committee

Past Chairs: Dr. John Adams, Charles Donaldson



Of all the CPC’s standing committees, the Police Training Committee has become one of the most effective and collaborative, setting a powerful example of what can be achieved when transparency, oversight, and partnership come together in service of meaningful reform.

Under **Charter Section 115-5**, the CPC has **final authority over the training regimens** of the Cleveland Division of Police. This authority is carried out in partnership with the Division’s **Training Review Committee**, a Consent Decree-mandated body responsible for developing and evaluating all police training curricula. Together, this partnership incorporates feedback from both officers and the community to shape modern, responsive training systems.

- **A Collaborative Approach to Reform**

During the 2023–2024 term, **the Police Training Committee reviewed and approved 23 separate training curricula**, including critical updates to:

- Crisis Intervention Training (CIT)
- Use of Force Refresher Courses
- Bias-Free Policing for Supervisors

In addition to curriculum review, the CPC’s role in the **Division’s three-year training plan** was formally established and memorialized. Moving forward, the CPC will participate in the **design, review, and evaluation** of all training initiatives through 2028. Each new training cycle will be guided by a **needs assessment** that incorporates community feedback—ensuring that training remains rooted in public expectations and lived experience.

2023/24 Our Work in Review

- **Reality-Based Use of Force Trainings**

Bridging the Gap Through Shared Experience

To foster deeper understanding and trust between officers and community members, the CPC collaborated with the Division's Training Section to host two **community-based Use of Force training events**—one in 2023 and another in 2024.

These half-day events invited residents to learn firsthand about the changes made under the Consent Decree, including revised force policies, de-escalation strategies, supervisory responsibilities, and accountability systems. Attendees observed **reality-based training scenarios** used by officers to simulate high-stress encounters, followed by facilitated discussions and small-group workshops.



Objectives of these events included:

- Promoting dialogue and trust between police and community members
- Providing insight into how de-escalation is trained and applied in real-world situations
- Gathering recommendations from attendees to inform future policy and training enhancements

The sessions were widely praised by both community participants and CDP officers. Most importantly, they provided a shared space for learning, reflection, and problem-solving—hallmarks of true community engagement.

2023/24 Our Work in Review

- **A Model for Sustainable Progress**

Training is not just a tool—it is a culture-shaping force within law enforcement. The CPC’s Police Training Committee continues to model how **civilian oversight, police personnel, and professional development can work hand-in-hand** to promote accountability, improve public safety outcomes, and prepare officers to serve all communities with fairness, empathy, and professionalism.

The work will continue—guided by data, community input, and a shared vision of a department that trains not just for compliance, but for compassion and excellence.

Looking Ahead: 2025 and Beyond

Oversight Under Pressure—But Progress Will Prevail

As the Commission closed out 2024, it faced a moment of uncertainty. Nine of fifteen seats were vacant—six due to term expirations and three due to resignations. For months, the Commission was unable to function at full capacity as the Mayor’s Office and City Council debated appointments. It wasn’t until March 10, 2025, that seven new commissioners were sworn in, finally allowing the Commission to resume its vital work.



At the time of this report’s release, two vacancies remain.

But the delay in appointments is only one symptom of a larger, more troubling trend: an organized pushback against police oversight—locally and nationwide.

In Cleveland, public calls to repeal or amend Issue 24 have grown louder. Prominent business owner Tony George publicly announced his support for a repeal petition—a move many view as controversial given that his son is currently under investigation by the Cleveland Division of Police. Mayor Justin Bibb has suggested changes to the Charter oversight provisions, while members of City Council—including President Blaine Griffin—have withheld additional funding for the Commission and expressed opposition to the Charter amendment itself.

2023/24 Our Work in Review

The Consent Decree, too, is under political pressure, despite the fact that the Commission estimates compliance remains below 50%. Although the reforms are unfinished, elected officials have cited cost—approximately \$10 million per year—as reason enough to bring the process to an end.

This local trend reflects a national movement to undermine civilian oversight. In Florida, state legislation has stripped power from oversight boards. In New Orleans, Consent Decree reforms are being rolled back. The risk is real. And yet, so is the resolve of the Cleveland Community Police Commission.

A New Term, A Renewed Commitment

The newly appointed commissioners entered 2025 undeterred and united. They began the year with a retreat focused on building trust and purpose as a team. They assigned committee roles and outlined a clear plan to continue the work that began in the first term.

Their top priorities include:

- Advancing reforms in use of force, bias-free policing, search and seizure, and community engagement
- Ensuring accountability systems are strengthened and fully implemented
- Making timely and well-informed recommendations for police commander appointments
- Supporting lawful, transparent, and effective processes to bring the Consent Decree to a close—only once the job is done right

The Commission continues to collaborate with the Division of Police and the Police Accountability Team to drive real, lasting change.

The Call to All Clevelanders

These are defining times. The work ahead will not be easy, but the **Cleveland Community Police Commission stands ready.**

We invite **every Clevelander**—including officers, activists, educators, business leaders, and neighbors—to join us in this mission. Let us work together to ensure that the **Cleveland Division of Police becomes a national model** for accountability, community partnership, and constitutional policing.

Oversight may be under attack—but our commitment to justice, transparency, and progress is stronger than ever.

Together, we can—and will—build a safer, fairer, and more united Cleveland.

Get Involved

Achieving positive, citizen-driven reform of policing in Cleveland depends on the support of the entire Cleveland community. Here are ways to have your voice heard in the reform process:



Attend CPC & Community Events

Attend CPC meetings and take part in events hosted by local community organizations to share your thoughts about policing and related issues in your community. A calendar of Commission and community events can be found on our website: clecpc.org/calendar

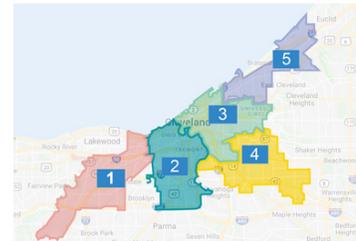


Join a CPC Work Group

Take an active role in the reform process by joining a work group. Discuss issues & develop policy recommendations on topics related to CPOP, bias-free policing, accountability, and transparency. View all active work groups: clecpc.org/get-involved/work-groups

Attend District Policing Committee (DPC) Meetings

Attend district policing committee meetings to get to know your district's officers and to talk about local crime and safety issues. Visit your police district's social media pages for details on meeting dates and locations. Details are also on our event calendar: clecpc.org/calendar



Talk to your Councilperson

Call or write to your councilperson about the need to create a plan for long-term and independent community oversight of the Cleveland Division of Police. Find your Councilperson on City Council's website: clevelandcitycouncil.org



Vote!

Elect candidates that speak up on the issues of police accountability and reform. Visit the Cuyahoga County Board of Elections website to register to vote, check for upcoming election dates, or find your voting location: boe.cuyahogacounty.gov



Join the Conversation

Follow the CPC on social media and share your voice in the reform process.



Facebook: facebook.com/216cpc



YouTube: bit.ly/216cpc-youtube



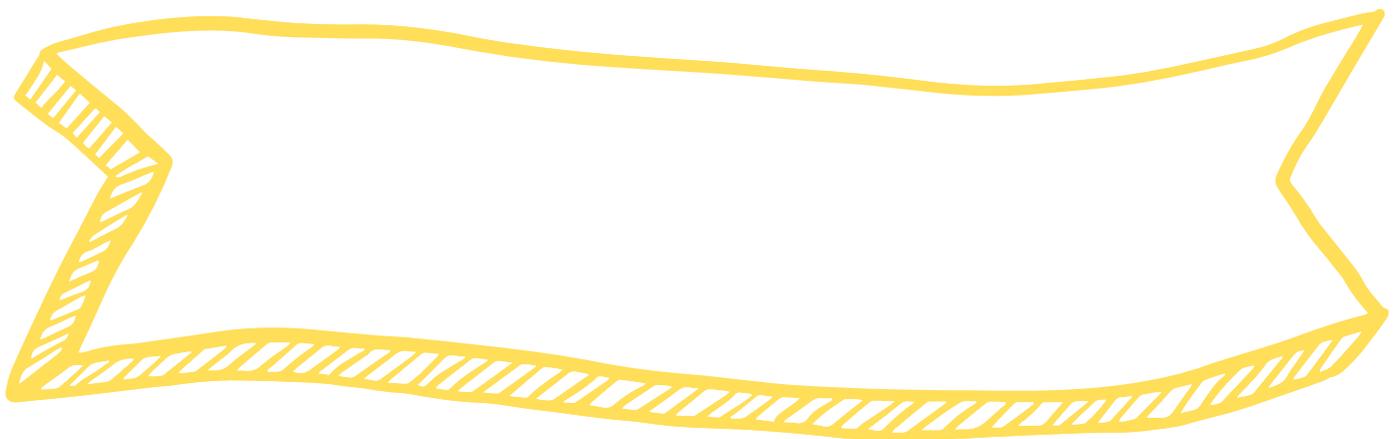
Twitter: twitter.com/216cpc

Visit our website at: www.clecpc.org

THANK YOU!

A special thank you to all of the volunteers who have joined our work groups and contributed their wisdom and experiences to our recommendations.

You are truly valued and appreciated.
Your contributions are making a difference.



CLEVELAND COMMUNITY POLICE COMMISSION

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