



Quarterly Report for the Community Policing Advisory Panel

CHICAGO POLICE DEPARTMENT OFFICE OF COMMUNITY POLICING

Fourth Quarter 2023



Introduction

The Community Policing Advisory Panel (CPAP) was commissioned by Chicago Police Department (the Department or CPD) in October 2016. The Panel's primary task was to develop recommendations "for the Department's renewed community engagement and collaboration efforts, in order to enhance public safety and restore trust." ¹

In October 2017, the Panel published its proposed recommendations to improve the Department's community engagement efforts. The recommendations were organized across seven pillars of community policing:

1. Sustainable relationships of trust between police and community.
2. A strong focus on engagement with the City's youth.
3. Standards for community policing initiatives so that these initiatives have clearly defined objectives and contribute to the overall community policing effort.
4. A structure that reinforces community policing in every aspect of policing.
5. Robust community-oriented training for all members of the Department.
6. Effective problem-solving exercised jointly with the community and other city agencies.
7. Regular evaluation of the quality of community policing throughout the Department.

The Superintendent accepted all the Panel's recommendations, and the implementation of all recommendations was incorporated into the consent decree negotiated between the State of Illinois and the City of Chicago. ² The consent decree took effect March 1, 2019.

In its report, the Panel tasked the Office of Community Policing (OCP) with monitoring progress toward implementation and issuing quarterly status reports. This Quarterly Report for the Community Policing Advisory Panel is intended to provide Panel members with a snapshot of progress made on the implementation of its proposals. OCP intends to publish the Quarterly Report every quarter moving forward.

Overview of Quarterly Report Contents

This Quarterly Report contains the following sections:

- **Introduction** – background and context regarding the purpose and contents of the Quarterly Report
- **Summary Project Updates** – snapshot of CPAP recommendation projects and current status
- **How to Engage with CPD** – notable upcoming events and resources for how community members can get involved with the Department

¹ Community Policing Advisory Panel. (2017). *Report of the Superintendent's Community Policing Advisory Panel*

² *State of Illinois vs. City of Chicago*. Case No. 17-cv-6260. 2019. Page 4.

Members of the Community Policing Advisory Panel (CPAP)

CPAP Executive Leadership

- **John C. Robak, Chair** – *Chairman and CEO, Greeley and Hansen*
- **Nikki Harvey, Vice Chair** - *Director of Constituent Development / Programs & Operations, Office of Congressman Danny K. Davis*
- **Morris Reed, Member at Large** – *President and CEO, Westside Health Authority*

Current Members

- **Glen Brooks, Jr.** – *Director of Community Policing, Chicago Police Department*
- **Thomas Bucaro** - *16th District DAC Chair*
- **Joyce Chapman** – *Community Representative*
- **Maggie Finucane** - *9th District DAC Chair*
- **Mark Iris** – *former Chicago Police Board Executive Director and retired Northwestern University professor*
- **Luciano Leon** – *Community Representative*
- **Jim Lew** – *Community Representative*
- **Christine Perez** – *Area Coordinator, Chicago Police Department*
- **Adal Regis** – *Student at Harris School of Public Policy, University of Chicago*
- **Christopher Taliaferro** – *29th Ward Alderman & Chair of Committee on Public Safety*
- **Eric Washington** – *Retired CPD Deputy Chief of Community Policing*

Shortly after the Consent Decree took effect, the Department's Office of Reform Management distilled the Panel's report into a set of 15 projects, each with specific milestones, which are to be executed by OCP.

OCP mapped those 15 projects to the seven pillars of community policing that the Panel identified. The table below shows the list of projects, how they map to each pillar, and the relevant paragraph numbers from the Panel's original report (see Addendum for a version of the Panel's original report that includes paragraph numbers).

OCP recognizes that many of the projects being tracked are broad in scope; as such, the status updates presented below have been determined based on the overall trajectory of the subcomponents within each project.

Summary Project Updates

Pillar 1: Sustainable relationships of trust between police and community.

Project 1: Community Partnerships

CPAP Report Paragraph Numbers: 24, 31, 52, 62, 63, 78

Community Partnerships Policy: Project Status- Ongoing

4th Quarter Progress

- OCP began developing training on CPD's new Special Order S02-03-16 Community Partnerships. This is the first policy within CPD that outlines the definitions of formal and informal partnerships, documentation, responsibilities, and regular review of community partnerships between the Department and the community.
- OCP conducted the Fall 2023 Community Academy.

Notable Upcoming Milestone(s)

- OCP will continue to provide support department wide on the implementation of S02-03-16 Community Partnership, including delivering training to members on the new policy.
- OCP will begin exploring opportunities to identify and recruit new DAC members and beat facilitators.

Other Goals and Potential Challenges

- Reassessing Department resources and personnel to address operational needs.

CPAP Report Paragraph Numbers: 19

PPO Community Immersion (PPOCI) Program: Project Status- Ongoing

4th Quarter Progress

- The revised Department Notice D21-01 Probationary Police Officer Community Immersion-Pilot Program has been submitted to be produced to the Independent Monitoring Team and Illinois Office of Attorney General for review and approval.

Notable Upcoming Milestone(s)

- The Department plans to pilot the PPOCI in the first period of 2024 in the 003rd, 007th, and 019th Districts.
- The Office of Community Policing in collaboration with the Bureau of Patrol are drafting a plan for the 2024 rollout of the pilot which includes: the participating Districts, the reporting requirements, and personnel needs.

Other Goals and Potential Challenges

- The goal is to rollout the pilot to the 004th and 015th Districts in the 4th Period of 2024.
- Revisions need to be made to the Community Immersion Report (CIR) in the Department's CLEAR system to accurately reflect the goals and observations of the program.

CPAP Report Paragraph Numbers: 25

OCP Community Academy: Project Status- Ongoing

4th Quarter Progress

- The Office of Community Policing has sent out invites to community members and the newly formed City District Councilors. The District Councilors were established as part of the new civilian oversight infrastructure in Chicago following the passing of the Empowering Communities for Public Safety Ordinance and there are three elected members in each police district, serving 4-year elected terms.

Notable Upcoming Milestone(s)

- The Community Academy will start on 19 March with possibly the largest cohort that OCP has hosted thus far.

Other Goals and Potential Challenges

- The upcoming Community Academy will likely build a stronger bond with the City's newly elected community partners and develop relationships between CPD and community stakeholders.

Project 2: Restorative Justice

CPAP Report Paragraph Numbers: 32-33

Interactions with Youth Policy: Project Status- Ongoing

4th Quarter Progress

- The Department published G02-05 Interactions with Youth and Children policy on 29 December 2023. The policy was approved by the Independent Monitoring Team and Illinois Office of Attorney General.

Notable Upcoming Milestone(s)

- CPD and the City will continue collaborating on the finalization and future implementation of its new Youth Interventions Pathways program.

Other Goals and Potential Challenges

- The City and the Department are working collaboratively to develop and launch the City's youth deflection and diversion pilot.

Pillar 2: A strong focus on engagement with the City's youth.

Project 3: Youth Outreach

CPAP Report Paragraph Numbers: 27, 28, 29

Youth Programs: Project Status- On Track, Ongoing

4th Quarter Progress

- OCP debriefed the summer 2023 youth programs, which include the YDAC Summer Leadership Institute, the Neighborhood Youth Corps, and the Cops and Kids Chess Tournament.
- OCP is developing a Youth Forum to receive feedback and input from youth on various topics related to interactions with CPD. The forum will also provide employment, health, and education resources.
- OCP continued to develop the YDAC Special Order, including reviewing comments received by the Independent Monitoring Team and Office of the Attorney General.

Notable Upcoming Milestone(s)

- OCP will prepare for 2024 youth programming.
- OCP will continue developing the YDAC Special Order until it is completed.

Other Goals and Potential Challenges

- Reassessing Department resources and personnel to address operational needs.
- OCP plans to conduct youth forums across Chicago quarterly to continue to build upon the Department's relationship with Youth.

Pillar 3: Standards for community policing initiatives so that these initiatives have clearly defined objectives and contribute to the overall community policing effort.

Project 4: Department-Wide Community Policing Strategies

CPAP Report Paragraph Numbers: 26, 44, 45, 47, 69, 83

Project Status- On Track

4th Quarter Progress

- OCP conducted a workshop on its new Community Partnerships special order and reviewed the OCP Mission and Vision, along with priorities moving forward with all District Exempts, CAPS officers and civilian members.
- All 22 districts completed and posted their District Strategic Plan, which highlights the districts 2024 crime-prevention and community engagement priorities.

Notable Upcoming Milestone(s)

- OCP will update its District Advisory Committee (DAC) Special Order to align with the revised DAC by-laws.
- OCP will continue to create and conduct workshops for Community Policing offices on specific topics.
- Districts will begin implementing and evaluating their 2024 District Strategic Plans.

Other Goals and Potential Challenges

- OCP will develop training on community partnerships for all Department members.

Project 5: Annual Strategy Review and Feedback

CPAP Report Paragraph Numbers: 34, 37, 38

Project Status- On Track

4th Quarter Progress

- CPD conducted Community Conversations beginning the process for the creation of the 2024 District Strategic Plans.

Notable Upcoming Milestone(s)

- OCP will restructure the 2024 quarterly strategic planning cycles.

Other Goals and Potential Challenges

- Managing OCP staff bandwidth given the volume of work involved in supporting District and Bureau plan development, including training for District and Bureau personnel, preparation of guidance documents, and review cycles across CPD.
- Reassessing Department resources and personnel to address operational needs.

Pillar 4: A structure that reinforces community policing in every aspect of policing.

Project 6: Create CPAP Project Plans

CPAP Report Paragraph Numbers: 2

CPAP Project Plan: Project Status- On Track**4th Quarter Progress**

- OCP continued to make progress on the CPAP recommendations, following the CPAP Project Plan.

Notable Upcoming Milestone(s)

- CPAP Project Plans will continue to be reviewed and updated as needed.

Other Goals and Potential Challenges

- OCP will work with the CPAP Evaluation Standing Committee to make sure that the CPAP Project Plans reflect the intent of the CPAP recommendations.

Project 7: Quarterly Status Report to the CPAP

CPAP Report Paragraph Numbers: 56, 57, 58, 86

Project Status- Delayed**4th Quarter Progress**

- OCP was delayed in publishing the CPAP Quarterly Reports.

Notable Upcoming Milestone(s)

- Outstanding quarter reports will be published.

Other Goals and Potential Challenges

- The CPAP Quarterly Report will continue to be published and updated as needed.

Project 8: Community Policing Staffing Assessment

CPAP Report Paragraph Numbers: 51, 53, 71

Project Status- On Track

4th Quarter Progress

- OCP continues to post new civilian positions to hire.
- OCP has hired a number of new civilian positions.

Notable Upcoming Milestone(s)

- OCP will be onboarding new civilian positions as they are hired.

Other Goals and Potential Challenges

- Reassessing Department resources and personnel to address operational needs.

Project 9: Expand CPAP

CPAP Report Paragraph Numbers: 46, 87, 99

Project Status- On Track

4th Quarter Progress

- CPAP's Membership Committee continued to solicit and meet with new potential members.
- CPAP's Executive Committee has confirmed a new chair.
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Notable Upcoming Milestone(s)

- CPAP will continue to review applications for new members and recommend individuals to join.
- CPAP's Executive Committee will be looking at what projects to address in 2024.

Other Goals and Potential Challenges

- Continued expansion of CPAP members.
- Renewed evaluation of CPAP Project Plans

Pillar 5: Robust community-oriented training for all members of the Department.

Project 10: Department-Wide Community Policing Training

CPAP Report Paragraph Numbers: 30, 40, 62, 66, 68, 69, 70, 76, 79, 80, 89

Project Status- Delayed

4th Quarter Progress

- Due to continued increases in patrol operations, resources became limited during this quarter and caused delays in the ability to develop and conduct Community Policing training.

Notable Upcoming Milestone(s)

- OCP hopes to build capacity to support both District-level and Department-wide Community Policing training in upcoming quarters.

Other Goals and Potential Challenges

- Reassessing Department resources and personnel to address operational needs.

Project 11: Selection and Training for Community Policing Officers

CPAP Report Paragraph Numbers: 49, 71

Project Status- Delayed

4th Quarter Progress

- OCP conducted a refresher training for current District Coordination Officers to familiarize them with the principles of the Neighborhood Policing Initiative and problem-solving exercises.

Notable Upcoming Milestone(s)

- OCP will work with the Training and Support Group to identify future community policing training needs.
- OCP has begun identifying personnel to develop a Community Partnerships training for all Department members once the policy has been finalized.

Other Goals and Potential Challenges

- The timeline for developing selection processes and training all CPD members may be constrained by the availability of community members and staffing constraints at the district and academy levels.
- OCP plans to conduct another training for new District Coordination Officers in 2024.
- Curriculum developers and training staff is needed to develop a more robust Community Policing training plan.

Pillar 6: Effective problem-solving exercised jointly with the community and other city agencies.

Project 12: City Departments Coordination

CPAP Report Paragraph Numbers: 74, 75, 77

Project Status- On Track

4th Quarter Progress

- CPD maintains connections with City Agencies and Departments on City Service Requests and community collaborations.
- Operation Clean ended in October for the year.

Notable Upcoming Milestone(s)

- Operation Clean will continue be reevaluated for the 2024 season.

Other Goals and Potential Challenges

- City Department coordination may be subject to staffing constraints.

Project 13: Victim Resources

CPAP Report Paragraph Numbers: 40

Crime Victim Services: Project Status- On Track

4th Quarter Progress

- The Crime Victim Services Program provided support and services to victims of non-fatal gun crimes and domestic violence.
- An emergency assistance center was set up by the Crime Victim Services Program following a mass shooting.
- The Chicago City Council passed the 2024 budget which includes a significant expansion of CPD's Crime Victim Services Program. With the additional staffing, CPD will be able to expand its victim services to all districts across the City.

Notable Upcoming Milestone(s)

- Continued work on revising and finalizing gender-based violence policies.
- Department members within the Crime Victim Services Program will receive a 40-hour domestic violence training.
- The Department will begin building the expanded Crime Victim Services program.

Other Goals and Potential Challenges

- Reassessing Department resources and personnel to address operational needs.

Pillar 7: Regular evaluation of the quality of community policing throughout the Department.

Project 14: Community Policing Initiative Evaluation

CPAP Report Paragraph Numbers: 34, 50, 55, 85, 96, 97

Project Status- Delayed

4th Quarter Progress

- OCP continues to evaluate existing programs and structures to effectively evaluate ongoing community policing efforts. This task remains ongoing.

Notable Upcoming Milestone(s)

- OCP will conduct deeper analysis of public sentiment scores and explore ways to incorporate the scores into the weekly CompStat meetings.

Other Goals and Potential Challenges

- Reassessing Department resources and personnel to address operational needs.

Project 15: Interactive Community Policing Database

CPAP Report Paragraph Numbers: 84

Project Status- On Track

4th Quarter Progress

- Continued city-wide use of the Community Engagement Management System (CEMS).
- OCP provided CEMS training to new members of Community Policing.

Notable Upcoming Milestone(s)

- OCP will continue improvements to CEMS, including a linkage between CEMS and a public calendar of upcoming engagements.

Other Goals and Potential Challenges

- Ensuring District personnel are properly equipped with hardware (i.e., tablets) to most effectively use CEMS in the field.
- Engaging with developers to prioritize most impactful new features to include in the CEMS.
- Once the system reaches a “steady state”, OCP will develop a Standard Operating Procedure document to outline the major features of the system and how and when they should be used

How to Engage with CPD

Additional Resources for Community Members

Below is a list of resources that community members can reference to engage with the Department. We invite the Panel to share these resources with their networks.

Attend a Beat Meeting

Beat meetings are held by the Department on a regular basis, often once a month, in each of the City's 281 beats. At this time most, if not all Beat Meetings are being held virtually. At the meeting, residents and beat officers discuss priority crime and disorder issues, as well as develop strategies to address those issues. Attending beat meetings gives community members the opportunity to get to know the officers that work on their beat, provide information about concerns to police, meet other residents in their beat who may be working on similar issues, and bring back the latest information from police to their neighbors. And by using the five-step problem solving model, each beat meeting should be the beginning of developing successful law enforcement, City service and community-based strategies to address problems in neighborhoods.

Links:

- Find My District:
<https://operations.chicagopolice.org/FindMyDistrict>
- Full Community Events Calendar (including Beat Meetings):
<https://home.chicagopolice.org/community-policing-group/community-engagement-calendar/>

Get Involved with a District Advisory Committee

Each District Commander has a District Advisory Committee (DAC) whose function is to provide advice and organize community-based strategies to address the underlying conditions in the District that contribute to crime and disorder. Each District Advisory Committee should represent the broad spectrum of stakeholders in the community: residents; businesses; churches and other faith-based institutions; libraries; parks; schools; and community-based organizations. Participating in a District Advisory Committee allows community members the opportunity/ability to help shape policies in their community that can have a long lasting impact on crime.

To learn more about how to get involved with DACs attend a beat meeting and/or ask your District community policing officer for more information.

Links:

- Find My District:
<https://operations.chicagopolice.org/FindMyDistrict>
- Community Events Calendar (including Beat Meetings):
<https://home.chicagopolice.org/office-of-community-policing/community-event-calendars/>

Submit a Non-Emergency Community Concern

A community concern can be defined as a concern or issue brought to the attention of the Chicago Police Department by residents of the community. It should relate to criminal, quality of life, or neighborhood disorder issues, should impact more than one person, and should be addressed by the police, city services and the community.

By working together, the police and the community can address concerns and prioritize crime and disorder by sharing the responsibility for the development and implementation of proactive problem solving strategies to identify chronic issues.

Links:

- Report a Community Concern:
<https://home.chicagopolice.org/online-services/community-concerns/>

Participate in CPD's Annual Strategic Planning Process

In 2019, the Office of Community Policing launched a brand new strategic planning process in which each District takes input from the community to develop a list of its top chronic, long-term problems. These problems will be addressed through dedicated missions and problem-solving efforts throughout the year. Each District will report on its performance against these problem-solving priorities once per quarter at beat meetings.

Interested members of the community got involved in this process for the 2024 planning cycle by participating in a series of community input meetings this past fall. Below is the link to all District Strategic Plans. Be on the lookout for notice on upcoming opportunities to participate in the Strategic Plans process.

Links:

- District Strategic Plans:
<https://home.chicagopolice.org/community/district-strategic-plans/>

Join or Form a Block Club

Traditional block clubs are groups of people who have homes and families on any given block in the city and have organized to improve the quality of life in their neighborhoods. People who form block clubs are concerned and care about their communities and share information, identify concerns, and act collectively to address those concerns. Read more about block clubs and learn about forming and registering your block club at the link below.

Links:

- About Block Clubs:
<https://home.chicagopolice.org/online-services/block-clubs/>

Compliment a Police Officer

The Chicago Police Department's mission is to provide excellent police service and build community partnerships. Often while striving to accomplish this mission, police officers provide service "above and beyond" the norm. The Civilian Office of Police Accountability (COPA) appreciates community members taking time to let COPA and the Chicago Police Department know when police officers do a good job.

Links:

- Compliment an Officer:
<https://home.chicagopolice.org/online-services/compliment-an-officer/>

The positive emails will be entered into the department member's personnel files.

- In addition, you can now compose a complimentary email to HQ and forward it to:
ComplimentCPD@ChicagoPolice.Org

Submit a Complaint

Community members who have not been treated appropriately by a member of the Chicago Police Department should contact the Civilian Office of Police Accountability. COPA investigates all allegations of excessive force, domestic violence, verbal abuse including bias, and coercion involving violence, involving members of the Chicago Police Department. COPA documents complaints of other forms of misconduct and refers them to the Chicago Police Department's Bureau of Internal Affairs. COPA is committed to conducting investigations that are thorough and fair. Cooperation and commitment are invaluable to COPA's work. COPA's online complaint system is one of several ways that citizens may register their complaints with COPA. They can also call 312-743-COPA, write to 1615 W. Chicago Avenue, 4th Floor, Chicago, IL, 60622, or go in-person to the COPA office Monday-Friday between the hours of 9:00 a.m. and 7:00 p.m.

Links:

- COPA Online Complaint System:
<https://home.chicagopolice.org/online-services/file-a-complain>

Contact the Office of Community Policing or Your District Community Policing Office

For comments or questions, please contact us below at the Office of Community Policing:

Commander Karla Johnson312-745-5900

Director Glen Brooks, Jr.312-745-5900

Deputy Director Mike Milstein312-745-5900

For Community Policing services in your district, please refer to the list below:

| <u>District</u> | <u>Community Policing Sergeant</u> | <u>Phone Number</u> |
|-----------------|------------------------------------|---------------------|
| 001 | Sgt. Sean Fleming | 312-745-4381 |
| 002 | Sgt. James Beavers | 312-747-5109 |
| 003 | Sgt. Dina Patterson | 312-747-7004 |
| 004 | Sgt. Steven Haltek | 312-747-1708 |
| 005 | Sgt. Vivian Williams | 312-747-3100 |
| 006 | Sgt. Adam Rose | 312-745-3641 |
| 007 | Sgt. Christoria King | 312-747-6722 |
| 008 | Sgt. Matthew Malloy | 312-747-8724 |
| 009 | Sgt. Jose Bautista | 312-747-3501 |
| 010 | Sgt. Leila Ruiz | 312-747-7190 |
| 011 | Sgt. Tonya Collins | 312-746-9841 |
| 012 | Sgt. Michaelene Johnson | 312-746-8396 |
| 014 | Sgt. Michael Edens | 312-744-1261 |
| 015 | Sgt. Edgar Brown | 312-743-1495 |
| 016 | Sgt. Martita Cervantes | 312-742-4521 |
| 017 | Sgt. Michael Coughlin | 312-742-4588 |
| 018 | Sgt. Chris Schenk | 312-742-5778 |
| 019 | Sgt. Dean Angelo | 312-744-0064 |
| 020 | Sgt. Peter Pol | 312-742-8770 |
| 022 | Sgt. Mike Egan | 312-745-0620 |
| 024 | Sgt. Eric Fager | 312-744-6321 |
| 025 | Sgt. Luis Gonzalez | 312-746-5090 |