



Quarterly Report for the Community Policing Advisory Panel

**CHICAGO POLICE DEPARTMENT  
OFFICE OF COMMUNITY POLICING**

FIRST QUARTER 2024



# 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." <sup>1</sup>

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. <sup>2</sup> 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

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

<sup>2</sup> *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** - *16<sup>th</sup> District DAC Chair*
- **Maggie Finucane** - *9<sup>th</sup> 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** – *29<sup>th</sup> 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**

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

#### **Community Partnerships Policy: Project Status- Ongoing**

##### **1st 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 has begun developing a Community Partnerships template form for Community Policing offices and Community Organizers to keep track of community partnerships in their respective District.
- OCP began the first quarter 2024 Community Academy with community members from each District and members of the newly elected District Council members.

##### **Notable Upcoming Milestone(s)**

- OCP intends to utilize the Community Partnerships template in the Community Engagement System.
- OCP will submit draft training on Community Partnerships to the Independent Monitor Team for review.
- 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**

### **1st Quarter Progress**

- The Department launched the PPOCI in 003, 007, and 019th Districts in the first police period of 2024.
- OCP Sergeants complete a Community Immersion Report that records the observations of Community Policing functions while in the program.

### **Notable Upcoming Milestone(s)**

- The Department will expand the pilot to the 004th and 015th Districts in the 4th police period (April).
- 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 PPOCI will expand to two additional Districts in the fourth quarter 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**

#### **1st Quarter Progress**

- OCP began the first quarter 2024 Community Academy with community members from each District and members of the newly elected District Council members. This will be the largest group to participate in the Community Academy with 70 people signing up.

#### **Notable Upcoming Milestone(s)**

- The Community Academy will solicit feedback from this diverse group of participants to improve future Community Academy.

#### **Other Goals and Potential Challenges**

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

## Project 2: Restorative Justice

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*CPAP Report Paragraph Numbers: 32-33*

### **Interactions with Youth Policy: Project Status- Ongoing**

#### **1st Quarter Progress**

- The Department published G02-05 Interactions with Youth and Children policy on 29 December 2023. The Department is developing a plan for drafting and implementation of a training for all Department members.

#### **Notable Upcoming Milestone(s)**

- CPD and the City will continue collaborating on the finalization and future implementation of its new Youth Interventions Pathways program.
- Once the policy for CPD and the City is completed a training will be developed on Youth Interventions Pathways.

#### **Other Goals and Potential Challenges**

- The City and the Department are working collaboratively to develop and launch the City's Youth Interventions Pathways pilot.

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

## Project 3: Youth Outreach

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*CPAP Report Paragraph Numbers: 27, 28, 29*

### **Youth Programs: Project Status- On Track, Ongoing**

#### **1st Quarter Progress**

- OCP has identified over 70 youth for the Youth District Advisory Council (YDAC) summer leadership program.
- Youth Liaison Officers in all 22 Districts have met with their YDAC youth at least once in the first quarter and are continually recruiting additional members.
- OCP plans to have a Youth Forum in April 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 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.
- Continue to provide training for Youth Liaison Officers to better prepare them for interactions 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**

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

#### **Project Status- On Track**

##### **1st Quarter Progress**

- OCP is developing templates for community partnerships and beat and DAC meetings to better document the purpose of the partnerships and action items for OCP teams.
- The first quarter progress reports are currently being submitted to reflect each Districts' progress with 2023's prioritized problems.

##### **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 personnel on specific topics.
- OCP is developing training on community partnerships for all Department members.

### **Other Goals and Potential Challenges**

- OCP will begin a new process to formalize documentation from CPAP and DAC meetings.

### **Project 5: Annual Strategy Review and Feedback**

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*CPAP Report Paragraph Numbers: 34, 37, 38*

#### **Project Status- On Track**

##### **1st Quarter Progress**

- 2023 District Strategic Plans were posted on CPD's public website for public view.
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#### **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**

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*CPAP Report Paragraph Numbers: 2*

#### **CPAP Project Plan: Project Status- On Track**

##### **1st Quarter Progress**

- The first quarter CPAP meeting was conducted and members discussed paths forward to achieve progress based on 2023's priorities.

#### **Notable Upcoming Milestone(s)**

- CPAP Project Plans will be reviewed and updated in the 2nd Quarter meeting.

#### **Other Goals and Potential Challenges**

- CPAP and OCP looking for strategy to conduct evaluation of CPAP effectiveness.

### **Project 7: Quarterly Status Report to the CPAP**

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

#### **Project Status- On Track**

##### **1st Quarter Progress**

- Fourth Quarter 2023 CPAP Quarterly report has been posted for public view.



**Notable Upcoming Milestone(s)**

- First Quarter CPAP report will be posted by June.

**Other Goals and Potential Challenges**

- The CPAP Quarterly Report will be on a regular cadence to ensure they are done on time and posted.

## **Project 8: Community Policing Staffing Assessment**

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*CPAP Report Paragraph Numbers: 51, 53, 71*

**Project Status- On Track****1st Quarter Progress**

- OCP continues to post new civilian positions to hire for Project Managers, Project Administrators, and Community Organizers.
- OCP has hired two new Project Administrators to assist with Consent Decree requirements.

**Notable Upcoming Milestone(s)**

- OCP will be posting more roles in the second quarter of 2024.

**Other Goals and Potential Challenges**

- Reassessing Department resources and personnel to address operational needs.

## **Project 9: Expand CPAP**

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*CPAP Report Paragraph Numbers: 46, 87, 99*

**Project Status- On Track****1st Quarter Progress**

- CPAP's Membership Committee sent out emails to Alderman Taliaferro's office, the head of the City Council Public Safety Committee, to solicit feedback on CPAP membership.
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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**

##### **1st Quarter Progress**

- OCP has begun developing a Community Partnership training for all members via eLearning.
- OCP will revise the Pre-Service Training for Lieutenants and Sergeants on Community policing in the second quarter of 2024.

##### **Notable Upcoming Milestone(s)**

- OCP and the Training Academy will review revised or new policies related to Community Policing.

##### **Other Goals and Potential Challenges**

- Reassessing Department resources and personnel to address operational needs for more in-person training.

### **Project 11: Selection and Training for Community Policing Officers**

*CPAP Report Paragraph Numbers: 49, 71*

#### **Project Status- Delayed**

##### **1st Quarter Progress**

- OCP is planning to facilitate more training for Youth Liaison Officers from each District to better their understanding of their role.

- The Boy Scouts of America will come in during the second quarter of 2024 to train Youth Liaison Officers on the Police Explorers program.

#### **Notable Upcoming Milestone(s)**

- OCP will work with the Training and Support Group to identify future community policing training needs.

#### **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.
- 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**

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*CPAP Report Paragraph Numbers: 74, 75, 77*

#### **Project Status- On Track**

##### **1st Quarter Progress**

- CPD maintains connections with City Agencies and Departments on City Service Requests and community collaborations.
- OCP is in the process of strengthening partnerships with City agencies like the Department of Family Support Services.

#### **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**

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*CPAP Report Paragraph Numbers: 40*

## **Crime Victim Services: Project Status- On Track**

### **1st Quarter Progress**

- The Crime Victim Services Program continued to provide support and services to victims of non-fatal gun crimes and domestic violence.
- Three emergency assistance centers were set up by the Crime Victim Services Program following several mass shootings.
- The Crime Victim Services Program began to develop an expansion plan with the anticipation of posting new positions to hire in the next quarter.

### **Notable Upcoming Milestone(s)**

- Posting of new victim advocate positions for hire.

### **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**

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

#### **Project Status- Delayed**

##### **1st 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**

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*CPAP Report Paragraph Numbers: 84*

## Project Status- On Track

### 1st Quarter Progress

- Continued city-wide use of the Community Engagement Management System (CEMS).
- OCP provided CEMS training to new members of Community Policing.
- OCP restarted meetings with CEMS developers to improve bugs for efficiency.

### 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.
- 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](mailto: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 Johnson .....312-745-5900**

**Director Glen Brooks, Jr. ....312-745-5900**

**Deputy Director Mike Milstein .....312-745-5900**

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