

**Chicago Police Department Community Policing
Community Engagement Background and Application
Community-Based Organizations (CBO)
Summer 2024**

BACKGROUND

In January 2024, Superintendent Larry Snelling outlined his vision that “all people in the City of Chicago know how to engage with the [Chicago Police] Department and know that every Chicago Police Officer is a Community Policing Officer there to support them.”¹ This goal directly aligns with requirements in Chicago’s Consent Decree and Mayor Brandon Johnson’s People’s Plan for Community Safety.

CPD is actively working with external consultants to develop a plan for how to thoughtfully and meaningfully bring this vision to life. CPD recognizes that it cannot and should not do that alone - community must be a critical part of the work. CPD is seeking to partner with local CBOs to co-design and execute a citywide process that engages community members to provide feedback on the current state and future implementation of community policing in Chicago.

In addition to informing the future of community policing, this community engagement structure is also integral to two other city-wide initiatives as part of Mayor Brandon Johnson’s People’s Plan for Community Safety:

- **Workforce Allocation Initiative:** As part of a Consent Decree initiative to reform certain training, policies, and practices to ensure constitutional, effective, and transparent policing, the Chicago Police Department (CPD) will be undergoing a comprehensive agency-wide staffing level and workforce allocation analysis that addresses every Department bureau and unit and at every rank and position to include sworn and civilian members.
- **911 Alternate Response:** The City of Chicago is reviewing options to expand the use of “alternate response” models - such as its Crisis Assistance Response and Engagement (CARE) program - to improve the specialized response care residents receive, ensure efficient allocation of policing resources, and, ultimately, have more just and equitable outcomes for residents using the 911 system in Chicago.

¹ 2024 Community Commission for Public Safety & Accountability (CCPSA) Goals

GOAL

Specifically, CPD is seeking:

- 6-8 CBO partners (*this application*) who have credibility and reach across geographies and populations that represent a diverse cross-section of Chicago. CBOs will co-design and execute community input sessions to gather feedback on the current state and future implementation of community policing in Chicago. The CBOs will then work together to synthesize key learnings and takeaways into a report that will inform CPD's future approach to community policing as well as be made publicly available.

APPROACH

There will be five phases of community engagement between August 2024 and early 2025.

1. **Planning (August):** Participate in three to four sessions (60-90 minutes each) with other selected CBOs to co-design and prepare for community input sessions.²
2. **Initial Engagement (September):** Execute community input sessions (number to be determined during planning phase) to gather community feedback on community policing.
3. **Synthesize (October):** Share raw data from all engagements (attendance, notes, etc.) with facilitator and collaborate with other selected CBOs to align on high-level key takeaways from all engagements. Contribute to final report to be shared with CPD to inform future community policing and more broadly with the public.
4. **Follow-up Engagement (Winter 2025):** Execute follow-up community engagement, focused on sharing back output from the first phase and testing CPD's proposed path to operationalizing community policing.
5. **Synthesize (Winter 2025):** Share raw data from all engagements (attendance, notes, etc.) with facilitator and collaborate with other selected CBOs to align on high-level key takeaways from all engagements. Contribute to final report to be shared with CPD to inform future community policing and more broadly with the public.

Representatives from each selected CBO will also be asked to participate in a "Community Advisory Committee" that will meet periodically between August 2024 - early 2025 with CPD leadership to advise on the work.

² Note: In addition to the focus on community policing, community input sessions may also include questions re: 911 and workforce allocation.

APPLICATION AND SELECTION PROCESS

Interested organizations should complete the application found below. Applications should be submitted via email to community@chicagopolice.org no later than **July 28, 2024 at 11:59 PM CST**.

CPD seeks CBOs that meet the following criteria:

- **Capacity:** Ability to plan and host a to-be-determined number of community input sessions with a broad suite of stakeholders between August 2024 and early 2025.
- **Geographic / stakeholder coverage:** Established, credible relationships with community members and stakeholders, particularly in target geographies and with target populations:
 - **Geographies:** South, Southwest, West, Central, North
 - **Target populations:** Youth and emerging adults, LGBTQIA+ communities, victims of crime and violence, people with disabilities, non-English speakers, individuals experiencing homelessness or are unsheltered, religious communities, etc.
- **Community engagement experience:** Experience working closely with community members and hosting community input meetings, with clear examples of successful preparation and execution. Demonstrated ability to ensure robust turnout of community members to input sessions. Extensive experience convening diverse stakeholders to productively collaborate with one another. Effective management of open-ended discussions with passionate stakeholders.
- **Programmatic experience:** Experience delivering results in the community policing and/or public safety space or any related areas.
- **Inclusivity and collaboration:** Exceptional ability to engage a wide range of viewpoints and create inclusive spaces, ensuring all voices are heard and respected. Highly collaborative mindset with a strong track record of effective partnerships with community organizations and other stakeholders. Willingness to collaborate with CPD to drive improved outcomes.

Each category will be weighted equally according to the rubric found at the end of this application. Applications will be reviewed by a selection committee comprised of representatives from:

- Chicago Police Department
- Philanthropic community

FOR REFERENCE ONLY – APPLICATION PERIOD HAS CLOSED

- Subject matter expert on CPD/Consent Decree
- Community practitioner

RESOURCES

Selected CBOs will receive a \$35,000 stipend for their leadership and participation in this effort over the course of this engagement (August 2024 - early 2025). Stipend will be provided by philanthropic partners. Additional support provided:

- Facilitation support for the CBO co-design and synthesis process will be provided by a facilitator.
- Translation services for ASL, English, Spanish, Polish, Chinese, and Arabic can be provided as needed for community input sessions.
- Background information and project management support throughout the process will be provided by the *Civic Consulting Alliance*.

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Due via email to community@chicagopolice.org no later than July 28, 2024 at 11:59 PM CST.

Organization Name	
Contact Name	
Contact Email	
Reference 1 (name, contact information)	
Reference 2 (name, contact information)	

What expertise do you have supporting target populations? Check all that apply.

Youth and emerging adults
LGBTQIA+ communities
Victims of crime and violence
People with disabilities
Non-English speakers
Individuals experiencing homelessness or are unsheltered
Religious communities
Other: _____

Briefly describe the experience and relationships you have within target populations.

What expertise do you have in particular geographic areas? Check all that apply.

South (Greater Calumet, South Side, Greater Stony Island, Bronzeville/South Lakefront)
Southwest (Far Southwest Side, Greater Midway, Greater Stockyards, Pilsen/Little Village)
West (Near West Side, West Side)

FOR REFERENCE ONLY – APPLICATION PERIOD HAS CLOSED

Central (Central Area)

North (Far Northwest Side, Northwest Side, North Lakefront, and Greater Lincoln Park)

Citywide Focus

Briefly describe the experience and relationships you have citywide or within a specific region.

Please answer each of the following questions using 250 words or less:

1. Why are you interested in partnering with CPD to collect stakeholder feedback on community policing?
2. Briefly describe your experience working on issues of community policing and/or public safety or any related areas.
3. Briefly describe your experience hosting community input meetings or soliciting stakeholder input, especially on potentially charged issues. Please also outline your experience in collecting feedback through an inclusive lens.
4. Briefly describe the process/approach you would pursue if selected to host community input meetings to collect feedback on the current and potential future state of community policing. How would you ensure that the meetings are well attended, equitable, productive and completed in the required timeframe?
5. Briefly describe the assets (e.g. relationships, tools, and capacity) that you would bring to this process.
6. Can you confirm your availability and ability to commit to this project? If there are any potential constraints to your available, time or the budget provided, please describe them.
7. Is there anything else that we should know about you?

APPENDIX

Scoring Rubric		
Criteria	Weighting	Scale
Capacity: Ability to plan and host a to-be-determined number of community input sessions with a broad suite of stakeholders between August 2024 and early 2025.	20%	Not proven = 0 Clear Evidence = 5 Excelling and Clear Record = 10
Geographic / stakeholder coverage: Established, credible relationships with community members and stakeholders, particularly in target geographies and with target populations	20%	Not proven = 0 Clear Evidence = 5 Excelling and Clear Record = 10
Community engagement experience: Experience working closely with community members and hosting community engagement meetings, with clear examples of successful preparation and execution. Extensive experience convening diverse stakeholders to productively collaborate with one another. Effective management of open-ended discussions with passionate stakeholders.	20%	Not proven = 0 Clear Evidence = 5 Excelling and Clear Record = 10
Programmatic experience: Experience delivering results in the community policing and/or public safety space or any related areas.	20%	Not proven = 0 Clear Evidence = 5 Excelling and Clear Record = 10

FOR REFERENCE ONLY – APPLICATION PERIOD HAS CLOSED

Inclusivity and collaboration: Exceptional ability to engage a wide range of viewpoints and create inclusive spaces, ensuring all voices are heard and respected. Highly collaborative mindset with a strong track record of effective partnerships with community organizations and other stakeholders. Willingness to collaborate with CPD to drive improved outcomes.	20%	Not proven = 0 Clear Evidence = 5 Excelling and Clear Record = 10
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