

# Upcoming Engagements

## Community Dialogue on De-escalation, Response to Resistance, and Use of Force

Tuesday, August 19<sup>th</sup> – 6:00 – 8:00pm

Virtual – Zoom

## De-escalation, Response to Resistance, and Use of Force Learning Workshops

- September 9th at Daley College – 6:00 – 8:00pm
- September 10th at Malcom X College – 6:00 – 8:00pm
- September 25<sup>th</sup> Truman College – 6:00 – 8:00pm

Learn more or register at [www.chicagopolice.org/use-of-force](http://www.chicagopolice.org/use-of-force) or scan the code!





# Chicago Police Department's Know Your Rights Campaign

August 2025  
Public Hearing

# Chicago Consent Decree

## Paragraph 28

**CPD will, with the assistance of the Office of Community Policing, institute a public awareness campaign to inform the public, at least once a year, about:**

- (a) CPD policies most relevant to police interactions with the public, including, but not limited to: use of force, body worn cameras, and tasers;**
- (b) steps for filing a complaint against CPD or a CPD member; and**
- (c) the public's rights when stopped, arrested, or interrogated by police.**

**CPD's public awareness campaign may include presentations, trainings, written guides, or web-accessible videos.**

## Paragraph 866

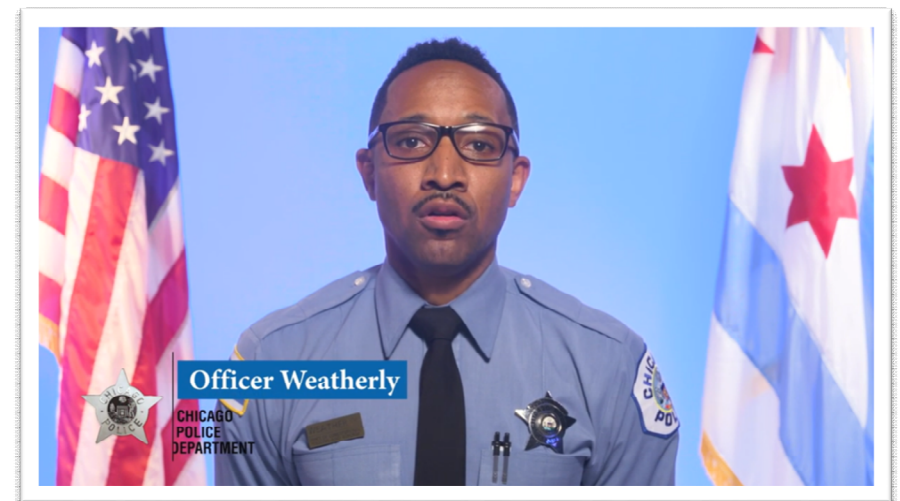
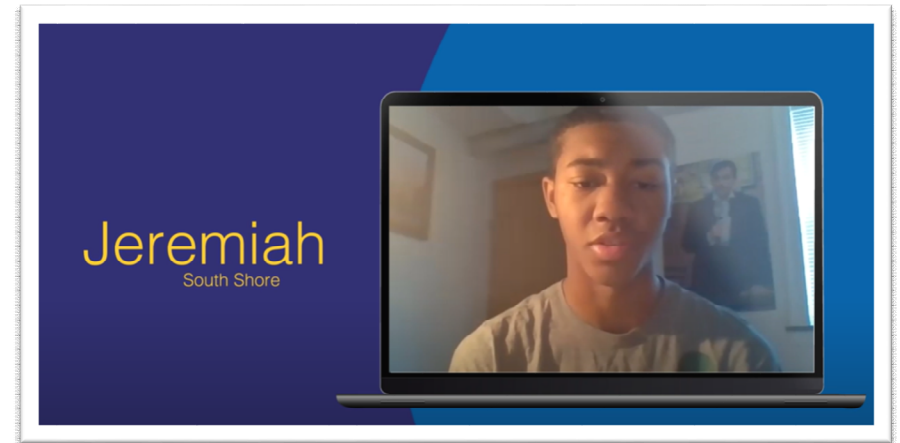
**Investigatory stops, protective pat downs, and enforcement of the loitering ordinances will be included among the topics covered in the public awareness campaign provided for in paragraph 28 of the consent decree.**

# LAUNCHED IN 2020

**CPD launched its first Know Your Rights campaign in 2020 with *Ask CPD***

**In partnership with Communities Partnering for Peace (CP4P) and the Youth District Advisory Council, the campaign collected real questions from people and recorded CPD members responding to them.**

**Videos of these responses were posted publicly.**



CHICAGO POLICE DEPARTMENT



# LAUNCHED IN 2020

**Three videos were published that addressed the following topics:**

- **Accountability systems and ways to file complaints of police misconduct**
- **Rules around officers activating or deactivating body-worn cameras**
- **Public's right to film or photograph officers when performing their duties**
- **Racial profiling and harassment by CPD officers**
- **Rights when being questioned by police**

# LAUNCHED IN 2020



**Ask CPD: Returning to Duty, Hiring Screening Process & Your Rights When Being Questioned by Police**

<https://www.youtube.com/watch?v=LpArLh4oeIw&t=16s>



**Ask CPD: Police Accountability, Filming Officers and Misconduct**

<https://www.youtube.com/watch?v=gCD20e7tIAU>



**Ask CPD: Harassment, Racial Profiling and False Arrests**

<https://www.youtube.com/watch?v=WE00Jvg0vXo>

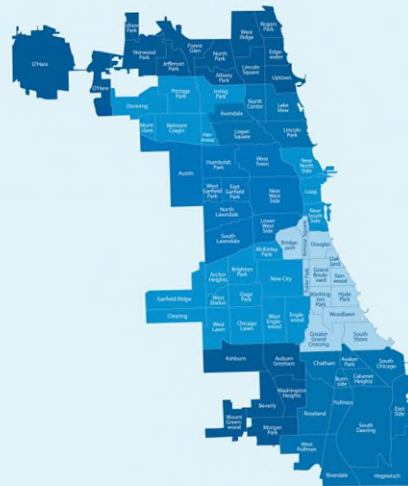


# 2021 UPDATES

- **Partnered with DePaul University's Digital Communication and Media Arts program to engage students in developing ideas for a revamped campaign.**
- **Students were split into 4 groups, and each group developed a campaign proposal that was presented to CPD, who selected one campaign to move forward and adopt into CPD's Know Your Rights campaign.**
- **CPD continued to work with Professor Marshall Goldman to implement the campaign proposal that was selected.**

# 2021 UPDATES

Knowing where you live is easy.



So is knowing your rights.

Scan here to learn more



Learning the lineup is easy.



So is knowing your rights.

Scan here to learn more



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# 2021 UPDATES

- **CPD purchased a digital ad buy via Facebook and Instagram in 18 zip codes in Chicago that had been identified as having the highest rates of interactions with police**
- **Ads ran throughout the summer months and into the late fall of 2021**
- **Updated CPD website that matched the theme of the campaign; included videos from the campaign launch and additional questions with written answers.**
- **Public email was also shared that invited the public to email any questions about their rights to CPD, which were responded to.**



# 2022 UPDATES

- **CPD purchased ads on CTA buses and trains on the Red, Green, Orange, Pink, and Blue lines. Ads also located in high-traffic train stations.**
- **Ads were launched in early summer and ran through mid-fall, when CTA traffic tends to be higher**
- **Physical brochures and other flyers were created to match the digital ads**
- **CPD staff attended dozens of Chicago events where the campaign materials were distributed, including:**

Bud Billiken Parade, Fiesta del Sol, Englewood Juneteenth Celebration, Taste of Chicago, Back of the Yards Mental Health Awareness Fair, Chicago Pride Fest, National Night Out, Chicago Blues & Gospel Music Festivals, Chinatown Summer Fest, Hyde Park Summer Fest, NAMI Walks, Sundays on State Street



# 2023 UPDATES

- **Campaign continued with another CTA ad buy, public website, physical brochures and flyers handed out at CPD and Chicago events**
- **Introduced Know Your Rights Roundtables**
  - Hosted in partnership with local community organizations and institutions
  - Covered topics like traffic stops, investigatory stops, complaint procedures, and youth-specific concerns
  - Ensured language and disability accessibility

## **Some of the roundtable partners included:**

- Greater Roseland Chamber of Commerce
- Metropolitan Family Services
- North Lawndale Employment Network
- Chicago Public Library
- City Colleges of Chicago



# 2024 CAMPAIGN REFRESH

- **After three years of using the same graphics, CPD contracted with Marshall Goldman through his marketing firm, The LeftHand Agency, to assist in developing an update on graphics for the campaign.**
- **Updated campaign graphics were designed to be responsive to community feedback heard through the prior years of the campaign.**

**EMPOWERED  
NOT POWERLESS.**

**Know Your Rights.**



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# 2024 UPDATES

- **Know Your Rights website was updated to match the new graphics.**
- **CTA continued purchasing CTA ads throughout the summer months, this time with the new graphics.**
- **Physical brochures were updated and continued to be distributed at public engagements and events**
- **Roundtables continued throughout the year**
- **Added updated questions and information about rights around investigatory stops and traffic stops**



# CURRENT CAMPAIGN

- **CTA ads are currently running through mid-October 2025**
- **CPD has ensured that districts and community-focused units with CPD have updated materials to distribute campaign brochures when attending public engagements**
- **Website remains live and active**



# SUMMARY OF CAMPAIGN EFFORTS

- **Since launching in 2020, CPD has continued to grow its Know Your Rights campaign each year**
- **Graphics for the campaign will be updated every 3-5 years**
- **Campaign includes digital advertisements, CTA advertisements, physical brochures and flyers, public website with questions and videos, public engagements and roundtables.**

**The campaign is ongoing; it does not end.**



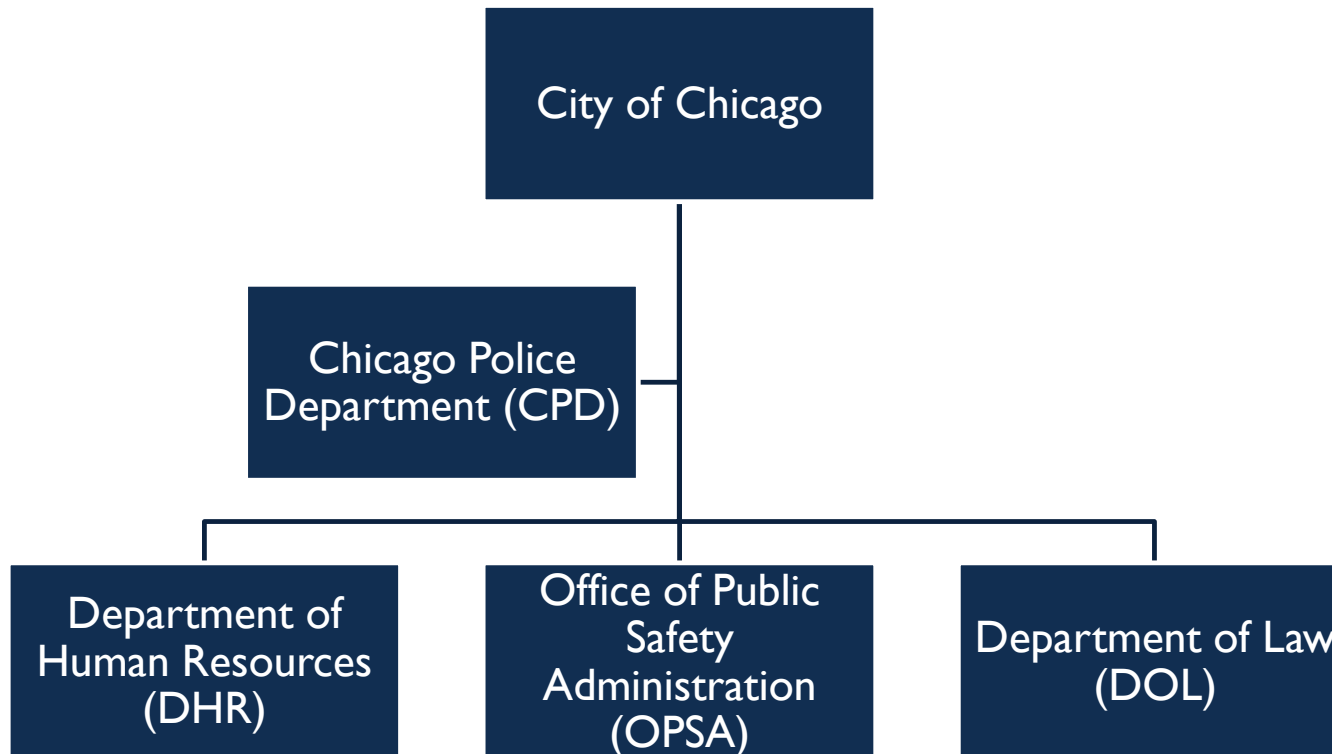
# ■ QUESTIONS?

TUESDAY  
AUGUST 12, 2025  
1:00PM

# RECRUITMENT, HIRING, & PROMOTIONS PUBLIC HEARING



# RECRUITMENT, HIRING, & PROMOTIONS (¶¶249-264)



Collaborative effort between City Departments.

The Police Promotions Committee, led by Dir. Jill May and DHR, is an inter-departmental group responsible for assessing CPD's promotional practices of sworn members for lawfulness, fairness, consistency with best practices, and compliance with antidiscrimination laws.

The Recruitment and Hiring Committee, led by Dir. Joy Brown and OPSA, focuses meet quarterly convenes various inter-agency representatives to ensure we have a comprehensive approach to assessing CPD's current recruitment and hiring practices.

# CONSENT DECREE REQUIREMENTS

## Par. 26 I

- Within 18 months of the Effective Date, and at least every three years thereafter, CPD will obtain an independent expert assessment of its promotions processes for the ranks of Sergeant and Lieutenant to ensure that its policies and practices comply with the law, are transparent, and are consistent with this Agreement. The independent expert will review the existing Hiring Plan, and any relevant collective bargaining agreements in order to conduct the assessment of the Sergeant and Lieutenant promotions processes. The Sergeant and Lieutenant promotions assessment, at a minimum, will identify:
  - the processes by which CPD selects candidates for promotion to Sergeant and Lieutenant who possess a core set of competencies, characteristics, and capabilities and, when applicable, who are effective supervisors in compliance with CPD policy and this Agreement;
  - methods for consideration of each candidate's disciplinary history in the selection process;
  - Department strategies for promoting qualified applicants who reflect a broad cross section of the Chicago community;
  - the frequency with which CPD should hold promotional exams;
  - opportunities to increase transparency and officer awareness about the promotions process and promotions decisions, including, but not limited to, identifying criteria for promotions; and
  - recommendations for any modifications to the current promotions processes, which would enable CPD to address the requirements of this section.

# CONSENT DECREE REQUIREMENTS

## Par. 262

Within 60 days of the completion of the independent expert's promotions assessment, CPD will develop an implementation plan to respond to any recommendations identified in the assessment, including any recommended modifications to the promotions processes and a timeline for implementation. Upon completion, CPD will share the results of the assessment and its implementation plan with the Monitor for review and approval. Within 60 days of receiving the Monitor's approval, CPD will begin to implement the plan.

- Received approval from the IMT on March 22, 2024
- Received approval from the OAG on April 5, 2024

# CONSENT DECREE REQUIREMENTS (AS OF IMR-11)

Paragraph (¶)	Preliminary	Secondary	Full
261	In Compliance	In Compliance	In Compliance
262	In Compliance	Under Assessment	Not Yet Assessed

# SELECTION PROCESS

- The City started the procurement process to select a vendor in August 2023.
- DHR created and maintained a list of experts who could potentially provide the services required.
- The City identified ten prospective vendors to be interviewed based on having the requisite experience to conduct the assessment within a space such as law enforcement.
- Six vendors were interviewed, while two vendors declined to interview and two did not respond.
- Interviews were held over Microsoft Teams.
- A standard set of questions, along with any relevant follow ups, were asked at each interview. Each of the interviewers separately ranked the vendors.
- After completing the interviews, the panelists met to review their rankings. Each ranked DCI Consulting as first.
- After negotiation of a consulting agreement and development of a project in consultation with CPD, DHR and DOL, DCI Consulting was hired.

<b>Title:</b> CPD Sworn Member Promotions	<b>Procedure No:</b> IAP 07-02	<b>Total No. of Pages:</b> 10
<b>Subject:</b> 07: Consent Decree Implementation	<b>Effective Date:</b> 12/31/22	<b>Version Number:</b> 3
<b>Approved By/Date:</b>	<b>Affected Agencies:</b> (1) Department of Law; (2) Department of Human Resources; (3) Chicago Police Department; (4) Office of Public Safety Administration	

## I. PREAMBLE

1. **WHEREAS**, the City of Chicago ("City") has entered into a policing Consent Decree in State of Illinois v. City of Chicago, N.D. Ill. 17-cv-06260; and
2. **WHEREAS**, to further compliance with the Consent Decree, including Paragraphs 253, 254, 256, and 261-264, and to promote the principles outlined in Paragraphs 249-251, see Appendix A, the City will take various measures to ensure that the Chicago Police Department's ("CPD") practices for promoting sworn CPD members are lawful, fair, and consistent with the best practices, antidiscrimination laws, and the terms of the Consent Decree; [Par. 253, Appendix A]; and
3. **WHEREAS**, these measures require the cooperative efforts of multiple City agencies; and
4. **NOW, THEREFORE**, the City, acting through the below authorized signatories, adopts this Policy.

## II. PURPOSE

1. This Policy allocates certain responsibilities to the City agencies with roles in CPD's sworn member promotions efforts: (1) CPD, (2) the Office of Public Safety Administration ("PSA"), (3) the Department of Human Resources ("DHR"), and (4) the Department of Law ("Law Department"). [Par. 254]
2. Each City agency identified herein will issue internal guidance (e.g., policies, procedures, and/or training) as needed to implement their responsibilities under this Policy. These materials will provide clear guidance on the policies

# CURRENT STATUS

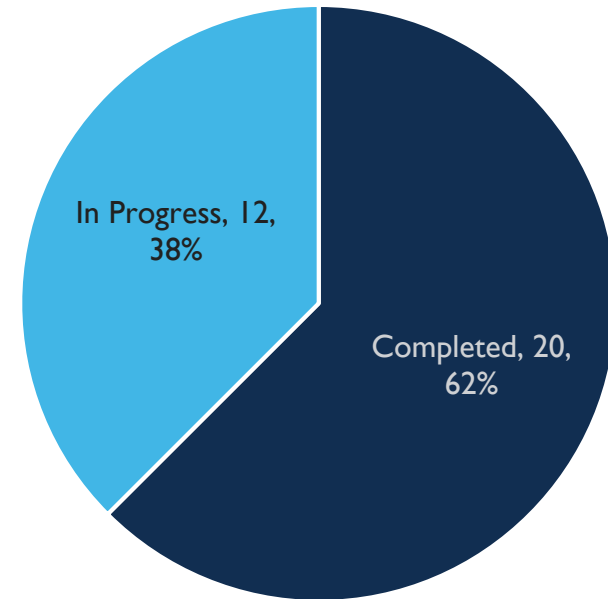
2020

- 32 Total Recommendations

2023

- 12 Completed
- 15 Continued as 'In Progress'
- 3 Partially Completed
- 2 Updated

July 2025



# 12 RECOMMENDATIONS ORIGINALLY COMPLETED AS OF 2023

- Rec. #1: Clarify ownership and responsibility for processes.
- Rec. #9: Limit use of CPD subject matter experts (SMEs) to review test content.
- Rec. #10: Change assessor parameters.
- Rec. #20: Continue efforts to attract new police recruits who reflect a broad cross-section of the community.
- Rec. #21: Consider additional efforts to attract new, diverse police recruits.
- Rec. #23: Ensure officers have the opportunity to see sergeants and lieutenants who look like them.
- Rec. #24: Adopt new phrases to describe approaches that evaluate a broader set of qualities.
- Rec. #25: Consider data-driven comparisons of representation.
- Rec. #26: Consider conducting a new sergeant promotion process in two years, to incorporate these recommendations.
- Rec. #27: Conduct promotional processes for each rank at least every four years.
- Rec. #29: Increase communication modes with candidates.
- Rec. #31: Consider sharing more process information.

## 8 ADDITIONALLY COMPLETED RECOMMENDATIONS AS OF 2025

- Rec. #2: Clarify oversight and accountability mechanisms.
- Rec. #3: Review eligibility criteria- (a) Time in job (b) Education
- Rec. #5: Implement a consistent timeline.
- Rec. #12: Centralize documentation retention across the City.
- Rec. #13: Establish a central repository to maintain candidate information
- Rec. #28: Project anticipated promotions based on workforce data.
- Rec. #30: Expand and improve study options- (b) Consider study material format adjustments
- Rec. #32: Provide candidates with feedback on their performance.

## 12 RECOMMENDATIONS IN PROGRESS

- Rec. #4: Improve the application fee process – (a) Provide a service (b) Allow payment online
- Rec. #6: Consider updated position requirements in new job analysis.
- Rec. #7: Increase job specification consistency.
- Rec. #8: Consider substantial changes to the promotion process components – (a) Discontinue merit, or implement changes at a minimum (b) Consider changes to targeted characteristics and factors (c) Consider format and structure changes
- Rec. #11: Reevaluate cut score use.
- Rec. #14: Consider additional analyses related to the promotion processes.
- Rec. #15: Add to reporting on job content coverage.
- Rec. #16: Update applicant tracking process documents.
- Rec. #17: Incorporate new data into the next review.
- Rec. #18: Consider discipline prior to promotion.
- Rec. #19: Determine the parameters for considering discipline.
- Rec. #22: Establish mentorship programs.

# REC #8A: PROMOTION PROCESS COMPONENTS – DISCONTINUE MERIT; OR MAKE SUBSTANTIAL CHANGES

## DCI's Recommendation

- To first re-evaluate the most critical characteristics and factors to evaluate prior to promotion, then consider the format (i.e., tests or assessments, candidate work factors, other achievements, etc.) and structure (i.e., order of evaluation components, method of evaluation, process to arrive at a final evaluation, etc.) that align to the purpose as well as organization considerations.
- Status: **In Progress**

## The Department's Result

- Streamlined the numbers of nominators
  - Shifting the emphasis to members in Patrol
- Shift in assessment dimensions
  - More of a focus on leadership ability and community interaction

# REC #18: CONSIDER DISCIPLINE PRIOR TO PROMOTION

Rec #19: Determine the parameters for considering discipline

## DCI's Recommendation

- To consider each candidate's discipline record prior to promoting that individual from the eligibility list.
- To consider only sustained discipline, and only within a specified timeframe (e.g., no more than the five-year period specified in some bargaining agreements). Further, the following mechanisms would be appropriate starting points for evaluating methods to consider discipline:
  - Consider using Merit thresholds.
  - Consider using a matrix.
  - Consider using a ratio.
  - Ask other jurisdictions.
  - Include an appeal process.
- Status: **In progress**

## The Department's Result

- The City including the Department of Law, the Office of Public Safety Administration, the Department of Human Resources, and the Police Department have met and continue to meet regularly to discuss the parameters of considering disciplinary history.
- The City is currently drafting language for review and identifying data and metrics to contextualize said parameters.

# REC #11: REEVALUATE CUT SCORE USE

(a) Consider applying the cut score to different tests; (b) Improve communication about the cut score

## DCI's Recommendation

- To consider whether any other tests or evaluation components could replace the written job knowledge exam as the first hurdle and the City should consider whether the test or evaluation components selected to comprise the final score should incorporate some minimal cut score to encourage all candidates to put forth effort on Part 2.
- To better explain how the cut score is set, including who is involved in setting the score, or consider setting and announcing the cut score in advance.
- Status: **In progress**

## The Department's Result

- The City has worked with our consultants to find an adequate balance in the amount of information provided to candidates.
  - Added statement to part I Sergeant results based on DCI feedback.
  - Scoring process was explained in detail.



■ QUESTIONS?

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