

Independent
Monitoring Period

No.

13

Chicago Police Department Reform Progress Update



SEMIANNUAL JULY – DECEMBER 2025



Message from the Superintendent



Dear Chicagoans,

Throughout the past year, the Chicago Police Department has continued its efforts to operationalize reforms that are focused on our four key foundations:

- Building, Supporting and Developing Our Workforce
- Community Trust
- Neighborhood Safety
- Organizational Infrastructure

Together, these foundations drive the work we are doing across every area of the department to strengthen safety in our city.

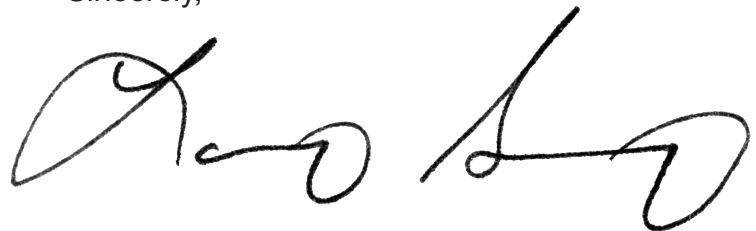
These foundations are also at the heart of our Strategy of Organizational Excellence that we released last year, which is a blueprint for how we can best serve the people of Chicago moving forward. While this strategy focuses on our long-term goals, it's the work we are doing now that is helping us reach these goals.

Through our reform efforts, we have set in place policies and training that guide our daily operations. We have done this in collaboration with our community members, whose input and perspectives are vital.

This report details the ongoing and consistent progress we have made through the most recent Independent Monitoring Report, IMR-13. It also provides a glimpse of all that has been done to achieve our goals within our four key foundations, such as expanding support for victims and survivors, developing and implementing training to support our workforce and expanding community partnerships to bolster safety.

While there has been a substantial amount of work done up until this point, there is more to be done as we continue working to build a stronger future for the Chicago Police Department, our city and every community.

Sincerely,

A handwritten signature in black ink, appearing to read 'Larry Snelling', written in a cursive style.

Larry Snelling
Superintendent of Police
Chicago Police Department

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Executive Summary

The Chicago Police Department (CPD) continues to advance a comprehensive reform strategy that aligns the requirements of the consent decree with broader organizational transformation efforts. During the IMR-13 reporting period (July – December 2025), the Department made meaningful progress in strengthening its systems, improving operational consistency, and deepening community engagement. This demonstrates a continued shift from implementing reforms to institutionalizing them across the organization.

At the core of this progress is CPD's effort to move beyond fragmented compliance activities toward a more integrated model of reform. By aligning policy development, training, supervision, data systems, and community engagement, the Department is building a foundation that supports sustained accountability, improved service delivery, and increased public trust.

Advancing a Cohesive Reform Framework

CPD's reform efforts are guided by two complementary structures: the consent decree, which establishes the legal and constitutional requirements for policing, and the Strategy for Organizational Excellence (SOE), which provides a long-term roadmap for organizational transformation. Together, these frameworks enable CPD to not only meet compliance obligations, but also strengthen its internal capacity to manage change, measure performance, and maintain improvements over time.

Investment in Strategic Planning, Project Management, and Coordination¹

The newly formed Organizational Management and Planning Group was established to align the department's various planning documents, including the consent decree and the goals set by the Civilian Commission for Public Safety and Accountability. Under the leadership of the Managing Deputy Director, the Group includes the Office of Analysis and Evaluation, the Office of Research and Projects, and the Office of Equity and Engagement.

¹ Investment in strategic planning, project management, and coordination is a **CPD Strategy for Organizational Excellence** initiative (#42) that falls under Foundation #4: Organizational Infrastructure.

This centralized structure enables the Department to effectively report on the status of its reforms and evaluate outcomes through a systematic review of performance metrics and internal audits. By integrating these activities into a single management group, the Department ensures that all project management is reconciled and that operations remain focused on continuous improvement and community trust.

Strengthening Community Trust and Legitimacy

A central focus of CPD's reform efforts remains building and sustaining trust with the communities it serves. The Department has expanded its approach to community engagement by embedding community input into planning, policy development, and operational decision-making. District Strategic Plans, Community Conversations, and expanded community sentiment tracking systems are helping ensure that community priorities are reflected in policing strategies.

At the same time, CPD has advanced efforts in impartial policing by strengthening policies and practices that promote equitable treatment, accessibility, and procedural justice. Updates to disability policies, and the implementation of the Equity Action Plan reflect a more comprehensive approach to ensuring that all Chicagoans receive fair and respectful policing services.

Modernizing Operations and Improving Service Delivery

CPD continues to modernize its operational practices to ensure that policing is effective, consistent, and aligned with constitutional standards. Key efforts during this period include enhancements to use of force policies and training, expansion of crisis intervention strategies and reporting, and continued investment in scenario-based and needs-driven training programs.

The Department also made significant progress in strengthening its response to complex incidents, including mental health crises and investigatory stops, by integrating policy, training, and data analysis to improve both decision-making and accountability. These efforts are helping to ensure that officers are better equipped to respond appropriately while safeguarding the rights and safety of the public.



Enhancing Supervision, Accountability, and Workforce Support

Recognizing that sustainable reform requires strong leadership and oversight, CPD has taken steps to strengthen supervisory structures and accountability mechanisms. The implementation of the Performance Evaluation System (PES) marks a significant shift toward continuous performance management, providing clearer expectations, ongoing feedback, and data-informed evaluations.

Additional efforts including the expansion of Unity of Command and Span of Control pilots, and the development of supervisory training programs, are improving consistency in oversight and reinforcing accountability at all levels of the organization.

At the same time, CPD has continued to invest in officer wellness and support services, expanding access to clinicians and implementing new tools to gather feedback and improve service delivery. These efforts recognize that officer well-being is essential to both organizational effectiveness and community interactions.

Building Data Infrastructure and Transparency

A critical component of CPD's reform strategy is the development of stronger data systems and analytical capabilities. During this reporting period, the Department advanced its Data Systems Plan, expanded its use of dashboards and reporting tools, and strengthened its ability to collect, analyze, and act on data.

These investments are improving transparency, supporting more informed decision-making, and enabling the Department to better evaluate the impact of its reforms. In areas such as investigatory stops, CPD has also enhanced public-facing resources and reporting mechanisms to increase visibility into its practices and outcomes.



Looking Ahead

As CPD moves forward, the focus will continue to shift toward sustainment, evaluation, and continuous improvement. Key priorities include implementing recommendations from the Workforce Allocation Study and the Community Policing Assessment, advancing technological modernization efforts, and further strengthening community partnerships.

The progress reflected in this report demonstrates that CPD is increasingly equipped to translate reform commitments into measurable outcomes. By continuing to invest in its people, systems, and partnerships, the Department is working to ensure that reform efforts result in lasting institutional change and a safer Chicago for all residents.

Key Achievements During IMR-13

During the IMR-13 reporting period, CPD achieved measurable progress across multiple reform areas, with a focus on translating policy development and training into operational improvements and community impact. These achievements reflect the Department's growing ability to implement reforms in a coordinated, data-informed manner and to sustain those efforts over time.

Rather than representing isolated milestones, the following achievements demonstrate how CPD is strengthening the systems that support accountability, transparency, and effective service delivery.

Strengthening Community Engagement and Trust

The IMR-13 monitoring period reflects significant progress in key areas of the consent decree. CPD expanded its approach to community engagement by furthering officer understanding of the available resources in the neighborhoods they serve, as well as understanding who they are serving. Updates to the Digital Resource Guide, including the incorporation of community details such as race, age, gender, and language, have improved officers' ability to connect residents with relevant resources and services.

Additionally, CPD's partnership with the Civic Consulting Alliance (CCA) to conduct a comprehensive Community Policing Assessment reflects a shift toward an evidence-based evaluation of community policing practices ensuring that future strategies are informed by both community perspectives, and national best practices.

The Office of Community Policing completed several initiatives aimed at deepening community relationships and embedding a community policing philosophy throughout its operations. The updated Digital Resource Guide will help improve accessibility to both internal tools and community-based resources, supporting efforts to make community engagement more practical and actionable for officers. The Department also collaborated with CCA on a year-long project, the CCA Community Policing Assessment, brings together feedback from CPD members and Chicago residents to help improve safety and relationships in communities across Chicago. This project looks at national best practices, while taking officer and community feedback into account, to create recommendations and a plan for CPD to follow.

Impartial Policing efforts advanced through the publishing of the People with Disabilities Policy Special Orders (S02-07 Interactions with Persons with Disabilities, S02-07-01 Interactions with Persons with Physical Disabilities, S02-07-02 Interactions with Persons with Non-Visible Disabilities, S02-09 Interactions with Persons Who are Deaf, Deafblind or Hard of Hearing) These directives reflect Department policy for interacting and providing services to persons who have disabilities, along with providing de-escalation techniques for interacting with persons with disabilities and describing Department procedures for processing persons with physical and non-visible disabilities under Department control during investigatory stops and custodial arrests. The Department also finalized the 2026 Community Engagement Plan that focuses on CPD's community engagement reform efforts, primarily on reviewing and developing CPD policies, training curricula, and related strategies and protocols.

Crisis Intervention efforts included producing the Certified CIT Officer Implementation Plan to enhance CPD's response to individuals experiencing mental or behavioral health crises. In compliance with the consent decree's commitment to data-driven accountability, this plan integrates a data-driven approach to combine Department data analytics, community stakeholder policy and training review process, CIT call outcome improvements, resource allocation, and descriptive data analysis processes which allows for informed decision-making in training prioritization. To improve CIT Officer reporting structure for responses to incidents identified as involving individuals in crisis, the Department worked with the Office of Research and Projects, the Strategic Initiatives Division, District, Operations, and Community Support (DOCS), and the IMT to update the CIT Report and develop a pilot DOCS Activity Log.

Use of Force advanced by introducing the expansion of the Firearm Pointing Incident District-Level Review Pilot Program to include Foot Pursuits. This expanded approach helps ensure greater supervisory accountability and consistency across the city.



Training modernizations included submitting the 2026 in-service courses that included Crowd Management, Active Threat Integrated Response/Tactical Medicine, Active Bystander for Law Enforcement (ABLE) & CPR, Gender Based Violence (GBV), and Interactions with People with Disabilities (PWD). The Department also established and sustained a quarterly FTO-PPO survey process and conducted the Annual Training Needs Assessment which solicits feedback from internal and external stakeholders, including sworn members and community members.

Supervision improvements included the successful launch of the Performance Evaluation System (PES) Policy that establishes a Department-wide evaluation framework for both sworn and civilian members below the rank of Superintendent and serves as the foundation for implementing performance evaluations across all units. During this reporting period, the Department expanded the Unity of Command (UoC) and Span of Control (SoC) pilot to five additional districts bringing the total to eight districts.

Officer Wellness now has 24 clinicians for the entire Department, bolstered by the hiring of three new clinicians. The new clinicians have been fully onboarded and integrated into districts. To help evaluate clinical and non-clinical member services and support efforts, the Department developed a QR code for member wellness services and feedback survey. This survey provides real-time feedback from Department members on services provided by the Professional Counseling Division (PCD) and Wellness Section. Responses from this survey will be used to enhance member service delivery, guide resource allocation, and advance program expansion and development.

Data Modernization advanced with creating the first version of the 607 Data Systems Plan to address gaps and opportunities identified in the assessment that was conducted by the Chicago Police Department and the Office of Public Safety Administration. The Data Systems Plan is a “living document” that will be updated as necessary, based on changes in technology and CPD policy. The plan offers a strategic overview of the Department’s technological infrastructure and allows the Department to assess and account for the tools and resources used daily by members across the City.

Over the course of the IMR-13 reporting period, the Department continues to demonstrate progress in building a more modern, transparent, and accountable police Department. By investing in comprehensive data systems, strengthening its capacity for analysis, and developing tools to support member wellness, we are laying the groundwork for sustained reform and improved community trust. By integrating public input into its reforms and increasing transparency, CPD is committed to ensuring that the voices of those it serves remain central to shaping a safer Chicago for everyone. Looking ahead, we are poised to continue advancing compliance efforts through ongoing innovation, engagement, thoughtful planning and strategic policy and training updates.

About this Report

This report provides a comprehensive overview of the CPD's progress during the IMR-13 monitoring period (July – December 2025). It is designed not only to document compliance with the consent decree, but also to demonstrate how CPD is strengthening its systems, improving operational practices, and building the capacity to sustain reform over time.

The purpose of this report is twofold. First, it documents CPD's progress toward achieving compliance with the consent decree by outlining key initiatives, policy developments, training efforts, and operational improvements across all major reform areas. Second, it provides a broader view of measurable improvements in accountability, transparency, and service delivery through the lens of the Strategy for Organizational Excellence (SOE).

By presenting reforms in this way, the report reflects CPD's continued shift from tracking individual deliverables to evaluating how reforms function together to produce outcomes.

Review of SOE Report

The SOE was designed to complement the consent decree, not simply run alongside it. Where the consent decree establishes the legal floor for constitutional policing, the SOE reflects CPD's own ambition to exceed those requirements by building a more capable, accountable, and community-centered organization. The initiatives within the SOE span all four foundational pillars of the Department's reform agenda: Building, Supporting, and Developing Our Workforce; Community Trust; Neighborhood Safety; and Organizational Infrastructure. These pillars represent the structural investments CPD is making to ensure that reform is not a compliance exercise but a lasting institutional transformation.

Together, these updates reflect a Department that is actively incorporating reform commitments into operational reality, using the SOE as its strategic framework for doing so in a way that is measurable, sustainable, and aligned with the expectations set forth in the consent decree.



Reform Framework and Implementation

What is the Consent Decree?

On March 1, 2019, the City of Chicago entered a negotiated settlement with the Illinois Office of the Attorney General (OAG) that requires the City to enact a series of reforms about public safety. This agreement is known as the consent decree and contains 799 paragraphs. While the consent decree requires efforts from several agencies, most of its requirements impact the Chicago Police Department (CPD, or “the Department”). Other agencies that play a role in consent decree implementation include the Civilian Office of Police Accountability (COPA), the Office of Emergency Management and Communications (OEMC), the Police Board, Chicago Public Schools (CPS), the Department of Human Resource (DHR), the Office of Public Safety Administration (OPSA), the Office of the Inspector General (OIG), and the Department of Law (DOL).

On June 27, 2023, an agreement reached between the City of Chicago and OAG added 78 paragraphs related to investigatory stops to the consent decree. This now brings the consent decree to 877 total paragraphs. Chicago’s consent decree is one of the most extensive of its kind. In comparison, the Los Angeles Police Department’s consent decree contained 187 paragraphs with approximately 24 specific deadlines, and Baltimore Police Department’s consent decree contained 511 paragraphs with approximately 12 specific deadlines.

It is precisely because of the Chicago consent decree’s unprecedented breadth and detail that the City and CPD have welcomed this moment as an opportunity to implement meaningful and durable reforms. The consent decree calls for changes to almost every aspect of CPD’s operations, and is organized into the following eleven sections:

- Community Policing
- Impartial Policing
- Crisis Intervention
- Use of Force
- Recruitment, Hiring, and Promotion
- Training
- Supervision
- Officer Wellness and Support
- Accountability and Transparency
- Data Collection, Analysis, and Management
- Investigatory Stops, Protective Pat Downs, and Enforcement of Loitering Ordinances

Reform Governance and Implementation Structure

Implementation of consent decree requirements is overseen by Federal Judge Rebecca R. Pallmeyer and a court-appointed Independent Monitoring Team (IMT) led by independent monitor Maggie Hickey. The OAG also plays a regular role in the process, which includes reviewing and providing feedback on documentation provided by CPD to demonstrate compliance with specific paragraphs.

The IMT's methodology for assessing the City's compliance with consent decree requirements consists of assessing three "levels of compliance" for each consent decree paragraph. The levels of compliance for most, though not all paragraphs, follow the below general methodologies:

- **Preliminary Compliance:** Has the City developed a policy and/or written procedure that conforms to best practices and, where appropriate, incorporates meaningful community input? Has the policy been reviewed, commented on, and approved by both the IMT and OAG?
- **Secondary Compliance:** Has the City developed and implemented acceptable training strategies for policies and procedures? Have a sufficient percentage of the required personnel been trained?
- **Operational Compliance:** Has the City demonstrated that it is adhering to the policies and trainings with day-to-day operations through data analysis and/or reporting?
- **Sustainment:** Has the City demonstrated there is a plan or process to ensure the Department remains compliant with the requirements of the paragraph?

Levels of Compliance

Preliminary Compliance



Are sound community-informed policies in place?

Secondary Compliance



Has quality training been put in place to educate officers about the new policies?

Operational Compliance



Have the new policies and training resulted in policing practices at the CPD?

To demonstrate compliance with consent decree paragraphs, CPD and other City agencies are required to formally provide documentation to the IMT and OAG on an ongoing basis. The IMT finalizes their consent decree compliance assessments in their official report every six months.

Collaboration with the IMT/OAG

In this reporting period, CPD continued its regular cadence of meetings with the IMT/OAG. This collaboration takes on many forms, including:

- **Monthly Meetings:** CPD members met with the associate monitor for each consent decree section to share early drafts of deliverables, review IMT/OAG comments and feedback on deliverables, and engage in other substantive discussions on reform projects. The Department made considerable efforts in this reporting period to strengthen the quality of these meetings. Specifically, the Reform Management Section facilitated the creation of specific presentation materials to support each meeting and worked to forecast upcoming meetings, site visits, and agenda topics as far in advance as possible to prepare the IMT and OAG with visibility for future calls.

- **Site Visits:** The CPD, IMT, and OAG held in-person site visits which involved a series of meetings for specific associate monitors to provide them with additional insight into areas of particular importance to their compliance assessment. Site visit meetings are different from monthly meetings, as they may consist of IMT members observing training sessions, meeting with Department personnel, or otherwise meeting with stakeholders who would not typically be involved in day-to-day reform project implementation.
- **Coordination and Planning Meetings:** In addition to the meetings described above, CPD regularly engaged with the IMT on general coordination and planning. Meetings of this nature include the monthly meeting of the Parties as required by paragraph 668 of the consent decree and other regular check-in meetings to coordinate upcoming engagements.
- **Cross-Functional Teams (CFTs):** These consist of members of various bureaus who jointly implement consent decree projects related to specific topic areas. CFTs are typically held on a weekly basis for members to prepare for, recap, or discuss upcoming meetings taking place with the IMT and OAG.

CPD appreciates and welcomes the collaboration and feedback provided by the IMT and OAG throughout the reporting period.

Building Community Trust and Partnerships

Building and sustaining community trust is central to CPD's reform efforts and to the Department's ability to deliver effective, equitable policing. During the IMR-13 reporting period, CPD continued to strengthen its approach to community engagement by moving beyond individual outreach efforts toward a more integrated model that embeds community policing input into planning, policy development, and daily operations.

A key focus of this work has been ensuring that officers are better equipped to understand and respond to the unique needs of the neighborhoods they serve. Through enhancements to existing tools, such as the Department's Digital Resource Guide, and the incorporation of community feedback gathered through initiatives like the Community Policing Assessment, CPD is improving how officers access and apply information related to local demographics, services, and community priorities. These efforts support more informed decision making, strengthen connections between officers and residents, and promote more responsive, community-centered policing.

At the same time, CPD has advanced policies and practices that reinforce equitable treatment, accessibility, and procedural justice. By aligning community engagement efforts with improvements in policy, training, and data systems, the Department is working to ensure that trust-building is not episodic, but consistently reflected in how policing services are delivered.

The following section highlights how these efforts are being operationalized through community policing initiatives, impartial policing reforms, and enhanced approaches to investigatory stops, each contributing to stronger partnerships and increased legitimacy across Chicago's communities.

Community Policing



Community policing remains a foundational component of CPD's reform efforts and broader strategy for strengthening trust, legitimacy, and shared responsibility for public safety. During the IMR-13 reporting period, CPD continued advancing a more structured, collaborative, and outcome-driven approach to community policing that integrates community input into operational planning, officer training, and long-term organizational strategy.

These efforts reflect the Department's continued focus on building systems that move community policing beyond isolated engagement activities and embed it into how the Department plans, deploys resources, solves problems, and evaluates success. Through expanded engagement opportunities, district-level planning processes, and the ongoing Community Policing Assessment, CPD is working to strengthen relationships with community members while ensuring that officers have a deeper understanding of the neighborhoods they serve and the priorities identified by residents.

Advancing the Community Policing Assessment and Strategic Vision²

A key driver of this work is the Department's ongoing Community Policing Assessment, conducted in partnership with the Civic Consulting Alliance (CCA). This initiative is designed to evaluate current community policing practices, gather feedback from both Department members and Chicago residents, identify national best practices, and develop recommendations to strengthen implementation across the organization.

The assessment supports CPD's broader vision that every member of the Department plays a role in community policing and that effective public safety strategies require sustained collaboration between officers and the communities they serve.

² The enhancement of CPD's community policing strategy is a **CPD Strategy for Organizational Excellence Initiative (#32)**, which falls under Foundation #3: Neighborhood Safety.

Early findings from the assessment have reinforced the importance of:

- Strengthening officer familiarity with neighborhood-specific concerns and community dynamics.
- Integrating community feedback into operational planning and Department decision-making.
- Expanding opportunities for meaningful and sustained engagement between officers and residents.
- Ensuring that community policing principles are embedded into supervision, training, and district operations.

These efforts are helping to establish a more consistent Department-wide framework for community policing that aligns operational strategies with operational priorities and long-term reform objectives.

Strengthening District Strategic Planning and Community Collaboration

CPD continued to strengthen its district-level strategic planning process as a primary mechanism for translating community input into operational priorities.

Developed annually across all 22 police districts, District Strategic Plans establish a collaborative process through which district personnel and community members identify neighborhood-specific public safety concerns, develop response strategies, and track progress over time.

The plans focus on two core areas:

- Problem-Solving Priorities
- Community Engagement Priorities

Using the SARA problem-solving model, districts work collaboratively with residents, businesses, and community stakeholders to identify, analyze, respond to, and assess community concerns. This process supports accountability and responsiveness by incorporating community perspectives into each phase of planning and implementation.

To support these efforts, CPD also enhanced tools such as the Department's Digitized Resource Guide, which now incorporates demographic and community-service information intended to help officers better understand neighborhood context and connect individuals with available resources.

Once finalized, District Strategic Plans (DSPs) are published publicly on the Department's website along with quarterly progress updates that provide transparency regarding implementation progress, successes, and areas requiring additional focus. These reports reinforce accountability while creating ongoing opportunities for dialogue between districts and the communities they serve.

Revising the District Strategic Planning Model³

DSPs are an integral part of the Department's Community Policing strategy providing the structure for identifying and addressing local priorities with community input. DSPs are developed through an annual process led by the Office of Community Policing, which brings community stakeholders in each district together to identify their respective priorities for crime reduction and engagement. Revisions to the policy guiding DSPs are in the early stages, focusing on improving information gathering, reporting, accountability, and establishing enforceable timelines. As part of this process, districts submit quarterly progress reports, and District Councils remain actively engaged, offering recommendations to strengthen the DSP framework. Ultimately, adopted changes will align with the consent decree to ensure transparency, accountability, and community collaboration.

Expanding Community Engagement Opportunities

During the IMR-13 reporting period, CPD continued expanding opportunities for direct community participation in Department planning and reform efforts.

³ Revisions to the district strategic planning model is a **CPD Strategy for Organizational Excellence Initiative (#26)**, which falls under Foundation #3: Neighborhood Safety.



In Fall 2025, the Department hosted Community Conversations in districts throughout the city as part of the annual District Strategic Planning process⁴. These forums provided residents with opportunities to participate directly in the development of district-level priorities for the following year and contribute feedback regarding public safety concerns, community engagement priorities, and neighborhood-specific strategies.

The feedback gathered through these conversations informs:

- Community-driven crime reduction strategies;
- District engagement priorities;
- Operational planning; and
- Broader reform efforts.

These engagement efforts reflect CPD's continued commitment to ensuring community input is incorporated into Department planning processes in a structured and meaningful way.

Expand the Scope of Public Sentiment and Experience Surveys

The Department has integrated extensive public sentiment and experience surveys into its evaluation process to ensure community engagement efforts are measurable and responsive to the needs of residents. Through a partnership with Zencity, the department conducts monthly public sentiment surveys across all 22 police districts. The surveys gather and track thousands of responses to perceptions of safety, officer respectfulness, and perceived fairness of police treatment. These efforts are supplemented by post-engagement surveys following CPD-hosted events to gauge attendee satisfaction and the relevance of information presented, along with post-contact surveys to assess individual officer professionalism and responsiveness during direct interactions. By analyzing this data alongside internal metrics such as event attendance and social media engagement, the department aims to identify trends, inform policy decisions, and hold itself accountable for fostering a culture of trust and transparency.

⁴ The District Strategic Plan Process address Consent Decree paragraphs 15, 16, 17, 45, 46, and 47.



Increasing Transparency Through Community Training Engagement

CPD also continued its Community Training Observation Days (CTOD), providing residents with opportunities to observe portions of the 2025 in-service officer training and participate in selected training scenarios. This initiative is designed to improve transparency and provide community members with greater insight into officer training and Department operations.

Through these sessions, participants observed training in areas including:

- Crisis intervention;
- De-escalation and response to resistance;
- Constitutional policing foundations; and
- Use of force and VirTra simulator exercises.

The program was designed to increase the public's understanding of officer training requirements, while also creating opportunities for community feedback regarding Department practices and future training considerations.

These efforts reflect CPD's broader emphasis on transparency and community partnership by allowing residents to engage directly with aspects of officer development and reform implementation.

Expanding Diversion and Deflection⁵

The pilot program for Youth Intervention Pathways (YIP)⁶ started in July 2024 and is led by the Mayor's Office. It is a collaborative effort involving the Illinois State Police, CPD, Department of Family and Support Services (DFSS), and other agencies. Its goal is to implement deflection strategies for youth involved in low-level offenses to reduce formal system involvement. This approach combines diversion and deflection as part of a broader strategy informed by lessons learned from the pilot phase.

Supporting Ongoing Accountability and Public Reporting

CPD continued to improve transparency and accountability within community policing efforts through ongoing public reporting and district-level progress monitoring.

As part of the annual strategic planning cycle, districts submit Quarterly DSP Progress Reports which provide updates regarding implementation of district priorities, engagement efforts, and problem-solving initiatives. These reports help ensure that both CPD leadership, and community stakeholders, remain informed regarding district progress and on-going challenges.

This reporting structure reinforces accountability by creating a consistent mechanism for evaluating progress, documenting engagement activities, and maintaining transparency regarding district-level community policing efforts.

⁵ The creation and expansion of diversion and deflection programs is a **CPD Strategy for Organizational Excellence Initiative (#15)**, which falls under Foundation #2: Community Trust. Youth diversion and deflection addresses consent decree paragraph 33.

⁶ The Youth Intervention Pathways Program addresses consent decree paragraph 32.
The efforts

Impartial Policing

Impartial policing is essential to building and sustaining community trust, ensuring that all individuals are treated with dignity, respect, and fairness in every interaction with Department members. During the IMR-13 reporting period, CPD continued to strengthen its approach to impartial policing by advancing policies, training, and oversight mechanisms designed to promote equitable service delivery and eliminate bias in decision making.

These efforts reflect a broader shift toward embedding equity and accessibility into everyday policing practices. By clarifying expectations, enhancing officer training, and improving access to services for individuals with diverse needs including persons with disabilities, limited English proficiency populations, and other historically underserved groups, CPD is working to ensure that its practices are consistent and responsive across all communities.

In alignment with insights from the Community Policing Assessment, the Department is also reinforcing the importance of equipping officers with the knowledge and tools needed to understand the communities they serve. This includes strengthening systems that support culturally competent interactions, improving communication, and ensuring that policies are translated into practice in a way that builds trust and legitimacy.

The following section highlights key initiatives that advance these goals, including policy development, language access improvements, and expanded community engagement in policy and training processes.

Growing Community Networks⁷

The Office of Equity and Engagement (OEE) serves as a bridge between the Department and the public, ensuring that diverse community voices are integrated into reform strategies. To grow and strengthen community networks, the OEE leads structured dialogues, manages advisory committees, and fosters collaborative partnerships specifically focused on impartial policing and equity. This office facilitates a reform engagement cycle where community members provide direct input on policy reviews, the development of training curricula, and the evaluation of departmental performance. By prioritizing inclusion and transparency, the OEE identifies key stakeholders and community groups to participate in deliberative dialogues and working groups, ensuring that those with lived experiences directly shape the department's future. Through these multifaceted interactions, the Office aims to create a more accountable police force that is responsive to the unique needs and perspectives of Chicago's various neighborhoods.

⁷ The efforts to *grow* community networks falls under **CPD Strategy for Organizational Excellence Initiative (#15)**, which falls under Foundation #3: *Neighborhood Safety*.



Advancing Accessible and Equitable Policing Practices

During the IMR-13 reporting period, CPD made significant progress in strengthening policies and practices that support equitable, accessible, and respectful interactions with all members of the public. These efforts reflect a continued focus on ensuring that officers are equipped to meet the diverse needs of Chicago's communities and that Department policies translate into consistent, high-quality service delivery.

A key area of progress includes enhancements to policies governing [interactions with individuals with disabilities](#)⁸. Updated directives establish clearer expectations for communication, accommodation, and de-escalation, while also providing more detailed guidance for officers during investigatory stops and custodial situations. These improvements support safer, more effective interactions and reinforce the Department's commitment to protecting the rights and dignity of all individuals.

In addition, CPD advanced efforts to improve accessibility for individuals with limited English proficiency by expanding language access resources and increasing transparency of Department policies. The Department translated its Language Access Policy⁹ into multiple languages, including Spanish, Polish, Chinese, and Arabic as these languages represent populations that meet thresholds outlined in Chicago Municipal Code, Section 2-40-020. These translations are publicly available through [CPD's Language Access site](#), ensuring that residents can more easily understand their rights and engage with police services.

Together, these efforts reduce barriers to communication, improve access to services, and support more effective interactions between officers and community members. By strengthening both policy, and accessibility tools, CPD is reinforcing its commitment to delivering equitable, inclusive, and community-responsive policing.

⁸ The *S02-07 Interactions with People with Disabilities* policy suite and *S02-09 Interactions with Persons Who Are Deaf, Deafblind, or Hard of Hearing* policy addresses paragraphs 53, 68, 69, and 70.

⁹ The translations of *G02-01 Human Rights and Human Resources* and *S02-01-05 Limited English Proficiency* are addressed by consent decree paragraph 67.

Embedding Equity into Policy, Training, and Operations

Beyond individual policy updates, CPD is working to embed principles of equity and impartiality more consistently across its operations. The development of the Department's [Equity Action Plan](#)¹⁰ represents a key step in this effort, providing a structured framework that defines roles, responsibilities, and expectations for promoting fair and bias-free policing.

This work is reinforced through the alignment of policy, training, and operational practices. During this reporting period, CPD advanced the development of **key in-service training curricula for 2026, including Active Bystandership for Law Enforcement (ABLE), Gender-Based Violence (GBV), and Interactions with Persons with Disabilities**¹¹. These trainings are designed to operationalize Department policy and ensure that officers are equipped to apply principles of procedural justice, de-escalation, and equitable service delivery in a range of real-world scenarios. Additional detail on the engagement, implementation, and impact of these trainings will be provided in the next reporting period.

In addition, training and policy development processes continue to emphasize cultural competency, communication, and unbiased decision making helping to ensure expectations outlined in policy are consistently reflected in officer behavior.

Insights from the Community Policing Assessment have further underscored the importance of integrating equity into all aspects of policing, particularly by ensuring that officers have the tools, training, and context needed to understand the communities they serve. These findings help guide ongoing efforts to strengthen how policies are implemented in practice and how officers apply them in day-to-day interactions.

¹⁰ CPD's Equity Action Plan addresses consent decree paragraphs 53 and 72.

¹¹ The ABLE, GBV, and Persons with Disabilities In-Service 2026 training addresses paragraphs 37, 58, 59, 62, 68, 74, 176, 317, 319-321, and 323.

Enhancing Interactions with Affinity Populations¹²

The Office of Equity and Engagement (OEE) was newly formed within the Office of Constitutional Policing Reform in 2025. By promoting fair and impartial policing practices, OEE aims to integrate equitable principles into all aspects of the Department's policies, training, and operations. OEE actively engages community members, stakeholders, and community-based organizations to collaborate and drive reform efforts that prioritize transparency, accountability, and justice. OEE's mission is to ensure that every individual, regardless of background or identity, is treated with dignity, fairness, and respect, while reinforcing trust and mutual understanding between the Department and the communities it serves.

OEE is currently staffed with sworn and non-sworn liaisons, who serve as points of contact between the Department and community members to assist with access to police services. OEE recently hired an Assistant Director and is currently hiring multiple non-sworn equity officers.

Strengthening Community Involvement in Policy and Training Development

CPD has also expanded opportunities for community input in the development of policies and training, recognizing that meaningful engagement is essential to building trust and ensuring Department practices reflect community expectations.

This work is underscored by [Special Order S02-08 Community Engagement in Policy and Training Development](#),¹³ which formalizes the Department's approach to incorporating community input into policy and training processes. By embedding community engagement into Department policy, CPD reinforces its commitment to ensuring that reforms are informed by community perspectives and aligned with public expectations.

The implementation of this directive establishes a more structured and transparent framework for incorporating public feedback, ensuring that community perspectives are considered not only in high-level planning, but in the development of other specific directives and training materials that directly shape officer behavior.

¹² *Enhancing interactions with affinity populations* is a **CPD Strategy for Organizational Excellence Initiative (#14)**, which falls under Foundation #2: *Community Trust*.

¹³ *S02-08 Community Engagement in Policy and Training Development* addresses consent decree paragraph 52.



Building on this foundation, CPD's OEE developed and published its [2026 Community Engagement Plan](#)¹⁴ outlining a structured approach to engaging community members on key policy, training, and reform initiatives. The plan prioritizes engagement on topics with significant operational and community impact and establishes a consistent cycle of outreach, engagement, and follow-up to ensure that community input is meaningfully incorporated into Department decision-making.

This approach has been applied to key policy areas, including the finalization of the Department's [Gender-Based Violence \(GBV\) policy](#)¹⁵. Through sustained engagement with community stakeholders and advocacy organizations, the policy reflects community-informed priorities and supports more consistent, trauma-informed responses to individuals affected by gender-based violence. This process demonstrates how CPD is incorporating lived experiences and subject matter expertise into policy development to improve both service delivery and community trust.

*Expanding the Crime Victim Services Program*¹⁶

The CPD's Office of Victim Services (OVS), a key component of the OEE, is dedicated to supporting survivors of crime with respect, dignity, and care. To strengthen this mission, the department is implementing a citywide strategic plan to station a Domestic Violence Specialist and a Crime Victim Specialist in every police district. These civilian professionals serve as a vital bridge between law enforcement and the community, providing trauma-informed advocacy and guidance for those impacted by non-fatal gun crimes and gender-based violence. By decentralizing these services into individual districts, the OVS aims to minimize the impact of trauma through immediate, localized engagement, ensuring that privacy, trust, and expert support are accessible to every survivor on their path to recovery.

*Expanding the Family Liaison Office*¹⁷

The Bureau of Detectives Family Liaison Office (FLO) has made significant contributions to the Department's mission by strengthening partnerships with families impacted by homicide, fatal crashes, and other traumatic incidents.

¹⁴ The *2026 Community Engagement Plan* addresses consent decree paragraphs 52.

¹⁵ G02-06 Gender Based Violence Incidents addresses consent decree paragraph 62.

¹⁶ The *expansion of the crime victim services program* is a **CPD Strategy for Organizational Excellence Initiative (#17)**, which falls under Foundation #2: *Community Trust*.

¹⁷ The *expansion of the Family Liaison Office* is a **CPD Strategy for Organizational Excellence Initiative (#18)**, which falls under Foundation #2: *Community Trust*.

FLO members serve as consistent points of contact for the Bureau of Detectives, providing an open, safe line of communication throughout the investigative process and beyond. FLO members also provide connections to community resource services while employing trauma-informed practices to help families navigate the aftermath of violence and trauma.

FLO teams are assigned to each of the five Detective Division Homicide Sections, Major Accidents Investigation Unit, and Domestic Violence Court with keen attention to gender-based violence. FLO personnel ensure that family members receive compassionate, informed communication throughout the investigation process and beyond. The work of the FLO reflects the Department's commitment to empathy, transparency, and public trust through victim-centered service for people impacted by traumatic incidents rather than a sole focus on quantitative outcomes.

Enhancing Investigations for Special Victims¹⁸

The Department is currently implementing a data-driven operational strategy centered on the Domestic Violence Assessment Tableau Dashboard, which empowers detectives and advocates to triage cases, identify escalating patterns, and coordinate interventions with service providers. This strategic realignment includes expanding the duties of civilian investigative analysts to support long-term missing person investigations and implementing targeted interventions for the families of frequently missing youth. Since October 2024, the missing persons reporting process has been fully automated through the Case: Incident Application, replacing manual paper form sets with streamlined digital access via R-Case. Furthermore, the Department is updating the documentation provided to domestic violence victims and those reporting missing persons to ensure that more comprehensive information regarding the investigative process and available resources are readily accessible.

¹⁸ The *enhancement of investigations for special victims* is a **CPD Strategy for Organizational Excellence Initiative (#19)**, which falls under Foundation #2: *Community Trust*.

*Creation of Unhoused Mobile Teams*¹⁹

The Homeless Outreach Liaisons within OEE embody a proactive call to service by shifting the Department's approach to homelessness from traditional enforcement toward a leadership model rooted in empathy and systemic problem-solving. This mission-driven program fosters leadership by training officers in cultural sensitivity and implicit bias while empowering them to build trusting relationships and collaborate with community partners to improve outcomes for a vulnerable population. By reviewing departmental policies, analyzing data on crime victimization, and working alongside district-level members and organizations like DFSS, the Homeless Outreach Liaison program creates an integrated framework that prioritizes respectful, informed interactions and long-term community wellness.

Together, these efforts reflect a shift toward a more intentional and systematized model of community engagement, one that connects community feedback directly into policy development, training design, and operational practices. By creating clearer pathways for engagement and ensuring that input is incorporated into decision-making processes, CPD is strengthening accountability, enhancing transparency, and reinforcing its commitment to community-informed policing.

While these efforts focus on ensuring fairness and accessibility in individual interactions, CPD is also working to strengthen how officers apply these principles in specific enforcement contexts. The following section highlights reforms related to investigatory stops, protective pat-downs, and enforcement practices, with a focus on improving transparency, accountability, and constitutional compliance.

¹⁹ The *creation of unhoused mobile teams* is a **CPD Strategy for Organizational Excellence Initiative (#16)**, which falls under Foundation #2: *Community Trust*.

Investigatory Stops, Protective Pat-Downs, and Enforcement of Loitering Ordinances

The consent decree was expanded to include 78 paragraphs related to investigatory stops, protective pat-downs, and enforcement of the City's loitering ordinance, establishing clear requirements for how CPD monitors, trains, and ensures accountability in these interactions. These provisions emphasize that all investigatory stops must be conducted in a manner that complies with the Constitution and applicable laws, is free from bias, and reflects principles of procedural justice.

During the IMR-13 reporting period, CPD's 4th Amendment Stop Review Unit (4ASRU) continued to work with Department stakeholders to strengthen its approach to investigatory stops by advancing policies, enhancing training, improving data collection and analysis, and expanding transparency and community engagement. These efforts reflect a coordinated strategy to ensure that investigatory stop practices are lawful, consistent, and members are held accountable across the Department.

Policy Development and Implementation

CPD continued to advance policy development related to investigatory stops and the enforcement of gang and narcotics-related loitering ordinances. During this reporting period, the Department further developed a comprehensive suite of directives governing police encounters and investigatory stop practices, including:

- G03-08 Police Encounters and the Fourth Amendment
- G03-08-01 Investigatory Stops
- G03-08-03 Reporting Temporary Detentions
- G03-08-04 Department Review of Temporary Detentions
- S10-02 Gang and Narcotics Related Enforcement

Collectively, these policies establish the Department's framework for conducting, documenting, and reviewing investigatory stops and related enforcement actions. They provide guidance on officer authority, required documentation, supervisory oversight, and the application of constitutional standards during police encounters.

Throughout this reporting period, these directives underwent substantial development, incorporating revisions based on continued community feedback, stakeholder engagement with the IMT/OAG, and alignment with training and implementation planning. This work reflects CPD's commitment to ensuring that investigatory stop policies are not only legally sound, but operationally clear, consistently applied, and informed by community perspectives.

Together, these efforts strengthen the policy foundation for investigatory stops and related enforcement practices, reinforcing accountability, transparency, and constitutional compliance across the Department.

Training and Supervisory Oversight

Training remains a critical component of CPD's approach to ensuring lawful and effective investigatory stop practices. During this reporting period, CPD developed key eLearning initiatives designed to reinforce constitutional policing standards, improve reporting accuracy, and align officer practices with updated policies and system requirements.

The **Police Encounters and Fourth Amendment Suite eLearning**²¹ was further developed and refined following feedback from the IMT and OAG. This eLearning suite is grounded in the Department's core investigatory stop policies mentioned in the above section.

It is further supported by Department bulletins that reinforce key legal standards and operational expectations. Together, this training provides officers with structured guidance on conducting investigatory stops in a manner that is consistent with constitutional requirements, Department policy, and procedural justice principles.

In addition, CPD advanced the development of a **Stop Application eLearning**²² module, providing officers with instruction on the proper use of the Department's reporting system for investigatory stops. This training supports accurate, complete, and consistent documentation, which is essential for supervisory review, data analysis, and overall accountability.

Together, these training initiatives strengthen the Department's ability to convert policy into practice by reinforcing legal standards, improving reporting quality, and ensuring that officers are equipped to carry out investigatory stop responsibilities in a manner that is both compliant and transparent.

²¹ The **Police Encounters and Fourth Amendment Suite eLearning** addresses consent decree paragraphs 803, 804, 805, 806, 807, 808, 812, 813, 814, 818, 821, 822, 823, 824, 825, 827, 829, 830, 831, 832, 838, 839, 863, 864, and 873.

²² The **Stop Application eLearning** addresses consent decree paragraphs 803, 808, 809, 810, 811, 812, 813, 814, 815, 816, 817, 818, 819, 820, 828, 829, 830, 831, 832, 835, 836, 837, 840, 860(f), 861, 869, and 870.

Data Collection, Analysis, and Reporting

CPD continued to strengthen its data infrastructure for investigatory stops during the IMR-13 reporting period, with a particular focus on improving the accuracy, consistency, and usability of reports through the development of the Stop Application. This application supports officers ability to document investigatory stops in a more structured and standardized manner, enhancing the quality and completeness of data captured at the point of entry.

The **Stop Application** is designed to align directly with Department policy and training, guiding officers through required fields and documentation to ensure that investigatory stop activity is recorded consistently and in accordance with consent decree requirements. By improving data entry at the source, the application strengthens downstream processes, including supervisory review, auditing, and Department-wide analysis.

Building on this foundation, the 4ASRU conducted detailed monthly analysis of Investigatory Stop Reviews (ISRs) to assess statistical reliability and representativeness²³. This included the development of a 2027 forecast of 87,807 ISRs using a SARIMA model and the evaluation of sample sizes across varying confidence levels and margins of error to ensure requirements are being met. A 3% sample, with a 95% confidence level and a 2% margin of error was identified as statistically sound for review purposes.

The analysis also examined ISR distribution across districts and demographic groups, including gender and race, confirming geographic and demographic representativeness. These findings were validated by Clarity Technology Partners, and statistical significance testing confirmed alignment between the review sample and the overall ISR population.

These efforts reflect a coordinated approach to data-driven oversight, and collectively enhance CPD's ability to monitor investigatory stop practices, identify trends, and support data-informed decision-making.

²³ **Representative sample data** related to the Investigatory Stop Review process addresses consent decree paragraphs 856 and 858.



Community Engagement and Ongoing Reform Efforts

CPD is refining its approach to community engagement related to investigatory stops to ensure that future efforts are more structured, transparent, and responsive to community input.

Building on its broader engagement strategy and the framework outlined in the Department's **2026 Community Engagement Plan**²⁴, CPD is transitioning toward a more intentional model of engagement that prioritizes sustained dialogue, clear communication, and measurable impact.

Under this approach, engagement efforts related to investigatory stops will be organized around defined topics and supported by a consistent cycle of outreach, engagement, and follow-up. This model is designed to ensure that community members, particularly those most impacted by investigatory stop practices, have meaningful opportunities to provide input, understand Department policies, and see how their feedback informs decision-making.

As part of this effort, CPD is advancing a unified “Stops & Interactions” engagement framework, which will bring together investigatory stops and traffic stops into a single, more accessible public-facing initiative. This framework is intended to improve public understanding of officer interactions, clarify the distinctions between different types of stops, and create more cohesive and transparent engagement opportunities.

To support this effort, CPD also launched a dedicated [Investigatory Stops webpage](#), providing a centralized platform for information related to policies, training, and reform efforts. This resource is designed to enhance transparency, improve public access to information, and serve as a foundational tool for ongoing community education and engagement.

Future engagement efforts will include a combination of educational resources, public facing materials, and community conversations designed to:

- Increase awareness and understanding of investigatory stop policies and practices;
- Provide clear information about individuals' rights during police encounters;
- Gather community feedback on lived experiences and perceptions; and
- Inform ongoing policy development, training updates, and implementation strategies.

²⁴ Community engagement initiatives related to Investigatory Stops addresses consent decree paragraphs 861, 862, 863, 864, and 865.

These efforts represent a shift toward a more proactive and systematized approach to engagement, one that not only solicits feedback, but also ensures that engagement is continuous, inclusive, and directly connected to reform outcomes. Through this approach, CPD is working to strengthen trust, improve transparency, and ensure that investigatory stop reforms are informed by the communities they serve.

While these efforts focus on strengthening constitutional compliance and accountability in officer interactions, CPD is also advancing broader operational improvements across key areas of policing. The following section highlights how the Department is modernizing core practices, including use of force, crisis intervention, and training, to support safer and more effective service delivery.

Modernizing Police Operations

Modernizing police operations is central to CPD's ability to deliver services that are safe, effective, and aligned with constitutional standards. During the IMR-13 reporting period, the Department continued strengthening its operational practices by integrating policy, training, supervision, and data to support more consistent and accountable service delivery.

These efforts focus on ensuring that officers are equipped with the tools, guidance, and training necessary to respond to a wide range of situations, from use of force incidents to behavioral health crises, in a manner that prioritizes de-escalation, safeguards individual rights, and reflects best practices in policing.

Use of Force



CPD continued to advance its use of force practices during the IMR-13 reporting period by strengthening frontline oversight mechanisms, enhancing training, and improving transparency. These efforts reflect the Department's commitment to ensuring that force is used in a manner that is objectively reasonable, consistent with constitutional standards, and supported by robust accountability systems.

Strengthening Incident Review and Supervisory Accountability

A key focus of this work has been improving the timeliness, consistency, and quality of incident review processes. To support this, CPD advanced the **D24-06 Firearm Pointing Incident District-Level Review Pilot Program**, which established the framework for district-level review of firearm pointing incidents and the issuance of recommendations or advisements by supervisory personnel.

This was initially launched as a pilot, and during the IMR-13 reporting period, expanded to be citywide where Captains have been trained to conduct reviews of simple firearm pointing incidents. The district-level review program (DLRP) reflects a more decentralized approach to simple firearm pointing incident reviews by placing responsibility on districts as a way to strengthen supervisory accountability and improve the timeliness of feedback to officers.

The development and expansion of this pilot were informed by discussions with the IMT and OAG focused on reducing the TRED backlog²⁵ while maintaining required review standards. By shifting elements of the review process closer to the point of occurrence, the program enables supervisors to address deficiencies in a timelier manner, reinforcing accountability and supporting corrective action at the district level.

Revisions to the D24-06 directive incorporate feedback from pilot district Captains, input from the IMT and the OAG, as well as comments related to training provided to district-level reviewers. Status updates on pilot expansion, training, and review outcomes continue to be shared through Use of Force monthly meetings.

²⁵ A **District Review Program** memorandum addressing CPD's plan to reduce the TRED backlog was provided to the IMT and OAG and addresses paragraphs 192, 193, 574, and 575.

Advancing Scenario-Based Training and Operational Readiness

CPD also continued to strengthen its training framework related to use of force and de-escalation. The Department finalized the development of the **2026 Active Threat Integrated Response (ATIR) De-escalation, Response to Resistance, and Use of Force in-service training**²⁶. This is a two-day training designed to prepare officers to respond appropriately to active threat incidents and incorporates the following components:

- Scenario-based exercises and hands-on drills;
- Instruction on tactical response, medical aid, and officer wellness;
- Increasing complexity across individual and team-based responses; and
- eLearning components to reinforce use of force principles and medical response skills.

Participants are evaluated through structured scenario assessments, ensuring that training is both applied and measurable. This approach reflects a broader shift toward scenario-based, performance-driven training that reinforces decision-making under realistic conditions.

Enhancing Supervisory Training and Technology Compliance

Additional training and compliance efforts further support accountability and operational readiness. CPD submitted new instructional materials for **Sergeant Review and Oversight: Use of Force, TRRs, and Field Accountability**²⁷, providing foundational training for newly promoted lieutenants to ensure effective supervision of use of force incidents.

The Department also finalized and enrolled eligible members into the **In-Car Systems eLearning**²⁸, reinforcing requirements for proper use, functionality checks, and timely repair of in-car camera systems in alignment with Department policy. These efforts strengthen both supervisory oversight and evidentiary integrity in use of force incidents.

²⁶ The **2026 Active Threat Integrated Response De-escalation, Response to Resistance, and Use of Force in-service training** addresses consent decree paragraphs 153, 154, 155, 156, 158, 161, 163, 164, 165, 166, 177, 178, 179, 180, 182, 183, 184, 185, 186, 187, 188, 189, 190, 192, 194, 195, 196, 197, 198, 199, 200, 201, 202, 203, 204, 205, 207, 208, 209, 210, 211, 212, 216, 217, 218, 219, 220, 243, 244, 245, 246.

²⁷ The **Sergeant Review and Oversight: Use of Force, TRRs, and Field Accountability training** addresses consent decree paragraph 228 and 239.

²⁸ The In-Car Systems eLearning addresses consent decree paragraph 242.

Expanding Transparency and Community Engagement

To further enhance transparency and community engagement, CPD launched a dedicated **Use of Force reform website**²⁹, providing a centralized platform for information on policies, training, and Department practices.

The website provides the public access to:

- Launching an eLearning which community members can view to provide them with an overview of CPDs use of force policies. This training is posted on the website.
- Opportunities for engaging in monthly community conversations and public education sessions to obtain feedback directly from community members. The engagement information is posted on the | website.
- Posting of reports, which contain data on Department member uses of force. The reports linked on the website are the Annual Use of Force Report, TRED Mid-year, and TRED year-end reports.
- Use of force policy review is also a component of this process. The website has linked the Department's policies, which are open for public comment, to make this process easier for those who wish to leave feedback.

This website is a platform which also supports the Department's two-year policy review process by expanding opportunities for community input and improving accessibility to information.

Collectively, these efforts reflect a comprehensive approach to modernizing use of force practices. This approach integrates policy, training, supervision, data, and community engagement to strengthen accountability, improve officer performance, and support constitutional policing.



Crisis Intervention



CPD continued to strengthen its approach to crisis intervention during the IMR-13 reporting period by advancing a more coordinated, data-informed framework for responding to individuals experiencing mental or behavioral health crises. These efforts focus on improving officer preparedness, enhancing reporting and oversight mechanisms, expanding community partnerships, and integrating data to ensure that responses are effective, appropriate, and aligned with community needs.

Advancing the Certified Crisis Intervention Team (CIT) Framework

During this reporting period, CPD submitted the **Certified CIT Officer Implementation Plan**³⁰, which serves as a comprehensive and sustainable framework for advancing the Department's crisis intervention strategy. The Plan incorporates prior feedback from the IMT and the OAG, as well as additional input gathered through site visits and ongoing collaboration.

The Implementation Plan outlines key strategies to support compliance with consent decree requirements, including:

- A staffing needs assessment evaluating personnel levels within the Crisis Intervention Unit (CIU) and identifying recommendations based on workload and operational demand.
- Strategies to support district-level operations and community support section (DOCS) teams.
- Connecting individuals to the appropriate community-based resources aimed at reducing reliance on law enforcement in the future.

A core component of the Plan is its emphasis on community engagement, including involvement from professionals, advocates, and individuals with lived experience in the development and delivery of CIT training. This approach reinforces CPD's commitment to ensuring that its crisis intervention strategies are informed by both data and community expertise.

³⁰ The **CIT Officer Implementation Plan** addresses consent decree paragraphs 87, 88, 90, 91, 103, 107, 108, 109, 110, 111, 112, 120, 123, and 134.

Enhancing Data, Reporting, and Analytical Capacity

CPD made significant progress in strengthening its ability to collect, analyze, and act on data related to crisis response. The Department worked in collaboration with the Office of Analysis and Evaluation, DOCS teams, and oversight partners to enhance reporting structures and analytical tools.

Key efforts include:

- Development of a **CIT Response Ratio Dashboard and Report**³¹, which analyzes response ratios of Certified CIT officers to crisis calls across districts and watches, incorporates call-for-service data, and evaluates trends related to Tactical Response Reports (TRRs) and crisis related incidents.
- Quarterly reporting that includes trend analysis and potential action items, supporting more informed operational decision-making.
- Ongoing tracking of CIT-related activity to ensure that Certified CIT Officers are prioritized for crisis calls, consistent with consent decree requirements.

These efforts demonstrate CPD's ability to coordinate, compile, and retain data related to incidents involving individuals in crisis, supporting both compliance and continuous improvement.

³¹ The **CIT Response Ratio Reports** are provided to the IMT and the OAG on a quarterly basis and address consent decree paragraphs 87, 90, 92, 106, 113, 118, 120, and 121.



Strengthening Training Oversight and Workforce Development

CPD also expanded its capacity to track and manage CIT training across the Department through quarterly **CIT Training Reports**³². The development of dashboards and quarterly reporting provides the Department the ability to monitor:

- The number of Certified CIT Officers by district and unit assignment;
- Year-to-date CIT training participation;
- Training compliance for Field Training Officers (FTOs) and supervisory personnel; and
- Upcoming certification expirations and refresher training needs.

These tools support compliance with consent decree requirements related to training eligibility, certification, and recertification cycles, while also enabling the Department to better plan for staffing and deployment of CIT-trained personnel.

In addition, CPD began development of the CIT Overview for Supervisors Training, which provides newly promoted Sergeants and Lieutenants with guidance on their responsibilities related to crisis response, documentation review, and officer recruitment into the CIT program. This training reinforces supervisory accountability and supports the consistent application of crisis intervention practices.

³²The **CIT Training Reports** are provided to the IMT and the OAG on a quarterly basis and address consent decree paragraphs 92, 93, 101, 105, and 141.



Expanding Community Collaboration and Alternative Response Pathways

CPD strengthened its collaboration with community stakeholders through ongoing engagement with the Community Commission for Mental Health and Equity (CCMHE) and other partners. During this reporting period, the Department solicited and incorporated feedback on its [crisis intervention policy suite](#), while also providing transparency regarding how feedback was used or why certain recommendations were not incorporated³³.

This process reflects CPD's commitment to meaningful engagement and aligns with consent decree requirements to incorporate community input into policy and training development.

In addition, the Department continues to expand access to community-based resources through tools such as the **Digital Resource Guide**³⁴, which provides officers with real-time access to mental health services and other social services to refer community member to in the field. This tool supports officers in connecting individuals in crisis, or their loved ones, to appropriate services and helps reduce unnecessary involvement in the criminal justice system.

These efforts reflect a comprehensive and evolving approach to crisis intervention. This approach integrates policy, training, data analysis, supervision, and community engagement. By strengthening these interconnected systems, CPD is improving its ability to respond effectively to individuals in crisis, support officer decision-making, and ensure that responses are aligned with both constitutional standards and community needs.

³³ The review and refinement of CIT policy and training by the Crisis Intervention Coordinator and subject matter experts addresses consent decree paragraphs 87-112, 114-117, 120-125, 132-137, and 141.

³⁴ The **Digital Resource Guide** addresses consent decree paragraph 134.

Recruitment, Hiring, and Promotion

CPD continues to strengthen its approach to recruitment, hiring, and promotions to ensure that its workforce reflects the diversity of the communities it serves and operates in a manner that is fair, transparent, and consistent with best practices. These efforts are critical to maintaining a professional police force, building community trust, increasing legitimacy, and reducing perceptions of bias.

*Advancing Recruitment and Hiring Practices*³⁵

During the IMR-13 reporting period, CPD continued its efforts to recruit and hire qualified candidates who reflect the diverse communities of Chicago. These efforts remain focused on strengthening the Department's ability to attract candidates aligned with CPD's values, including community engagement, professionalism, and constitutional policing.

*Development of a Community-Driven Recruitment Campaign*³⁶

By maintaining a focus on fairness and accessibility in hiring, CPD is working to build a workforce that is representative, capable, and responsive to community needs. The Department's recruitment strategy centers on outreach within Chicago neighborhoods and relies on partnerships with local organizations, faith institutions, schools, and community events to identify and encourage potential applicants. By engaging residents directly through initiatives such as partnerships with community groups, outreach at festivals and town halls, collaboration with the Office of Community Policing, and programs like "100 Churches in 100 Days," the campaign positions policing as a service opportunity rooted in the communities officers will ultimately serve. This approach builds trust, humanizes the profession, and encourages residents from diverse neighborhoods to consider a career with the Department.

³⁵ The development of a community-driven recruitment campaign is a **CPD Strategy for Organizational Excellence Initiative (#1)**, which falls under Foundation 1: Build, Support, and Develop our Workforce.

³⁶ The development of a community-driven recruitment campaign is a **CPD Strategy for Organizational Excellence Initiative (#1)**, which falls under Foundation 1: Build, Support, and Develop our Workforce.



*Expanding the Recruitment Pipeline*³⁷

The Department's Recruitment Strategic Plan for 2026-2028 expands the recruitment pipeline by creating multiple structured entry pathways and reducing barriers to application. These include partnerships with local colleges and programs, such as the Olive-Harvey "Path to Policing" cohort, outreach to military installations and veterans, engagement with high school JROTC programs, expanded exam options including remote testing, and mentorship and coaching programs that guide candidates through the hiring process. Together, these initiatives broaden the pool of qualified applicants while helping candidates successfully progress from initial interest to academy enrollment.

*Growing and Retaining Non-Sworn Staff*³⁸

The CPD is actively recruiting, onboarding, and integrating non-sworn professional staff. While there has been an emphasis on supporting the implementation of the consent decree, the Department continues to identify opportunities for non-sworn staff, including retired members, to contribute to the Department's mission. The commitment to reform was solidified in 2024, when major investments in non-sworn staffing were made. The training officers hired are a mix of retired sworn members and new members of law enforcement who bring a diverse set of skills and perspectives to the Department.

Another key component of the Department's vision has been emphasizing its response to victims. To that end, a Victim Services Division has been created within the new Office of Equity and Engagement. This division is composed of nearly 60 non-sworn members to ensure that victims are appropriately supported and provided with the services that they need. These victim specialists work with their sworn counterparts to follow up with community members who have been the victims of violent crime, domestic violence, or gender-based violence.

The Department has expanded its data analytics capacity to better analyze existing trends and patterns. The addition of six data scientists has provided the Department with valuable insights into how best to allocate resources, maximize outcomes, and establish the CPD as a learning organization. The use of data will also be pivotal to reaching operational compliance under the consent decree. These structural investments in non-sworn staff will create sustained growth for the CPD of the future.

³⁷ Efforts to *expand the recruitment pipeline* are a **CPD Strategy for Organizational Excellence Initiative (#2)**, which falls under Foundation 1: *Build, Support, and Develop our Workforce*

³⁸ The *growth and retention of non-sworn staff* is a **CPD Strategy for Organizational Excellence Initiative (#3)**, which falls under Foundation #1: *Build, Support, and Develop Our Workforce*.



Strengthening Promotion Policies

CPD made progress in strengthening its promotional framework to ensure that processes are lawful, clearly defined, and consistently applied across the Department.

During this reporting period, the City and CPD submitted Employee Resource [E05-36 Promotional Process for Commander](#), which provides updated guidance on the promotional process and ensures that members have access to current policies through the Department Directives System (DDS). In addition, foundational policies including Inter-Agency Policy (IAP) 07-02 CPD Sworn Member Promotions and IAP 07-03 Promotions Process and Timeline were included as part of the Department's broader effort to formalize promotional criteria and align practices with consent decree requirements.

These materials, along with the 2024 Commander Promotional Process Packet, which includes the Commander job description, Department-wide communications, and supporting documentation, demonstrate CPD's continued progress in strengthening the structure and transparency of its promotional processes.³⁹

Improving Transparency through Communication and Feedback

A key area of progress during IMR-13 has been the Department's focus on improving transparency and communication surrounding promotional processes.

In 2024, the City and CPD conducted a promotional process for the rank of Commander, supported by collaboration among CPD, the Office of Public Safety Administration (OPSA), and the Department of Human Resource (DHR). As part of this process, CPD implemented a structured feedback loop with candidates, allowing the Department to gather input on the process and identify opportunities for improvement.

³⁹ The 2024 Commander Promotional Process Package addresses consent decree paragraphs 253, 263, and 264.

The Department also strengthened its internal communication strategy, using tools such as:

- Administrative Message Center (AMC) messages to announce promotional opportunities
- Superintendent's Office (PAX 501) notifications to communicate promotional decisions and highlight the qualifications of selected candidates

These efforts improved officer awareness of the promotional process and helped ensure that information was communicated consistently across the Department.

Demonstrating Compliance and Continuous Improvement

Building on this progress, CPD has begun applying lessons learned to additional promotional processes, including the development of a new Captain promotional process. These efforts reflect a continued commitment to improving consistency, transparency, and fairness across ranks.

At the same time, CPD continues to work with City partners and oversight entities to address more complex areas of reform, including the integration of prior disciplinary history into promotional decision-making. While this remains an area of ongoing development, the Department has acknowledged its importance and is working toward establishing a legally sound and standardized approach that aligns with consent decree expectations.



Preparing Members for Promotional Exams⁴⁰

The Office of Public Safety and Administration-Human Resources, in collaboration with testing vendors, has been developing promotional testing-preparatory materials and posting them on the Department's intranet. Test makers have identified the essential knowledge, skills, and abilities required for success in roles such as Lieutenant, Detective, and Field Training Officer for the most recent exams. For the Lieutenant assessment, this involved defining measurement areas through a formal job analysis to ensure the exam reflected real-world leadership scenarios. Similarly, for the Detective and Field Training Officer examinations, the department created study guides that outlined general content areas, provided sample questions, and referenced specific department orders to focus candidate preparation.

⁴⁰ Efforts to prepare CPD members for promotional exams fall under CPD Strategy for Organizational Excellence Initiative (#39), Foundation #4: Organizational Infrastructure.



Training



Training of CPD members, both recruits and active personnel, is essential to ensuring that officers perform their duties safely, effectively, and in a manner consistent with constitutional rights. During the IMR-13 reporting period, CPD continued to strengthen its training framework to ensure that members are equipped at every stage of their careers, from recruit training to field training, supervisory development, and annual in-service requirements.

In alignment with the consent decree, CPD remains committed to providing all non-probationary officers with 40 hours of annual in-service training, including a minimum of 24 hours of mandatory in-person instruction. These efforts support the Department's broader goals of advancing community policing, de-escalation, impartial policing, and procedural justice.

Supporting Continuing Education⁴¹

The Training Oversight Committee (TOC) recently incorporated bureau-level training into its centralized framework to ensure that all specialized instruction across the department meets uniform quality and legal compliance standards. This committee manages the entire training lifecycle from recruit instruction through in-service training, effectively centralizing the review of curricula previously handled independently by various bureaus. By integrating bureau-level training into this oversight structure, the Department ensures that specialized tactics and procedures are consistent with overarching reform goals and constitutional policing requirements. This integrated approach allows the department to track training effectiveness more closely and ensure that all members receive the tools and knowledge necessary to perform their roles safely and respectfully.

Advancing Field Training and Evaluation (FTEP)

CPD continued to advance the Field Training and Evaluation Program (FTEP), strengthening both the structure and oversight of field-based officer training.

⁴¹ Support of continuing education is a CPD Strategy for Organizational Excellence Initiative (#40), which falls under Foundation #4: Organizational Infrastructure.

During this reporting period, the Department:

- Maintained a one-to-one ratio of Field Training Officers (FTOs) to Probationary Police Officers (PPOs).
- Fully implemented the ACADIS training module to track PPO progression and performance.
- Utilized ACADIS to complete Daily Observation Reports (DORs).
- Completed a full cycle of FTO Refresher Training, providing an 8-hour training session focused on updated curriculum, evaluation standards, and expectations.⁴²

In addition, CPD incorporated anonymous feedback from FTOs and PPOs to inform ongoing improvements to the FTEP and future training design. Updates to evaluation categories, performance ratings, and guidance were implemented to better reflect Department priorities, including procedural justice, de-escalation, and constitutional policing.

These efforts strengthen CPD's ability to deliver consistent, structured, and accountable field training while supporting officer development and performance evaluation.

Advancing Supervisory Pre-Service Training

CPD made significant progress in strengthening pre-service training for newly promoted supervisors, ensuring that leadership personnel are prepared to assume responsibilities related to oversight, accountability, and operational decision-making.

During this reporting period, CPD submitted initial materials for multiple pre-service training courses⁴³, reflecting continued development of a comprehensive supervisory curriculum.

⁴² **PPO Remedial Field Training and FTO Refresher Training** addresses consent decree paragraphs 303, 308, 309, 311, 320, and 323.

⁴³ **Pre-Service Supervisor Trainings** addresses consent decree paragraphs 330-335.

Key submissions include:

- Pre-Service Lieutenant Investigative and Review Responsibilities Training, focused on TRRs, firearm pointing incidents, foot pursuits, and body-worn camera analysis
- Pre-Service CompStat Training, introduced as a mandatory component for newly promoted supervisors, emphasizing data-driven decision-making, supervisory accountability, and crime reduction strategies
- Pre-Service Awards Training, supporting the use of recognition systems to reinforce performance and Department values

These efforts reflect continued progress toward a more standardized and structured supervisory training framework, aligned with Department priorities and consent decree requirements.

Modernizing In-Service Training and Curriculum Development

The 2026 Annual Training Plan is a comprehensive roadmap for the Department's recruit, in-service, and pre-service promotional training. Its purpose is to incorporate the needs identified by community members, Department members, oversight agencies, and legal mandates into a cohesive training strategy. The plan is a flexible tool designed to ensure officers are trained to safely and effectively carry out their duties. The plan's priorities are directly informed by the 2025 Training Needs Assessment, a process that gathered input from a wide range of stakeholders. Key training topics that emerged from the assessment include accountability and officer conduct, body-worn camera operations, officer wellness, community engagement and interactions, use of social media and membership in biased organizations, and report writing.

In IMR-13, CPD concluded implementation of the 2025 Training Plan, delivering a full 40-hour in-service training program informed by the previously completed Training Needs Assessment. Training topics included crisis intervention, de-escalation, constitutional policing, use of force, active bystandership, and other critical subject areas. Building on this work, CPD submitted the 2026 Annual Training Plan⁴⁵, which outlines a comprehensive framework for in-service training, eLearning, promotional training, and long-term training needs. The plan incorporates:

⁴⁴ Utilizing trend and pattern data to inform training curricula is a **CPD Strategy for Organizational Excellence Initiative (#37)**, which falls under Foundation #4, Organizational Infrastructure.

⁴⁵ 2026 Annual Training Plan addresses consent decree paragraphs 270-278, 280-291, 294-299, 302, 303, 305, 314-327, 331-335.

- Consent decree requirements;
- ILETSB standards;
- CALEA accreditation requirements; and
- Input from Department members, community stakeholders, and advisory bodies.

The plan also distinguishes between mandatory and elective training courses, if applicable, and identifies opportunities to expand access to certain training programs for civilian personnel.

In addition, CPD developed new 2026 training modules, including:

- Gender-Based Violence
- People with Disabilities

These efforts reflect a more strategic, data-informed, and stakeholder-driven approach to training development, ensuring that curriculum aligns with operational needs and community expectations.

Strengthening Training Oversight and Instructor Quality

CPD advanced efforts to improve training quality through enhanced oversight and instructor development during this reporting period. This is demonstrated by having:

- Implemented a pilot Training Division Instructor Evaluation Program (DN25-TD).
- Began development of a new performance evaluation system which will support tailored evaluations for instructors and Field Training Officers.
- Expanded access to the Instructor Academy⁴⁶, opening participation to instructors across multiple CPD bureaus and complying with ILETSB standards.
- Increased coordination and cross-training among training personnel.

⁴⁶ The Instructor's Academy is a 40-hour course required for all CPD instructors and addresses consent decree paragraphs 282, 284, 330, 322, 323.

These efforts strengthen CPD's ability to ensure consistent, high-quality training delivery and support ongoing professional development for instructors.

Enhancing Accountability Through Training Systems and Policies

CPD also strengthened training-related accountability systems and policies to ensure that training requirements are consistently applied and documented.

Key efforts include:

- Submission of General Order G01-03 Department Directives System, reinforcing transparency and public access to Department policies.
- Updates to the E04-05 Returning Service Officer⁴⁷ directive, ensuring that members returning from extended leave complete all required training.
- Continued implementation to PPO Remedial Training processes, supported by updates to the Field Training and Evaluation Program Bureau of Patrol Standard Operating Procedure, which formalized procedures for identifying, documenting, and addressing performance deficiencies.

These efforts reflect CPD's continued progress in building a comprehensive and integrated training system. By strengthening field training, expanding supervisory development, modernizing in-service curriculum, and enhancing oversight and accountability mechanisms, CPD is ensuring that training serves as a foundational driver of constitutional policing, officer performance, and effective service delivery.

⁴⁷ E04-05 Returning Service Officer addresses consent decree paragraphs 329.

Strengthening Leadership, Supervision, and Workforce Support

Effective leadership, supervision, and officer support systems are essential to sustaining constitutional policing and long-term organizational reform. During the IMR-13 reporting period, CPD continued to strengthen the structures that guide officer performance, reinforce accountability, and support member wellness across the Department.

These efforts reflect an integrated approach to organizational development. CPD recognizes that effective supervision and officer wellness are closely connected. By enhancing supervisory systems, expanding leadership development, improving performance evaluation processes, and investing in wellness and support services, CPD is working to ensure that members at all levels are equipped to lead effectively, respond to challenges, and provide high-quality service to the communities they serve.

This section highlights the Department's continued progress in strengthening supervisory accountability, modernizing leadership and performance management systems, and expanding resources that support officer health, resilience, and long-term awareness.

Supervision



Effective supervision is critical to ensuring accountability, reinforcing Department expectations, and supporting consistent operational performance across the organization. During IMR-13, CPD continued to strengthen supervisory systems, modernize performance evaluation processes, and expand leadership development efforts to better support both sworn and civilian personnel.

These efforts reflect a broader focus on creating supervisory structures that are transparent, data-informed, and aligned with constitutional policing principles.

*Fostering a Call to Service and Leadership*⁴⁸

Leadership is the theme of the 2026 In-Service Training Plan, with an 18-month leadership course to be delivered to all CPD supervisors beginning in fall of 2026. The 2025 supervisor in-service training primarily focused on leadership with modules on leadership mindset (i.e., Servant Leadership, “The Hidden Leader”) and leadership development. The 2026-2027 In-Service Supervisor curriculum is a collaborative effort with University of Chicago, aiming to transform supervisors into emotionally intelligent and adaptive leaders by grounding their authority in a higher call to service and a commitment to personnel growth. By mastering strategic communication and conflict resolution, participants move beyond mere management to being able to foster a culture of mentorship, trust, and principled leadership within the department. See Initiative 10 for more information regarding this training.

*Modernizing Performance Evaluation Systems*⁴⁹

The modernized Performance Evaluation System (PES) was designed to enhance accountability, strengthen professional development, and support the Department’s commitment to constitutional policing and community trust. The new system provides a structured, data-informed framework to evaluate the performance of sworn and civilian personnel

⁴⁸ Efforts to foster a call to service and leadership is a **CPD Strategy for Organizational Excellence Initiative (#13)**, which falls under Foundation #2: Community Trust.

⁴⁹ The implementation of performance evaluation systems is a **CPD Strategy for Organizational Excellence Initiative (#48)**, which falls under Foundation #4: Organizational Infrastructure.

to effectively recognize outstanding performance, support employee growth, and address performance issues early and constructively. The evaluation process emphasizes ongoing coaching, regular feedback, and clear performance expectations rather than relying solely on a single end-of-year review. Supervisors will document observations throughout the evaluation period, conduct mid-cycle feedback sessions, and work with members to set professional goals and training objectives.

Members are evaluated across key performance areas that reflect modern policing priorities, including job knowledge and professional development, communication, adaptability and initiative, problem-solving and decision-making, and accountability and professionalism. Supervisors are additionally evaluated on leadership, team building, and their ability to effectively manage and support personnel.

Importantly, the system emphasizes support and development. When performance concerns arise, the PES allows supervisors to implement a Performance Improvement Plan that provides clear guidance, training, and mentoring to help members succeed in their roles. CPD continued to advance modernization of its PES through updates to [E05-01 Performance Evaluations of All Sworn and Civilian Department Members Below the Rank of Superintendent](#)⁵⁰. The revised directive establishes a unified framework for evaluating both sworn and civilian Department members using consistent performance dimensions and standardized evaluation criteria. As a part of this effort, CPD developed distinct evaluation structures for non-supervisory and supervisory personnel.

The updated PES framework also introduces a new electronic platform designed to streamline evaluations, improve documentation, and support greater consistency in performance management across the Department.

To support implementation, CPD developed updates **PES eLearning training** for Department members and supervisors. These trainings incorporate prior feedback, revised evaluation dimensions and rating scales, and instructional guidance for navigating the Benchmark evaluation system. These efforts support a more structured and transparent approach to performance management and supervisory accountability.

⁵⁰ E05-01 Performance Evaluations of All Sworn and Civilian Department Members Below the Rank of Superintendent addresses Consent Decree paragraphs 369-376.

Strengthening Unity of Command and Span of Control

CPD continued to expand and refine its Unity of Command and Span of Control (UoC/SoC)⁵¹ initiatives to strengthen supervisory oversight and improve operational consistency within the Bureau of Patrol.

During this reporting period, the Department began engagement and planning for the expansion of the UoC/SoC pilot program into additional districts. The onboarding process for new districts includes information about bidding, assignments, and implementation of the pilot for participating districts set to begin in 2026.

To support oversight and operational monitoring, CPD also continued development of its UoC/SoC Dashboard and submitted updated dashboard screenshots detailing the progress of the pilot. Enhancements to the dashboard included:

- Addition of a Working Summary tab;
- Addition of Member Absence Summary tab; and
- Inclusion of 4th Watch staffing information.

These updates strengthen the Department's ability to assess staffing and supervisory ratios on both a day-to-day, and long-term basis to support compliance with supervisory ratio requirements.

In addition, CPD submitted:

- Transfer/Detail Orders for 2025, providing transparency into staffing movement within pilot districts.
- The UoC/SoC Squad Policing Training, including lesson plans, presentations, and testing materials designed to educate personnel on Department protocols and technology systems that support the UoC/SoC program.

These efforts reflect CPD's continued investment in building supervisory structures that promote accountability, operational efficiency, and effective supervision.

⁵¹ Unity of Command and Span of Control (UoC/SoC) address Consent Decree paragraphs 357-368.

*Advancing Workforce Allocation and Organizational Planning*⁵²

During the IMR-13 reporting period, CPD published the [Workforce Allocation Study](#) Organizational Profile and Interim Framework Report, representing a significant step toward modernizing how the Department evaluates staffing, deployment, and operational effectiveness.

The Organizational Profile provides a comprehensive assessment of the Departments structure, staffing distribution, operational responsibilities, and organizational functions, establishing a foundational understanding of how personnel and resources are currently allocated across CPD. The Interim Framework Report further outlines the analytical methodology and guiding framework that will support future workforce allocation recommendations and implementation planning.

Together, these reports support a more strategic and data-informed approach to organizational management by:

- Identifying opportunities to improve operational efficiency and supervisory effectiveness.
- Evaluating staffing alignment across units, functions, and districts.
- Supporting long-term workforce planning and deployment strategies.
- Establishing a framework for sustainable organizational modernization.

The development and publication of these reports also reflect CPD's broader commitment to transparency and stakeholder engagement. Throughout this process, the Department has worked collaboratively with internal stakeholders, external consultants, community representatives, and oversight entities to ensure that workforce allocation planning incorporates operational realities, community needs, and long-term reform objectives.

These efforts and the subsequent study recommendations released in 2026, position CPD to make more informed decisions regarding staffing, supervision, deployment, and resource management while supporting the Department's broader goals of constitutional policing, operational effectiveness, and sustainable organizational reform.

⁵² The completion of a workforce and resource allocation study is a **CPD Strategy for Organizational Excellence Initiative (#25)**, which falls under Foundation #3: Neighborhood Safety.

Clarifying Supervisory Roles, Responsibilities, and Organizational Structure

CPD continued to refine policies and organizational tools designed to clarify supervisory responsibilities and strengthen organizational accountability.

During this reporting period, the Department completed the required two-year review of General Order [G01-09 Supervisory Responsibilities](#),⁵³ updating guidance related to supervisory expectations, responsibilities, and situational duties for both sworn and civilian supervisors. The revised directive also incorporates updated references to wellness resources available to Department members.

In addition, CPD provided supporting organizational materials, including:

- A **Civilian Supervisor List**, identifying civilian supervisory roles across the Department.
- A **Sworn and Civilian Equivalency Chart**, illustrating how civilian management positions align with sworn supervisory ranks in terms of organizational responsibility and oversight functions.

These efforts support greater clarity regarding supervisory structures and reinforce the Department's broader efforts to modernize leadership and management systems across sworn and civilian functions.

As CPD continues to strengthen leadership and supervisory systems, the Department also recognizes that effective policing depends on supporting the overall well-being of its members. The following section highlights ongoing efforts to expand wellness services, strengthen support systems, and promote officer health and resilience across the organization.

⁵³ G01-09 Supervisory Responsibilities address Consent Decree paragraphs: 347-355.

Officer Wellness and Support

CPD continued to strengthen its officer wellness and support systems during the IMR-13 reporting period, recognizing that member wellness is essential to officer safety, job performance, health police-community interactions, and the long-term sustainability of constitutional policing.

These efforts reflect the Department's continued commitment to ensuring that members and their families have access to support systems designed to address the emotional, psychological, and occupational challenges associated with policing. Through expanded clinical services, enhanced outreach and communication strategies, and increased opportunities for member feedback, CPD is working to build a more comprehensive and accessible wellness infrastructure across the organization.

Expanding Clinical and Counseling Services

CPD continues to expand access to mental health and counseling services through the growth of the Professional Counseling Division (PCD). During this reporting period, the Department hired and onboarded three additional clinicians, increasing the total number of the clinicians serving the Department to 24. These clinicians have been integrated into districts and the Training Academy to support Department-wide wellness efforts through counseling, crisis response, referrals, and ongoing member support.

To further support accessibility and specialized care, CPD also submitted updated information regarding clinician licensing, specialties, and language capabilities. This documentation outlines the range of expertise available within the PCD and supports the Department's continued efforts to align services with the diverse needs of its members.

Through these efforts, CPD improves its ability to provide timely, specialized, and accessible mental health services across the organization.

Strengthening Wellness Communication and Reducing Stigma

CPD advanced its wellness communication strategy to improve awareness of available services and reduce the stigma associated with seeking support.



As part of the Department's 2025 wellness communications strategy, the Officer Wellness Section developed and disseminated materials to normalize wellness conversations and increase awareness of available support resources. These efforts included outreach through training, marketing materials, Department communication channels, and informational resources for members and their families.

The Department also emphasized financial wellness as a component of overall member well-being through the development and dissemination of PCD Employee Assistance Program (EAP) Retirement Information for Members, which provides information regarding financial fitness, retirement planning resources, and long-term support services available to Department members.

In addition, CPD submitted an EAP Confidentiality Sign and Summary report, reinforcing the Department's commitment to maintaining confidentiality protections for members utilizing EAP services. These materials communicate that confidentiality is supported not only within the EAP, but also at the highest levels of Department leadership. These efforts reflect CPD's broader goal of fostering a culture in which wellness resources are accessible, trusted, and actively supported throughout the organization.

Enhancing Wellness Feedback and Assessment Mechanisms

CPD also expanded its ability to assess member wellness needs and gather feedback regarding available support services.

During this reporting period, the Department implemented a **Member Wellness, Services, and Supports Feedback Survey**,⁵⁴ providing civilian and sworn members, immediate family members, and retired members with a more accessible method for sharing feedback regarding Employee Assistance Program services and wellness resources.

⁵⁴ The Officer Wellness Feedback Survey address Consent Decree paragraphs: 382 and 383.

The QR code to the survey was placed in multiple wellness-related locations throughout Department facilities, including:

- Quiet rooms;
- Professional Counseling Division offices;
- Department gyms; and
- Wellness resource boards.

This initiative supports the Department's ability to gather real-time feedback, evaluate member needs, and inform future wellness programming and resource allocation.

Advancing Suicide Prevention and Wellness Strategies

CPD continued to strengthen its suicide prevention and wellness initiatives through the development of the **In-Service Suicide Prevention and Awareness Workshop** and related wellness strategies.

As part of the Department's broader Officer Wellness Support Plan, CPD submitted a comprehensive **2026 Suicide Prevention Strategy** designed to reduce Department-member suicides through coordinated prevention, intervention, and postvention efforts. The strategy is overseen by a licensed mental health professional in coordination with Department leadership and incorporates:

- Primary prevention strategies;
- Intervention approaches for at-risk members; and
- Postvention support following critical incidents or deaths by suicide.

Additional recommendations within the strategy include:

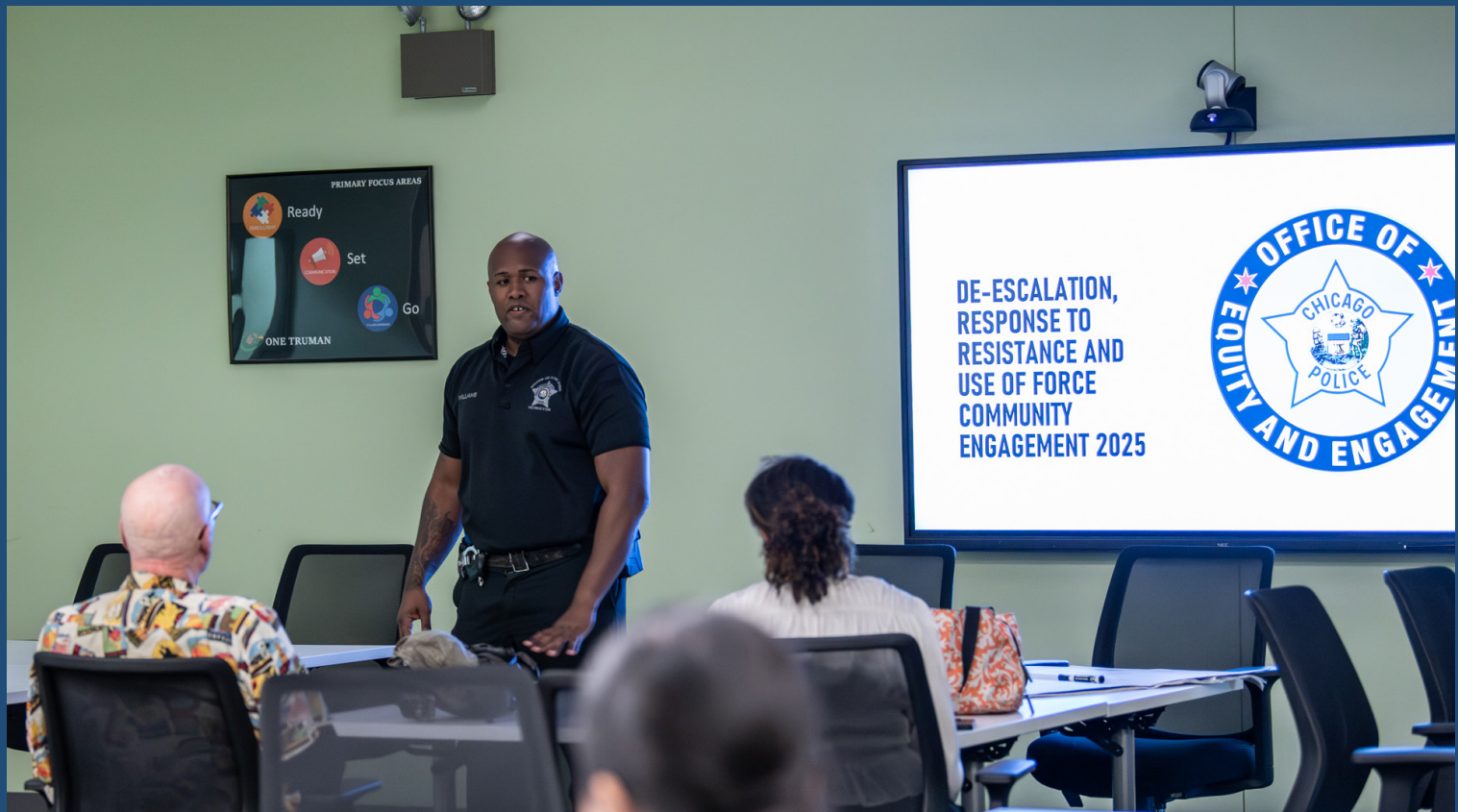
- Conducting wellness and needs-assessment surveys;
- Expanding discussions regarding confidential wellness services;
- Developing a suicide prevention and postvention policy; and
- Supporting implementation of an Officer Wellness Liaison (OWL) program.



These efforts reflect CPD's continued commitment to proactively address officer wellness, supporting resilience, and ensuring that members have access to resources necessary to navigate the unique challenges associated with policing.

Collectively, the above demonstrates CPD's continued investment in building a more comprehensive and accessible wellness infrastructure for Department members and their families. By expanding clinical services, strengthening communication and outreach, enhancing feedback mechanisms, and advancing suicide prevention strategies, CPD is reinforcing the connection between officer wellness, effective supervision, and organizational resilience.

Accountability, Transparency, and Data-Driven Oversight



Accountability, transparency, and data-driven oversight are essential to sustaining constitutional policing and ensuring public trust. During the IMR-13 reporting period, CPD continued to strengthen the systems, technologies, and processes that support oversight, improve transparency, and enhance the Department's ability to evaluate performance and operational outcomes.

These efforts reflect a broader organizational shift toward integrating accountability mechanisms with modern data infrastructure, analytical tools, and public reporting practices. By improving investigative processes, expanding transparency initiatives, modernizing information management systems, and increasing the use of data-driven analysis, CPD is working to strengthen organizational accountability while supporting more informed operational and policy decision-making.

This section highlights the Department's continued progress in enhancing accountability systems, improving collaboration with oversight entities, and expanding the use of data, reporting, and technology to support transparency and continuous improvement.

Accountability and Transparency

Accountability and transparency remain central to CPD's efforts to strengthen public trust, reinforce organizational legitimacy, and ensure that allegations of misconduct are addressed in a fair, thorough, and timely manner. During the IMR-13 reporting period, CPD continued to strengthen investigative processes, expand training for accountability personnel, improve communication and transparency mechanisms, and enhance collaboration with oversight entities. These efforts reflect the Department's continued focus on building investigative systems that are grounded in professionalism, procedural fairness, and public accessibility while maintaining constitutional policing practices and organizational accountability.

Strengthening Investigative Training and Professional Standards

CPD continued to strengthen training for Bureau of Internal Affairs (BIA) personnel and Accountability Sergeants to improve the quality, consistency, and professionalism of misconduct investigations.

During this reporting period, the Department advanced multiple accountability-focused training initiatives, including:

- **BIA 2025 In-Service eLearning: Interviewing Department Members**
- **BIA 2025 In-Service eLearning: Sexual Misconduct and Criminal and Bias Organizations**
- **BIA Onboarding Training: Optimizing Computer Functions**
- **2026 BIA Onboarding Training Plan⁵⁵**

These trainings reinforce investigative standards related to interviewing techniques, administrative investigations, compliant documentation, disciplinary assessments, and the use of the Case Management System (CMS). The revised onboarding training model incorporates scenario-based instruction and hands-on exercises designed to strengthen investigator proficiency in:

- Identifying and documenting objective verifiable evidence;
- Conducting credibility assessments;
- Writing investigative reports; and
- Navigating, utilizing, and understanding the CMS system and workflows.

⁵⁵ BIA Training Modules address Consent Decree paragraphs: 443, 483, 450, 452, 465, 468, 475, 476, 497, 526, 528, and 530.

The Department also continued to expand annual training requirements for BIA investigators and Accountability Sergeants through modular eLearnings designed to reinforce consent decree requirements and support continuous professional development.

*Enhancing Investigative Oversight and Timeliness*⁵⁶

The Department has made efforts to streamline the disciplinary process by modernizing case tracking, standardizing investigative procedures, and improving coordination between CPD, COPA, and the Police Board. Recent enhancements to CMS improve oversight of investigative timelines and helps ensure cases move more efficiently, while policy revisions and structured training for investigators promote consistent, higher-quality investigations. Increased transparency, such as improved case-status communication and timely delivery of COPA findings, helps both complainants and accused members better understand the case's progress. In addition, CPD is expanding investigative capacity by bringing more non-sworn personnel into investigative roles within BIA therefore increasing resources dedicated to misconduct investigations and helping reduce backlogs and delays in case resolutions.

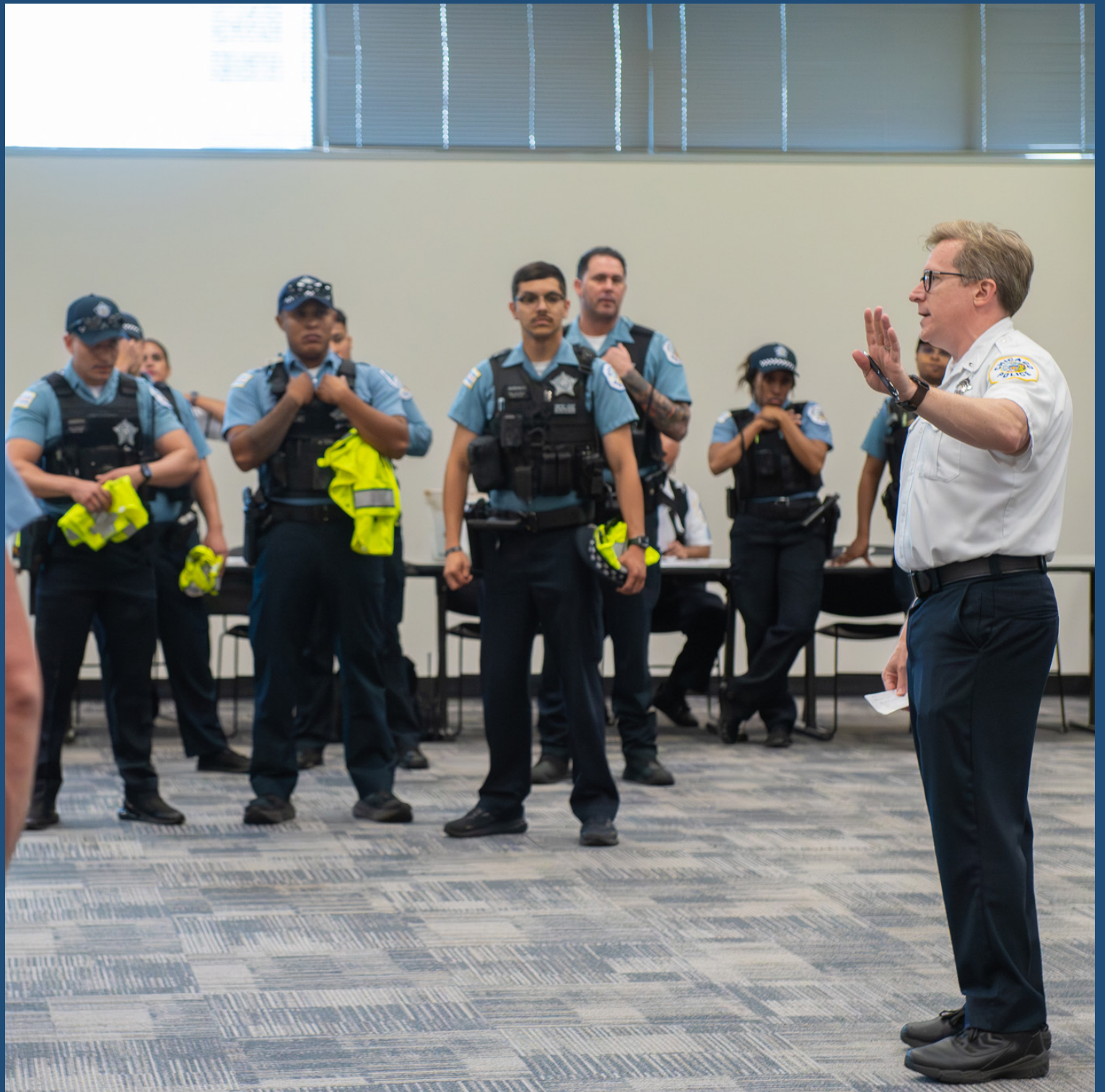
CPD also continued its efforts to strengthen investigative tracking, oversight, and timeliness within misconduct investigations. During this reporting period, the Department submitted:

- **Audio recordings of complainant and officer interviews**,⁵⁷ demonstrating professional and respectful communication by Accountability Sergeants during investigative interviews.
- Data regarding criminal/confidential investigations corresponding with administrative investigations, supporting oversight of concurrent investigative processes.
- **Notice of Allegation**⁵⁸ examples and supporting documentation related to interview notifications, administrative rights advisements, and investigative communication procedures.
- Examples of past deadline case notifications, demonstrating implementation of automated CMS notifications for overdue BIA and district-level investigations.

⁵⁶ Efforts to streamline accountability systems are a **CPD Strategy for Organizational Excellence Initiative (#5)**, which falls under Foundation #1: Build, Support & Develop Our Workforce.

⁵⁷ Audio recordings of complainant and officer interviews address Consent Decree paragraph 447.

⁵⁸ BIA Notice of Allegation Consent Decree paragraphs 467 and 475.



These efforts improve transparency, reinforce procedural consistency, and support the Department's ability to monitor investigative timelines and case progression more effectively. The expansion of automated notification systems within CMS also strengthens accountability by providing more structured oversight of investigative deadlines and status tracking.

Improving Transparency and Public Accessibility

CPD continued to expand public access to information related to accountability systems, investigative processes, and Department operations.

During this reporting period, the Department published:

- The [2024 Annual Report](#), including a publicly distributed Executive Summary and supporting public communications through Department social media channels.
- [BIA 2025 Quarterly Reports \(Q1-Q3\)](#) providing publicly available data and reporting regarding investigative activity, outcomes, and operational statistics.
- Updates to the [BIA/CPD Accountability Webpage](#), which includes information regarding BIA's mission, investigative procedures, Department directives, Know Your Rights resources, along with links to accountability dashboards and public reports.

These efforts support greater transparency regarding how investigations are conducted and provide the public with more accessible information regarding Department policies, reporting, and accountability processes.

Public Access to Department Policies and Information

CPD also strengthened public accessibility to Department policies and directives through updates to General Order [G01-03 Department Directives System](#).⁵⁹

⁵⁹ G01-03 Department Directives System address Consent Decree paragraphs 545.

This directive codifies the Department's requirement that policies and directives be publicly available online, with limited exceptions for materials that must remain confidential to protect public safety. By formalizing public access requirements within policy, CPD is reinforcing transparency and ensuring that community members have greater access to the standards, expectations, and procedures that govern Department expectations.

Supporting Collaboration and Oversight

Throughout the reporting period, CPD continued to work collaboratively with oversight entities, including the IMT, the OAG, and COPA, to support implementation of accountability-related reforms and strengthen investigation processes. These collaborative efforts included ongoing review of training materials, investigative procedures, reporting mechanisms, and transparency initiatives. Continued coordination with oversight partners supports the Department's broader efforts to improve investigative consistency, operational accountability, and public confidence in misconduct investigation processes.

Collectively, these efforts reflect CPD's continued investment in strengthening accountability systems, improving investigative quality, and expanding transparency across the organization. By modernizing investigative training, enhancing oversight mechanisms, increasing public access to information, and reinforcing collaboration with oversight entities, CPD is continuing to build systems that support procedural fairness, organizational accountability, and public trust.

Enhancement of Real-Time Communication Throughout the Department⁶⁰

Together, the CPD & Me newsletter and the Roll Call podcast represent a major step forward in how the Chicago Police Department communicates with its members and the public. The newsletter delivers regular updates, opportunities to engage directly with leadership through "Ask Me Anything" sessions, recognition of department members in the "Member Spotlight," and invitations to community events, ensuring consistent and transparent communication across the organization. Meanwhile, the Roll Call podcast, launched in August 2025, offers in-depth, behind-the-scenes conversations that highlight the lived experiences of CPD members, exploring both the challenges and successes of modern policing.

⁶⁰ Enhancements to real-time communication throughout the department is a **CPD Strategy for Organizational Excellence Initiative (#7)**, which falls under Foundation #1: Support & Develop Our Workforce.

Data Collection, Analysis, and Management

CPD continued to strengthen its data infrastructure and analytical capabilities during the IMR-13 reporting period to support accountability, operational effectiveness, and data-driven oversight. These efforts reflect the Department's broader commitment to modernizing information systems, improving data quality and accessibility, and leveraging technology to support informed decision-making across the organization.

As CPD continues implementing consent decree requirements and broader organizational modernization initiatives, the Department has increasingly focused on building integrated systems that improve transparency, streamline operational processes, and enhance the ability to identify trends, evaluate performance, and support officer accountability and wellness.

*Advancing the CPD Data Systems Plan*⁶¹

In partnership with the Office of Public Safety Administration, CPD continued the development of the Chicago Police Department **Data Systems Plan**,⁶² which outlines the Department's strategic approach to modernizing data infrastructure and addressing gaps identified through assessments conducted pursuant to the consent decree.

The Plan serves as a foundational framework for evaluating and improving the systems, applications, and technologies used throughout the Department. It also establishes data governance principles centered on

- Efficiency;
- Accountability;
- Compliance; and
- Transparency.

⁶¹ The *Data Systems Plan* supports **CPD Strategy for Organizational Excellence Initiative (#43)**, which falls under Foundation #4: Organizational Infrastructure, and requires the development of a technology and procurement roadmap.

⁶² Data Systems Plan address Consent Decree paragraph 607.

As part of this effort, the City initiated two major technology modernization projects:

- Procurement and implementation of the Benchmark Analytics Platform.
- Development of a modernized Records Management System (RMS).

All personnel-related data, such as training records and internal affairs files, will be managed through the Benchmark Analytics platform, while a separate records management system will handle daily law enforcement encounters, such as arrests and investigations.

Together, these systems are intended to address longstanding operational and data management challenges by improving data integration, reducing reliance on legacy systems, and supporting more effective reporting and oversight capabilities.

The Department also identified the Data Systems Plan as a “living document,” demonstrating CPD recognizes the need for continuously refining and adapting its data strategy as technology, operational needs, and policy requirements evolve.

*Modernizing Records Management and Technology Infrastructure*⁶³

CPD continued making progress toward implementation of a new Records Management System (RMS) designed to improve how operational and investigative information is collected, managed, and utilized across the Department.

During this reporting period, the RMS contract was drafted and entered into negotiation. Once implemented, the system is expected to significantly improve:

- Data accessibility and integration;
- Reporting accuracy and consistency;
- Operational efficiency; and
- Compliance-related reporting capabilities.

⁶³ The *implementation of new RMS and CAD systems* is a **CPD Strategy for Organizational Excellence Initiative (#36)**, which falls under Foundation #3: Neighborhood Safety.

The RMS modernization effort supports broader consent decree objectives by strengthening the Department's ability to manage operational data in a more centralized, reliable, and transparent manner.

The Department and the Office of Public Safety Administration-IT are currently in the pre-implementation phase of adopting a consolidated RMS and a modernized computer-aided dispatch system. These systems provide a foundation for advanced analytics and evidence-based policing. By capturing granular data on calls for service, response times, and incident patterns, leadership can perform comprehensive staffing analyses and optimize resource allocation while allowing the Department to better document the fulfillment of its obligations under the consent decree.

Advancing the Early Intervention Support System (EISS)

CPD has also made substantial progress toward implementation of the Department's new Early Intervention Support System (EISS).

During this reporting period, CPD submitted the EISS Scope of Work and Timeline, outlining the operational, technical, and organizational steps necessary to fully implement the system. The roadmap includes:

- System configuration and modeling;
- Policy development and public review;
- Training development; and
- Staffing and operational implementation timelines including beta testing.

These efforts demonstrate the Department's transition from policy development into operational implementation and reflect a broader commitment to building a sustainable and data-driven officer support system.

In addition, CPD submitted documentation related to the Benchmark Analytics contract and funding, confirming that the Department secured the funding and infrastructure necessary to support development and long-term implementation of the EISS platform.



The Benchmark deployment supports a department-wide effort to consolidate personnel management systems into a unified cloud-based platform and will:

- Collect and manage real-time personnel data electronically.
- Improve data quality and integrity through embedded validation tools.
- Support early intervention through systems such as First Sign and the Case Action Report Engine.
- Improve supervisory insight through dashboards, analytics, and risk management tools.

These efforts represent a significant investment in modernizing CPD's personnel and accountability infrastructure while strengthening the Department's ability to proactively identify risk factors and support officer development.

*Evaluation of Investments in Increasing Violent Crime Clearance Rates*⁶⁴

Following a comprehensive assessment by the Police Executive Research Forum (PERF) in 2019, which produced 89 recommendations, the Bureau of Detectives (BOD) has undertaken a significant, multi-year effort to strengthen homicide and non-fatal shooting investigations. These initiatives focus on enhancing agency organization, staffing, case management, training, technology, and forensic capabilities.

The BOD has implemented numerous strategic changes aimed at increasing its ability to solve violent crimes. The organizational and staffing reforms include dedicated Homicide units in each Detective Area to promote consistency and specialization in homicide and death investigations. The Homicide units are supported by specialized members which include Area Technology Center personnel, Family Liaison Office Teams, Homicide Investigative Support Teams, and Investigative Analysts.

⁶⁴ The *evaluation of investments in increasing violent crime clearance rates* is a **CPD Strategy for Organizational Excellence Initiative (#28)**, which falls under *Foundation #3: Neighborhood Safety*.



The City increased the budgeted number of detectives to 1,292 in 2024 and launched the Homicide Team on-call rotation, which has eliminated the previous practice of transferring cases between shifts and ensures the assigned team is responsible for an investigation from the initial scene until it is cleared. This new structure has successfully reduced the average homicide caseload per detective from four to three investigations per year. The Department ended 2025 with a 71% homicide clearance rate, a 16-percentage point-increase over the previous year. CPD also experienced an 11-percentage-point increase in non-fatal shooting clearance rates in 2025, compared to 2024, following the implementation of non-fatal shooting teams in all five Areas. Robbery clearance rates increased by 13-percentage points during the same time frame, resulting from intra- and inter-Bureau coordination on robbery strategies.

*Investment in Crime Gun Strategies*⁶⁵

The Department recently launched the Chicago Crime Gun Intelligence Center (CGIC) in partnership with the Bureau of Alcohol, Tobacco, and Firearms (ATF) and the full support of 13 federal, state, and local law enforcement agencies, including the Cook County Sheriffs Police Department (CCSPD), Homeland Security Investigations (HSI), Drug Enforcement Administration (DEA), Federal Bureau of Investigation (FBI), United States Secret Service (USSS), Chicago HIDTA, United States Attorney's Office (USAO), Cook County State's Attorney's Office (CCSAO), and Illinois Office of Attorney General. The Chicago CGIC serves as the city's central hub for Crime Gun Intelligence (CGI) collection, analysis, and investigation of non-fatal shootings.

The Department's crime-gun strategy centers on rapid forensic intelligence, tracing, and targeted investigations of repeat shooters. Recovered firearms and cartridge casings are quickly entered into the National Integrated Ballistic Information Network (NIBIN), allowing the Department and its federal partners to identify ballistic links between shootings and detect serial gun use across incidents. This support targets enforcement and case building aimed at disrupting gun violence networks rather than investigating shootings in isolation.

⁶⁵ *Investments in crime gun strategies* is a **CPD Strategy for Organizational Excellence Initiative (#33)**, which falls under Foundation #3: *Neighborhood Safety*.

CRIME GUN INTELLIGENCE CENTER OF CHICAGO



*Enhancements in Digital Information and Intelligence Strategies*⁶⁶

The Bureau of Detectives (BOD) recently embedded training personnel from its Area Technology Centers (ATC) at a newly designated space for digital forensics training and processing next to the Area 3 Detective Division. Upcoming in 2026, the Digital Forensics Training and Processing Center is slated to launch to ensure continuing education on the use of technology in investigations as well as for processing more complex digital forensics cases.

Each of the 22 Districts' Strategic Decision Support Centers (SDSCs) continues to monitor crime and violence patterns while providing real-time support to district field personnel 24 hours a day. SDSC personnel assist with collecting information and conducting thorough analyses of crime trends, supporting district Commanders in developing strategies to address crime conditions in their communities. A new tool to help real-time communication between field units, SDSC personnel, and the BOD Robbery Task Force was launched in April 2025 to address robbery sprees across district boundaries and continued to be used during this reporting period.

*Development of a State-of-the-Art Forensics Lab*⁶⁷

As the Department works towards accreditation of its forensics laboratory, the CPD's Forensic Firearms Lab was recognized in 2025 for its commitment to enhancing public safety through advanced forensic technology. NIBIN acquisitions are individual pieces of ballistic evidence collected from crime scenes and entered into the NIBIN database for analysis. When CPD enters ballistic information into NIBIN, it helps generate investigative leads for detectives. This, in turn, allows detectives to identify shooting offenders and prevent future violence.

Leads Online, which manufactures and maintains the equipment and software used to enter crime-scene evidence into the NIBIN database, highlighted this achievement by presenting an award to members of the Forensic Firearms Lab. The CPD Forensic Firearms Lab was awarded a "Gold" standard designation from the ATE, for the lab's expeditious entry of ballistic evidence into NIBIN. Since implementing the NIBIN program in 2014, the Forensic Firearms Lab has generated over 56,000 NIBIN leads.

⁶⁶ *Enhancements to digital information and intelligence strategies* are a **CPD Strategy for Organizational Excellence Initiative (#34)**, which falls under Foundation #3: *Neighborhood Safety*.

⁶⁷ *The development of a state-of-the-art forensics lab* is a **CPD Strategy for Organizational Excellence Initiative (#35)**, which falls under Foundation #3: *Neighborhood Safety*.

Strengthening Data Validation and Oversight

CPD also continued strengthening processes designed to improve reliability, accuracy, and consistency of data used in consent decree reporting and operational analysis.

During the September 2025 IMT/OAG site visit, the Department presented its **Data Analysis Input Verification Process**, which outlines procedures used to validate quantitative deliverables, to include dashboards, reports, and training records, prior to submission to oversight entities.

The Department also documented:

- Dashboard access structures;
- Managing units responsible for oversight and maintenance; and
- Internal processes supporting transparency and compliance tracking.

These efforts reinforce CPD's broader emphasis on ensuring that operational and compliance-related analyses are supported by reliable and verifiable data.

Expanding Data-Driven Performance and Accountability Systems

CPD continued integrating data systems into broader performance management and accountability initiatives across the organization.

A key milestone during this reporting period was the rollout of the Performance Evaluation System (PES) eLearning training, supporting implementation of Policy E05-01, and introducing members to a more standardized and technology-supported evaluation framework.

In parallel, the Department continued advancing the Benchmark Analytics project, which is the system intended to replace multiple legacy applications and improve the Department's ability to analyze officer performance trends, identify potential risks, and support supervisory oversight through enhanced analytical tools and integrated reporting systems.

These efforts support a more coordinated and data-informed approach to organizational management, member development, and operational accountability.

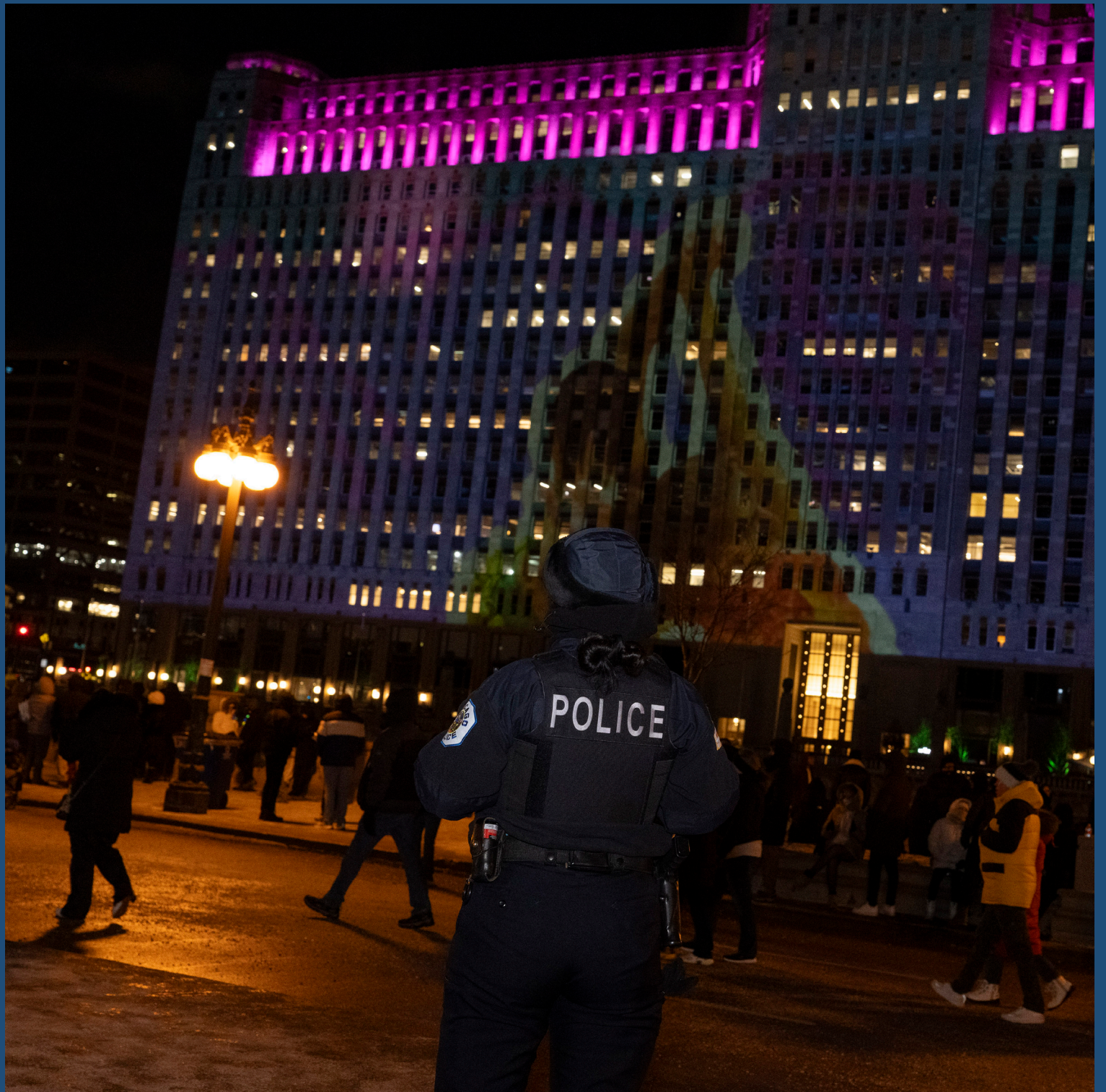
Collectively, CPD has demonstrated continued progress toward building a modern, integrated, and data-driven organizational infrastructure. By strengthening information management systems, expanding analytical capabilities, modernizing operational technologies, and enhancing oversight tools, CPD is improving its ability to support accountability, inform decision-making, and sustain long-term organizational reform.

Data, Audits, and Continuous Improvement

The Department continues to advance its efforts to improve transparency, accountability, and data-driven decision-making in accordance with the consent decree. Central to this effort is the Department's commitment to strengthening data collection, analysis, and management systems in order to identify operational issues, implement corrective actions, and promote greater public trust. The Data Collection, Analysis, and Management section of the consent decree outlines how CPD will enhance its ability to leverage data and technology to support informed decision-making, particularly in areas such as use of force and officer wellness. While the use of force components are addressed in a separate section of this report, the update provided here focuses on the Department's progress in developing systems that support data management and the Officer Support System (OSS).

During the IMR-13 reporting period, CPD continued making measurable progress toward building a modern, transparent, and accountable police Department. Investments in improved technology, enhanced analytical capacity, and officer support systems have helped establish the foundation for sustained reform. The Department developed the first version of the Data Systems Plan, which addresses gaps and opportunities identified during an assessment conducted by CPD and the Office of Public Safety Administration. The Plan serves as a strategic overview of the Department's technological infrastructure and provides a framework for evaluating the tools and resources used daily by officers throughout the city. As technology evolves and policies change, the Plan, which is a "living document," will be continuously updated with CPD's approach to data management.

As previously mentioned, a significant development during this reporting period was progress toward implementing a new RMS. Once finalized, this system is expected to significantly improve how data is collected, stored, and utilized across the Department. The upgrade will enhance CPD's ability to meet multiple consent decree compliance requirements and improve the accuracy and accessibility of operational data. This advancement aligns with the CPD Data Systems Plan relevant to ¶606 and ¶607.



The Department also advanced the Benchmark Project, a multi-jurisdictional database designed to analyze officer performance trends. This signed agreement was originally submitted towards preliminary compliance with ¶607 and was submitted this IMR for ¶605 recognition. The Benchmark Project Charter has been signed by both CPD and Benchmark Analytics and submitted to the IMT.

Another milestone during this period was the rollout of the Performance Evaluation System (PES) eLearning training, which supports implementation of CPD Policy E05-01. This training introduces members to the new performance evaluation framework and establishes consistent evaluation practices across all units.

Collectively, these initiatives represent meaningful progress toward strengthening the Department's data capabilities and ensuring that information is effectively used to guide operational improvements and support officer development. The use of data remains a core component of CPD's reform strategy. The Department increasingly relies on real-time data analysis and interactive dashboards to guide operational decision-making and identify areas for improvement.

*Maintain Safe and Healthy Workplaces with Essential Equipment*⁶⁸

This initiative is ongoing and involves implementing a comprehensive CPD Facilities Master Plan to support organizational excellence, consent-decree compliance, training, officer wellness, and community trust. Re-establishing the internal Facilities Working Group to conduct full asset inventory and condition assessment activity is a priority for the Department and sister City agencies.

*Implementation of Financial Management Protocols*⁶⁹

To enhance financial oversight, a new tool for tracking overtime has been developed to provide precise data on labor expenditures and ensure they are utilized effectively. By anchoring these objectives to measurable outcomes, the Department can monitor the impact of all spending and verify that investments are driving intended results. This approach allows for a transition beyond basic cost management toward a model that evaluates the actual success and operational impact of every resource allocated.

⁶⁸ The *maintenance of safe, healthy workplaces with essential equipment* is a **CPD Strategy for Organizational Excellence Initiative (#44)**, which falls under Foundation 4: Organizational Infrastructure.

⁶⁹ Efforts to *implement financial management protocols* falls under **CPD Strategy for Organizational Excellence Initiative (#45)**, which falls under Foundation #4: Organizational Infrastructure.

Mitigate Risks⁷⁰

The Department's comprehensive risk management structure is led by the Risk Manager, who reports directly to the Chief of Staff. The Risk Management Unit protects the Department, its members, and the City by identifying, analyzing, and mitigating operational risks. A primary focus of this initiative is proactive oversight of Departmental assets, including reactivating the building committee and conducting ad hoc risk assessments using standardized methodologies such as SWOT analysis. By centralizing the review of all incidents, claims, and civil litigation, the Department can more effectively promote member safety and reduce the impact of litigation. This expanded framework also integrates risk management into critical review processes such as Public Safety Strategy Meetings and the Force Review Board, ensuring that safety considerations are embedded in all policy updates and strategic plans.

Internal Audits and Operational Reviews

Internal oversight mechanisms also play a critical role in ensuring that CPD's reforms are implemented effectively and sustainably. The Department's Audit Division conducts internal reviews of various Departmental data, processes, and systems to ensure compliance with policy requirements and identify opportunities for improvement. These audits provide an independent assessment of operational practices and include recommendations designed to strengthen internal controls, improve accountability, and ensure that reform initiatives produce durable and measurable outcomes. Additionally, individual units within the Department produce targeted analytical reports addressing specific operational areas. These reports support ongoing monitoring of departmental performance and help leadership identify trends, measure program effectiveness, and implement corrective actions when necessary.

For example, the Crisis Intervention Team (CIT) program produces several reports that analyze officer training, response patterns, and program effectiveness:

- **CIT Quarterly Training Report:** This report provides updated data on the number of certified CIT officers by district, year-to-date training classes, and CIT-trained members by position. It also tracks compliance with training requirements for supervisors and Field Training Officers (FTOs) and identifies certifications that are approaching expiration. This data allows the Department to ensure that officers receive required refresher training every three years and help maintain operational readiness for crisis response.

⁷⁰ Risk mitigation is a **CPD Strategy for Organizational Excellence Initiative (#46)**, which falls under Foundation #4: *Organizational Infrastructure*.

- **CIT Response Ratio Report:** Developed in collaboration with the Strategic Initiatives Division (SID), this report analyzes response ratios for calls involving individuals in crisis across districts and watches. The report includes analysis of calls for service, Tactical Response Reports (TRRs), and trends in CIT officer response rates. These analyses help ensure that certified CIT officers are prioritized when responding to crisis incidents and support CPD's broader efforts to improve responses involving individuals experiencing behavioral health crises.
- **CIT Training Report:** This report provides a comprehensive overview of CIT training participation, including attendance records, training compliance status, and certification trends across the Department. It also includes analysis of training participation from November 2024 through October 2025 and identifies areas where additional training resources may be needed.

Together, these operational reports support the Department's ability to monitor compliance with consent decree requirements while improving crisis response capabilities and officer preparedness.

Public Dashboards and Reports

The Department continues to expand the number of publicly available dashboards and reports that demonstrate transparency regarding departmental operations and reform progress. These tools allow community members, policymakers, and stakeholders to access information about key public safety initiatives and department performance.

The SID leads the development of internal dashboards that provide leadership with timely and actionable information. Over time, CPD intends to expand these tools and release additional public dashboards to enhance transparency and allow the public to better understand the data that informs CPD's decisions. The Department seeks to utilize real-time, interactive dashboards, to evaluate programs to drive decisions and make rapid improvements to the Department's operations.

In addition to dashboards, CPD produces a variety of analytical reports to support consent decree compliance and improve operational performance. These reports analyze key operational areas such as crisis response, community policing initiatives, supervision structures, and officer wellness.

Figure 1: List of New or Revised Public Dashboards and Other Reports

Consent Decree Section	List of New or Revised Public Dashboards and Other Reports Related to the Consent Decree
Community Policing	<ul style="list-style-type: none">• 2025 Q2 Community Policing Advisory Panel Report• 2025 Q3 Community Policing Advisory Panel Report• 2025 Q2 and Q3 District Strategic Plan Progress Report• Chicago Police Sentiment Dashboard
Impartial Policing	<ul style="list-style-type: none">• 2024 Annual Hate Crimes Report• 2024 Language Access Report• 2024 ADA Annual Report
Use of Force	<ul style="list-style-type: none">• 2024 TRED Year-End Report• 2024 Annual Use of Force Report
Officer Wellness	<ul style="list-style-type: none">• EAP Confidentiality Sign and Summary Report• TISMP Implementation Status Summary Report
Accountability and Transparency	<ul style="list-style-type: none">• BIA 2025 Q1 Report• BIA 2025 Q2 Report• 2024 Annual Report• 2024 Litigation Report



Chicago Police Department Website: A Resource for the Public

The Chicago Police Department provides a comprehensive online platform designed to help the community easily access services, information, and resources related to public safety. The website, serves as a central hub where community members can find important information, submit requests, and engage with the Department online.

Through this website, community members can conveniently access a wide range of services without an in-person visit to a police station. The site provides tools that allow the public to submit tips, access public data, and explore information about police districts and community programs.

Community members are encouraged to use the website to:

- **Find their local police district** by entering an address or using the interactive district map.
- **Access public data and statistics**, including dashboards and reports related to policing activities.
- **Search public databases**, including arrest records, offender databases, and other law enforcement information systems.
- **Submit tips or reports**, including anonymous tips regarding criminal activity or suspicious behavior.
- **Access community resources**, including information about community policing programs, language access services, and domestic violence support resources.

By making these tools available online, the Department aims to provide transparency, improve accessibility to public safety information, and strengthen engagement between community members and law enforcement. The website provides a convenient way for the community to stay informed, access services, and partner with the Department to help keep their communities safe.

The members of the public are encouraged to visit the Chicago Police Department website to explore available services and learn more about public safety resources in their neighborhood.



Get Involved

Community Engagement Initiatives

Community participation remains essential to the Department's continued progress under the consent decree. Members are encouraged to:

- Attend and actively participate in CAPS Beat Meetings within their district.
- Join future Community Conversations to help shape local public safety priorities.
- Register for upcoming Community Training Observation Days to better understand CPD training and reform efforts.
- Monitor CPD's official website and district communications for public hearings, forums, and engagement opportunities.
- Provide feedback on policies and practices during designated public comment periods.

Sustained collaboration between CPD and Chicago's communities is critical to achieving lasting reform. Continued engagement ensures consent decree implementation remains transparent, accountable, and responsive to the needs of the communities CPD serves.

Community Training Observation Days

CPD continued to host [Community Training Observation Days](#) (CTOD), inviting community members to observe officer training, including scenario-based instruction. CTOD advances transparency in CPD's training practices and provides the community with insight into how officers are prepared to apply constitutional policing principles, de-escalation techniques, and community policing strategies. The Quarterly report for the Community Policing Advisory Panel reported on their 4th Quarter of 2025 that over 100 community members participated in the CTODs, where community members could observe the same in-service courses officers complete, such as de-escalation techniques, crisis

intervention, and simulator-based training. These sessions are designed to increase community trust by offering more opportunities for people to see and engage in officer training. The Department aims to continue having more CTOD events in 2026 to provide additional opportunities for community members to observe and experience CPD training firsthand while fostering transparency, understanding, and engagement.

District-Level Engagement

Community members play a vital role in shaping the safety and well-being of their neighborhoods. The Chicago Police Department offers numerous ways to get involved and collaborate directly with officers and city leaders. Below are key ways community members can engage with the Department and help build a safer, stronger, Chicago.

Attend a Beat Meeting

The Department regularly holds beat meetings in each of the City's 281 beats, where residents meet with beat officers to discuss community issues and develop solutions. Most meetings are held virtually. 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 share the latest information from police with their neighbors.



[Find My District:](#)

With “Find My District,” community members can search the district they reside in and obtain information about their local police station.

[Full Community Events calendar:](#)

The community events calendar provides information on events for all 22 districts. This calendar can be filtered to a local district.

Get Involved with a District Advisory Committee (DAC)

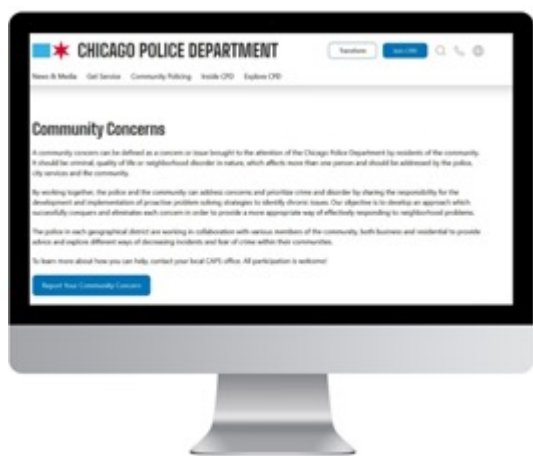
Each district Commander has a DAC that provides advice and organizes community-based strategies. Participating in a DAC allows community members the opportunity and ability to help shape policies in their community that can have a long-lasting impact on crime. To learn more about how to get involved with DACs, attend a beat meeting, or ask your district community policing officer for more information.

Submit a Non-Emergency Community Concern

The public can submit concerns related to crime, quality of life, or neighborhood issues. By working together, the police and the community can address issues and prioritize crime and disorder by sharing the responsibility for the development and implementation of proactive problem-solving strategies to identify chronic issues.

District Strategic Plans (DSP)

The Office of Community Policing (OCP) facilitates the district-level annual strategic planning process and is an integral part of the Strategy for Organizational Excellence. Its primary purpose is to provide a collaborative mechanism for districts to involve community members in the selection and execution of each district's crime-reduction and community engagement priorities, as well as the response strategies associated with these selected priorities.



Since 2019, the OCP has had a 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 tackled through special missions and efforts all year. Each district will give a report on its progress every quarter during beat meetings. Additionally, districts are required to submit four quarterly progress reports in order to keep OCP and community members up to date on the progress it is making on the selected priorities.

Below is the link to all DSPs. Be on the lookout for notice on upcoming opportunities to participate in the Strategic Plans process.

[District Strategic Plans](#)

Join or Form a Block Club

Block clubs are groups of neighbors working together to improve the quality of life in their community. Read more about block clubs and learn about forming and registering your block club at the link below.

[About Block Clubs](#)

Compliment a Police Officer

The Chicago Police Department aims to provide great service and build community partnerships. Officers sometimes go beyond their work requirements. If you see exemplary service, you can compliment an officer.

[Compliment an Officer](#)

Submit a Complaint

Community members who feel a Chicago Police officer has treated them unfairly should contact the Civilian Office of Police Accountability (COPA) to file a complaint.

[COPA Online Complaint System](#)

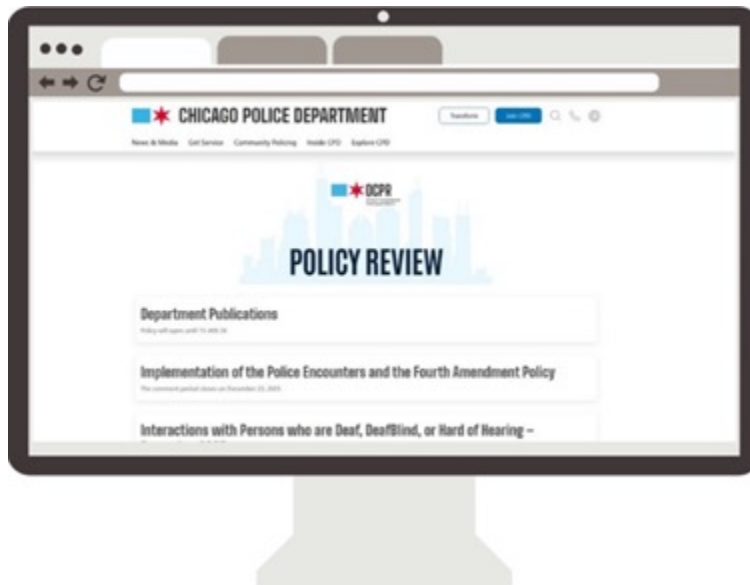
Youth Engagement

The Department places a strong focus on engagement with the city's youth. CPD actively engages with the city's youth to increase trust through strategies that positively engage and invest in youth development through a mentoring model of youth-police engagement. CPD also engages in networks and youth engagement mechanisms to leverage work done with youth and families, particularly through schools.



During this IMR period, the Youth District Advisory Council (YDAC) engagement in the 4th quarter, engaged more than 180 participants in youth-police collaboration. Some engagements included over 1,191 youth through fall programs in partnerships with Chicago public, charter, and private schools (i.e. Officer Friendly and DARE), building trust with police and encouraging healthy, informed choices. Within youth engagement, we continued the Explorer programs in the districts that support leadership exploration such as District 004, District 019, District 020, and others. These youth engagement programs will continue and expand through our ongoing partnerships with schools as students return for the academic year.

Additional programs available to the youth are Cops and Kids Chess program. The 2025 4th quarter CPAP reported that the Department hosted four Cops and Kids engagements with over 35 attendees, building positive relationships between officers and youth through chess. The Department looks forward to maintaining the relationship with partner schools and will identify additional schools to collaborate with across all districts to ensure that officers strengthen their relationship with community members.



Public Policy Feedback

The Department invites public feedback on draft policies through its official policy review site to foster transparency and improve accountability, particularly under consent decree requirements. Community members can review draft directives on topics such as Use of Force or Search Warrant, and submit comments directly online during the typical 15-day comment period. For policies currently available for public review and feedback, community members can visit <https://www.chicagopolice.org/policy-review/>



Appendix

The Department continues to strengthen transparency, fairness, and accountability through ongoing updates to its policies and standard operating procedures. This section highlights new and revised Department-wide policies that reflect lessons learned, community input, and best practices, and that align with the requirements of the consent decree. These updates cover a wide range of areas, including community policing, impartial policing, use of force, recruitment and promotions, training, supervision, officer wellness, accountability, and data management. By updating these policies, CPD ensures its operations remain lawful, equitable, and responsive to the needs of the communities it serves. Figure 2 provides a detailed list of the most recent policy revisions and their connections to specific consent decree requirements.

Figure 2: List of New and Revised CPD Policies and Standard Operating Procedures (SOPs) Relevant to Consent Decree Requirements

Consent Decree Section	List of New or Revised Policies	Related Paragraph(s)
Community Policing	<ul style="list-style-type: none"> • D22-04 Community-Police Mediation Program 	512
Impartial Policing	<ul style="list-style-type: none"> • G02-06 Gender-Based Violence Incidents • G04-06 Hate Crimes, Hate Incidents, and Related Incidents Motivated by Hate • S02-07 Disability Suite • S02-07-03 Interactions with Persons Who are Deaf, Deafblind, or Hard of Hearing • S02-08 Community Engagement in Policy and Training Development 	46, 52, 53, 62, 68, 69, 70, 76, 77, 78, 158, 160, 863, 864

Consent Decree Section	List of New or Revised Policies	Related Paragraph(s)
Use of Force	<ul style="list-style-type: none"> • D24-06 Firearm Pointing Incident District-Level Review – Pilot Program • G03-02-04 Taser Use Incidents • S03-14 Body Worn Cameras • S11-03-01 Annual Prescribed Weapon Qualification Program and Taser Recertification • U04-02-02 Control Devices and Incidents • U04-04 Issuance and Replacement of First Aid Kits 	174, 175, 181, 192, 193, 197, 198, 199, 200, 201, 202, 203, 204, 205, 206, 207, 212, 236, 237, 238, 239, 240, 241, 451
Recruitment, Hiring, and Promotions	<ul style="list-style-type: none"> • E05-36 Promotional Process for Commander 	253
Training	<ul style="list-style-type: none"> • DN25-TD Training Division Instructor Evaluation – Pilot Program • E04-05 Returning Service Officer • G01-03 Department Directives • S11-10-01 Recruit Training 	127, 247, 285, 286, 287, 288, 294, 295, 296, 297, 303, 320, 323, 329
Supervision	<ul style="list-style-type: none"> • E05-01 Performance Evaluations of All Sworn and Civilian Department Members Below the Rank of Superintendent • G01-09 Supervisory Responsibilities – 2 Yr. Review 	347, 348, 349, 350, 351, 352, 353, 354, 355, 369, 370, 371, 372, 373, 374, 375, 376

Consent Decree Section	List of New or Revised Policies	Related Paragraph(s)
Officer Wellness and Support	<ul style="list-style-type: none"> • E06-01 Professional Counseling Division 	389, 390, 391, 392, 394, 395, 396, 397, 398, 400, 401, 402, 414
Accountability and Transparency	<ul style="list-style-type: none"> • D22-04 Community-Police Mediation Program • G08-06 Prohibitions of Sexual Misconduct • S09-05-02 Department Publications 	19, 63, 443, 444, 512, 546, 547
Data Collection, Analysis and Management	<ul style="list-style-type: none"> • G03-02-08 Department Review of Use of Force • G03-02-08 Department Review of Use of Force • S09-13 Official Department Data and Data Analysis 	79, 80, 81, 82, 572, 573, 844, 845, 846, 847, 848, 849, 851
Investigatory Stops	<ul style="list-style-type: none"> • S10-02 Gang and Narcotics Related Loitering Enforcement 	803, 805, 812, 814, 818, 821, 822, 823, 824, 825, 826, 827, 828, 829, 830, 831, 832, 838, 839, 863, 864, 873

Training

Updating policies and procedures is the foundation for reform, however, this alone is not enough to create transformational change and CPD members must also be trained on new practices. The Department aims to offer a robust, broad-based, in-service training curriculum that applies to all CPD members, as well as a customized curriculum for those who serve in specialized roles. The Department strives for its training curriculum to be immersive, interactive, and community informed.

Figure 3 provides the full list of training courses, by consent decree section, that were newly created or formalized with lesson plans and course materials in the IMR-13 period. In total, the Department developed or revised hours of recruit, in-service, pre-service training curricula relevant to the consent decree, while also creating or revising several self-driven eLearning modules relevant to the consent decree.

Figure 3: List of New or Revised Consent Decree-Related Training Curricula in IMR-13

Consent Decree Section	List of New or Revised Policies	Related Paragraph(s)
2025 Annual FTO Refresher Training	Training	275, 276, 303, 309, 311, 320, 323
2025 Annual In-Service Supervisors Training	Supervision	348, 349, 350, 351, 352, 354, 355
2025 ABLE Policy Refresher and CPR Training	Community Policing; Impartial Policing; Use of Force; Training	37, 61, 68, 217, 326, 176, 217, 218, 219, 220, 221, 226, 227, 319, 320, 321, 323
2025 Hate Crimes Refresher eLearning	Impartial Policing; Training	76, 77, 320, 321, 323
2025 Peer Support 8-Hour Refresher Training	Officer Wellness	404, 406

Consent Decree Section	List of New or Revised Policies	Related Paragraph(s)
2025 Pre-Service Shadow Days Assignments for Sergeants and Lieutenants Training	Training	335, 336, 352, 354
BIA 2025 Annual In-Service Consent Decree and Law Review eLearning Module	Accountability	436, 437, 450, 483, 513, 514, 527, 528, 545
BIA 2025 Annual In-Service Training eLearning Module: Complete Investigatory Files and Case Management System	Accountability	438, 477, 483, 486, 505, 506, 507, 508, 509, 515, 528, 552
BIA 2025 Annual In-Service Training eLearning Module: Interviewing Department Members	Accountability	450, 452, 465, 468, 475, 476, 484, 494, 497, 527, 528
BIA 2025 Annual In-Service Training eLearning Module: Sexual Misconduct and Criminal and Bias Organization	Accountability	443, 483, 528
2026 ABLE and CPR Training	Community Policing; Impartial Policing; Use of Force; Training	37, 59, 62, 68, 74, 176, 317, 319, 320, 321, 323
2026 Annual Use of Force Training – Active Threat Integrated Response (ATIR)	Community Policing; Use of Force; Training; Officer Wellness and Support	37, 52, 53, 153, 154, 155, 156, 158, 161, 163, 164, 165, 166, 177, 178, 179, 180, 182, 183, 184, 185, 186, 187, 188, 189, 190, 192, 194, 195, 196, 197, 198, 199, 200, 201, 202, 203, 204, 205, 207, 208, 209, 210, 211, 212, 216, 217, 218, 219, 220, 243, 244, 245, 246, 276, 277, 283, 317, 320, 321, 323, 412, 413

Consent Decree Section	List of New or Revised Policies	Related Paragraph(s)
2026 Crowd Management Training	Impartial Policing, Use of Force, Training, Officer Wellness and Support	74, 156, 162, 163, 208, 215, 218, 219, 220, 221, 244, 245, 246, 317, 320, 321, 322, 323, 381, 386, 412, 413, 414
BIA Onboard Training eLearning Module: Optimizing Resources and Computer Functions	Accountability	494, 526, 527, 528
Crisis Intervention Refresher Training	Crisis Intervention	95, 97, 99, 100, 103
Crisis Intervention Overview for Supervisors Training	Crisis Intervention; Training	87, 94, 114, 119, 331, 333, 334, 402
Gender-Based Violence eLearning	Impartial Policing	62
In-Car Video Systems eLearning	Use of Force	242
Persons With Disabilities eLearning	Impartial Policing	37, 68, 72
PES All Department Members eLearning	Supervision	347, 352, 355, 367, 370, 371, 372, 373, 374, 375, 376
PES Supervisors eLearning	Supervision	347, 352, 355, 396, 370, 371, 372, 373, 374, 375, 376
Police Encounters and Fourth Amendment Suite eLearning	ISR	803, 804, 805, 806, 807, 808, 812, 814, 818, 821, 822, 823, 824, 825, 827, 829, 830, 831, 832, 838, 839, 863, 864, 873
Pre-Service Sergeant: Review and Oversight Use of Force, TRR's, and Field Accountability Training	Use of Force; Training	228, 239, 331, 332, 333, 334, 347, 348, 349, 351, 352, 353, 355
Pre-Service Training: Lieutenants	Training	330, 331, 332, 333, 334, 335

Consent Decree Section	List of New or Revised Policies	Related Paragraph(s)
Pre-Service Lieutenant: Investigative and Review Responsibilities Training	Use of Force; Training	217, 228, 331, 332, 333, 334
Pre-Service Training: Awards	Community Policing; Training; Supervision; Officer Wellness and Support	48, 331, 332, 333, 334, 348, 349, 351, 352, 353, 354, 402
Pre-Service Training: Community Policing	Community Policing; Training; Supervision	13, 14, 15, 16, 17, 19, 20, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 45, 46, 330, 331, 332, 333, 334, 352, 354
Pre-Service Training: CompStat	Training	331, 332, 333, 334
Pre-Service Training: Integrated Crime Reduction Strategies	Training; Supervision	331, 332, 333, 334
Pre-Service Training: Investigatory Stops	ISR; Training	331, 332, 333, 334, 347, 348, 349, 351, 352, 353, 355, 803, 804, 805, 806, 807, 808, 809, 810, 811, 812, 813, 814, 815, 816, 817, 818, 819, 820, 821, 822, 823, 824, 825, 826, 828, 829, 830, 831, 832, 833, 841, 863, 864
Prohibitions of Sexual Misconduct eLearning	Impartial Policing; Accountability	63, 443, 444
Religious Interactions eLearning	Impartial Policing	60
Responsible Use of Social Media and Prohibitions on Criminal and Biased Organizations eLearning	Impartial Policing; Training	54, 57, 74, 320, 321, 323

Consent Decree Section	List of New or Revised Policies	Related Paragraph(s)
Search Warning Training (SWAT)	Impartial Policing	53, 54, 55
Stop Application eLearning	ISR	803, 808, 809, 810, 811, 812, 813, 814, 815, 816, 817, 818, 819, 820, 828, 829, 830, 831, 832, 835, 836, 837, 840, 860(f), 861, 869, 870
Transport Notifications Video Training	Community Policing; Impartial Policing	20, 71
TRED On-Boarding Training	Use of Force; Data	190, 191, 192, 193, 575
Unity of Command and Span of Control Training	Supervision	359, 360, 361, 362, 363, 364, 365, 366

Dashboards and Public Reports

Capitalizing on the use of data is another core pillar of CPD’s approach to reform. The Department seeks to utilize real-time data and interactive dashboards as much as possible to drive decision-making and make rapid improvements to the Department’s operations. The Strategic Initiatives Division (SID) leads efforts to develop these dashboards. Over time, the Department intends to continue to augment and publicly release additional dashboards to provide transparency to the public on data that informs CPD’s decision-making.

CPD has an internal Audit Division, which reviews data, processes, and systems throughout the Department. These audits are invaluable to reform efforts as they bring an objective lens to these projects, ensuring that reforms are implemented in a sustainable and repeatable manner. Audits often contain specific recommendations that, when implemented, better position the Department for durable and transformative reform.

Finally, individual units also prepare reports that cover specific topics. The consent decree requires several such reports to ensure that the Department is regularly analyzing data to drive continuous improvement.

Figure 4 lists publicly accessible dashboards and reports that were updated or newly created, by consent decree section. These are a subset of the many reports, audits, and other analyses that the Department developed during this period in support of consent decree requirements.

Figure 4: List of New or Revised Public Dashboards and Other Reports

Consent Decree Section	List of New or Revised Public Dashboards and Other Reports Related to the Consent Decree
Community Policing	2025 Q2 Community Policing Advisory Panel Report 2025 Q2 District Strategic Plan Progress Report 2025 Q3 Community Policing Advisory Panel (CPAP) Report 2025 Q3 District Strategic Plans Progress Report Chicago Police Sentiment Dashboard
Impartial Policing	2024 Annual Hate Crimes Report 2024 Language Access Report 2024 ADA Annual Report
Crisis Intervention Team	CIT Quarterly Training Report 2025 CIT Q3 Response Ratio Report 2025 CIT Q3 Training Report Refined CIT Report Overview
Use of Force	2024 TRED Year-End Report
Supervision	Unity of Command and Span of Control Tableau Dashboard 2025 Q2 Training Survey Report 2025 Supervision Evaluation Committee Report

**Consent Decree
Section**

**List of New or Revised Public Dashboards and
Other Reports Related to the Consent Decree**

Officer Wellness

EAP Confidentiality Sign and Summary Report
TISMP Implementation Status Summary Report

Accountability and Transparency

2024 Annual Report
BIA 2025 Q1 and Q2 Report
2024 Litigation Report
2024 Annual Use of Force Report

**This concludes the IMR-13 reporting period (July 1, 2025, to December 31, 2025).
The next semiannual report, Independent Monitoring Report 14,
will cover January 1, 2026, to June 30, 2026.**



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