



Presentation to the Committee on Public Safety

July 24th 2025



Overview of Presentation

- 01** At a Glance: Consent Decree
- 02** Improvements to Process and Infrastructure
- 03** Strengthening the Foundation: Communication, Training & Wellness
- 04** Key Initiatives Currently Underway
- 05** Goals for the Year Ahead
- 06** Discussion

Consent Decree *At A Glance*

Independent Monitoring Periods 10 – 11

Levels of Compliance

Misconception: CPD's culture hasn't changed significantly since the consent decree took effect; therefore, CPD's reform efforts are not working and no progress is being made.

Levels of Compliance

For every consent decree paragraph, the IMT has established that the City must progress through three levels of compliance:

Preliminary Compliance

- The City has developed a policy and or written procedure conforming to best practices, and where appropriate, incorporates meaningful community input
- The policy has been reviewed, commented on, and approved by both the Monitor and the Attorney General

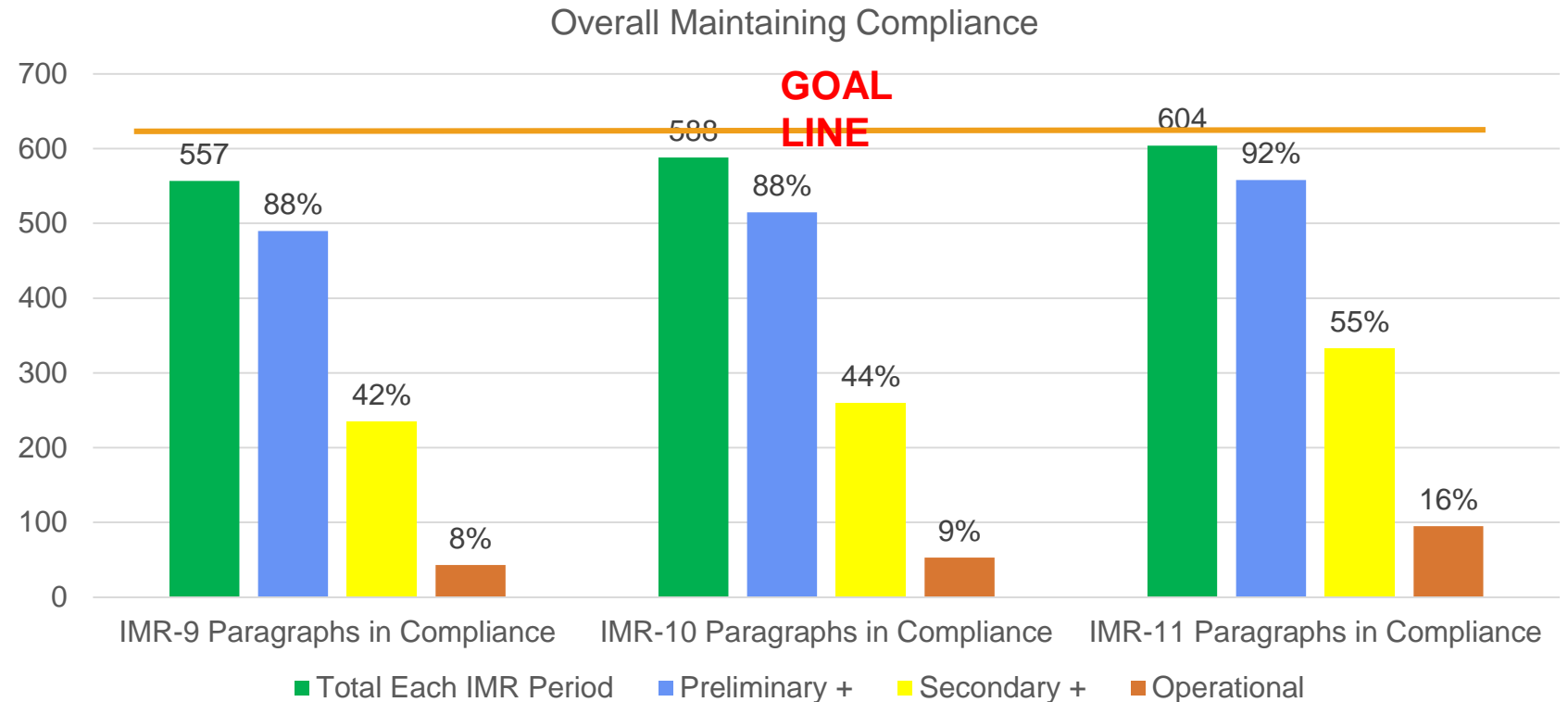
Secondary Compliance

- The City has developed and implemented acceptable training strategies for policies and procedures
- 95% of appropriate personnel have been trained

Operational Compliance

- The City has demonstrated that it is adhering to policies and training within day-to-day operations

Number of Paragraphs Attaining Each Level of Compliance



Implementation Status



Progress

- Shift in the Department's approach with reform efforts
- Fostering of open dialogue on reform priorities and performance
- Regular structured engagement

Challenges

- Sustaining partner feedback
- Need for ongoing coordination and trust-building



Improvements to *Process & Infrastructure*

Improvements to Process and Infrastructure

CPD has enhanced its internal infrastructure to support reform, coordination, and analysis.

Organizational Management and Planning Group

- **Office of Analysis & Evaluation:** Leads data tracking, performance evaluation, and strategic initiatives; staff expansion underway.
- **Office of Research & Projects:** Aligns reform efforts across CPD; facilitates weekly cross-bureau accountability meetings.

Equity and Community Engagement

- **Office of Equity and Engagement:** Drives equity-focused policy, training, and outreach; launching new eLearnings and expanding staff.
- **Office of Victim Services:** Embedding trauma-informed care into CPD operations, hiring 55+ specialists to support victims and survivors.





Office of Analysis and Evaluation

Part of the *Organizational Management and Planning Group*

Leadership

- Deputy Director, Office of Analysis and Evaluation

Key Functions

- Oversees **Strategic Initiatives** and **Performance Management** sections
- Leads collection, analysis, and reporting of department-wide data
- Supports internal audits, dashboards, and compliance tracking

Performance Management Unit Hiring Updates

- Chief Performance Analyst (2) - Interviews completed with recommendations for hire
- Senior Performance Analyst (9) – Interviews scheduled for end of July

Strategic Initiatives Division Hiring Updates

Principal Operations Analyst (5) - Interviews in progress

- Data Scientist (1) - Application period closed; applicant review underway
- Chief Operations Analyst (1) – Job announcement scheduled for July
- Assistant Director (2) – One hired. Second job announcement is in planning



Office of Research & Projects

Part of the *Organizational Management and Planning Group*

Includes the *Project Management Division* and the *Research & Development Division*

**Hiring an additional 5 Project Strategy Managers to support the Project Management Division*

Key Responsibilities of the OOM

- Coordinates weekly cross-functional team meetings with various bureaus
- Aligns efforts across training, use of force, accountability, and others
- Leads integration of multiple department-wide strategies, including:
 - Strategy for Organizational Excellence
 - Equity Action Plan
 - Consent Decree
 - CALEA (Dual Accreditation: Law Enforcement & Training)

Department-Wide Engagement

- Engages Executive Sponsors from each Bureau
- Ensures unified progress tracking and resource alignment

Weekly Accountability Meetings

- Data-driven, CompStat-style format
- Tracks Consent Decree deliverables and promotes problem-solving across units

Office of Equity and Engagement

Mission: Advance fairness, transparency, and inclusion in CPD policy, training, and operations.

Focus Areas

- Equity strategy
- Policy and compliance reviews
- Equity-informed training

Structure

Leadership, Compliance, and Community Engagement teams.

2025-2026 Focus

- Equity eLearnings
- Annual Reporting (beginning Q2 2026)
- Scenario-based trainings on Gender Based Violence and People with Disabilities

Hiring Updates

- Assistant Director (1) - Recently hired
- Senior Equity Officer (1) – interviews completed with a recommendation for hire
- Equity Officer (2) - Scheduling interviews in July
- Community Outreach Coordinator (4) - Job announcement planned for August
- Information Coordinator (4) – Job announcement planned for July



Office of Victim Services

Part of the *Office of Equity and Engagement*

Includes the *Victim Services and the Domestic Violence Program*

Expansion Underway in 2025

Key Functions

- Enhance support for victims of violence, trauma, and systemic harm
- Embed trauma-informed approaches across CPD response strategies
- Integrate services with external partners and community-based supports

OVS Hiring Updates

- Assistant Directors (2) - Recently hired
- Program Directors (4) - 2 recently hired, 2 in hiring process
- Victim Specialists (48) - 12 currently hired; 8 in hiring process; 28 vacancies scheduled for July job posting
 - Includes Domestic Violence Specialists





**Strengthening the Foundation:
*Communication, Training, and
Wellness***



Enhancing Engagement

IMT/OAG Collaboration

- Regular meetings, data sharing, and site visits
- Joint Planning for Major Events
 - Coordinated with IMT/OAG on DNC 2024 planning, showcasing reform in action
- Embedded collaboration for real-time progress

New Strategy with Community-Facing Engagement

- Proactive partnerships
- Public policy reviews
- Equity-informed officer training

Result: Stronger mutual trust and alignment on reform goals, with communication channels now embedded in CPD's strategic operations.



Training

DOJ Report



Now





Training





LEMART



5CHICAGO LOCAL WEATHER VIDEO INVESTIGATIONS ENTERTAINMENT SPORTS NBC 5 RESPONDS ... 70° LIVE TV

TRENDING COVID Live Blog Watch 24/7 on Roku Emmett Till Trial Chicago Today The Food Guy NBC LX NBC Sports Chicago

CHICAGO POLICE OFFICER

3 Chicago Police Officers Lauded for Saving Off-Duty Officer's Life

The injured off-duty officer was said to be in fair condition following surgery Monday afternoon

CPD Officers Praised For Life-Saving Efforts In Mass Shooting

First to arrive on the scene, two Chicago Police 22nd District officers saved lives in pancake house shooting.

Lorraine Swanson, Patch Staff

Posted Wed, Sep 2, 2020 at 1:05 am CT

Replies (6)



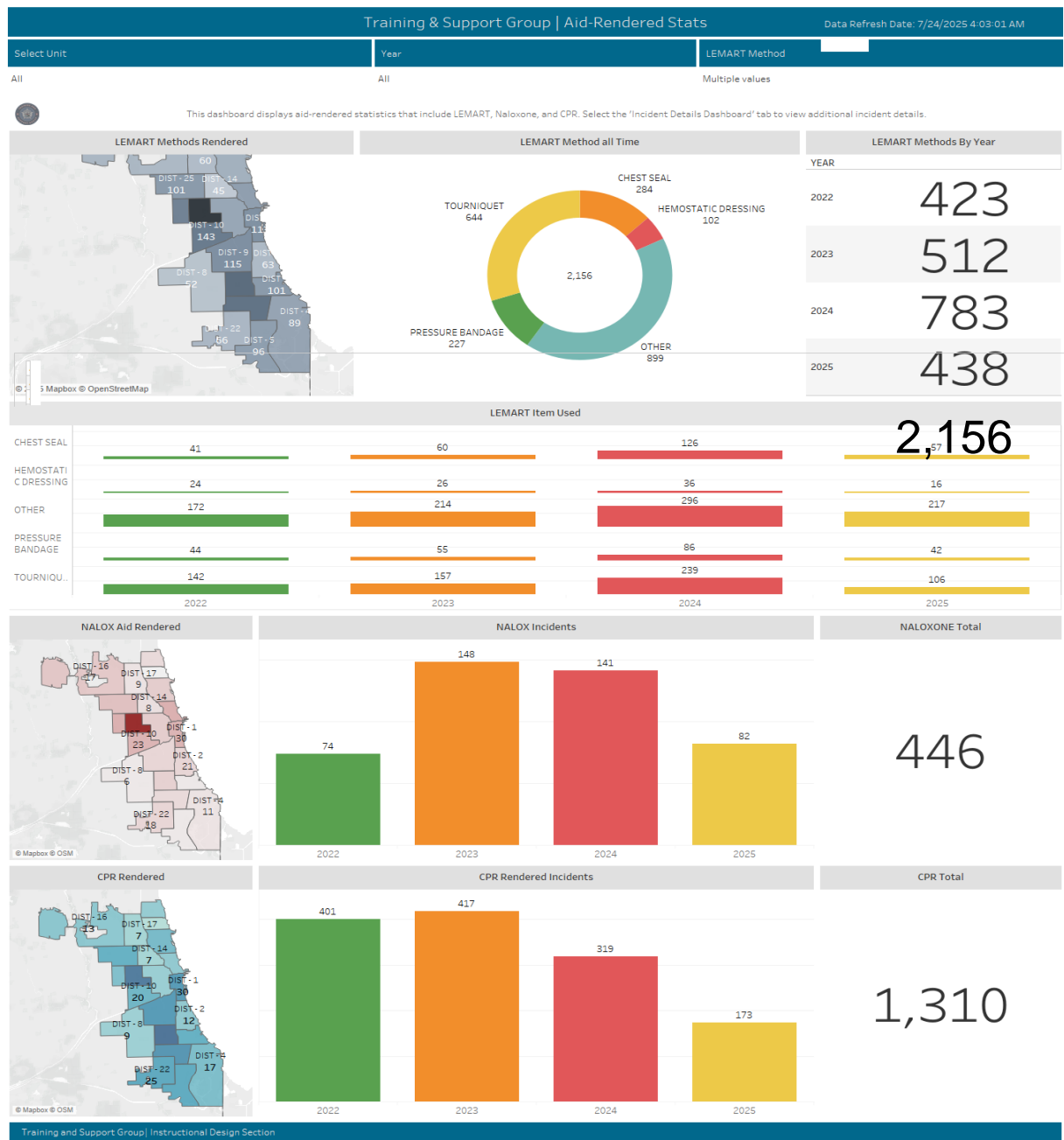
Chicago Sun-Times

Chicago police officers honored for saving child with a tourniquet - Chicago Sun-Times

Visit



LEMART



**Total Since 2022 -
3,912**



DNC

Letters: Congratulations to Chicago for a job well done at the DNC



Delegates celebrate after Democratic presidential nominee Vice President Kamala Harris accepted the presidential nomination at the United Center during the Democratic National Convention on Aug. 22, 2024. (Tess Crowley/Chicago Tribune)



By CHICAGO TRIBUNE
 PUBLISHED: August 25, 2024 at 5:00 AM CDT

Community Training Observation Days

DRAFT / DELIBERATIVE WORK PRODUCT



- Community Groups
- West Side NAACP
- IMT
- OAG

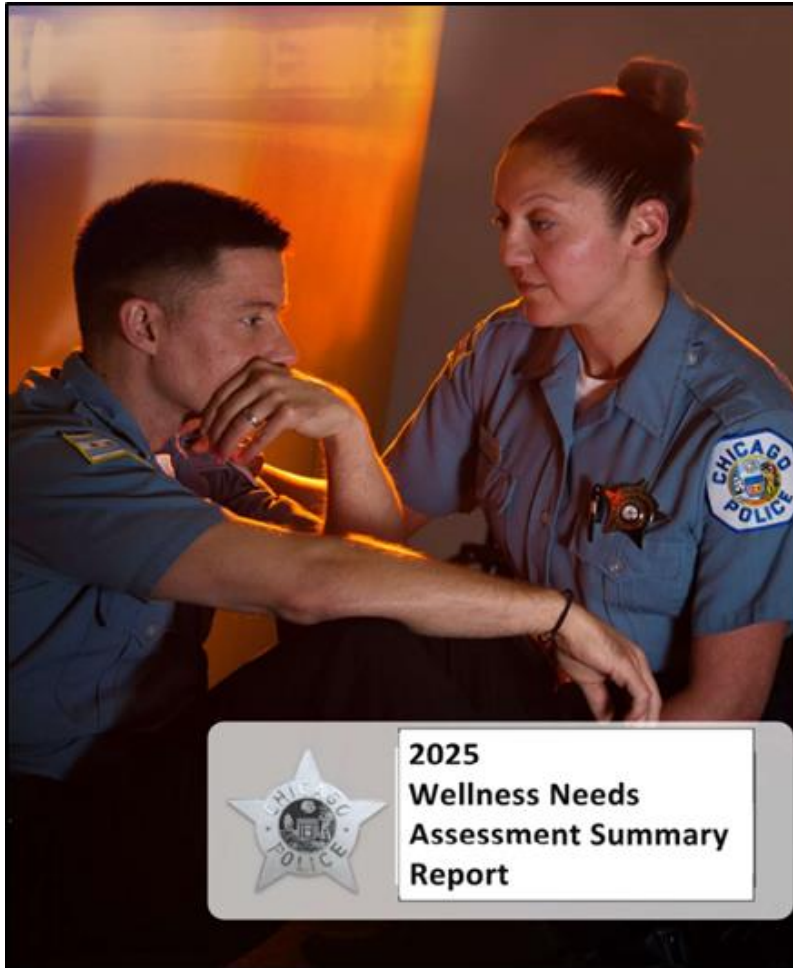


- Overwhelmingly positive feedback
- Continues in fall
 - CPF



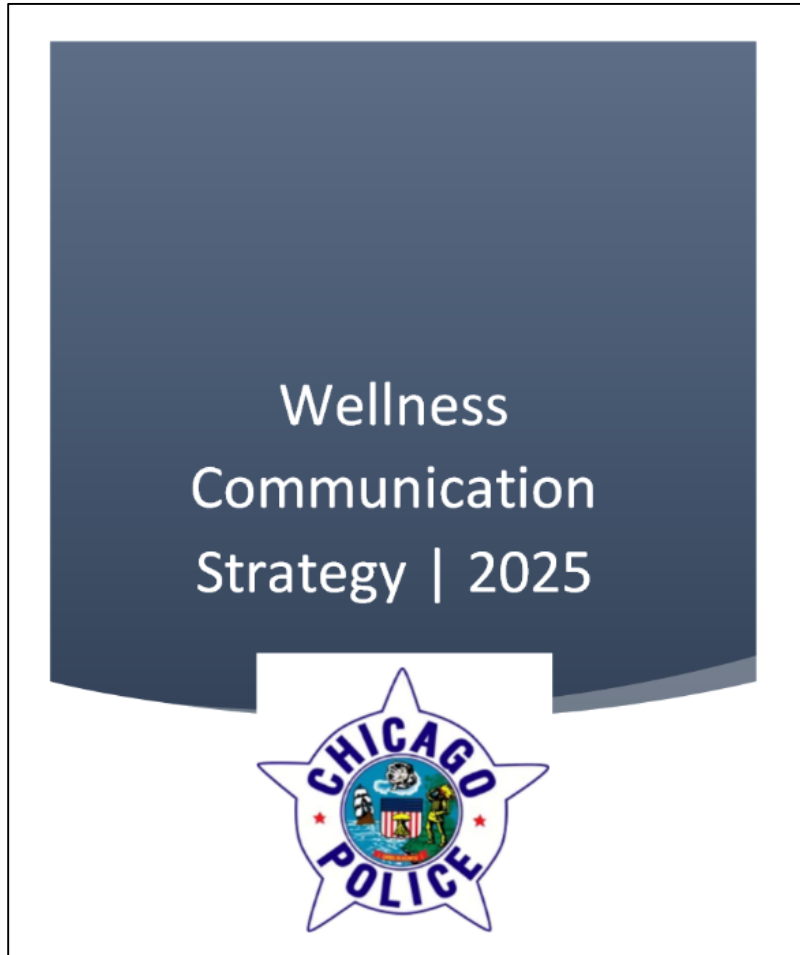
- Traffic Stops Class
- Crisis Intervention/Wellness





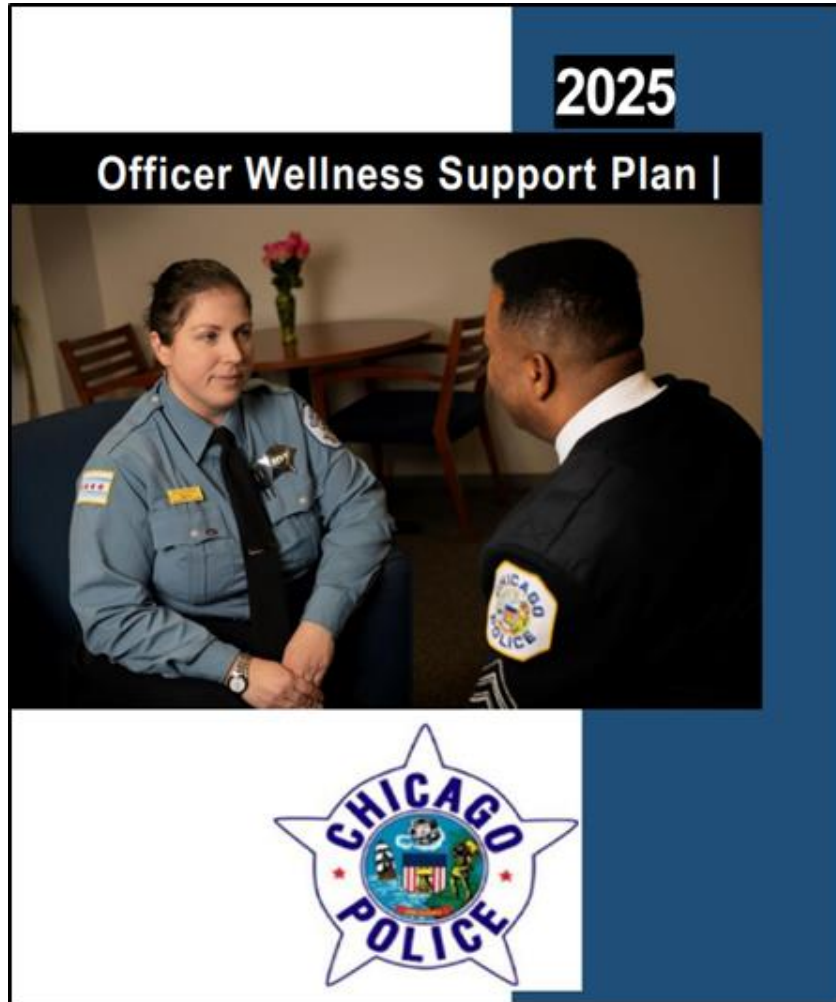
Needs Assessment

- **2023 Needs Assessment**
 - 600 responses
- **2025 Needs Assessment**
 - 4300 responses (Over 600% increase)



Communications Strategy

- Intranet System (i.e., The Wire)
- Administrative Message Center (AMCs) messages
- In-person District Roll Calls
- Department wide e-mails
- The CPD's Cordico Wellness App;
- Seminars
- Officer Wellness trainings
- Posters, palm cards
- District bulletin boards to inform department members about the mental health and wellness resources, services and supports that are available through the Department.



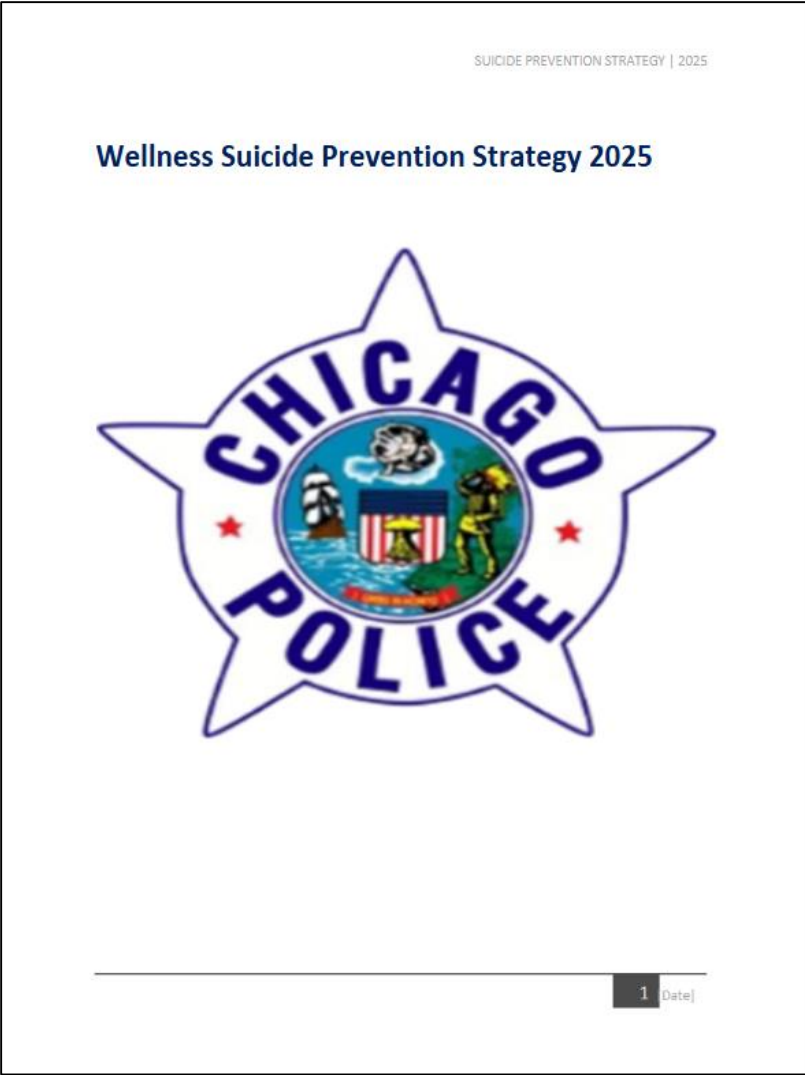
OWSP – STAFFING

The 2025 Officer Wellness Support Plan addresses member needs surrounding the following challenges: Work/home life imbalance, stress, sleep struggles and financial problems.

- Wellness Check-ins
- Quiet Rooms
- Cordico App
- Farmers Fridge
- New Gym Equipment
- Locations - 3
- Clinicians - 21
- Peer Support – 203
- AODA – 5
- Chaplains -5

Officer Wellness

DRAFT / DELIBERATIVE WORK PRODUCT



- Primary (prevention)
 - Training
- Secondary (intervention)
- Tertiary (postvention)



Key Initiatives Currently Underway



Key Initiatives: Equity & Safety

People with Disabilities

- Focus on individuals with visible and non-visible disabilities, including deaf and hard-of-hearing populations
- New policy + training rollout

Gender-Based Violence

- Drafting updated policies addressing GBV, domestic violence, and sexual assault
- Trauma-informed training launched for officers and investigators (2024); additional training based on updated policy to follow

**Input integrated from those with lived experience on above topics.*

Post Contact Surveys

Collect real-time feedback from investigatory stops

Firearm Pointing Review

District level review of pointing incidents not associated with a use of force





Search Warrant Reform: Policy, Training, & Transparency

Timeline

2020-2025 with community and judicial input shaping new policy

Enhancements

- Stronger protections
- Oversight structures
- Public transparency

Training in Development

- Two-day in person sessions
- eLearning for all members on finalized policy

Technology & Oversight

- New Electronic Search Warrant Application system
- Annual audits and data publication





Use of Force Policy Engagement

CPD is undertaking a public engagement process to review its de-escalation, use of force, and response to resistance policies in alignment with Consent Decree paragraphs 159 and 160. This effort prioritizes transparency, education, and community input.

Policy Review & Public Comment

- Online comment period opened July 7th and closes August 15th

Educational Components (led by Office of Equity and Engagement)

- Public-facing eLearning module
- Five in-person workshops

Engagement Activities (led by Creer Un Espace)

- **3-5 community conversations** starting June 24th
- **Small-group dialogues** with community stakeholders

Recent In-Service Training Initiatives (2024)

- *De-Escalation, Response to Resistance, and Use of Force / Coordinated Multiple Arrests*
- *Field Force Operations*
- *Public Order Public Safety*
- *Law Enforcement Medical and Rescue Training*
- *Active Bystandership for Law Enforcement: Duty to Intervene*
- *Axon Taser T10*



Key In-Service Training Initiatives (2025)



- ***Constitutional Policing: Safeguarding Communities Through Lawful Stops, Searches, and Seizures***
- ***Crisis Intervention & Officer Wellness***
- ***De-Escalation, Response to Resistance, and Use of Force / Vehicle Stops***
- ***LGBTQIA+ Concepts***
- ***Active Bystandership for Law Enforcement: Duty to Intervene***

Advancing Community-Focused Policing Project: Collaborative Reform & Engagement



Goal: Define and implement community-based policing through engagement

Engagement So Far

- 700+ residents reached
- 4 published reports
- Summer engagement recently concluded

Integration into CPD Operations

- Feedback shapes officer roles and support systems

Next Steps

- Synthesize input from summer feedback
- Align with staffing methodologies in Workforce Allocation Study

Workforce Allocation Study



Status Update

- Finalizing *Organizational Profile*
- *Interim Framework Report* in development
- Summer engagement recently concluded; fall engagement in planning process
- Project updates and Q&A forum provided on WFA webpage

Budgetary Implications for 2026

- Civilianized roles
- Expansion of Sergeant positions to meet Span of Control
- Expansion of Performance and Project Management staff to monitor implementation progress

Goals for the Year Ahead



CPD Strategy for Organizational Excellence

Pillars

- Workforce development
- Community engagement
- Fair and impartial policing
- Accountability systems

Infrastructure Enhancements

- Evaluation and planning tools
- Trend-informed training
- Data and records system upgrades
- Continuous improvement process

First status report to be published at the end of October.



Explore CPD's Reform & Engagement Hub



Visit www.chicagopolice.org

Find:

- Policies
- Engagement updates
- Drafts for public comment
- Community partnership opportunities

Policies Currently Open:

- Use of Force Policy – Closes August 15th

Questions

