

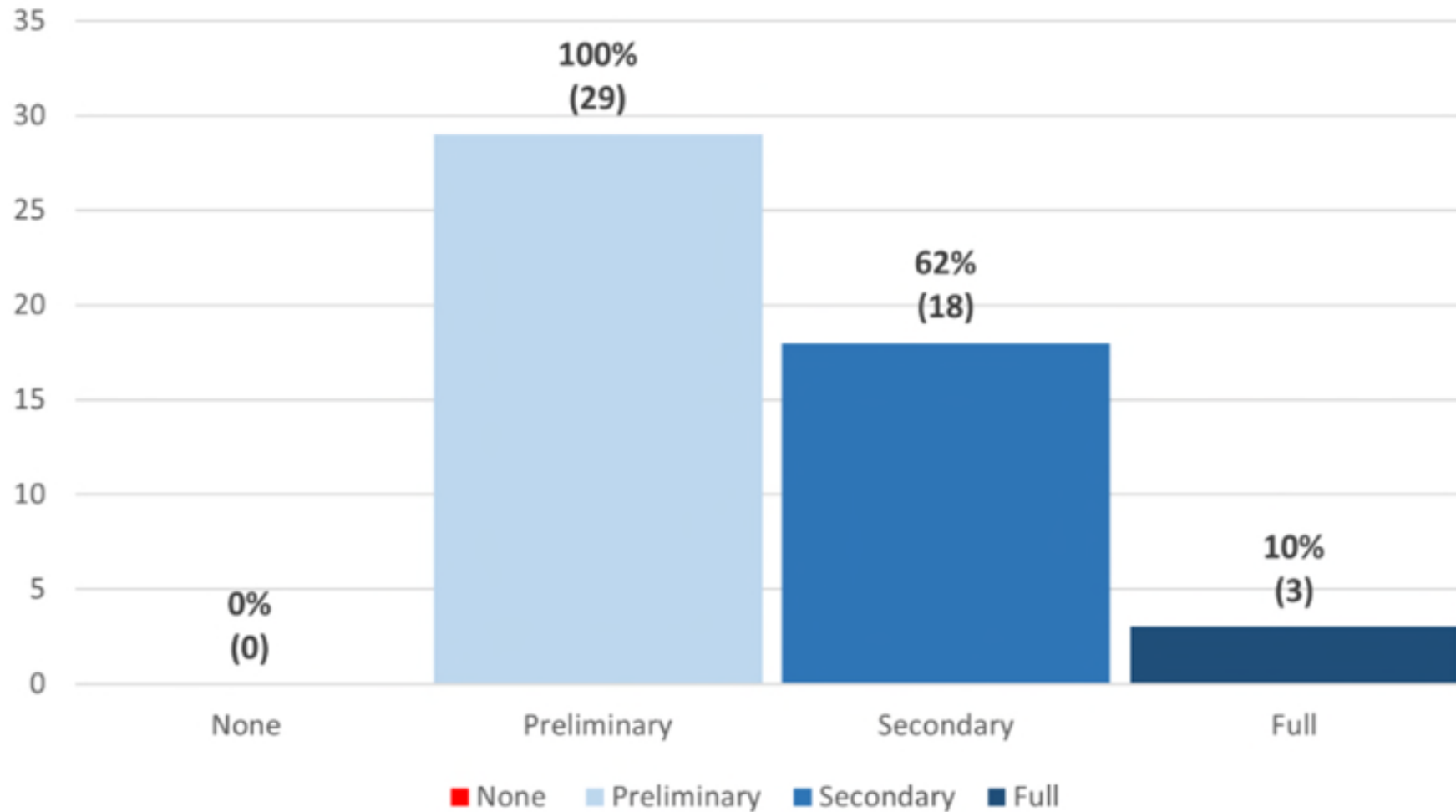


Update on Impartial Policing 2026 Consent Decree Status Hearing

May 12, 2026



Impartial Policing Compliance Progress by December 31, 2025





Office of Equity and Engagement
Deputy Director Mike Milstein

Office of Victim Services
Assistant Director Leslie Guzman

Office of Equity and Engagement
Assistant Director Jasmine Ivy

Domestic Violence Program
Assistant Director Mariana Martinez

OEE Functions and Responsibilities



Community Engagement

LGBTQIA+ Liaisons

Unhoused Communities Liaisons

Immigrant, Migrant, Refugee Communities Liaisons

Religious Interactions Liaison

Policy and Reform Engagement

Hate Crimes

Hate Crime Reporting and Auditing

Project and Compliance Management

Project Administrators

Equity Officers

ADA Compliance Officer

Language Access Coordinator

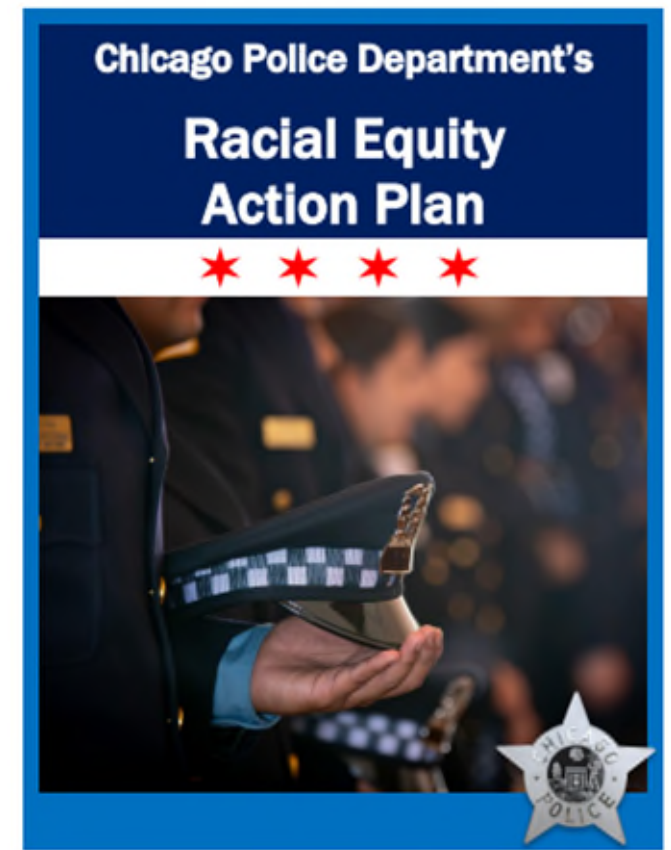
Training

In-service Impartial Policing Training

Equity Action Plan & Racial Equity Action Plan

Identifies priorities and initiatives related to:

- Community engagement
- Workforce
- Department policies
- Department training
- Data and analysis
- Public safety strategies



Read the plans on our webpage: <https://www.chicagopolice.org/equity/>

Policy Updates

The following impartial policing policies have been updated or developed since the implementation of the consent decree:

1. Protection of Human Rights (Paragraph 53)
2. Prohibition of Racial Profiling and Bias-based Policing (Paragraph 53)
3. Interactions with Religious Communities (Paragraph 60)
4. Interactions with Transgender, Intersex, and Gender Non-conforming Individuals (61)
5. Gender-based Violence Incidents (Paragraph 62)
6. Prohibition of Sexual Misconduct (Paragraph 63)
7. Interactions with Persons with Limited English Proficiency (Paragraph 64)
8. Interactions with Persons with Disabilities (Paragraph 68)
9. Interactions with Persons with Non-Visible Disabilities (Paragraph 68)
10. Interactions with Persons with Physical Disabilities (Paragraph 68)
11. Interactions with Persons Who Are Deaf, DeafBlind, and Hard of Hearing (Paragraph 68)
12. Response to Hate Crimes and Hate Incidents (Paragraph 76)

HIGHLIGHT: People with Disabilities

Four New People With Disabilities Policies Were Created and Finalized In 2025

- Interactions with Persons with Disabilities (Umbrella Policy)
- Interactions with Persons with Non-Visible Disabilities
- Interactions with Persons with Physical Disabilities
- Interactions with Persons Who Are Deaf, DeafBlind, and Hard of Hearing

OEE is launching a Persons With Disabilities (PWD) Advisory Group for a constant feedback loop regarding PWD and CPD interactions. This group will have regular meetings with various stakeholders regarding policies, provide training insight, and tailored programming.

To learn more, please contact Jasmine Ivy at jasmine.ivy@chicagopolice.org



Training Updates

The following trainings have been provided to CPD members since the implementation of the consent decree:

1. 3-part Procedural Justice Training (2019-2020)
2. Gender-based Violence Incidents (2022)
3. Response to Hate Crimes (2023)
4. Prohibition of Sexual Misconduct (2025)
5. Interactions with LGBTQ+ Communities (2025)
6. Interactions with Religious Communities (2025)
7. Interactions with Individuals with Limited English Proficiency (2026)
8. Refresher on Hate Crimes (2026)

2026 In-Service Training

01

Interactions with
Persons with
Disabilities

02

Interactions with
People who are
Deaf, DeafBlind, or
Hard of Hearing

03

Responding to
Gender-based
Violence Incidents

HIGHLIGHT: Language Access



CPD-21.174 (4/22)-Spanish

Muestre esta tarjeta para pedir asistencia con el idioma.

Todo el mundo tiene derecho a una comunicación precisa, y el Departamento de Policía de Chicago quiere ayudar.

Chicago tiene una Ordenanza de Ciudad Acogedora. La policía no aplica la ley de inmigración.



It is the policy of the Chicago Police Department to provide professional and courteous police service to all persons, equally and without prejudice.

The Department and its members will take reasonable steps to provide service to all individuals encountered regardless of their ability to speak, read, write, or understand English.

If you feel that you need an interpreter to effectively communicate:

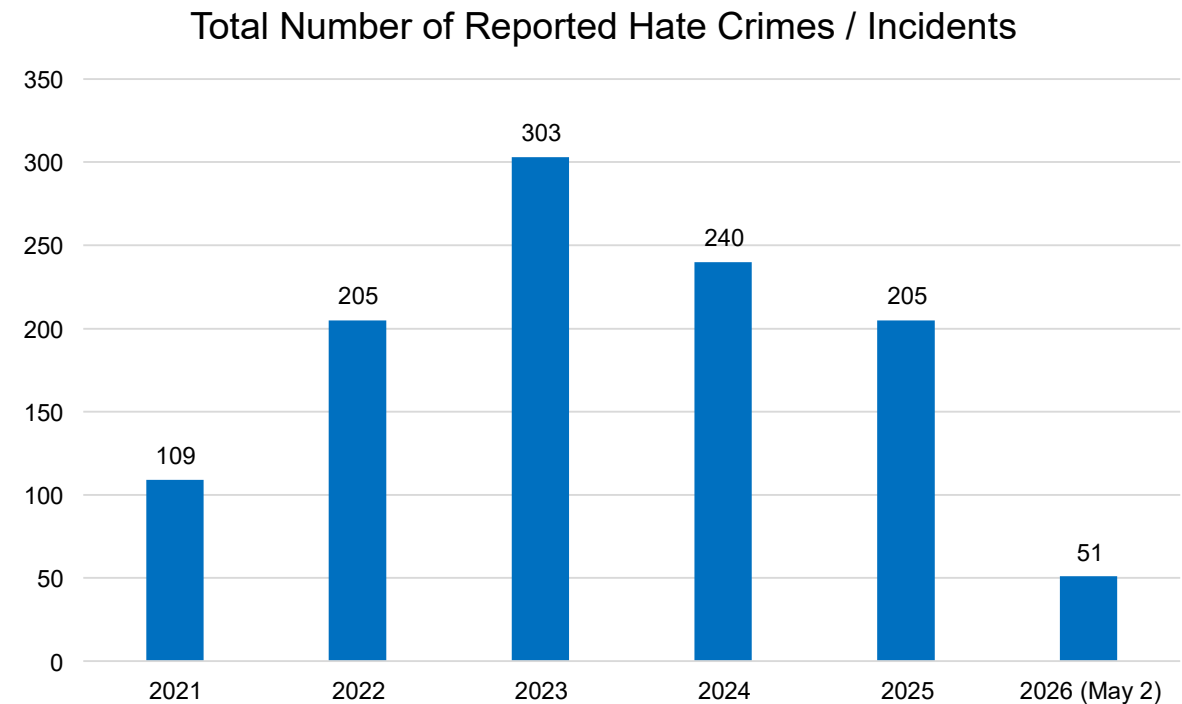
- Tell an officer that you need an interpreter and your primary language, and
- An interpreter will be provided to you FREE OF CHARGE.



- LanguageLine Insight Application installed on thousands of mobile devices; all officers have easy access to the app.
- The department has conducted roll call training, issued training bulletins, and an eLearning on how to use the app and how to interact and support individuals who are limited English proficient.
- CPD made **6,435** calls on LanguageLine in 2025
 - Increase of 658 calls (11%) from 2024
 - Interpretation calls made in 67 languages and in ASL

Hate Crimes

- The total number of reported hate crimes and incidents has decreased since peaking in 2023
- CPD provided hate crime training to all officers in 2024
- Detectives received an 8-hour training on investigating hate crimes in 2024
- A refresher hate crime training was launched in March 2026 and is near completion
- CPD's Liaison Program and Victim Services program are continuously expanding efforts to raise public awareness about hate crimes and services available



Other Equity and Engagement Highlights

- Held multiple resource fairs throughout the city to educate the public on various resources throughout the city
- Conducted encampment (unhoused community sites) clean-ups in coordination with City and community partners
- Established a Persons With Disabilities working group
- Led shoe drive fundraisers to combat bullying and youth mental health
- Met with community organizations to discuss and share CPD's policies around incidents involving citizenship status
- Assisted in Chicago in becoming a certified welcoming city for all, regardless of race, citizenship status, gender, religion, and sexual orientation

Community Engagement

**Framework for
Community
Engagement**

**S02-08 Community
Engagement in
Policy and Training
Development**

**2026 Community
Engagement Plan**

Learn more on our webpage: <https://www.chicagopolice.org/equity/>



Next Steps for Operational Compliance

As policies and trainings get implemented, OEE will begin shifting focus towards achieving operational compliance through a series of steps:

- Building an infrastructure to track and analyze data:
 - Sustained complaint data
 - Post-Contact Surveys
 - Public Sentiment
- Consistent Community Engagement

Upcoming Engagement

Community Dialogue hosted by Creer Un Espace and DePaul University

Topics include:

- De-escalation, Response to Resistance, and Use of Force
- Investigatory Stops

May 21st, 2026 – 5:00 – 8:00pm

DePaul Center- Loop Campus, 1 E.

Jackson Blvd., Rooms 11042 (North Cafe)

Learn more or register at

https://docs.google.com/forms/d/e/1FAIpQLSf_PvHz7F8cBsN4o5fxBU20F41kH_4XHojwWwhUXv7SiJagQw/viewform?+Collaboration&pli=1



Community Dialogue: *Building a Safer Chicago Through Co-Governance & Collaboration*

Join DePaul University's School of Continuing and Professional Studies (SCPS) & the Creer Un Espace (CUE) team for an evening of community conversation & policy co-creation.

DATE & TIME

Thursday, May 21, 2026

5:00 PM - 8:00 PM

LOCATION

DePaul Center (Loop Campus)

**1 E. JACKSON BLVD.,
ROOM 11042 (NORTH CAFE)**

Why Should I Attend?

- Apply classroom knowledge to live civic challenges
- Elevate your voice and help shape real policy in Chicago
- Help to create robust opportunities for community collaboration with the CPD Training Unit.
- Build skills in critical thinking, dialogue across difference, leadership, and advocacy
- Network with professionals, community leaders, and policymakers



**All are welcome!
Scan the QR
code to register.**





Office of Victim Services





Office of Victim Services

Unit 226

Office of Victim Services

Assistant Director Leslie Guzman

Unit 227

Domestic Violence Program

Assistant Director Mariana Martinez

Victim Services Process



Our Services

Informing victims and survivors of their rights and options

Refer and connect victims and survivors to community-based agencies

Provide immediate crisis support

Assist in safety planning

Help obtain orders of protection; navigate the justice system

Liaise between victims and detectives assigned to their case

File an application for Crime Victim Compensation

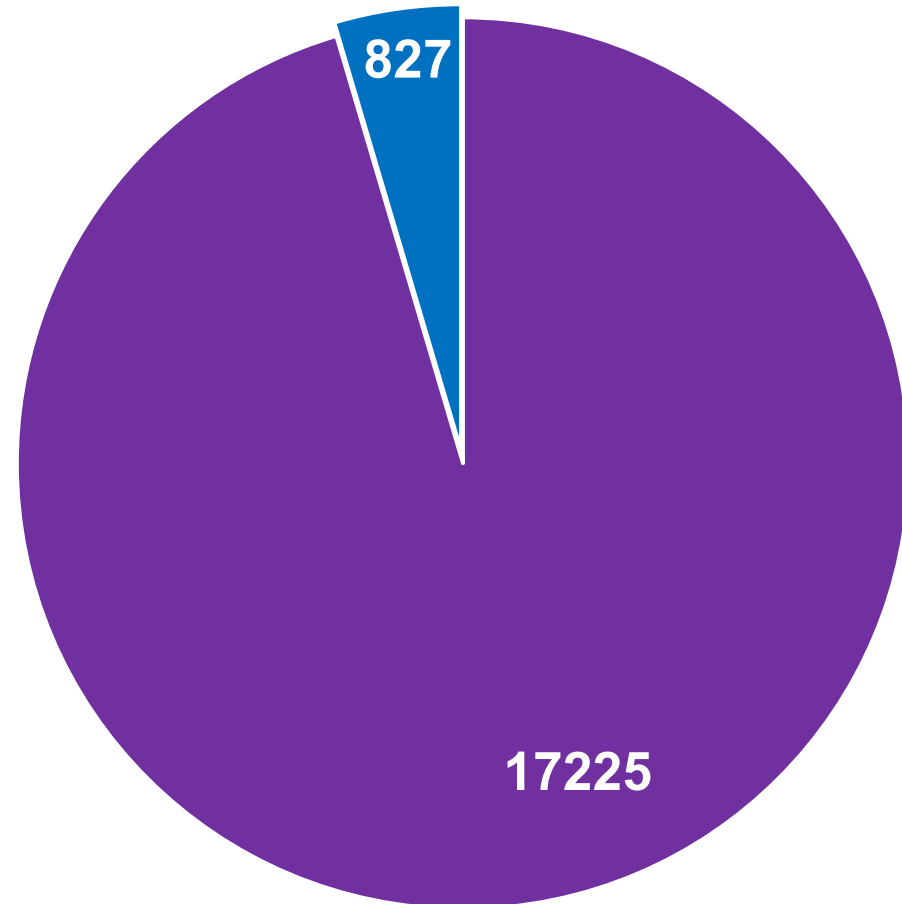
Other services as needed or requested

2025 Total Victims Attempted to Contact

■ Domestic Violence

■ NonFatal Violence

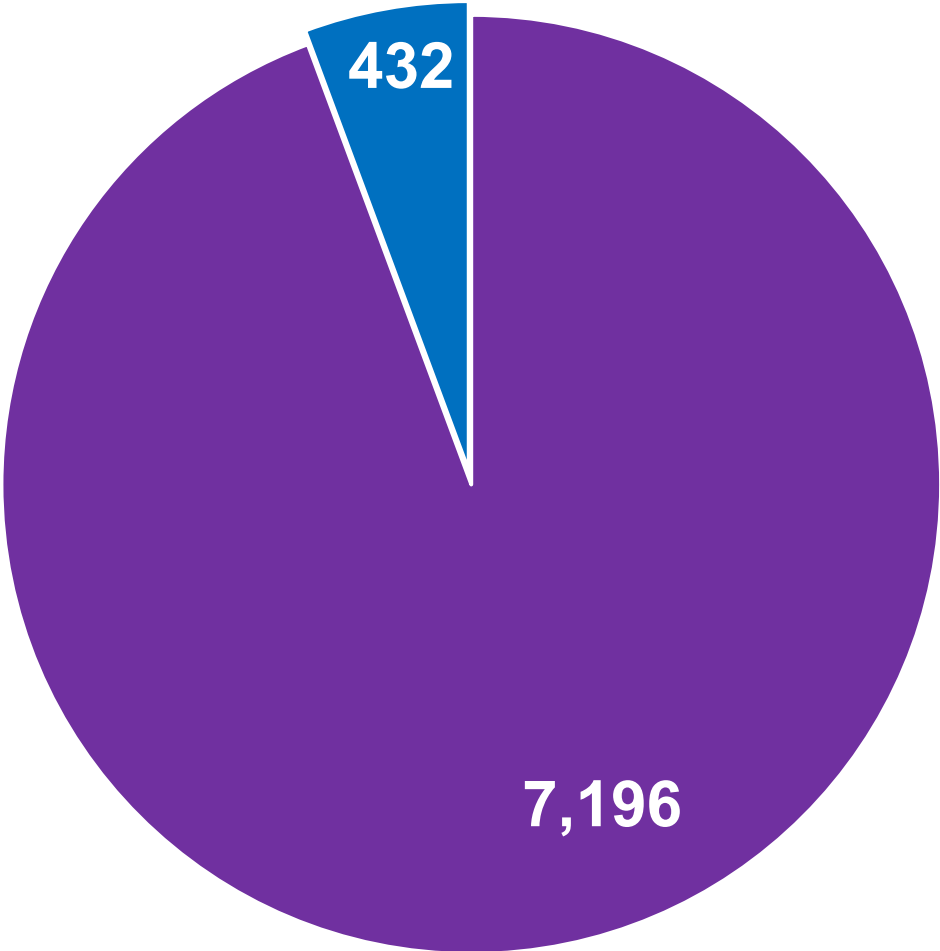
Total victims attempted to contact in 2025: 18,052



2025 Total Victims Provided Services to

- Domestic Violence
- NonFatal

Total victims provided services to in 2025: 7,627



Non-Fatal Victim Services



Victim Specialists

Aggravated Battery

Aggravated Assault

Hate Crimes

Response To Victims

Non-Fatal Victim Specialists provide trauma-informed advocacy and support to victims of violent crime
Outreach to victims are conducted on a daily basis for aggravated battery and aggravated assault
victimizations.

What that looks like:

Establishing trust through empathetic and survivor-centered approach

Assessment of overall well-being and individual needs are conducted to identify immediate and long-term
support.

Provide warm hand-offs and connections to community support – specific victim services, case
management, mental health services

Non-Fatal Victim Services - Highlights

- Currently have a Victim Specialist assigned to all 22 CPD districts
- As of February 2026, the expanded scope of victimization includes all aggravated battery and aggravated assault offenses
- Continuing to strengthen community relationships through intentional outreach and active engagement
- Building community engagement by bringing awareness and education on the victim services program
- National Crime Victims' Rights Week

Non-Fatal Victim Services – Future Plans

01

Continuing to increase staffing to add more coverage of non-fatal violent incidents

02

Adding specialized victim services roles, such as for Missing Persons, Polyvictimization, and Youth Violence

Domestic Violence Program FUNCTIONS



**Domestic
Violence
Specialists**

Domestic Violence

Member-involved Incidents

**Domestic
Violence
Liaison
Officers**

Case Support

Audits

Training

Detective

Investigation Support

Response to Victims Of DV

Victims identified through police reports, UCR codes, referrals, and repeat – high risk victimization tracking.

DV Victim Specialists provide short-term, trauma-informed support and serve as a bridge between survivors and systems

Survivor-centered, trauma-informed approach grounded in safety, trust, and empowerment.

Outreach conducted on a daily basis prioritizing consent, confidentiality, and needs based communication

Immediate crisis response includes emotional support, safety assessment, and stabilization of present situation

Individualized, survivor-led safety planning (physical, digital, emotional)

Education on rights and legal options under IDVA, including Orders of Protection

Warm referrals to shelters, legal aid, counseling, and culturally specific community resources

DVP Victim Services - Highlights

- Currently working with FIT (Firearm Investigations Team) to ensure a smoother process for victims seeking Karina's Law search warrant.
- Expanded scope to include dedicated sexual assault response and outreach for Areas 3, 4, and 5, in coordination with Resilience.
- Growing community trust and engagement through outreach events, education, and survivor-centered initiatives
- As of January 2026, DVP leadership has ongoing monthly meetings with the DV/GBV working group that consists of community orgs.
 - These are to review policies and gather feedback to continue working on building effective responses to DV/GBV calls.

DVP Community Involvement and Engagements (2025-2026)

- Led a series of events throughout the 2025 Domestic Violence Awareness Month including an open house to invite the community into our Roseland satellite office.
- Led school-based engagements during Teen Dating Violence Awareness Month, focusing on healthy relationships and safety
- Hosted and participated in community tabling events across districts to increase awareness of DV/GBV services and resources
- Participated in and supported district-level and area-level DV subcommittee meetings to strengthen local response efforts
- Collaborated with internal CPD teams, community organizations, and city partners on violence prevention and awareness initiatives
- Staff represented the team at citywide events and awareness campaigns, promoting survivor-centered services
- Provided on-site support, resource distribution, and referrals during all engagements with partnering organizations and awareness engagements

DVP – Future Plans

01

Continue to hire more Domestic Violence Specialists until fully staffed with a dedicated person for each CPD district

02

Add additional specializations for Human Trafficking, Polyvictimization, Sexual Assault, and Youth Violence

Contact Us

- Have something you'd like to talk to us about?
- Have a question we didn't answer today?
- Want to learn more about how to discuss a specific policy?
- Have an idea for how we can engage your community?

Email us at:

- Michael.Milstein@ChicagoPolice.org
- Jasmine.Ivy@ChicagoPolice.org
- Leslie.Guzman@ChicagoPolice.org
- Mariana.Martinez@ChicagoPolice.org

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Questions/Comments

CHICAGO POLICE DEPARTMENT

