

Independent
Monitoring Period
No. **07**

Chicago Police Department Reform Progress Update



Message from the Interim Superintendent



Dear Chicagoans,

During the seventh Independent Monitoring Report period (IMR-7), the Chicago Police Department continued to make important progress in our efforts to strengthen the Department and grow our ranks while working to enhance public safety.

Our mission to serve and protect the people and businesses of Chicago has never wavered. That's why we're committed to transformative work inside the Department and outside in the communities we serve. We are increasing visibility while being intentional about community engagement and collaboration because we know the future of public safety and our city depends on it.

In this report, which covers the second half of 2022, you will find in-depth information on the transformational progress we've made, including:

- Prioritized partnerships within the communities we serve.

- Created cross-functional teams to streamline efforts, reach our goals, and drive progress.
- Collaborated with residents on better serving, developing, and enhancing policies that affect them and their families.
- Revised or drafted new policies related to key transformational topics.

We know public safety is a top concern for community members of all backgrounds, regardless of zip code. All residents and visitors want to feel safe traveling around the city. That's why we are thankful to each of you for helping us make our neighborhoods safer and helping to foster meaningful relationships between officers and community members.

As we continue to work on strengthening safety across the city, building trust with our residents remains at the forefront.

While we still have more work to do, we are proud of our progress. Our progress proves that when we work together, a powerful and lasting transformation can occur.

Sincerely,

A handwritten signature in black ink that reads "Eric M. Carter". The signature is fluid and cursive, with the first name "Eric" starting with a large loop, followed by "M." and "Carter" which is enclosed in a large, rounded flourish.

Eric M. Carter
Interim Superintendent of Police
Chicago Police Department

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Executive Summary

Note: All photos in this report that depict Chicago Police Department members with or without face coverings were compliant with the COVID-19 pandemic masking guidelines of the time period in which they were taken.

The Chicago Police Department (CPD, or the Department) is proud to release this reform progress report, which provides an overview of the advancements the Department has made since July 2022 in transforming the organization and improving policing services for all Chicagoans. While CPD's reform efforts began in earnest several years ago, the Department is currently operating under a negotiated settlement agreement called a consent decree, which provides a roadmap for a comprehensive reform effort that impacts every aspect of the Department's operations, with particular emphasis in the following ten areas:

- 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

Executing reform through a consent decree means that CPD's efforts are overseen and assessed by a federal judge, Rebecca R. Pallmeyer, and a court-appointed Independent Monitor, Maggie Hickey. The Illinois Office of the Attorney General (OAG) also plays a major role in overseeing CPD's reforms. The Department welcomes and appreciates all the expertise and input that these parties bring to this unprecedented transformation effort.

The consent decree took effect on March 1, 2019. In the first year of the consent decree, CPD made significant strides in achieving the reform goals of the agreement but acknowledged that the pace of reform needed to move faster. The Independent Monitoring Team (IMT) noted this need to accelerate the pace of work in its first and second Independent Monitor Reports (IMR-1 and IMR-2, respectively).

In the third, fourth, fifth, and sixth reporting periods (IMR-3, IMR-4, IMR-5, and IMR-6 respectively), CPD doubled down on its efforts to accelerate compliance. In IMR-6, the City achieved compliance with an additional 53 paragraphs. As of IMR-6, the City has achieved some level of compliance with 433 paragraphs or over 78% of the assessable paragraphs in the consent decree. In IMR-6, CPD also published its Roadmap to Operational Compliance on the Department's website. This roadmap was developed using a strategic and change management-oriented approach to help organize CPD's reform efforts and serves as a framework for culture change at CPD.

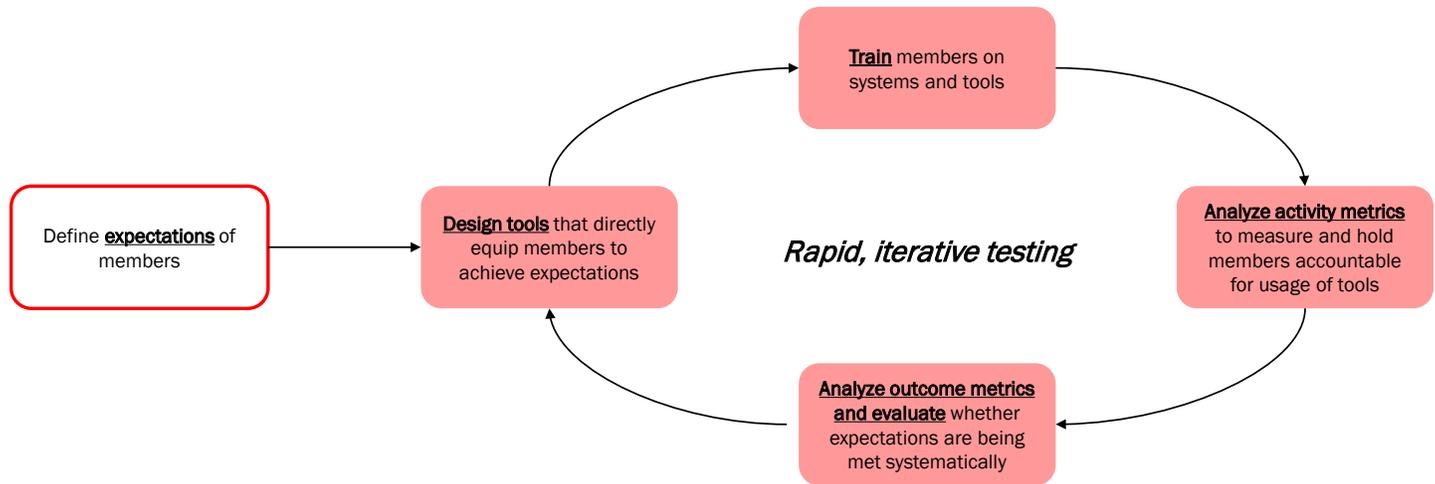
In IMR-7, with approximately 600 personnel within the Office of Constitutional Policing and Reform, the CPD continued to build on this momentum, resulting in the following key accomplishments in the second half of 2022:

- Completed the 40-hour in-service training program for the 2022 training year prior to the March 2023 deadline by delivering training to more than 95% of members (over 10,000 officers) on key topics like gender-based violence, crisis intervention, accountability, de-escalation, and use of force.
- Revised or drafted new policies related to other key reform topics, including community partnerships, prohibition of sexual misconduct, and body-worn cameras.
- Launched a robust effort to review and revise the Department's search warrant policy. This includes both a comprehensive internal review with Department members of various ranks and positions and a City-wide community engagement opportunity to hear from the public their feedback on a revision to the policy.
- Continued the Tactical Response and Evaluation Division (TRED) reviews of investigatory stops and use of force incidents, along with associated data analysis and public reporting.

In IMR-7, the Department exempted Training Academy and TRED personnel from patrol deployments (except for major events such as the Chicago Marathon and New Year's Eve). In addition, CPD began utilizing qualified, Illinois Law Enforcement Training and Standards Board approved vendors to deliver select training. The Department continues these efforts in 2023 to ensure timely completion of the 2023 required, 40-hour, in-service training.

This report contains updates across a multitude of projects the Department has undertaken to advance its transformation efforts. CPD's approach to change, as directed by the consent decree, is focused largely on a cycle of continuous improvement, as depicted in Figure 1. In this reporting period, CPD continued to make substantial progress on each step in the cycle.

Figure 1: The Chicago Police Department's Reform Cycle



Accelerating CPD's Reform Efforts

In IMR-5, CPD undertook continued efforts to maintain the accelerated pace of consent decree implementation across the Department by integrating the CPD's compliance and project management functions under a single unit (Professional Standards and Compliance Division), establishing new procedures to maximize the efficacy of ongoing meetings with the IMT and OAG, and continuing supervisory oversight and accountability for project owners to ensure reform projects were advancing with a sense of urgency. The Department also developed a framework for culture change called Roadmap to Operational Compliance, which was released publicly in early 2022.

In IMR-7, CPD continued and built upon this progress by 1) continuing daily executive-level meetings and weekly cross-functional working meetings to monitor and drive progress on key deliverables, 2) organizing in-person site visits for members of the IMT and OAG and 3) creating additional materials to further support the implementation of the Department's Roadmap to Operational Compliance.

Engaging the Community in CPD's Reform Efforts

CPD remains committed to engaging with the community as it develops and revises Department policies. In addition to the public comments on policies that the Department solicits via its public website, CPD has also undertaken significant efforts to engage in deeper and more authentic dialogue with the community to solicit input as policies are taking shape. To demonstrate this commitment to community engagement, CPD has 4 dedicated civilian members who form a community outreach and input team within the Office of Community Policing (OCP). This team coordinates all deliberative dialogues, community conversations, webinars, and other community input mechanisms moving forward. In addition, the Department has developed a pilot directive that delineates roles, responsibilities, and processes for community engagement on policy.

In this reporting period, CPD's community engagement continued to focus on various impartial policing policies. OCP completed community engagement on the Religious Interactions policy and continued to engage the community on the Prohibition of Sexual Misconduct policy and Limited English Proficiency policy. OCP also worked closely with the Research and Development (R&D) team to launch a community engagement effort on CPD's updated Search Warrant policy, which included two public community conversations and the opportunity for deliberative dialogues with community organizations.

Revising CPD Policies and Procedures

A key component of reform is instituting new practices that will result in improved policing services across the Department. New practices are introduced through formal policies, which govern the work of the Department as a whole and assign specific responsibilities and procedures to specific units within the Department. To begin the reform process, CPD must provide written directions to all Department members that are grounded in best practices and community input, while maintaining consistency with applicable laws and the requirements of the consent decree and the Commission on Accreditation for Law Enforcement Agencies (CALEA).

In IMR-7, the Department invested a tremendous amount of time and effort into revising a multitude of Department-wide policies.

Department-wide Policies

In IMR-7, CPD's Research & Development Division submitted 29 policies to the IMT spanning each section of the consent decree. Figure 2 below contains a complete list of the policies that were submitted during this reporting period. While many of these policies are currently awaiting review and approval by the IMT/OAG, others were finalized and approved within the IMR-7 reporting period.

Figure 2: List of New and Revised CPD Policies Relevant to Consent Decree Requirements

Community Policing

- D22-08 Community Engagement in Policy Development
- S02-03-02 District Strategic Plans
- S02-03-16 Community Partnerships
- Two Year Review for S02-03-14 District Advisory Committee
- Two Year Review of S02-03 The Community Policing Office
- Two Year Review S06-04 Juvenile Processing

Impartial Policing

- G02-01-05 Religious Interactions
- G02-02 First Amendment Rights
- G08-06 Sexual Misconduct
- S02-01-05 Limited English Proficiency
- Two-Year Review G09-06-01 Use of Social Media Outlets

Crisis Intervention

- S05-14 CIT Program

Use of Force

- G03-07 and G03-07-01 Foot Pursuits Suite Finalization
- Two Year Review D19-01 Firearms Pointing Incidents
- Two Year Review U04-02-02 Control Device Instruments

Recruitment, Hiring, and Promotions

- E05-08 Application for Police Officer Assigned as FTO

Training

- S11-02 Field Training and Evaluation

Supervision

- D20-02 Unity of Command and Span of Control

Accountability and Transparency

- G08-01 Complaint and Disciplinary System

- G08-01-01 Complaint and Disciplinary Definitions
- G08-01-02 Complaint Initiation and Log Number Investigation Assignment
- G08-01-03 Conflict of Interest
- S08-01-02 Investigation Timelines and Benchmarks
- S08-01-04 Initial Investigatory Responsibilities in Log Number Investigations
- S08-01-05 Conducting Log Number Investigations
- S08-01-07 Command Channel Review
- S08-01-08 Post-Investigation Log Number Procedures

Data and Other

- S03-14 Body-Worn Cameras
- Two Year Review of U02-01 Department Vehicles

Training Department Members on New Practices

Updating policies and procedures is the foundation for reform. However, this alone is not enough to create transformational change; CPD members must also be trained on these 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 tailored curriculum to those who serve in specialized roles. The Department strives for its training curriculum to be immersive, interactive, and community-informed.

Department-Wide Training

One of the most important provisions of the consent decree is requiring the Department to create a formal in-service training curriculum for all officers. Starting in 2021, the consent decree required the Department to deliver at least 40 hours of in-service training to all members; CPD successfully delivered 40 hours of mandatory training to over 95% of in-service members before the March 2023 consent decree deadline. This 40-hour requirement will remain in place moving forward.

Specialized Training

Various units around the Department create and deliver training to members serving in specialized roles. Examples include Basic and Refresher Crisis Intervention Training, initial and refresher training for School Resource Officers, a unique curriculum for individuals serving as Accountability Sergeants and/or BIA investigators, and specific training modules for Force Review Division reviewers.

Figure 3 below provides the full list of training courses that were newly created and/or formalized with lesson plans and course materials in the IMR-7 period, by section of the consent decree. In total, the Department developed or revised over 160 hours of live training curricula relevant to the consent decree, while also creating or revising 12 hours of self-driven eLearning modules relevant to the consent decree.

Figure 3: List of New or Revised Consent Decree-Related Training Curricula in IMR-7

List of New or Revised Training Curricula (Includes Unit-Specific and Department-Wide Courses)

Community Policing

- Processing of Juveniles and Minors Under Department Control

Impartial Policing

- Hate Crimes eLearning
- Gender-Based Violence In-Service Training (8 hours)
- First Amendment eLearning
- Constitutional Policing In-Service Course (8 hours)
- Fair and Impartial Policing (FIP) Training (4 hours)

Crisis Intervention

- CIT Policy Changes eLearning
- CIT Recruit Concepts Training

Use of Force

- Foot Pursuits eLearning
- Foot Pursuits for Lieutenants (1 hour)

- Emergency Vehicle Operations In-Service Course (4 hours)
- Recruit Use of Force Training
- TRED Foot Pursuits Review Training
- TRR Supervisory Dashboard Training Bulletin
- Pre-Service Supervisor Use of Force Training

Recruitment, Hiring, and Promotions

- OIG Hiring and Promotions eLearning Compliance

Training

- 2022 Annual In-Service Field Training Officer Training (16 hours)

Officer Wellness

- Traumatic Incident Stress Management Program eLearning
- Employee Assistance Program – Recruit Training (1 hour)

Accountability

- Accountability eLearning
- BIA On-Board Training
- BIA Recorder Training

Data and Other

- Officer Support System Supervisor Training (4 hours)
- OSS Pilot District eLearning Training

Leveraging Data to Drive Transparency and Continuous Improvement

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 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 the data that inform CPD's decision-making.

CPD also has an internal Audit Division, which reviews data, processes, and systems around 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 below lists publicly accessible dashboards and reports that were updated or newly created, by consent decree section, in IMR-7. 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 in IMR-7

Consent Decree Section	List of New or Revised Dashboards, and Other Reports in IMR-7 <i>Click on any hyperlink to access the dashboard or document</i>
COMMUNITY POLICING	<ul style="list-style-type: none"> • Quarterly Reports for the Community Policing Advisory Panel
IMPARTIAL POLICING	<ul style="list-style-type: none"> • Hate Crimes Dashboard • Hate Crimes Annual Report
USE OF FORCE	<ul style="list-style-type: none"> • Quarterly Reports of the Tactical Review and Evaluation Division • Use of Force Dashboard
ACCOUNTABILITY AND TRANSPARENCY	<ul style="list-style-type: none"> • Bureau of Internal Affairs Quarterly Reports • Accountability Dashboards
OTHER	<ul style="list-style-type: none"> • Consent Decree Compliance Dashboard

Introduction

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. 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), Public Safety Administration (PSA), the Office of the Inspector General (OIG), and the Department of Law (DOL).

At over 200 pages and nearly 800 paragraphs, the Chicago consent decree is one of the most extensive of its kind. By way of 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 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

Implementation of consent decree requirements is overseen by Federal Judge Rebecca R. Pallmeyer, and by a court-appointed Independent Monitoring Team (IMT), led by independent monitor Maggie Hickey. Meanwhile, 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 follow the general methodologies below for most, though not all, paragraphs:

- **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? Has a sufficient percentage of the appropriate personnel been trained?
- **Operational Compliance:** Has the City demonstrated that it is adhering to the policies within day-to-day operations?

To demonstrate compliance with consent decree paragraphs, CPD and other City agencies are required to formally provide supporting documentation to the IMT and OAG on an ongoing basis. The IMT officially reports on consent decree compliance every six months. Figure 5A lists the number of consent decree paragraphs that the IMT has assessed by reporting period. The IMT determines which paragraphs will be assessed in its annual Monitoring Plans. Figure 5B reflects the number of paragraphs with which the City had achieved any level of compliance through IMR-6.

Figure 5A: Number of Paragraphs Assessed in Each Reporting Period

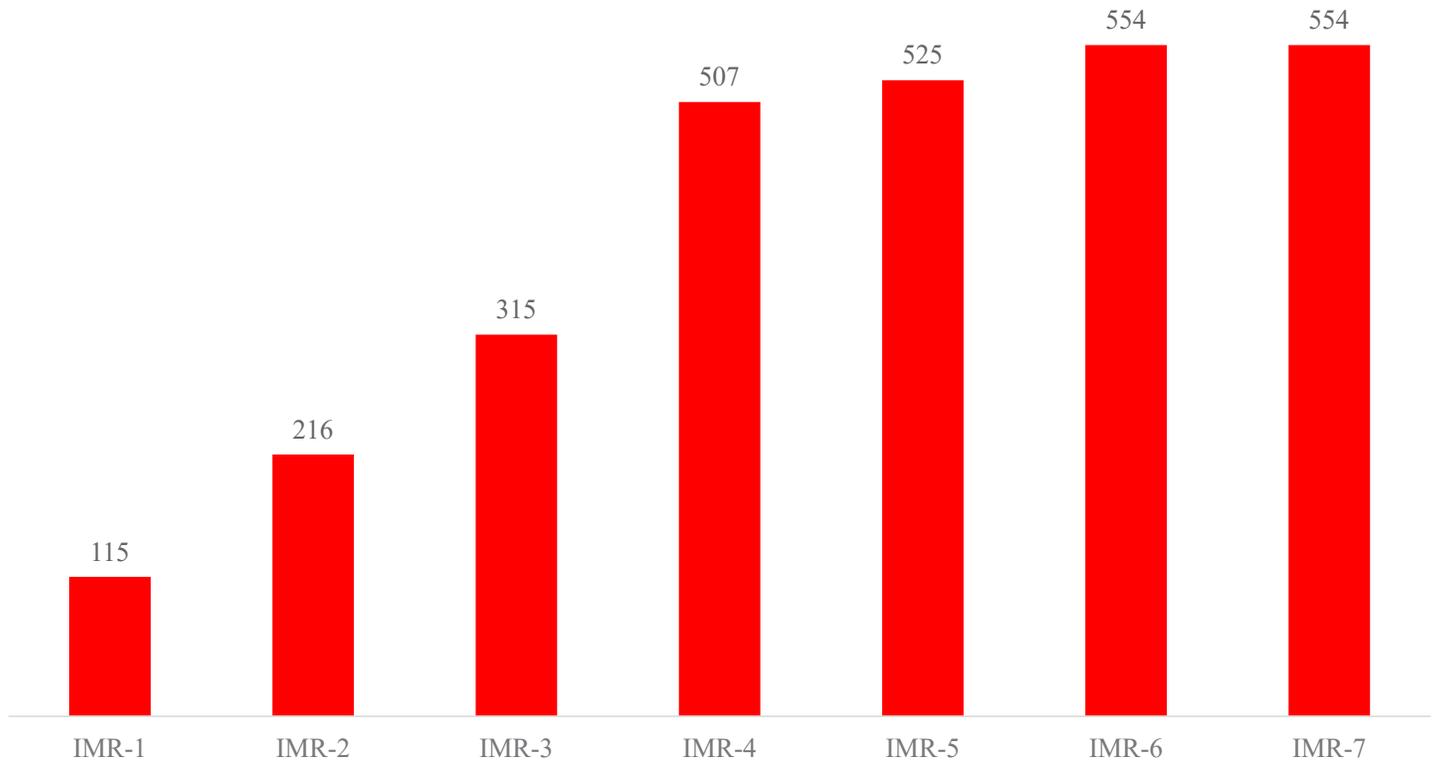
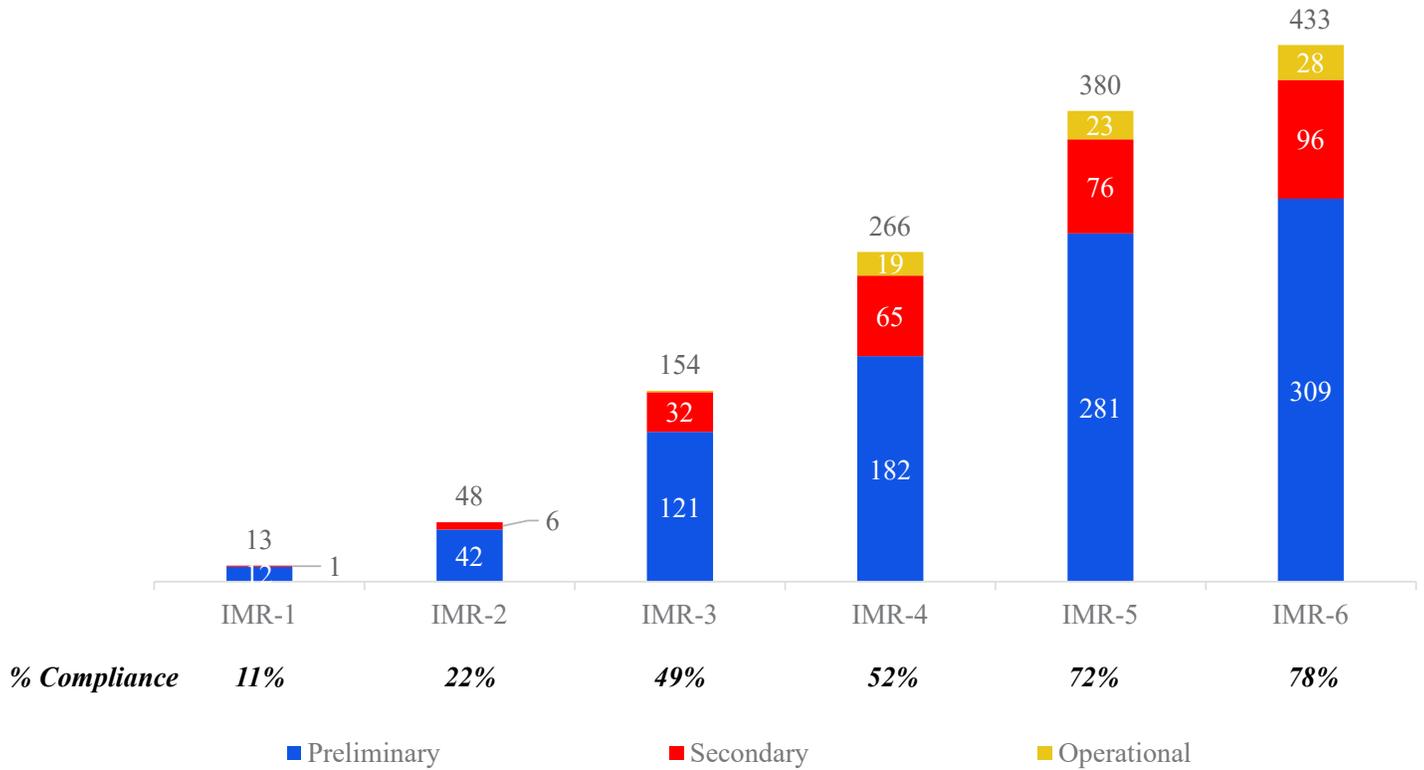


Figure 5B: Number of Paragraphs Achieving Any Level of Compliance by Reporting Period¹



¹Includes paragraphs that pertain to City agencies other than CPD.

CPD's Efforts to Accelerate Reform

In IMR-5, CPD undertook continued efforts to maintain the accelerated pace of consent decree implementation across the Department by integrating the CPD's compliance and project management functions under a single unit (Professional Standards and Compliance Division), establishing new procedures to maximize the efficiency of ongoing meetings with the IMT and OAG, and continuing supervisory oversight and accountability for project owners to ensure reform projects were advancing with a sense of urgency. The Department also developed a framework for culture change called Roadmap to Operational Compliance, which was released publicly in early 2022. In IMR-7, CPD maintained and built upon these initiatives.

Continuation of Project Accountability Mechanisms

With the volume of work that the Department is undertaking to drive reform, it is imperative to hold various units and cross-functional teams accountable for continued and timely progress on key projects. To support this in this reporting period, the Department convened regular "Executive Check-ins" for each consent decree topic. Because there were 10 such cross-functional teams, each group conducted an Executive Check-in every other week. This process ensured a regular cadence of briefings for the most senior leaders in the Office of Constitutional Policing and Reform and served as a natural checkpoint to ensure that progress was continuing across all relevant projects.

Regular meetings of the cross-functional teams further bolstered ongoing project accountability. The Department formed topic-oriented Cross-Functional Teams in IMR-4 to break down communication silos between units that needed to collaborate. Cross-Functional Teams are led by high-ranking members of the Department and staffed with representation from Research and Development, Training Division, Professional Standards and Compliance Division, and other relevant units to ensure ongoing collaboration across the consent decree's key topics. These teams continue to meet once per week and serve as an information-sharing and alignment hub for their respective topic areas.

IMT/OAG Collaboration

In this reporting period, CPD continued its regular cadence of collaboration with the IMT/OAG. The Parties to the consent decree met regularly during this reporting period. Communications take on many forms, including, but not limited to the following types of meetings:

- **Monthly Meetings:** once a month, 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, Office of Constitutional Policing and Reform personnel 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 provide the IMT and OAG with visibility into future calls.
- **Site Visits:** in IMR-7, CPD, the IMT, and the OAG held in-person site visits which involved a series of meetings for specific Associate Monitors to provide them additional insight in areas of particular importance to their compliance assessment. Site visit meetings are different from typical monthly meetings, as they may consist of IMT members observing training sessions, meeting with Department personnel, or otherwise meeting with stakeholders. The parties also continued to convene many virtual site visits in IMR-7.
- **Coordination and Planning Meetings:** in addition to the meetings described above, CPD was also regularly engaged with the IMT on general coordination and planning. Meetings of this nature included 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.

CPD appreciates and welcomes this spirit of collaboration, and the feedback that IMT and OAG members provided throughout the reporting period.

Roadmap to Operational Compliance

In 2021, the Department developed a long-term “Roadmap to Operational Compliance” that introduces a framework for how operational compliance can be demonstrated across sections of the consent decree. Specifically, this roadmap identifies key standard practices that the Department will expect out of its members, such as prioritizing de-escalation or engaging with community members. The plan then enumerates the various systems and tools, trainings, metrics, and evaluation mechanisms that it will use to support officers in their efforts to implement these practices. Many of these process changes, training updates, and evaluation mechanisms are called for explicitly in the consent decree, while others may be new ideas that could help to ensure that these standard practices become routine.

CPD published a report summarizing the framework and the elements of the Roadmap on its public-facing website in March 2022. Since it was published, CPD is continuing to make progress in implementing the tools and metrics detailed in the Roadmap.

Progress by Consent Decree Section

Community Policing

“Community policing is central to our efforts to reform because it enables us to make structural changes and substantial improvements to our core principles with the communities’ perspective and experiences in mind. These efforts help amplify the value and meaning of the reforms we are making which help us build new trust and partnerships with the community.”

-Director Glen Brooks, Office of Community Policing

The Community Policing section of the consent decree describes efforts that the Department must take to engage with community members and form genuine, authentic relationships with the individuals we serve. This section describes how the Department must develop partnerships and institute structures, processes, and training that reinforce the need for community engagement by every officer.

Goal: Build sustainable relationships of trust between police and community.

Improving Beat Meetings and District Advisory Committee (DAC) Meetings

- *Relevant Consent Decree Paragraph(s): 25*

Beat and DAC meetings provide an opportunity for residents across the city to meet with their local police districts, learn about crime trends or engagement opportunities in their neighborhood, and identify problems or concerns.

Beat meetings take place at least every other month, and in some cases monthly. Every district is required by CPD policy and the consent decree to conduct beat meetings at least 6 times a year in each beat. Beat meetings are led by a civilian Beat Facilitator and a member of the District's community policing office. Beat Facilitators are volunteers selected by the district through an application process. They receive specialized training on problem-solving tactics and community-building strategies.

District Advisory Committees (DACs) are groups of community stakeholders selected by the District Commander. DACs meet regularly with the Commander to provide feedback on District policing strategies and advise on problem-solving tactics for any challenges that may arise within the District. DACs meet at least every other month, but in some cases monthly, as required by CPD general order and the consent decree.

Beat and DAC meetings continued to occur consistently, as required by policy and by consent decree.



Victim Services

- ***Relevant Consent Decree Paragraph(s): 26, 29, 62, 63***

Victims of crime are a diverse group with diverse needs. Some crime victims may need extensive support, resources, and services while others may not want or need such services. Law enforcement is in a unique situation to assess and provide services to victims of crime, as officers are often the first and only individuals to contact victims. The Department recognizes its unique access to crime victims, and like other police departments across the country, has begun to develop formal victim services programs.

For decades, CPD's Office of Community Policing(OCP) has had a comprehensive plan to support victims of domestic violence. This team of advocates conducts regular outreach to victims and survivors of domestic violence and offers them support and resources including court advocacy to file for an order of protection, counseling, or connecting them with community resources. OCP expanded this program in 2021 and launched the Crime Victim Services Program. This new team provides support and resources for victims of non-fatal shootings and victims of domestic violence and other incidents of gender-based violence. By the end of IMR-7, two of the three civilian Crime Victim Advocate positions were filled, and those individuals were collectively providing support to victims of non-fatal shootings in six districts.

Affinity Liaisons

- ***Relevant Consent Decree Paragraph(s): 26, 45***

Following its expansion in June of 2021, CPD's Civil Rights Unit now includes LGBTQ+ Liaisons, a Homeless Outreach Liaison, and a Refugee and Immigrant Liaison. Additionally, all 22 districts now have an Affinity Liaison Officer in each of their community policing offices who is dedicated to focusing on reaching out to historically marginalized and underserved communities in their district.

In all of 2022, CPD documented over 800 engagements that were focused on engaging with affinity communities.

Goal: Ensure a strong focus on engagement with the city's youth.

Youth District Advisory Councils (YDAC)

- ***Relevant Consent Decree Paragraph(s): 23, 24, 27***

The Youth District Advisory Council's (YDAC) mission is to provide an authentic youth voice within CPD, as well as to address the concerns of youth and emerging adult stakeholders within each District. YDAC members are between the ages of 14 and 25 and are intended to bring a youth perspective to District Advisory Committees. YDAC members have formal voting authority on the DAC. Their position on this body also provides them with access to Commanders and other District personnel so that their voices are heard.

During IMR-7, OCP's new civilian Youth Service Coordinators successfully launched and ran the annual Youth Summer Leadership Institute, a youth leadership and mentorship summer program through a collaboration with One Summer Chicago. The new youth team also began evaluating each district's YDAC efforts and started to build plans on ways to reinvigorate the YDAC and recruit more young people to join. OCP also began drafting a new special order specific to the YDAC.

School Resource Officer (SRO) Program

- ***Relevant Consent Decree Paragraph(s): 38, 39, 40, 41, 42, 43, 44***

The School Resource Officer (SRO) program places officers in certain high schools selected by Chicago Public Schools (CPS). SROs protect students, teachers, and administrators against external threats and criminal activity within schools. They serve as a deterrent to those who would seek to harm. On a day-to-day basis, SROs aim to foster a safe environment for students and strive to represent CPD's professionalism and dedication. Special Order S04-01-02 School Resource Officers and Investigations at Chicago Public Schools was revised in IMR-5 and took effect on December 17, 2021.

During IMR-7, the Bureau of Patrol (BOP) continued to communicate and work with its partners at CPS in coordinating the SRO program. Bi-weekly meetings with the CPS Chief of Safety and Security allow for information sharing regarding SRO schools and other issues brought forward by CPS.



BOP posted Notices of Job Opportunity to recruit additional SROs for staffing CPS schools. In addition, BOP has attempted to fill SRO vacancies by seeking volunteers from Districts where there is no longer a need for SROs, and from Districts that may have a surplus of trained SROs assigned to them. BOP continually assesses any vacancies and offers support to those schools from District resources.

In August 2022, the Department and CPS have entered into a new Inter-Governmental Agreement (IGA). This agreement defines the roles and responsibilities of both parties. BOP also submitted an annual report for the SRO program. The goal of this report will be to use relevant data to evaluate and improve the effectiveness of the SRO program. In addition, the report will increase public transparency about the SRO program.

Goal: Set standards for community policing initiatives so that these initiatives have clearly defined objectives and contribute to the overall community policing effort.

Community Policing Policy Updates

- *Relevant Consent Decree Paragraph(s): 14, 17*

The responsibility of the OCP is to evaluate and make recommendations to improve and enhance all aspects of the Department's community policing strategy. In tandem with the Department's Research and Development Division (R&D), OCP has updated and reviewed Department policy associated with community policing. In IMR-7, R&D and OCP updated and implemented two new policies, Community Engagement in Policy Development and Community Partnerships.



Community Engagement in Policy Development Pilot (D22-08) directive was created in place of the standalone General Order initially submitted to the IMT and OAG for comment in IMR-6. The Department Notice allows the Department to have a set of guidelines to effectively engage with the community. Community Engagement in Policy Development was published at the end of December. The Community Partnerships policy was created with the assistance of OCP. The policy was submitted to the IMT and OAG and received feedback with requested revisions to the policy. After making the necessary revisions to the policy, CPD received approval from both the OAG and IMT. Community Partnerships was posted for public comment and was published at the end of December.

In early December R&D posted the Community Partnerships (S02-03-16) policy draft on December 9, 2022, and closed on December 26, 2022, before publishing the policy at the end of December 2022. R&D is continuing necessary dialogue with the IMT and OAG around the Community Engagement in Policy Development – Pilot Program (D22-08) directive. As part of our ongoing mission to grow trust within the communities we serve, CPD took comments from the public on the Community Engagement in Policy Development – Pilot Program directive that began on January 9, 2023. The comment period closed on March 12th, 2023.

CPD and R&D also worked together to make updates and revisions to its District Advisory Committee (S02-03-14) directive to ensure it is aligned with the newest version of the DAC bylaws.

Other policies that are currently under review with the IMT and OAG include; Community Policing Office, District Advisory Council, Youth District Advisory Council, and Interaction with Youth. Furthermore, R&D has been in consistent discussions with OCP and Department command staff on developing a new process for officer interactions, procedures, and programs for diversion, deflection, and arresting youth.

Goal: Develop a structure that reinforces community policing in every aspect of policing.

District and Bureau Strategic Plans

- *Relevant Consent Decree Paragraph(s): 15, 45, 46*

OCP launched and completed the community engagement process and strategic plan development process during IMR-7. Recognizing the impact that a virtual option for a community conversation had on increasing participation, OCP adjusted the community engagement process to require all districts to host one in-person community conversation and one virtual community conversation to gain feedback on their 2023 strategic plans. This also allowed CPD to slightly condense the timeline to ensure plans could be completed before the end of the year.

All districts developed their draft plans and CPD then posted all 22 draft plans online and invited the public to review the plans and provide written feedback on them. Simultaneously, districts were also required to meet with their DACs to get feedback from them on the draft plan, as well as incorporate feedback provided by OCP and other exempt leadership members.

All 22 district strategic plans were completed by the end of 2022 and were posted publicly on the CPD webpage. In IMR-8, OCP will evaluate the successes and challenges from this latest strategic plan process and will identify areas for improvement for the 2024 strategic plans.

Quarterly Reports to the Community Policing Advisory Panel (CPAP)

- **Relevant Consent Decree Paragraph(s): 13**

Throughout this reporting period, CPD continued its practice of publishing [quarterly reports to the Community Policing Advisory Panel](#) (CPAP). These reports provide a snapshot of the progress being made towards implementing the CPAP's 2017 recommendations, which were accepted and subsequently incorporated into Paragraph 13 of the consent decree. Readers are encouraged to view CPAP Quarterly Reports on CPD's website.

Specific progress in this reporting period included publishing the Q2 2022 and the Q3 2022 Quarterly Reports and continuing to make progress on implementing the recommendations originally made by the Panel.

Goal: Create robust community-oriented training for all members of the Department.

Community Policing In-Service Course

- **Relevant Consent Decree Paragraph(s): 37**

In 2022, Active Bystandership for Law Enforcement (ABLE) in-service course was a new 8-hour training required for all sworn members as part of the Department's 2022 40-hour In-Service Training Program. The ABLE course introduced and reinforced concepts for officers to successfully and effectively intervene when appropriate to prevent harm and to create a culture that supports peer interventions. This training has shown multiple benefits such as a reduction in unnecessary harm to civilians and officers, improved police-community relations, and increased officer health and wellness.



The ABLE course included adult learning techniques of small group exercises, group discussions, videos, as well as role-play. As of the time of this report, the Department trained over 95% of active sworn members as part of the 2022 In-Service Training Program.

In 2023, a 2-hour ABLE refresher training will be required for all sworn members as part of the Department's 2023 40-hour In-Service Training Program. This course will review the concepts from the 8-hour course as well as focus on police officer health and wellness.

Goal: Engage in effective problem-solving exercised jointly with the community and other City agencies.

The Neighborhood Policing Initiative

- ***Relevant Consent Decree Paragraph(s): 13, 19, 21, 22***

The Neighborhood Policing Initiative (NPI) is an inclusive crime-fighting strategy that relies on improved communication and collaboration between community stakeholders, patrol personnel, detectives, specialized units, interdepartmental units, and external agencies. The primary goal of the NPI is to foster relationships and build trust. To achieve these goals, CPD members work alongside members of the community to create sustainable solutions to pervasive problems using collaborative efforts and community-based resources. The model specifically centers around District Coordination Officers (DCOs) who are trained to develop problem-solving strategies and are equipped with mobile phones, tablets, and business cards so that community members on their assigned beats can reach them directly with concerns or issues. The model also involves community members serving as Ambassadors to support problem-solving efforts in their neighborhoods.

NPI was introduced in January 2019 in the 025th District and in December 2019 in the 015th District. The model demonstrated strong initial success in its first year in the 025th District, reducing calls for service and building higher levels of community trust, based on survey data available to CPD. Given these promising initial results, NPI was expanded to the 009th, 010th, and 011th Districts in October 2020. During IMR-4, OCP continued to expand NPI,

introducing the initiative in the 003rd, 004th, 005th, 006th, and 007th Districts. By the end of June 2021, a total of 10 Districts had implemented the NPI program.

CPD paused any further expansion of NPI during IMR-7 and focused attention on ensuring districts with NPI implemented are running efficiently. Training for all new DCOs in districts where NPI is implemented is scheduled for early IMR-8 and expansion of NPI to new districts will continue in 2023.

Goal: Conduct regular evaluation of the quality of community policing throughout the Department.

Community Policing Performance Management

- *Relevant Consent Decree Paragraph(s): 47*

CPD continues to conduct regular, monthly community policing performance management meetings with two Districts each month. The goals of these meetings are to encourage district personnel to broaden their perspective on community policing metrics and to disseminate community policing best practices across all districts.

A major component of the performance management system is the incorporation of data collected by ZenCity (previously ELUCD), a third-party vendor that conducts monthly surveys of residents in all 22 districts via digital advertising. The survey asks respondents to score how safe they feel within their neighborhood and how much trust they have in the police. The survey also asks residents to list their top crime concerns and top community engagement priorities. This information is shared with District Commanders and Community Policing Offices to help inform strategies and community engagement efforts moving forward. OCP also analyzes other community policing metrics and shares this analysis during meetings, including the number of community engagements conducted by each District, attendance at engagements, and progress against District strategic plans.

In IMR-7, OCP worked with Zencity to add additional questions to the monthly survey which focus on more specific concerns and priorities identified by the community around types of crimes they are seeing in their neighborhood. These new questions provide CPD with more hyper-local feedback.

Impartial Policing

“Reform means analyzing our policies, procedures, and engagements, in collaboration with internal members, community partners, and subject matter experts, and updating our practices to reflect current norms.

We must always listen to the voices of both internal members and the neighborhoods and communities we serve to understand how we can be doing our jobs better.”

-Deputy Director Mike Milstein, Office of Community Policing

The Impartial Policing section of the consent decree describes the efforts CPD will undertake to ensure that it provides equitable and accessible policing to all Chicagoans. This includes policy revisions, training, and analysis to better serve a variety of groups that may have struggled with accessing policing services in the past, including individuals of particular demographic groups, limited English proficiency (LEP) populations, individuals with disabilities, and members of the Transgender, Intersex, and Gender Non-conforming (TIGN) community, among others.

Goal: Provide professional, courteous, and accessible police services to all Chicago residents.

Building a Language Access Program

- *Relevant Consent Decree Paragraph(s): 64, 65, 67*

Approximately 35% of Chicagoans speak a language other than English at home. Some of these persons are categorized as having Limited English Proficiency (LEP). It is important for CPD, as a law enforcement agency, to address these residents' language needs and be sensitive to their cultures to ensure (1) they are served equitably, (2) can access police programs and services, (3) can communicate with law enforcement, and (4) can participate in their communities in a meaningful way. Open communication between the LEP community and CPD is essential to building trust so that together they can protect communities and improve quality of life.

CPD continued its implementation of the Insight mobile phone application throughout IMR-7. This solution, developed by a vendor called LanguageLine, allows users to connect to video and audio interpreters in dozens of languages. Also in IMR-7, CPD's Language Access Coordinator formed a new partnership between CPD and the City Colleges of Chicago to present officers with educational, training, and community engagement opportunities. A Spanish for Law Enforcement course is now offered three times yearly at the Chicago Police Academy and Malcolm X College. The partnership also includes new community engagement events, called ESL Cafes, which occur monthly at Richard Daley College, Kennedy-King College, and the Arturo Velazquez Institute. During these sessions, officers engage meaningfully with English language learners as they both learn about each other's cultures.

Religious Interactions Policy

- ***Relevant Consent Decree Paragraph(s): 60***

The Department finalized and published its new Religious Interactions (G02-01-05) directive in December. The directive, a first for CPD, was developed in partnership with the Council of Religious Leaders of Metropolitan of Chicago (CRLMC).

The Religious Interactions directive requires the proper treatment of all persons of any religion by Department members. The policy ensures that the Department makes reasonable accommodations for the religious beliefs of those with whom its members interact within their official capacities. The policy provides Department members with necessary information when documenting persons of faith on official departmental documents, and specifies procedures for persons wearing religious head covers, clothing, or carrying articles during investigatory stops and processing arrestee procedures.

During IMR-7, the Department also continued collaboration with CRLMC on the development of training for the new policy.

Search Warrants and Human Rights Policies

- ***Relevant Consent Decree Paragraph(s): 53, 54, 55***

The Research & Development Division (R&D) has been revising the Search Warrant policy with the IMT and OAG, community members, members of the Coalition, and internal Department members. R&D and the Office of Community Policing (OCP) have conducted numerous Community Conversations in the months of November and December 2022, as well as placed the search warrant policy on the public website for community member comments from November 1st, 2022 – December 31st, 2022.

R&D has since taken significant feedback from the IMT/OAG, Department members, and community to develop a new suite of policies for search warrants. The policy suite contains a revised search warrant overarching, conceptual policy and three newly created policies that focus on search warrant development, review, approval, the service of a search warrant, and requirements for post-service and review of search warrants. During the creation of the newly developed search warrant suite of policies, R&D has begun the development of creating a new Electronic Search Warrant ESW application to ensure that CPD is capturing necessary information and data that can assist with future policy development, enhanced training, and transparency for community members. The ESW application will contain a section that focuses on the development and investigation methods, a risk assessment for the subject, persons inside the residence of a search warrant, and community members near the location of the service.

Goal: Obtain community engagement and input in the revision and creation of policy.

Community Engagement on Impartial Policing Policies

- *Relevant Consent Decree Paragraph(s): 52, 60, 61, 62, 63, 64, 68, 76*

During IMR-7, OCP completed community engagement on the Religious Interactions (G02-01-05) policy.

Engagement on the new Prohibition of Sexual Misconduct (G08-06) also continued with conversations with community advocates to help inform revisions to the policy. OCP also began engaging with communities on CPD's Limited English Proficiency (S02-01-05) policy. This included in-person conversations and surveys with communities where English is a second language.

OCP also worked closely with R&D to launch a community engagement effort on CPD's updated Search Warrant policy, which included two public community conversations and the opportunity for deliberative dialogues with community organizations.

Goal: Ensure officers have training and supervision needed to provide accessible and impartial police services.

Procedural Justice Training

- *Relevant Consent Decree Paragraph(s): 56, 72, 73, 74*

The CPD and the Anti-Defamation League (ADL) partnered to ensure that all Department members are trained in the fundamentals of managing bias and awareness of impartial policing concepts, including procedural justice, police legitimacy, and the existence of and methods for minimizing the impact of implicit bias.

In 2022, the Procedural Justice 3: 2021-2022 course was delivered to in-service members who did not receive the original Procedural Justice 3 course to ensure every officer received training on the principles of procedural justice. This course also covered CPD General Order G02-04 “Prohibition Regarding Racial Profiling and Other Bias-Based Policing.” The Department completed the training with 99% of eligible Department members being trained.

In 2023, Procedural Justice Part 1: Procedural Justice and Police Legitimacy (PJ1) will continue to be required for all recruits as part of their Basic Law Enforcement curriculum. Incumbent Department members will receive a new Fair and Impartial Policing 4-hour in-service training that will be required for all active sworn members as part of the Department’s 2023 40-hour In-Service Training Program.

The Fair and Impartial Policing course was funded by the U.S. Department of Justice to develop a curriculum for recruits and police officers to: Understand that even well-intentioned people have biases, understand how implicit biases impact what we perceive/see and can (unless prevented) impact on what we do, understand that fair and impartial policing leads to effective policing, and, use tools that help (1) recognize conscious and implicit biases, and (2) implement “controlled” (unbiased) behavioral responses (Fair & Impartial Policing LLC).

Goal: Address unique problems that are particular to those communities that have been underserved.

Gender-based Violence Training

- *Relevant Consent Decree Paragraph(s): 62, 72, 73, 74*

In 2022, the Gender-based Violence (GBV) in-service course was a new 8-hour training required for all sworn members as part of the Department's 2022 40-hour In-Service Training Program. The GBV course was designed through a partnership with the National Police Institute (NPI), with the support of a federal OVW grant, to enhance the CPD's response to allegations of sexual assault, stalking, and domestic violence, including how to effectively recognize and investigate such incidents and collect information necessary for successful investigations. The course emphasizes the application of principles of trauma-informed policing to interactions with victims of sexual assault and domestic violence to promote empathetic and productive responses and procedures for referring and connecting victims to local resources.

The GBV course reflects the results of NPI's community outreach efforts. The NPI held interviews and focus groups with 18 victim advocates, 4 Cook County prosecutors, and 3 survivors of domestic violence and sexual assault. The voices of survivors, advocates, and prosecutors, reflected in shared experiences and recommendations, helped shape the topic within the course.

The GBV course included adult learning techniques of small group exercises, group discussions, videos, as well as role-play. The Department trained at least 95% of active sworn members as part of the 2022 In-Service Training Program.

Hate Crimes eLearning

- ***Relevant Consent Decree Paragraph(s): 76, 77, 78***

The Hate Crimes Refresher 8-part eLearning 3-hour course was launched in October of 2022. The course included a pre-test, a post-test, and a survey. The course included an introduction, a review of local, state, and federal laws and cases, methods to identify and investigate, and provided incident examples. The Department solicited community input through the Chicago Commission on Human Relations and the Hate Crime Coalition. The Training and Support Group then made changes to the Hate Crimes eLearning curriculum based on those recommendations.

As of this report, 98% of Department members completed this training.

Hate Crimes Annual Report

- ***Relevant Consent Decree Paragraph(s): 78***

The Research and Development team will again be working with the Civil Rights Unit (CRU) on the quantitative portion of the 2022 report. The Civil Rights Unit is wholly responsible for collecting and inputting all hate crime data into a crime database throughout the year. In 2022, R&D and CRU collaborated and restructured the hate crime data collection process to ensure victim, offender, and bias motivation data used for the 2022 report is complete and accurate. R&D will compile and organize all information used in the qualitative portion of the Annual Hate Crime Report in the coming weeks and continue to vet the reported crime data quantitatively referred to throughout the report. Once completed, R&D will send the first draft report out for internal review before publishing. CPD is also working to add functionality to its R-Case application to capture hate crime data throughout the year.

The Department implemented an online form for community members to provide feedback on the 2021 annual report. The feedback form is modeled after the electronic form utilized to collect community feedback on CPD policies. All responses received will be evaluated by the Research and Development Division and will be included in the 2022 annual report.

Crisis Intervention

“Reform is a coordinated effort to implement enhanced and sustainable practices and processes of institutional improvement. Reform is an alignment of an institution’s culture and values to the ideals held by the stakeholders it serves. For the institution of policing, reform efforts are aimed not only at increased effectiveness for police departments, but also accountability and integrity with the community.”

–Deputy Chief Chris Papaioannou, Training and Support Group

The Crisis Intervention section of the consent decree describes the actions CPD will take, alongside its partner agencies such as the Office of Emergency Management and Communications (OEMC), to ensure that individuals experiencing mental and behavioral health crises are treated with dignity and respect, and where possible, referred to appropriate resources for additional support. At CPD, such efforts manifest themselves in policies that are grounded in best practices, robust training, and detailed data analysis to ensure that individuals in crisis receive an appropriate police response.

Goal: Strengthen oversight and administrative support for the Department's Crisis Intervention Unit.

CIT Policy Updates

- *Relevant Consent Decree Paragraph(s): 133, 134, 135, 136, 137*

The Department conducts an annual review of its crisis intervention-related policies, procedures, and protocols, to evaluate whether the policies provide effective guidance and direction to Department members and are consistent with the current law, the Department's vision and mission, and the objectives, functions, and practices of the CIT Program.

The Department's directives S04-20 "Recognizing and Responding to Individuals in Crisis" and S04-20-02 "Persons not Under Arrest but in Need of Involuntary or Voluntary Admission" provides guidelines to assist Department members in recognizing individuals exhibiting signs and symptoms of known, suspected, or perceived behavioral or mental health conditions, including, but not limited to, intellectual or developmental disabilities, or co-occurring conditions such as substance use disorders.

The S04-20 suite of directives has been revised based on the feedback received from the IMT/OAG and community input from the Chicago Council on Mental Health Equity (CCMHE). The revisions include a list of programs and resources available for Department members when seeking alternative options when diverting individuals with mental

health and substance use disorders away from the criminal justice and emergency medical systems. R&D has received an approval letter (No Objection Letter) from the OAG on the S04-20 and related addenda. R&D awaits a response from the IMT and then plans to publish the S04-20 suite of policies in IMR-8.

CIT Program

- ***Relevant Consent Decree Paragraph(s): 87, 88, 89, 90 91,117, 121***

The CIT Program seeks to improve CPD's competency and capacity in effectively responding to individuals in crisis; de-escalating crises to reduce the need to use force against individuals in crisis; and improving the safety of officers, individuals in crisis, family members, and community members. At the same time, the program promotes community-oriented solutions to assist individuals in crisis; reduces the need for individuals in crisis to have further involvement with the criminal justice system; and develops, evaluates, and improves CPD's crisis intervention-related policies and trainings to better identify and respond to individuals in crisis.

The CIT Program, through the CIT staff and its chain of command, is charged with improving the Department's response to mental and behavioral health-related service calls and facilitating and coordinating law-enforcement services provided to the mental and behavioral health community. This is achieved by developing, evaluating, and improving Department crisis intervention-related policies, trainings, and operations to better identify and respond to individuals in crisis.

The CIT Program has several responsibilities. One of those responsibilities is to provide training to Department members. CIT trainings include the initial 40-hour Basic Crisis Intervention Team (CIT) course, the 16-hour CIT Refresher, and the 40-hour Advanced CIT Youth. In 2022, training was less impacted by COVID than in 2021. In 2022 CIT was able to train a total of 1,279 officers between the thirty-one 40 Hour Basic Course and the thirty-two 16 Hour Refresher Course.

The CIT Program includes the CIT District Operations and Community Support (DOCS) which helps to mitigate the frequency and severity of service calls identified as involving individuals in crisis. DOCS is divided into five distinct area teams and an administrative team. DOCS officers mitigate the frequency and severity of service calls identified as

involving individuals in crisis, DOCS reviews and follows up on CIT reports and other Department reports involving individuals in crisis. In 2022 there were 8,444 CIT Reports completed. The team additionally addressed 120 roll calls Citywide to raise awareness about crisis intervention policies and programs.

The Department strives to prevent unnecessary incarceration and/or hospitalization of individuals living with mental health conditions, substance use disorders, or co-occurring disorders through the Narcotics Arrest Diversion Program (NADP). In May of 2022, NADP expanded city-wide and included an expansion of eligible narcotics and weight limits. In November of 2022, the program further expanded, making referral possible 24 hours a day, seven days a week. DOCS team members conduct NADP roll call training in the districts along with our partner agency Thresholds to ensure Department members are aware of all the new changes. In 2022, CIT DOCS also began an audit of the NADP program to ensure Department members are following the policy outlined in the Narcotics Arrest Diversion Program (S06-17) policy. CIT now notifies districts to conduct one-on-one training with members that failed to make diversions on eligible arrests. Since its rollout, July 1st, 2018 to the end of 2022, there have been a total of 1,267 individuals diverted and 401 in 2022 alone. In the IMR-8, the CIU will continue to support the successful implementation of this initiative.

CIT DOCS also helps oversee the Opioid Overdose Reversal (Naloxone) Program (D18-04). Training is provided by the Training Division Staff and the Naloxone device ordering and distribution is conducted by the DOCS Admin Team. The Opioid Overdose Reversal Program was implemented on July 1st, 2018. Since then, through the end of 2022, Department members have administered Naloxone a total of 345 times, 51 times in 2022.

Over the summer of 2022, the program expanded to the six remaining districts with the help of the Training Division Staff. CIT is working with the Training Division Staff to enable CIT to take on the responsibility of training Department members in the future.

In the IMR-8, it is expected the Department Directive concerning Opioid Overdose Reversal Program will be revised. Additionally, the CIU will work with the Training Division to ensure recruits are issued naloxone upon their completion of training before starting their assignment in the field.

The DOCS Team also staffs and oversee the Crisis Assistance Response and Engagement (CARE) Team pilot program. That program embeds a CPD Certified CIT Officer with a Chicago Fire Department Community Paramedic and Chicago Department of Public Health licensed clinician, also known as a multi-disciplinary response team (MDRT). In the IMR-8, the CIT DOCS will participate in planning for the expansion of the model, slated to take place in the IMR-9, including training additional CIT DOCS officers for the role.

Goal: Ensure a well-trained complement of CIT officers is available and prioritized to handle calls for service for individuals in crisis.

Certified CIT Officer Designation

- ***Relevant Consent Decree Paragraph(s): 87, 92, 93, 94, 95, 96, 97, 99, 100, 101, 102, 103, 104, 105***

The “Certified CIT Officer Designation” project is dedicated to ensuring that a well-trained complement of Crisis Intervention Team (CIT) Officers is available and prioritized to handle calls for service involving individuals in crisis. Certified CIT Officers have received specialized training in responding to individuals in crisis.

The CIT Training Section supports the “Certified CIT Officer Designation” project by delivering the specialized training needed to designate officers to be prioritized to respond to service calls identified as involving individuals in crisis. This is done by providing both the 40-hour Basic CIT Courses and 16-hour Refresher CIT Courses of instructions.

In 2022, the CIT Training Section delivered a total of 31 40-Hour Basic CIT courses with a total of 599 members trained. Another 682 members were trained across 32 Refresher CIT courses, bringing the total number of members who received Crisis Intervention Team training in 2022 to 1,279.

In total, as of December 31st, 2022, the Department has a total of 3,682 Certified CIT Officers.

In the IMR-8, the CIU scheduled 15 Basic CIT courses and 18 Refresher CIT courses in furtherance of growing the total number of Designated CIT Officers.

Non-CIT Crisis Intervention Training

- ***Relevant Consent Decree Paragraph(s): 126, 127***

The “Non-CIT Crisis Intervention Training” project is dedicated to ensuring the development and delivery of crisis intervention training that is adequate in quality, quantity, and scope for all officers, including recruits and non-Certified CIT Officers, to effectively respond to individuals in crisis. This training is distinct from the specialized 40-hour Basic CIT course that sworn members attend in furtherance of designation as a Certified CIT Officer.

In 2022 the CIT staff worked with the Training Division to design the 8-hour in-service Crisis Intervention course. The purpose of the course was to provide officers with knowledge of various mental and behavioral health conditions, including associated treatments and trauma-informed responses; the mental health system, including its history and current Department and community-based resources that promote deflection and diversion of individuals in crisis who encounter law enforcement; and strategies and resources related to officer wellness. In IMR-7, the CPD began registering members to attend this course. Over 95% of in-service Department members have completed that training.

In IMR-7, the CIU collaborated with the Training Division on the implementation of the new 8-hour CIT Concepts course for recruits, required by the passage of the SAFE-T Act and HB 3443 SA 5. The goal of this course is to provide recruits with foundational concepts related to the Crisis Intervention Team (CIT) training. This course is not intended as an equivalent to certified Illinois CIT training, but as an introduction to information and techniques commensurate with best practices when interacting with individuals experiencing a crisis. In the IMR-8, the CIU will continue to assist with the delivery of the course as well as support revisions to other crisis intervention-related recruit training, including the 10-hour Mental Health Awareness course.

In the 4th quarter of 2022, the CPD enrolled all sworn members in a CIT ELearning module. The purpose of the module was to familiarize all Department members, even those who are not Designated CIT Officers, on how to respond to an assignment with an individual in crisis. At the time of this report, 98.93% of sworn in-service members completed the CIT Policy Change eLearning. In the IMR-8, the Crisis Intervention Unit will continue to collaborate with the Training Division on ensuring members are trained on any policy changes, as determined by the outcome of the annual CIT policy review.

eLearning on CIT Policy Changes

- ***Relevant Consent Decree Paragraph(s): 88, 89, 91, 92, 94, 104, 106, 114, 117, 118, 120, 133, 134, 135, 136, 141***

The CIT e-learning was launched Department-wide for all officers to take in the fall of 2022 by CPDs Training and Support Group (TSG).

In the 4th quarter of 2022, the CPD enrolled all sworn members in the CIT ELearning module. The purpose of the module was to familiarize all Department members, even those who are not Designated CIT Officers, on how to respond to an assignment with an individual in crisis. Earlier in 2022, the CPD engaged communities on its CIT-related trainings through meetings with the Chicago Council on Mental Health Equity (CCMHE). The CCMHE provided valuable input on both CIT-related policies and CIT-related trainings.

At the time of this report, 98.93% of sworn in-service members completed the CIT Policy Change eLearning. In the IMR-8, the Crisis Intervention Unit will continue to collaborate with the Training Division on ensuring members are trained on any policy changes, as determined by the outcome of the annual CIT policy review.

Audit of Certified CIT Officer Eligibility

- ***Relevant Consent Decree Paragraph(s): 95***

The Audit Division finalized its “Audit of CIT Eligibility” in May 2022. This audit assessed the degree to which the Department’s Crisis Intervention Team (CIT) certified officers meet the criteria required to acquire and maintain CIT certification in line with consent decree paragraphs 93 and 95. While the Audit Division made a series of recommendations to assist the Department in strengthening the CIT program, the Audit concluded that 99.5% of the Department’s CIT-certified members met the Department’s, and the consent decree’s, requirements.

During IMR-7, the Audit Division coordinated with relevant Department stakeholders to finalize the plan for implementing the audit’s recommendations and plans to complete a follow-up report on the Department’s progress in implementing each recommendation by year’s end.

Goal: Build a robust data analysis capability to measure progress against crisis intervention objectives.

Crisis Intervention Dashboards

- ***Relevant Consent Decree Paragraph(s): 107, 120***

The CPD continues to ensure a dedicated data analyst is assigned to the CIU. That data analyst provides CIT the ability to track trends regarding calls for service containing a mental health component along with CPD's CIT response ratio to CIT service calls on all watches in all Districts. The data analyst also maintains the CIT Dashboard which displays, the number of CIT-trained officers per district and watch, the response ratio and CIT calls for service data.

In IMR-8, the data analyst will work with the Training Division on providing data to support the priority enrollment of members with the longest CIT seniority dates in Refresher CIT training. The data analyst will also work on the CIT Evaluation and Response Audit Dashboard to allow the CIT DOCS team the ability to review random CIT events, evaluate reports for completeness and accuracy, and provide feedback to the officer(s). The CIT analyst will also be instrumental in advancing the crisis intervention reporting requirements.

CIT Officer Implementation Plan

- ***Relevant Consent Decree Paragraph(s): 108-110***

The CIT Officer Implementation Plan is a tool for analyzing the number of Certified CIT Officers necessary to respond to at least 75% of the calls for service identified as involving individuals in crisis and plan to meet and maintain that ratio. In the IMR-7, the CIT Coordinator and CIT data analyst continued to meet regularly with key stakeholders to determine the procedures that would allow the successful finalization of the plan. In the IMR-8, work will be done to address the needs of the project, including efforts to define "timely response" and determine a sufficient number of trained CIT officers for each watch to respond to calls for service identified as involving an individual in crisis.

Use of Force

“Reform is more than just changing our policies; it is changing the way we do things. The purpose is to improve the culture within the Department to achieve professionalism and accountability. Through reform, we can show support to the officers by prioritizing training, wellness, transparency, and leading with integrity. By transforming the culture and values of the Department, we can empower officers to strive for professionalism, safety, and justice and ensure the community receives respectful, fair, and legitimate service from all members of the Chicago Police Department.”

**–Commander Melinda Linas,
Office of Constitutional Policing and Reform**

The Use of Force section of the consent decree describes the efforts CPD will undertake to ensure sanctity of life and embed the principles of de-escalation into every policing interaction. The section outlines the requirements that CPD will integrate into its use of force policies and training, including weapons discipline, vehicle safety, and the need to deliver medical aid following any use of force incident. The consent decree also outlines requirements for organizational learning and improvement from use of force incidents through the establishment of the Force Review Division, Force Review Board, and robust data dashboards to allow for extensive analysis of use of force incidents.

Goal: Conduct use of force policy review and develop associated training curriculum informed by data, best practices and community input that advances constitutional policing.

Use of Force Community Working Group and Policy Revisions

- ***Relevant Consent Decree Paragraph(s): 153-155; 159; 160; 161-166; 168-169; 173; 175-187; 197-235; 488-492; 568-569; 571-572; 574-575; 577-580***

The policies that IMR-6 focused on included officers responding to resistance utilizing OC spray and the Taser. Numerous meetings were held to discuss the necessary revisions to such important policies. The Department appreciates all the extensive work and consideration that went into finalizing the policy suite. Feedback from the Use of Force Working Group and requirements from the Illinois SAFE T-Act will be implemented into the Use of Force Policy suite. CPD submitted the revised policy suite to the IMT/OAG in IMR-6 in the hope of gaining preliminary compliance with the remaining paragraphs assessed.

Moving forward in IMR-7, R&D has been working to review the extensive community engagement from the numerous groups and has collaborated with internal CPD staff to review the CPD Annual Report and Tactical Review and Evaluation Division (TRED) Report data to ensure any patterns or trends identified in the relevant data was captured and analyzed for policy revisions.

Foot Pursuits Policy

- *Relevant Consent Decree Paragraph(s): 172*

In IMR-7, the Department Foot Pursuit Policy went into effect. As part of the finalized policy, CPD has introduced multiple Foot Pursuit reporting documents, enhanced supervision requirements involving sergeants and lieutenants, and a robust review of all foot pursuit incidents by the Tactical Review and Evaluation Division (TRED).

In IMR-7, the Department implemented the following policies, forms, and trainings related to foot pursuits:

- G03-07 Foot Pursuits
- Foot/Bicycle Pursuit Event Log Form, which will be used by any officer engaged in a foot pursuit to document the initiating circumstances and resolution of the pursuit
- Foot/Bicycle Pursuit Review Form, which will be completed by the Watch Operations Lieutenant in relation to any foot pursuit incident that concludes in an arrest or a use of force
- Foot Pursuit eLearning, which was administered to all members in late IMR-6 and early IMR-7

TRED requested and implemented revisions to the Tactical Response Report Review (TRR-R) and Firearm Pointing Incident Report (FPIR) which reflect policy and capture a comprehensive set of data points related to foot pursuits. This foot pursuit data will be reported in future TRED reports.

Use of Force In-Service Training

- ***Relevant Consent Decree Paragraph(s): 56, 72, 74, 153, 170, 190, 243-246***

In 2022, the De-Escalation, Response to Resistance, and Use of Force in-service course was a new 8-hour training required for all sworn members as part of the Department's 2022 40-hour In-Service Training Program.

The De-Escalation, Response to Resistance, and Use of Force course is designed to reinforce knowledge, skills, and effective techniques for officers to identify, reduce, or eliminate the need to use force. The course emphasizes the core ideal of the sanctity of human life by equipping participants with de-escalation strategies to slow down situations and create additional options to safely achieve resolution.

Participants were required to demonstrate sound tactics, conflict avoidance, and de-escalation techniques and engage in adaptive decision-making to determine when force is reasonable, necessary, and proportional under the totality of the circumstances. Guiding principles of procedural justice, de-escalation, impartial policing, and community policing were integrated throughout the curriculum, including a framework for problem-solving under the SARA (scanning, analysis, response, and assessment) model; critical thinking rooted in ethics, values, and mission at the core of the Critical Decision-Making (CDM) Model; and practical exercises and drills to recognize and mitigate biases, promote police legitimacy, and apply de-escalation tactics.

As of the time of this report, the Department trained over 95% of active sworn members as part of the 2022 In-Service Training Program.

The 2023 in-service training program requires a 16-hour De-escalation, Response to Resistance, and Use of Force course as part of the 40-hour 2023 In-Service Training Program. This 16-course comprises 12 hours of the Police Executive Research Forum (PERF) Integrating Communication, Assessment, and Tactics (ICAT) training course, 2 hours of ABLE (described above), and 2 hours covering changes to the Department's Use of Force Policy Suite. The course will incorporate adult learning techniques of group discussions, tabletop exercises, and scenario-based training.



Law Enforcement Medical and Rescue Training (LEMART)

- ***Relevant Consent Decree Paragraph(s): 174***

In 2022 (IMR-6 and IMR-7) the Training and Support Group continued to train new and incumbent Department members on Law Enforcement Medical and Rescue Training (LEMART). Throughout the year 594 Chicago Police recruits and 100 metropolitan police recruits were trained in the initial LEMART course. One thousand seven hundred and twenty-two incumbent Department members trained in the LEMART Refresher course.

In IMR-7 the Training and Support Group worked with Research and Development to work on a new Department directive to establish protocols for the distribution and replenishment of the Mini First Aid Kit (MFAK). The uniform policy Individual First Aid Kit (IFAK) And Mini First Aid Kit (MFAK) (U06-02-23) will continue to provide the specifications for the individual first aid kits (IFAK) and the mini first aid kits (MFAK).

In 2022 there were a total of 190 tourniquet applications. Seventy (37%) out of the 190 documented tourniquet applications were applied by members of the Chicago Police Department. Since August 2018 there have been a total of 795 tourniquets applied. Of those documented applications 286 (36%) were applied by the members of the Chicago Police Department before emergency medical services arrival.

Vehicle Pursuits Policies and Training

- ***Relevant Consent Decree Paragraph(s): 167***

In 2022 the Emergency Vehicle Operations Course was developed to provide a new 4-hour in-service training course that will be required for all active sworn members as part of the Department's 2023 40-hour In-Service Training Program. The Emergency Vehicle Operations Course (EVOC) provides participants with basic knowledge and skills with safer driving techniques and accepted practices when initiating a vehicle stop in which the member conducts a balancing test while following department eluding and pursuit policies. The participants will be presented with several safer driving techniques along with driving simulator scenario-based events to make cognitive decisions when initiating or not initiating a fleeing vehicle. The participants will learn techniques that are nationally accepted standards best practices. The course is set to begin in quarter one of 2023. This course received approval in IMR-7.

Goal: Collect, analyze and publish data to Department members and the public to drive continuous organizational learning and assess the extent to which policies, training and tactics result in prevention or reduction of force.

Use of Force Data Collection

- *Relevant Consent Decree Paragraph(s): 569*

Data collection regarding uses of force is critical to enabling CPD to identify trends and analyze areas for improvement. In addition to existing Tactical Response Report forms, which are used to document all use of force incidents, the Department created the Level 3 Reportable Use of Force Incident Supplemental form in IMR-4 to track specific information related to Level 3 uses of force. Level 3 uses of force include deadly force (e.g., firearm discharge, impact weapon to the head or neck, chokehold, or carotid artery restraint), force resulting in a hospital admission, and force causing death to any person. The investigating supervisor for a Level 3 use of force incident is required to complete this supplemental form at the conclusion of their use of force investigation.

Department policy provides direction to Department members on the above issues, and the Supplemental form allows the Department to track the frequency of their occurrence. Tracking this data is essential to understanding deadly force incidents and addressing areas of concern. The Department began using this new form in IMR-4. The Force Review Board is responsible for ensuring the proper completion of this form and making recommendations as warranted.

In IMR-7, the Tactical Review and Evaluation Division (TRED) reported on all the data that has been collected on this form. This data was published in the Q1 2022 Report and the Q2 2022 Report.

TRED began using the revised TRR-R and Firearm Pointing Incident Review (FPIR) applications. These applications now provide more comprehensive data on foot pursuits that are associated with use of force and firearm-pointing incidents. This data will be reported in future TRED reports.

In addition, TRED began developing the Incident Debriefing Report (IDR). This application will combine the existing TRR and FPIR reviews as well as the review of all foot pursuits into a single, consolidated TRED review form. The purpose of this application is to review incidents as a whole and provide training recommendations to Department members based on the entirety of an incident instead of compartmentalizing the different actions of the member into separate reviews.

Use of Force Data Dashboard Updates

- ***Relevant Consent Decree Paragraph(s): 157, 581, 582***

In IMR-7, the Department continued to maintain and update its public use of force dashboard. This dashboard provides summary metrics related to uses of force by Department members, such as the number of use of force incidents, the locations of these incidents, force options used, and many others.

In this reporting period, CPD made changes to the process that updates data on the public use of force dashboard. This new process ensures that the data is automatically updated at regular intervals.

Firearms Pointing Incident Reviews

- ***Relevant Consent Decree Paragraph(s): 190, 192***

CPD is required to routinely review and audit documentation and information collected from all investigatory stop and arrest occurrences in which a CPD officer pointed a firearm at a person while effecting a seizure. Firearm Pointing Incident Reviews (FPIRs) provide a checks-and-balances system to monitor Department compliance with the Fourth Amendment. Firearm Pointing Incident Reviews further ensure that Department members do not unnecessarily expose themselves to situations in which death or great bodily harm may result.

In IMR-7, the Tactical Review and Evaluation Division continued to review and analyze all firearm pointing incidents. These findings were published during IMR-7 in both the 2022 Q1 Report as well as the 2022 Q2 Report.

Additionally, as noted above, TRED began using a more comprehensive set of foot pursuit-related debriefing points. These additional debriefing points which mirror the standards in the revised foot pursuit policy will reinforce the training that Department members have received. These points will also help the Department to evaluate the effectiveness of its policy and training. TRED will report this data in the 2022 Year-End Summary and all future reports.

In IMR-7, TRED began developing the Incident Debriefing Report (IDR). This new report will combine the functions of the Tactical Response Report Review (TRR-R), the review function of the Firearm Pointing Incident Report (FPIR), and the review function of the new Foot/Bicycle Pursuit Event Log (FPR). This new report will allow TRED to review use of force, firearm pointing, and foot pursuit incidents as one whole incident. This will consolidate the review documentation and provide a better platform for feedback to members and a more robust data set on which TRED will report.

Force Review Division Quarterly Reporting

- ***Relevant Consent Decree Paragraph(s): 190, 192***

[Tactical Review and Evaluation Division Quarterly Reports](#) are summary documents that provide an overview of TRED accomplishments and recommendations, based upon the analysis of Tactical Response Reports (TRRs) and Firearm Pointing Incidents during a specific time frame.

In IMR-7, TRED produced the Q1 2022 Report and Q1 2022 Report, which are made available to the public on the Chicago Police Department's website.

Use of Force Annual Report

- *Relevant Consent Decree Paragraph(s): 159*

The Research and Development team (R&D) successfully published the CPD's inaugural Annual Use of Force Report in 2022. This report is a comprehensive publication of all use-of-force incidents from the prior year (2021). As such, the team will be utilizing similar production processes for the 2022 report as well.

In the coming weeks, R&D will begin gathering and authenticating internal data to guarantee its material accuracy. Once the authentication process of the qualitative and quantitative facts is complete, R&D will begin analyzing the data to identify any actionable items related to patterns and trends. R&D will then distribute a complete first draft for internal review, before being published.

The Department implemented an online form for community members to provide feedback on the 2021 annual report. The feedback form is modeled after the electronic form utilized to collect community feedback on CPD policies. All responses received will be evaluated by the Research and Development Division and will be included in the 2022 annual report.

Recruitment, Hiring, and Promotion

“Reform is a mechanism for changing, correcting, and improving upon organizational processes, procedures and practices.”

**-Managing Deputy Director Robert Landowski, Human Resources
(Office of Public Safety Administration)**

The Recruitment, Hiring, and Promotion (RHP) section of the consent decree describes the actions CPD will take to ensure that its members reflect the diversity of the communities they serve, that they are well-qualified for their positions, and that those who get promoted to supervisory roles are best suited to be leaders and exemplary role models within the Department.

Goal: Develop and continuously assess recruitment and hiring efforts to attract effective diverse recruits.

Recruitment and Hiring Updates

- *Relevant Consent Decree Paragraph(s): 249, 250, 251, 253, 254, 256, and 257*

In IMR-7 Coleman and Associates completed their assessment of the Department's recruitment and hiring process. The report was produced to the IMT/OAG in December 2022.



Goal: Promote individuals capable of effective supervision, guiding officers under their command and holding officers accountable.

Sergeant and Lieutenant Promotions Updates

- *Relevant Consent Decree Paragraph(s): 261, 262*

In IMR-7 DHR, OPSA-HR, and the Department of Law revised Interagency Policy 07-02 CPD Sworn Member Promotions which details the roles and responsibilities of each agency during the promotion process for sworn members. DHR and OPSA have been revisiting the recommendations of the DCI Consulting Group on Sergeant and Lieutenant promotions and plan to document where the recommendations have been addressed.

Goal: Identify and publish duties, eligibility criteria including knowledge, skills, and abilities for Captains and Commanders.

Captain and Commander Promotions Assessment and Transparency Plan

- *Relevant Consent Decree Paragraph(s): 263, 264*

In IMR-7 DHR, OPSA-HR, and the Department of Law revised Interagency Policy 07-02 CPD Sworn Member Promotions which details the roles and responsibilities of each agency.





Goal: Ensure recruitment, hiring, and promotion policies are transparent and consistent with law and best practices.

Job Descriptions for Sworn Positions

- *Relevant Consent Decree Paragraph(s): 255*

During IMR-7, CPD/DHR audited and posted all sworn job descriptions to both the CPD and City of Chicago websites. The job descriptions have focus areas that address procedural justice, de-escalation, impartial policing, constitutional policing, community policing, and problem-solving.

Recruitment, Hiring, and Promotion Directives

- *Relevant Consent Decree Paragraph(s): 253, 254*

In IMR-7 DHR, OPSA-HR, and the Department of Law revised Interagency Policy 07-01 CPD Sworn Member Recruitment and Hiring, and 07-02 CPD Sworn Member Promotions that details the roles and responsibilities of each agency. DHR, OPSA-HR, the and Department of Law are awaiting feedback from IMT on recommendations related to IAP 07-01 and 02.

Training

“21st century law enforcement education must be built on penetrating the hearts and minds of front-line officers in the act of service. Concentration on service will be a bridge to officer wellness, which will produce a more restorative justice.”

–Commander Ralph Cruz, Training Division

The Training section of the consent decree describes how the Department will ensure that all members are well-equipped to carry out their duties at every phase of their careers, from their time as new recruits, to their field training, to their annual in-service training, to the training provided to newly promoted supervisors. This section also outlines the oversight and development of new training materials to ensure that Department curriculum adheres to the core principles of reform and transformation, such as community policing, de-escalation, impartial policing, and procedural justice.

Goal: Develop new or additional training curriculum regarding specific consent decree sections and requirements. All training curriculum will reflect CPD's commitment to Procedural Justice, De-escalation, Impartial Policing, and Community Policing.

2022 Training Needs Assessment

- *Relevant Consent Decree Paragraph(s): 271*

The Training & Support Group (TSG) began to work on its 2023 Needs Assessment to inform the Annual 2024 Training Plan in December 2022. TSG worked with the University of Chicago Survey Lab to provide consultation on the Needs Assessment survey questionnaire, program the survey into online software, distribute the survey to an address-based

sample of households (approximately 10,000), manage the online data collection process, and clean and deliver the survey data for CPD to conduct analysis. In January, the TSG sought input from diverse sources to ensure a current, relevant, and comprehensive training plan that accounts for different perspectives. The stakeholders and resources solicited for input into the training needs assessment process included the following:

- Department members of all ranks and their respective collective bargaining units, if applicable
- Members of the community, via an online survey that was posted on CPD's website for 14 days and was promoted by the Department's Office of Community Policing
- Community partners via online survey; groups associated with the Training Community Advisory Committee (TCAC), the Boys and Girls Club of Chicago (BGCC), the Chicago Police and Firefighter Training Academy (CPFTA), City Colleges of Chicago, and the Chicago Council of Mental Health Equity (CCMHE)
- Address-based sample survey
- Posting Quick Response codes on multiple websites
- Oversight Agencies including the Civilian Office of Police Accountability (COPA), Chicago Deputy Inspector General of Public Safety, the City of Chicago Police Board, the Community Commission for Public Safety and Accountability, the Training Oversight Committee (TOC), the Cook County State's Attorney's Office, and the Department of Law
- Information collected annually from the use of force reviews, discipline, and civilian complaints, and reports of officer safety issues
- Changes in the State of Illinois and City of Chicago laws and Illinois Law Enforcement Training and Standards Board (ILETSB) requirements
- Court decisions and litigation
- Research reflecting evidence-based research and best practices in training and law enforcement
- Results from evaluations of training courses, instructors, and the Field Training Program
- Department members' reactions to and satisfaction with Department training

The TSG is actively working to have a larger more representative sampling for the 2023 Needs Assessment. The Needs Assessment is slated for completion in April 2023 to provide ample time for Training Plan preparation and submission.



2023 Training Plan

- **Relevant Consent Decree Paragraph(s):** 37, 42, 271, 272, 273, 274, 277, 278, 282, 283, 284, 287, 303, 317, 319, 320, 321, 322, 323, 331, 332, 333, 337, 338, 412

The 2022 Training Needs Assessment informed the Training Plan by identifying training gaps, specifying recommended training topics, and proposing training options. In the 2022 Needs Assessment, the Department strived to provide a comprehensive Training Plan by engaging and listening to the voices of impacted stakeholders including community members, community-based organizations, collective bargaining units, oversight agencies, and Department members.

The Department collaborated with many community groups in preparation for 2023 training. Collaboration and strategic partnerships are fundamental to improving training outcomes. Providing training with community partnerships and community members that actively help train Department members has garnered transparency, credibility, trust, and respect. The TSG continues to maintain long-standing community partnerships through its Crisis Intervention Team (CIT) Program and Office of Community Policing (OCP). The Department will continue to co-deliver Basic, Advanced, and Refresher CIT training with outside subject matter experts and individuals with lived experiences. The TSG created a new Community Engagement Section that will be responsible for facilitating the Training Community Advisory Committee (TCAC) meetings, building diversity and inclusivity within all TSG community members, creating and managing community engagement and community service projects, and integrating community engagement into policy.

The TCAC is a voluntary group of diverse stakeholders from community-based groups that convenes regularly to provide expertise and lived experiences to enhance the quality and effectiveness of the Department's training programs. TCAC members have been invited to observe the training they review once it is implemented to provide additional input. Listed below are some of the community groups represented in the TCAC: Access Living, Anti-Defamation League (ADL), ARC of Illinois, Bobby Wright Comprehensive Behavioral Health Center, BUILD Inc., Center on Halsted, Chinese American Service League, Community Policing Advisory Panel, Hispanic Lawyers Association of Illinois, Ignite Chicago, Metropolitan Family Service, Mujeres Latinas en Accion, NAMI Chicago, Sikh American Legal Defense and Education Fund, Thresholds, and Westside Association for Community Action for Youth.

The 2023 Training Plan was submitted and approved in IMR-7 before the commencement of 2023 training. The 2023 Training Plan provides a roadmap for the comprehensive reform efforts that impact fundamental aspects of the Department's training. The Department welcomed and appreciates all the expertise and input that all collaborating parties provided in this transformation effort. The Department has an interest and responsibility to provide its members with the knowledge and skills necessary to provide professional services that meet the needs of the community. The 2023 Training Plan covers recruit, in-service, and pre-service Department training.

The 2024 Training Plan is slated for submission in June 2023 and will be informed by the 2023 Needs Assessment.



Goal: Ensure that all Department trainers are qualified and dedicated to providing sufficient and effective training that reflects the principles of the CPD.

Training Academy Instructor Development

- *Relevant Consent Decree Paragraph(s): 282-285, 287*

In total, there were (12) 40-hour Instructor Academies (IAs) in which 268 members were trained. There were also three, one-day IAs that provided training for 32 members and non-CPD civilian staff with prior training and experience in instruction. Therefore three-hundred total members were trained in the IA program. Multiple sections within the Training and Support Group also conducted instructor development training; A sampling of that is provided below:

In-Service Training Program Instructors

- Active Bystandership for Law Enforcement Instructors' course
- Beyond Duty to Intervene: Developing a Culture of Accountability (ABLE Section)
- GBV Train the Trainer
- Use of Force Instructor Training Program

Tactical Training Unit

- TASER Instructor Recertification
- Master TASER Instructor

LEMART

- 2-day Western Regional Counter Drug Training Center Enhanced Tactical Medicine hosted by CPD SWAT
- 40 hours of Continuing Education, Paramedic License Requirement
- Train the Trainer for the LEMART team for the Naloxone: An Opioid Antagonist (Narcan)



Physical Skills Unit

- Human Factor Science (Control Tactics) - Nov 2022- 6 Physical Skills Instructors Certified
- Sabre (OC Spray) - Dec 2022 - 6 Physical Skills Instructors Certified
- ACE (Personal Fitness) Recertification - Aug-Oct 2022 - 2 Physical Skills Instructors

Instructional Design and Quality Control

- Association for Talent Development 3-day Instructional Design Certificate Course

Career Development

- Train the Trainer for the LEMART team for the Naloxone: An Opioid Antagonist (Narcan)
- 2022 FTO Refresher TTT – November-December 2022

Goal: Enhance the Field Training and Evaluation Program to ensure that PPOs receive high quality training and mentorship from the Department's FTOs.

Field Training and Evaluation Program (FTEP)

- *Relevant Consent Decree Paragraph(s): 303, 313, 315, 316*

The primary objectives of the Field Training and Evaluation Program (FTEP) are: 1) to ensure that all Probationary Police Officers (PPOs, or officers who have recently graduated from the Training Academy but are not Field Qualified) receive optimal field training and 2) to ensure that the most competent, motivated individuals become CPD officers. This process is completed through field training cycles and evaluation of PPOs by Field Training Officers (FTOs) in various competencies, including vehicle operations, arrest procedures, attitude and demeanor, and de-escalation. The FTEP is a partnership between the Training and Support Group and the Bureau of Patrol. In IMR-7, the Research and Development (R&D) Division revised the Department's FTEP policies (S11-02 Field Training and Evaluation Program and S11-02-01 Field Training and Evaluation Review Board).



The Field Training and Evaluation Section maintained the 1:1 FTO to PPO ratio in IMR-7. The department utilized “Act-Up” FTOs to meet the increase of recruits in the Field Training Program and to maintain the 1:1 ratio. In IMR-7, the department conducted 1 FTO test and promoted 77 FTOs.

The Field Training and Evaluation Program in IMR-7 continued its practice of administering quarterly surveys to PPOs and FTOs. In IMR-7, these surveys were administered in Q3 and Q4. The surveys provide the Department with direct feedback on the FTEP from both FTOs and the PPOs they supervise. The Bureau of Patrol now utilizes a Tableau dashboard to track the responses and shares those responses with the Training and Support Group every month.

Goal: Strengthen internal management and oversight of training execution.

Training Policy Updates

- ***Relevant Consent Decree Paragraph(s): 42, 62, 72, 74, 77, 95, 98, 100, 102, 126, 243, 282-85, 287, 289, 295-297, 303, 324, 326, 327, 329, 333, and 334***

The Research and Development Division submitted two updated directives to the Independent Monitoring Team during the IMR 7 period. The directives, S11-10 Department Training, and S11-10-03 In-Service Training were submitted to the IMT with minor updates based on the Training and Support Group’s internal processes, legal updates, and internal Departmental changes. These directives were also submitted to maintain preliminary compliance with Consent Decree paragraphs 42, 62, 74, 77, 95, 98, 100, 126, 243, 277, 279, 282, 284, 285, 292, 303, 324, 326, 327, 329, and 337; and to achieve preliminary compliance with Consent Decree paragraphs 72, 290, and 318.

Upon review of the directives published during the IMR 6 period, the Department updated the above-listed policies to promote transparency in the TSG sections, ensure accurate recordkeeping of Department members training records, add concepts of Impartial Policing to Department members training, when appropriate, and provides direction for Department training to improve the compliance rate. The Department continues to develop and implement a comprehensive in-service training plan.

Supervision

“Reform is our opportunity to reimagine policing for future generations.”

–Chief Brian McDermott, Bureau of Patrol

The Supervision section of the consent decree acknowledges the need for CPD members to receive high quality leadership, mentorship, and support from their supervisors. This section outlines the core structural and procedural changes that will enable the Department to strengthen supervisory oversight, including a new staffing model, new policies to govern supervisory responsibilities, and an overhauled performance evaluations process for the entire Department.

Goal: Maintain adequate staffing levels to provide effective supervision and achieve principles of unity of command and span of control.

Unity of Command / Span of Control Pilot Program

- *Relevant Consent Decree Paragraph(s): 356-368*

In IMR-7, the Department received technical assistance from the Independent Monitoring Team on its Unity of Command and Span of Control (UoC/SoC) pilot. While the Department had made significant progress in measuring its ability to maintain the unity of command and span of control, the mechanics of assigning and scheduling officers such that they spent maximal time with a single Sergeant proved to be highly complex, due largely to the challenge of managing absences for planned furlough or training days, or unplanned sick time or injuries on duty. This program, operating in the 006th district, is intended to strengthen supervision by redefining the staffing model of the district to maximize the amount of time that a given officer spends with a consistent Sergeant (unity of command), while simultaneously ensuring that no Sergeant oversees more than 10 officers on a given shift (span of control).

This new approach to unity of command and span of control is also promising because it better aligns with the Department's other key pilot initiatives. For example, the proposed sector integrity structure enables the District Coordination Officers assigned under the Neighborhood Policing Initiative to act as a member of the "sector team" that operates in a particular sector. The DCOs are responsible for working with community members, community organizations, City agencies, and other CPD units to implement sustainable problem-solving strategies to mitigate chronic crime issues the community might be facing. Having the DCOs as part of the sector team will allow for greater

collaboration between beat officers and community members since the DCOs will be responsible for ensuring their sector team is familiar with the chronic crime issues that require intervention.

In IMR-7, the new revised staffing model emphasized geographic familiarity for a given pool of sergeants and police officers. The model will increase the amount of time most members in the 006th district spend in a four-beat radius called a sector. With the same sergeants and police officers assigned to a single geography whenever they are on duty, the Department will be able to maintain unity of command and span of control, while simplifying scheduling logistics by not requiring the same officer to be assigned to the same sergeant on each tour of duty.

The sector integrity model will also support the Department's Performance Evaluation System and Officer Support System pilots. Both of these programs equip supervisors to better coach, mentor, and manage their subordinates. The Performance Evaluation System pilot revamps the performance dimensions against which CPD members are evaluated, and the Officer Support System leverages data analytics to identify members who may be at risk of an adverse outcome. By creating sector teams and pre-assigning police officers to the sergeants who will conduct their performance evaluation, the proposed model will help to ensure that there is sufficient consistency of supervision to maximize the impact of these two pilot programs.

Goal: Set clear responsibilities and expectations for supervisors.

Supervisory Pre-Service and Annual In-Service Training

- ***Relevant Consent Decree Paragraph(s): 331-338***

In IMR-6, the Training & Support Group (TSG) began re-drafting its supervisory training materials related to De-Escalation, Response to Resistance, and Use of Force. The re-drafting is in response to comments from the Office of the Attorney General (OAG), changes to policy, classroom feedback during the instruction of the 2022 In-Service Supervisors Training, legislative updates, and survey results from pre-service promotional classes requesting additional training on Use of Force and related topics. The sergeant and lieutenant classes were split into two rank-specific units of instruction and are designed to be instructed by Tactical Response and Evaluation Division (TRED) personnel. TSG received no-objection letters related to this training from both the OAG/IMT in IMR-7. TSG is currently planning

instructor development with TRED personnel to model the entire pre-service training program and other related use of force classes contained within each rank-specific instructional track. Also, each rank, sergeant, lieutenant, and captain now have a more rank-specific Officer Involved Shooting Scenario. Finally, TSG developed a Tactical Response Report (TRR) Supervisory Debriefing Dashboard training bulletin as a first step toward informing TRED who provided statistical data and other relevant information. TSG awaits a no-objection letter for the training bulletin.

In addition to the inclusion of the use of force curriculum for supervisors in the pre-service promotional training, the 2022 In-Service Supervisors Training also included 2-hours of use of force training, the prohibition on retaliation, an active listening skills refresher, internal procedural justice, and report writing related to use of force. TSG has concluded instruction on the 2022 In-Service Supervisors Training and has started the selection and analysis of topics for the 2023 version of the In-Service Supervisors Training and may utilize an outside vendor to provide tailored leadership training for the 2023 In-Service Supervisors Training.

To further enhance onboarding for newly promoted supervisors, the Department conducts “field observation days” as part of its pre-service training curriculum. TSG lesson plan writers are currently revising the curriculum for these observation days. To increase learning outcomes, TSG created a duties and responsibilities class for each observation day and a debriefing class for each day. TSG did this to enhance the trainees’ learning experience and improve information retention while providing structure to each observation day. The sergeant and lieutenant observation days will contain a rank-specific and job-specific duties and responsibilities class. The duties and responsibilities class focuses on non-use of force-related job duties. Use of force-related job duties were relocated to the rank-specific pre-service use of force class.

While TSG currently includes pre-service promotional instruction on the Performance Evaluation System and Early Warning Intervention Systems, training for the new Officer Support System (OSS) and Performance Evaluation System (PES) began in a pilot District. The OSS and PES included eLearning training for all sworn ranks and supervisor-specific in-person training. The supervisor-specific training included instruction on effective supervision, the proper use of the system, documentation of performance, the purpose of an effective employee evaluation system, employee assistance resources, and monthly portfolio notes. The TSG is currently updating and resubmitting the OSS-related training as the pilot program progresses and in response to the OAG/IMT comments. The TSG is currently monitoring the pilot and will adjust training accordingly.

The TSG is also researching and planning command staff-specific training regarding use of force and reporting. In addition to the above, TSG currently has numerous other pre-service classes under development for all ranks (command

staff, pre-service sergeant, lieutenant, and captain). Finally, the TSG is revising and updating the Annotated Curricula (“Course Lists”) for all four ranks of promotional training. The TSG continues to create, update, and revise pre-service promotional instruction based on changes to state law, CPD policy, and other factors.

Goal: Identify, support, and recognize members who perform their duties effectively while identifying and responding to poor performers.

Performance Evaluations Revamp

- *Relevant Consent Decree Paragraph(s): 370-376*

During IMR 7, OPSA HR and CPD successfully delivered PES training to the pilot district. Members were engaged in hands-on technical training, effective eLearning, and two PES assessments. The PES training focused on the dynamics of effective performance management, accountability, and transparency, as well as tenants of the consent decree.

Officer Wellness

“Reform helps us create and implement comprehensive services and programs that focus on officer wellness for the Chicago Police Department by evaluating at the needs, best practices, and support that are necessary for the success of our programs.”

–Dr. Robert Sobo; Director, Professional Counseling Division

The Officer Wellness section of the consent decree reflects the Department's activities to ensure that all of its members and their families are well taken care of throughout their careers ensuring they are able to cope with the daily pressures of their jobs or any specific traumatic incidents they may have experienced. In the current climate it is more important than ever that CPD officers have resources available to them to ensure they are at their best at work. This is vital to ensuring healthy police-community interactions and relationships.

Goal: Provide clear directives and structure to guide the work of the Professional Counseling Division and the programs it manages.

Peer Support Program

- *Relevant Consent Decree Paragraph(s): 404*

The CPD's Peer Support Program began in April 2000. This program is a part of the Professional Counseling Division (PCD) and is modeled after the program instituted at the Bureau of Alcohol, Tobacco, Firearms, and Explosives. All peer support team members work on a strictly voluntary basis as a way of giving back to the CPD family. The Peer Support Program's primary objective is stress reduction through immediate emotional first aid and support. The Peer Support Team assists members as they work through the impact of critical incidents by supporting, actively listening, and providing resources. In addition, peer support members help their fellow officers involved in critical incidents understand the range of normal reactions to abnormal situations.

Initial onboarding for Peer Support Members is provided via a 40-hour certification, which affords Peer Support Members confidentiality under Illinois State Law (5 ILCS 840/) First Responders Suicide Prevention Act. In 2022, the first 8-Hour Peer Support Refresher was developed and provided to Peer Support Members; the 2023 8-Hour Peer



Support Refresher is currently in development. Peers are also trained to recognize issues that fall beyond the scope of Peer services and access immediate support to coordinate appropriate services, including circumstances that present a need to breach confidentiality and services that require clinical/professional intervention.

This list includes demographic information for Peers, including identification as LGBTQIA+ and Military, to assist Department Members in finding a Peer who may be a good fit for their concerns. Peer support members come from diverse backgrounds, which helps to ensure that when a police officer or family member needs assistance, there is someone available with the right expertise, qualifications, knowledge, and awareness of resources to support them.

Peer support members offer immediate on-scene intervention to fellow Department Members and their families during and after traumatic incidents. Support is not limited to traumatic events and is available to all Department Members and their families whenever needed. Support can include, but is not limited to, the death of a family member, friend, or peer, as well as marital, child, or job-related difficulties. Those seeking support have the right to reach out safely and privately. All communications between department members, their families, and the Peer Support Program representatives are confidential. The Peer Support Program now consists of over 180 members citywide and also has a robust retiree cadre of Peer Support Members. Three training classes for new Peers were held in 2022, and three training classes are scheduled for 2023.

Recognition of Peers is important as Chicago Police Department Peers are decentralized and provide voluntary, non-compensated services in addition to their regular job duties 24 hours a day, 7 days a week; in 2022, Peer Support leadership advocated for and received Department approval for all Active Peers to receive the Chicago Police Leadership Award. 2022 also was the first year that Peer Support held an all-Peer meeting in which Peers could network and meet other Peers to build camaraderie and reinforce the mission of Peer Work. In addition, quarterly Peer Support Team Leader Meetings help Peer Support leadership understand the needs of Team Leaders and their Team members and provide updates to Department policy and other updates. Finally, all-Peer debriefings are also held periodically by clinical staff at the Professional Counseling Division to help Peer Support Members process the impact of cumulative/vicarious trauma they may be experiencing as a result of providing Peer Services.

Traumatic Incident Stress Management Program

- ***Relevant Consent Decree Paragraph(s): 407-411***

Police officers encounter challenging situations on a regular basis, and different calls for service may impact officers in different ways. Historically, law enforcement has been encouraged to compartmentalize and not show vulnerability on the job. Science tells us this is impossible and damaging. The workplace is a significant part of people's lives, and it shapes the way they relate to the world. Without adequate mental health support in one's workplace, especially in highly traumatic work, employees can become burned out, depressed, and resentful, ultimately resulting in on-the-job challenges and other chronic health issues.

PCD receives referrals when a Department member is determined to have been in a traumatic incident. It is the Department's obligation to ensure that members who experience a traumatic incident contact PCD, attend debriefing sessions with a licensed mental health professional, and complete the Traumatic Incident Stress Management Program (TISMP). Referrals to the TISMP are made for on- and off-duty incidents. The referral is recorded by the TISMP Notification form (CPD-62.480). The Department member is advised of available services through PCD and that their attendance at a debriefing held by PCD under the Traumatic Incident Stress Management Program is mandatory. Referred members must initiate contact within 24 hours of the traumatic incident. Failure to do so will result in PCD contacting a Department member's unit commanding officer in a manner consistent with the City of Chicago HIPAA Privacy Policies and Procedures. Components of the TISMP debriefing sessions may include Peer Support discussion or other debriefing components determined necessary by PCD. Notifications are made to the Department member's unit commanding officer when PCD releases the member from the TISMP. PCD also performs six-month follow-ups to ensure that members are aware of additional support services.

In IMR-7, PCD began revising Employee Resource, E06-03, to include consideration of car accidents, brutal incidents involving children, and incidents that garner media attention. PCD also implemented documenting of TISMP through the Clear system, which can be used to provide digital documentation of the TISMP system to the IMT and OAG as evidence of operational compliance with consent decree requirements.



Audit of the Traumatic Incident Stress Management Program

- ***Relevant Consent Decree Paragraph(s): 407, 408***

The Audit Division finalized its “Audit of the Traumatic Incident Stress Management Program” in May 2022. This audit assessed the Department’s compliance with requirements outlined in paragraphs 407 and 408 of the consent decrees, as well as with relevant Department directives. Though the Audit Division found that nearly 100% of referred members completed the program, the report included several recommendations on how the Department should strengthen the program to better serve CPD members.

The Audit Division coordinated with relevant Department stakeholders to finalize a plan for implementing the audit’s recommendations. The 2023 annual audit of the Traumatic Incident Stress Management Program will incorporate a follow-up of the Department’s progress in implementing recommendations from the prior year’s audit.

Goal: Create and deliver training (in-service and recruit) provided to all Department members on related issues and services provided by EAP.

Comprehensive Communication Strategy

- ***Relevant Consent Decree Paragraph(s): 385-386***

As part of its communication strategy, the Professional Counseling Division strives to maintain regular messaging to Department members, promote available services, and address stigmas, barriers, and misinformation regarding seeking members’ mental health or substance use treatment. The PCD’s newly developed Communication Calendar and Database, training curricula, promotional handouts, and digital resources can sustain supportive messaging.

The PCD disseminated printed material in all district locations and other facilities. The CPD Office of Constitutional Policing and Reform, Inspections Division ensured that the EAP posters and pamphlets were prominently displayed and easily accessible. Additionally, sworn and civilian department members have access to The Wire Home Page, where PCD services, programs, upcoming events, streaming videos, staff information, and the Peer Support Dashboard are available 24/7. Finally, the PCD hosted several Officer Wellness events:

- The PCD EAP Open House allowed department members and their families to meet the PCD staff and learn about the available programs and services. The event included food, crafts, and activities.
- The PCD EAP Veteran Affairs Open House took place at Public Safety Headquarters. Several U.S. Department of Veteran Affairs vendors provided resources and program services to the CPD's sworn veteran members and their families.
- The PCD Chaplain's section hosted a Blue Mass blessing for police officers at St. Nicholas church and a Toy Drive.
- The PCD and the Training and Support Group hosted a mental health program with the Quell Foundation First Responder Resilience Project. The 2-hour program featured the Quell Foundation's new documentary "Lift the Mask: First Responders Sound the Alarm," followed by a panel discussion with first responders featured in the film and members of the CPD community. The program's goal is to normalize the conversation around mental health and remove the stigma associated with mental health treatment in the first responder community. The program was open to all sworn and civilian Department members and their family members voluntarily at no cost. In addition, department members were allowed to attend while on duty.

The PCD continues its conversations regarding actively including the department's civilian employees and family members. Civilian employees have access to the PCD's resources via departmental means such as The Wire, AMC Messages, roll calls, and in-service training for Detention Aides. In addition, the PCD attends award ceremonies and star-pinning ceremonies to communicate the PCD services to family members of the CPD department. Finally, the PCD continues collaboration with additional units, such as the Communications Division and the Training and Support Group Division, to support the sustainability and legitimacy of the Communications Strategy.

Officer Wellness In-Service Training

- ***Relevant Consent Decree Paragraph(s): 381, 414***

In 2022, the Crisis Intervention In-service Course and Gender Based Violence Course were both new 8-hour training courses required for all sworn members as part of the Department's 2022 40-hour In-Service Training Program. This Crisis Intervention course included recognizing the importance of officer wellness, techniques for mindfulness, and its relationship to de-escalation. The Gender-Based Violence course included a module that covered officer wellness and provided Department members with information and resources to promote wellness. Additionally, members were enrolled in an eLearning on the Traumatic Incident Stress Management Program, which at the end of the IMR-7 showed 98.98% of members completed.

In 2023 there will be an 8-hour course for Officer Wellness. There is growing recognition that psychological and emotional wellness is critical to officers' health, relationships, job performance, and safety. To address these needs, the In-service Officer Wellness course will inform officers regarding sleep deprivation and sleep hygiene, nutrition and meal prep for shift work, emotional resilience techniques, and Yoga for First Responders. The instructors will gauge student comprehension of learning concepts during training by posing questions, facilitating in-class discussion, and observing written reflection. This training will consist of a combination of lectures and individual and group tabletop exercises. There will be a pre-test, a post-test, and a course and instructor evaluation. The 2-hour ABLE class also has an officer wellness focus as described above.

The 2023 Officer Wellness course was created by faculty at the Sleep & Performance Research Center, Washington State University, by the Director of Investigative Psychology Research Unit, John Jay College of Criminal Justice, Mandy Nice, Cordico, and Yoga for First Responders.

Suicide Prevention Plan

- ***Relevant Consent Decree Paragraph(s): 388***

The PCD uses a holistic approach to address officer wellness. The PCD includes the following programs and services in its suicide prevention plan:

- Clinical care
- Alcohol and Substance Use Assistance
- Peer Support
- Pastoral Care
- Traumatic Incident Stress Management Program

In addition to the list above, all of the PCD's efforts contribute to its suicide prevention plan. For instance, expanding and increasing clinical staff, implementing technology solutions to best analyze how members are using the PCD's services, and creating additional support groups contribute to PCD's suicide prevention plan.

The PCD included Traumatic Incident Stress Management Program (TISMP) training, various programming through the PCD clinicians, Drug and Alcohol Counselors, Peer Support, and Chaplains as resources for prevention post-treatment. Also included as part of the PCD's holistic suicide prevention initiative are the expansions of the PCD's two satellite offices on the north and south sides of the city and increased staffing.

The PCD continues to disseminate communications regarding wellness in emails, administrative messages, and emails tackling misinformation, stigma, and available mental health resources. Further, the contributions from each PCD's programs in the past and subsequent periods represent the whole of the PCD's suicide prevention efforts.

CPD representatives also continue to have monthly meetings with the various unions where discussions around officer wellness and suicide prevention efforts occur. These meetings are helpful to ensure the efforts to promote and strengthen officer wellness are reaching all members throughout the Department.

Goal: Bolster staffing and resourcing allocated to wellness programs.

Clinician Staffing and Facilities

- ***Relevant Consent Decree Paragraph(s): 383, 389, 390, 391, 400***

A commitment to adding resources, such as personnel and facilities, is critical to the PCD's success in the future. For example, the PCD continues to acquire licensed mental health professionals and sworn administrative staff to decrease clinician caseloads.

In 2022, the PCD added two sergeants to support increased civilian and sworn staffing and the PCD needs. In addition, sworn rank supervisors are necessary to oversee the operations of the PCD, carry out the overall mission of the Officer Wellness Program through the PCD, provide on-call support, and manage all Department compliance with policies and procedures and unit supervisory responsibilities.

In September 2022, two new sworn members joined the Alcohol and Substance Use Team, bringing the team's total to five sworn members. In addition, the PCD has completed interviews for the Supervising Substance Abuse Counselor position.

Expansion of the PCD Wellness Resources aims to accommodate additional staff and increase access to services for our members. In 2022, the CPD began securing two new office locations for the PCD. The expansion will bring the total number of office locations to three. Additional office space on the north and south sides of Chicago will enable PCD to provide more accessible clinical services for Department members by reducing travel time for officers that live and work in those areas. The PCD acquired a south-side office and a north-side office in the first quarter of 2023. PCD is in the process of furnishing and setting up both locations.

CPD has also implemented quiet rooms in district offices across the city. These rooms allow members to decompress during their day if they find themselves stressed or overwhelmed.

Professional Counseling Division Technology Implementation

- ***Relevant Consent Decree Paragraph(s): 389***

The benefits of acquiring a technology solution include the ability to measure success, activity tracking and benchmarking, and the ability to analyze activity for improvement.

In 2022, the PCD acquired iCarol, a technological solution to track and evaluate services offered. Through this specialized software, the PCD will increase its administrative efficiency and run comprehensive reports using anonymized data provided by clinicians, counselors, chaplains, and peer support members. In addition, in 2022, the PCD began and completed the development of a custom platform that can modify the platform or filter data for specific reports. The Department plans to implement iCarol in 2023.

Professional Counseling Division Annual Report to the Superintendent

- ***Relevant Consent Decree Paragraph(s): 389***

The Annual Report to the Superintendent summarizes the PCD's activities for the previous year. The PCD continues to explore integrating data as it becomes available to benchmark and measure the success of the quality and availability of services. Sources of data primarily include results of activity tracking forms and results of the Needs Assessments. Having only produced one Needs Assessment in the past, the PCD deemed it appropriate to regularly poll members' wellness and how PCD might meet those needs.

In 2022, the PCD began to think about the lifespan of this document and how it might evolve to meet CPD's needs in the future. Considerations include regular cadences of the Needs Assessments, standard data production, and overall organizational wellness. In early 2023, the PCD administered its second Needs Assessment. The PCD looks forward to collecting and analyzing the data of said 2023 Needs Assessment and comparing it to its 2019 Needs Assessment results. Additionally, the PCD will provide a sustainable Annual Report to the Superintendent in 2023 using the information gained from the needs assessment to show the PCD is moving forward and demonstrating compliance with the Consent Decree.

Goal: Ensure CPD members are provided reliable and readily available equipment and technology to support their job duties and wellness needs.

Body-Worn Cameras (BWC)

- *Relevant Consent Decree Paragraph(s): 236-241, 576*

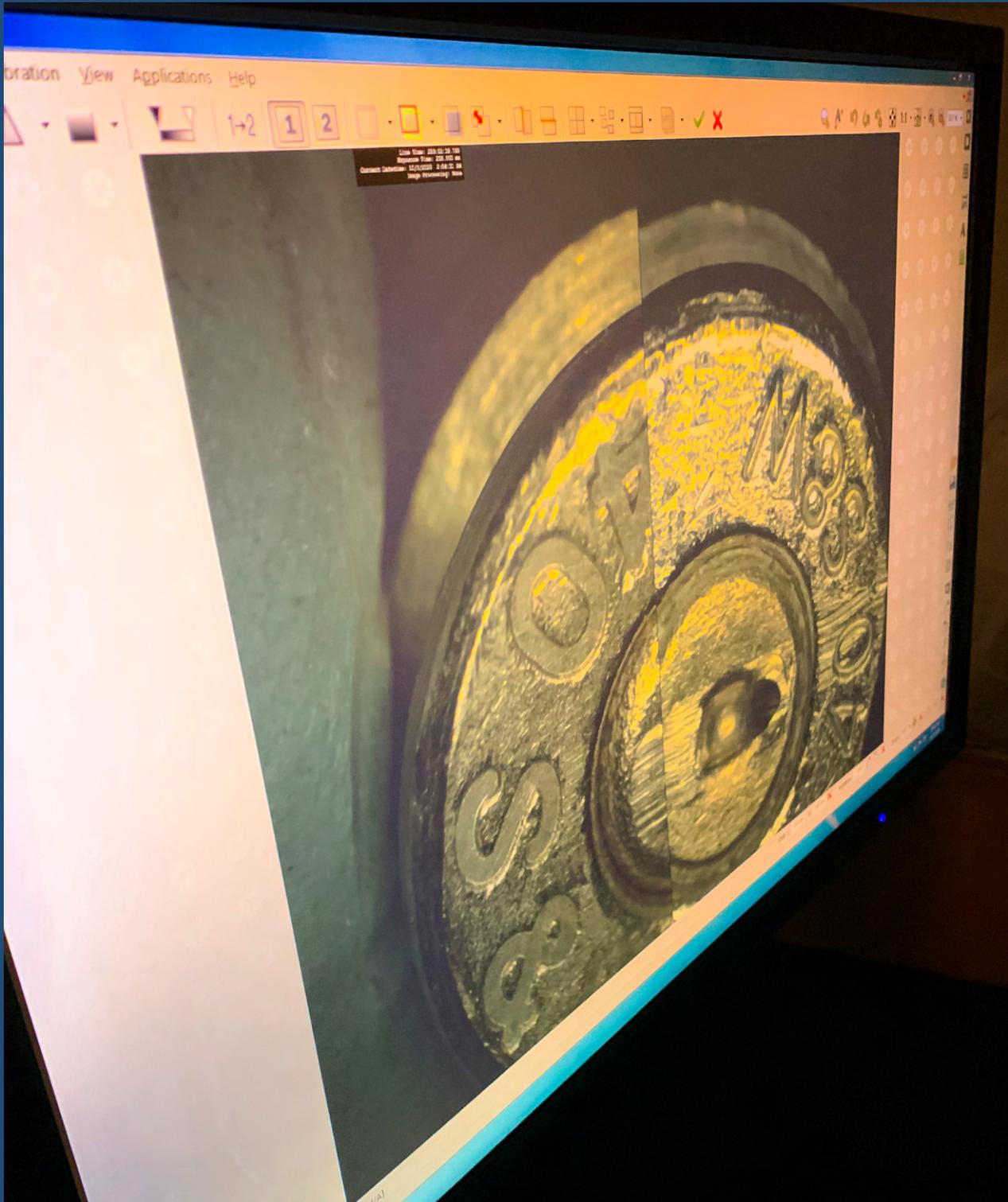
The Department has continued to revise and update the BWC policy according to newly designated BWC Department personnel, Illinois SAFE T-Act provisions, enhanced supervisor roles, finalizing the random video review, and labor negotiation language on discipline. CPD has recently re-submitted the BWC policy for IMT/OAG review. This submission includes the additions listed above and the concerns both the IMT/OAG had from a previous BWC submission.

R&D has taken the necessary steps to ensure that it addressed numerous concerns from previous recommendations. R&D is confident that this version of the BWC policy will satisfy the IMT/OAG concerns, SAFE T-Act concerns, and CPD operational issues relating to preliminary paragraph compliance.

Audits of Body-Worn Cameras and In-Car Cameras

- *Relevant Consent Decree Paragraph(s): 236-241, 576*

The Audit Division completed a series of reports related to paragraph 576 of the consent decree. Each report, listed below, was completed during the IMR-3 and IMR-4 reporting periods. The reports resulted in several recommendations that would allow for improvements in the understanding of the extent to which such footage is available for incidents, the reasons why some incidents may lack footage, and the extent to which supervisors have reviewed the footage.



- SPEC-H-2020 – Review of Body Worn Camera Video & Related Arrest Reports (September 16, 2020)
- SPEC-J-2020 – Survey of Supervisors RE: Audits of Body-worn Cameras & In-car Camera Footage (November 25, 2020)
- SPEC-I-2020 – Review of In-Car Camera Video & Related Arrest Reports (January 11, 2021)
- SPEC-A-2021 – Review of Body-Worn Camera Video & Related Investigatory Stop Reports (March 25, 2021)
- SPEC-B-2021 – Review of In-Car Camera Footage & Documented Transports (May 04, 2021)

The Audit Division continues to track the Department's progress in implementing each of the recommendations identified in prior reports through ongoing meetings with key stakeholders.

The Audit Division also launched a more extensive review of BWC activation rates during the IMR-7 reporting period. The audit will allow for further measurement of compliance with consent decree requirements and directives on the subjects. The audit will also include further review of recommendations from previously issued reports pertaining to body-worn cameras and ICC footage.

Equipment and Technology Audit

- *Relevant Consent Decree Paragraph(s): 415, 416*

After completing the inventory for IMR 6, the Office of Public Safety Administration (OPSA) is in the process of modernizing the entire CPD inventory of obsolete desktop computers, laptop computers, police radios, body-worn cameras, cellphones, and police vehicle in-car terminals.

Items that began in IMR-7:

- Replace 4,000 desktop computers across the entire department.
- Replace/distribute over 400 laptop computers to detectives and supervisory sworn/civilian personnel.
- This will include docking stations and mobile phone cards to allow for office and autonomous remote use.
- Replace the mobile laptop computers currently in police vehicles with the Samsung DeX solution. This allows an Android cell phone, an external keyboard, and a monitor mounted in the vehicle to act in place of a rugged laptop in the vehicle. This will allow for more flexibility in the field and better access to police applications. This will also be more cost-effective for the department and provide better uptime for technology in police vehicles.
- Replace the entire radio inventory, as well as using encryption on the new radios.
- Update to CPD's Records Management System.

Items in IMR-7, IMR-8, IMR-9 and future.

- Refresh the Body Worn Camera (BWC) fleet. This will begin and be completed in IMR-8.
- Officers will be receiving their own dedicated cell phones also. The endeavor is also in process and will be completed by the end of IMR-9.
- The In-Car Camera System is being reviewed for upgrading. Testing is in progress for the modernization of the systems, including new features such as the ability to have Auto License Plate Reading (ALPR) integration and allow video to be transmitted immediately to the main system at the end of each recording.
- Currently, the City of Chicago uses the ServiceNow platform for creating and processing Help Desk Tickets. The city has purchased the inventory module of the ServiceNow platform. All new computers and laptops will be put into the ServiceNow Inventory system. This will track the lifecycle and service history for all devices. Full implementation of the modules will be completed for IMR-8. Phones, radios, body-worn cameras, and in-car camera systems will continue to be tracked in the CPD PQuip inventory system for IMR-7, 8, and 9.
 - Integration of this inventory into the Service Now platform will be considered in 2024.

Accountability & Transparency

“True reform can only be accomplished by gaining the trust of the community that we serve by providing transparency into the process of misconduct investigations and their outcomes. Department members need to know what is expected of them, and members of the community need to see how seriously their complaints are taken by this organization.”

- Chief Yolanda Talley, Bureau of Internal Affairs

The Accountability & Transparency section of the consent decree outlines the mechanisms by which the Department and other City entities such as the Civilian Office of Police Accountability (COPA) will ensure that allegations of police misconduct are solicited, investigated, and resolved in a timely and fair manner. An investigative process that is grounded in legitimacy, transparency, and fairness is vital to building the public’s trust in the Department’s and the City’s ability to hold its officers accountable when an allegation of misconduct has been proven to be true. Furthermore, this section of the consent decree clarifies the nature and frequency with which CPD needs to provide certain information to the public.

Goal: Improve the ability for members of the public and CPD members to submit complaints.

Public Awareness Efforts

- ***Relevant Consent Decree Paragraph(s): 425, 426, 428***

A critical component of a “robust and well-functioning” accountability system is open access “for all individuals who wish to file complaints.” (paragraphs 420, 421). CPD’s policy is to welcome and accept all complaints so the public must be aware of how to access the complaint system. For this reason, the consent decree places particular emphasis on improving CPD’s communication with the general public from start to finish—from how to make a complaint, through the stages of the investigation, to the final disposition.

In early 2021, the Bureau of Internal Affairs developed a QR code for use in printed and online material. The QR code has been included in printed and digital copies of the informational posters and brochures, and all quarterly and annual reports. When scanned with a smartphone, this QR code links a user to the CPD home page, where links to BIA resources are prominently featured. From that point, a user can navigate to the BIA



website, which includes data dashboards, links to file a complaint, the administrative summary report search, the quarterly and annual report hub, and the new community engagement tab. In IMR-7, the QR code was updated to remove any dead links and reinserted onto the BIA external website and all printed materials (posters and brochures).

In IMR-7, all BIA brochures and posters were updated to reflect revised wording due to the elimination of the sworn-affidavit requirement for police officers. All printed material with language translations were updated (English, Spanish, Simplified Chinese, and Polish) and a new Arabic translation was added to the brochure selections.

Goal: Codify investigations procedures to ensure a timely, thorough, and fair complaint investigations process.

Accountability Policies

- ***Relevant Consent Decree Paragraph(s): 425, 426, 427, 428, 432, 434, 435, 436, 439, 446, 448, 452, 454, 455, 456, 457, 461, 467, 469, 471, 472, 474, 478, 479, 481, 486, 493, 494, 496, 497, 499, 500, 502, 504, 507, 515, 518, 526, 527, 528, 553***

R&D has published the following Accountability Suite of policies after receiving approval (no-objection letter) on December 31, 2022. R&D made language revisions to several below-listed policies per the IMT and created the new suite of policies that began in IMR-6 and came to completion in IMR-7. Below is a list of policies published on December 31, 2022:

- G08-01, Complaint and Disciplinary System
- G08-01-01, Complaint and Disciplinary Definitions
- G08-01-02, Complaint Initiation, and Log Number Investigation Assignment
- G08-01-03, Conflict of Interest
- S08-01, Complaint and Disciplinary Investigators and Investigations
- S08-01-01 Log Number Case Management System
- S08-01-02 Investigative Timelines and Benchmarks

- S08-01-03 Communication Timelines and Procedures
- S08-01-04 Initial Investigatory Responsibilities in Log Number Investigations
- S08-01-05 Conducting Log Number Investigations
- S08-01-06 Supervisory Responsibilities in Log Number Investigations
- S08-01-07 Command Channel Review
- S08-01-08 Post-investigation Log Number Procedures
- S08-01-09 Requirements of Complete Log Number Investigative File

R&D posted the S08 suite of newly created policies to the public website for community comment from October 26, 2022, to November 30, 2022, and posted the G08 series from December 12, 2022, to December 27, 2022.

Sexual Misconduct Policy

- ***Relevant Consent Decree Paragraph(s): 63, 443***

The Prohibition of Sexual Misconduct (G08-06) policy was created to enhance the City's commitment to providing safe and supportive workplaces that have zero tolerance for violence and sexual misconduct. The Prohibition of Sexual Misconduct policy also provides procedures for reporting, investigating, and resolving complaints of sexual misconduct involving Department members. The Department recognizes that reports of any sexual misconduct involving a department member shatters public trust. This policy is comprehensive, defines specific prohibitions of sexual misconduct, outlines procedures for reporting sexual misconduct, and assigns responsibility and accountability to hold Department members to the conduct and behavior expected of all members.

Between July 2022 and December 2022, the draft policy went through additional revisions and was posted for public and internal comment. These comments were very insightful, and revisions were made based on those comments. R&D continued to collaborate with OCP on community engagement efforts, including having direct conversations with advocacy organizations to obtain further feedback.

Command Channel Review

- ***Relevant Consent Decree Paragraph(s): 498***

Command Channel Review (CCR) is a process in which command staff (“exempt” members) are notified of a completed complaint investigation into an allegation against a member under their command. The reviewing exempt-level supervisor can concur or not concur with the allegation finding(s) and/or the recommended penalty. The exempt-level supervisor review during CCR is advisory and is not binding. CCR allows exempt-level reviewers to advise the Superintendent or the Chief of BIA on the final disciplinary decision as a culture of accountability requires engagement by all ranks of CPD. CCR is a process to ensure that exempt-level supervisors monitor the compliance levels of their personnel based on allegations from the community.

In IMR-7 BIA continued to train exempt members in CCR and the Case Management System (CMS). BIA held 8 sessions in total for 2022 (3 of which occurred in IMR-7). As of Dec 31, 2022, BIA had provided CCR & CMS training to 90 exempt members and has maintained over 95% compliance which is the first benchmark in Department training compliance.

Administrative Summary Reports

- ***Relevant Consent Decree Paragraph(s): 446, 499, 500, 502, 504***

The Administrative Summary Report (ASR) is a key component of the Chicago Police Department’s transparency efforts. The ASR is a public-facing document that provides the details of BIA misconduct investigations and findings upon final disciplinary decision. The ASR contains:

- A description of the CPD members and individuals involved in the alleged misconduct
- The date, time, and location of the alleged misconduct
- A description of all allegations and applicable policies
- A narrative summary of the alleged misconduct

- A narrative summary of the investigation
- The findings and conclusions for each allegation of misconduct
- Any recommended discipline

Information contained in the ASR that is legally exempt from disclosure for privacy or other purposes will be redacted before electronic publication. The report is provided to the accused member, their union, the member's commander and immediate supervisor, the complainant, and the public. All Administrative Summary reports are electronically published to BIA's public-facing website within 60 days of the final disciplinary decision. Members of the community can search for ASRs by a specific log number or retrieve all available ASRs via a public index (key identifiers from the dashboard data system).

In IMR-7, BIA continued to publish [Administrative Summary Reports](#) within 60 days of the final disciplinary decision.

BIA Satisfaction Surveys

- *Relevant Consent Decree Paragraph(s): 483*

Community engagement is essential in the continuing effort to increase legitimacy and public trust, and the Bureau of Internal Affairs welcomes input and suggestions from all members of the public. BIA developed satisfaction surveys in the second quarter of 2022, and in IMR-7 the surveys were distributed to anyone (who provided email contact information) who had filed a complaint against a CPD member and the case was closed in 2022. The surveys consisted of approximately 20 questions, (most of which utilized a Likert scale to measure the attitude of the complaint and investigation process) and included two text box answers in which respondents could input more detailed answers. The demographic questions asked in each survey were optional, self-reported, and anonymous. The BIA Satisfaction Surveys are an important method to gather feedback from members of all communities who have filed a complaint against a Department member, as well as feedback from Department members who are identified as an accused members or a witness to a complaint. The feedback will be used to identify trends and training opportunities, as well as influence policies and procedures. A summary of the responses and analysis will be included in the annual report. As always, the BIA public email address is available for any comments and/or questions: BIAfeedback@chicagopolice.org.

Goal: Provide appropriate training and resources to investigative personnel and Department members on procedures related to complaint investigations.

Initial Onboard training for BIA members / Accountability Sergeants

- ***Relevant Consent Decree Paragraph(s): 526, 528, 530***

One of BIA's largest projects has been the development of a five-day initial or "onboard" training for newly assigned BIA Investigators and Accountability Sergeants. BIA has been conducting accountability-related training sessions since at least 2007, including recruit and pre-service promotional classes. Basic training for BIA Investigators and Accountability Sergeants, however, was primarily mentor-based, with new investigators being guided by supervisors and experienced investigators. Depending on the investigator's assignment, they would also receive supplemental training (e.g., sexual assault investigations, and breathalyzer training). In the summer of 2020, BIA established a formal three-day introductory course for all BIA Investigators and Accountability Sergeants ("investigators"). The goal was to ensure a baseline of knowledge necessary to conduct fair, thorough, and impartial administrative investigations. It was particularly important to include Accountability Sergeants in the training; to ensure they could be held to the same standards as BIA Investigators, as many Accountability Sergeants become BIA investigators. By including both, BIA creates a pool of eligible investigators.

Significant progress has been made in developing a comprehensive five-day onboarding training curriculum. CPD has received input from outside consultants as well as from the Training & Support Group. In IMR-7 the Department submitted the curriculum to the IMT and OAG for review and worked to incorporate the feedback into the training. BIA conducted five sessions of the onboard training in IMR-7 and one in December that extended the session from three to four days to prepare for the expansion to the 5-day session. BIA expects to finalize and implement the 5-day training sessions in IMR8.

The 5-day onboard training will include a 1-hour module for the use of recorder devices for all District Accountability Sergeants. The module includes a video created in-house by BIA and a review of the user instruction guide. At the end of IMR-7, twenty-four of the 1-hour modules had been conducted and over 95% of all District Accountability Sergeants were trained in the use of the recording device.

Annual Refresher training for BIA members / Accountability Sergeants

- ***Relevant Consent Decree Paragraph(s): 527, 528***

In addition to onboarding training for all new BIA investigators and Accountability Sergeants, BIA members will receive at minimum eight hours of annual refresher training per year. BIA suspended work on this project in IMR-5, instead turning its attention entirely to policy development and working with CPD's Research and Development Division to revise the Department-wide accountability suite of directives. The Department expects to resume work on this effort in the coming months, upon finalization of the relevant policies.

2023 BIA Training Plan and In-Service Training

- ***Relevant Consent Decree Paragraph(s): 530***

BIA developed the 2023 Annual Training Plan, submitted it to the IMT and OAG for review, and incorporated that feedback all within the timeframe of IMR-7. The extensive plan includes detailed descriptions of the Onboard Training for new BIA investigators and District Accountability Sergeants, the Annual Refresher Training for all supervisors, and a color-coded training calendar. The plan includes Year A (2023) and Year B (2024) for the Annual Refresher Training as it includes at least 17 modules and will have the flexibility to add additional ones as needed.

BIA also conducts pre-service training for promoted Department members and recruits multiple times per year. The pre-service promotional training for Department members reviews the complaint and disciplinary roles and responsibilities for each position. The pre-service training for recruits is more extensive and covers policies and

procedures, roles and responsibilities, and real-life scenarios. BIA conducted, (with the help of the Training and Support Group), six pre-service Recruit training sessions, one pre-service Sergeant training session, and one pre-service Lieutenant training session in IMR-7.

BIA eLearning

- ***Relevant Consent Decree Paragraph(s): Multiple Paragraphs***

In IMR-7 BIA, (with the assistance of the Training and Support Group), finalized the development and enrolled sworn Department members into a 5-module eLearning program on the complaint and investigation process. The program includes a pre-test, a post-test, and a survey (to be taken at the completion of the program). The materials covered in the eLearning include:

- Misconduct (what it is and how to identify), the duty to intervene, and the requirements of all Department members to report misconduct
- The methods for any member of the public to file a complaint against a CPD member (through CPD, COPA, or OIG)
- The complaint initiation process (COPA begins the initiation) and the steps of an investigation by CPD
- The qualifications of BIA investigators and Accountability Sergeants
- Scenarios for real-life experience

By the end of IMR-7, over 95% (the first benchmark in training compliance) of all sworn Department members had completed the training program. In December of 2022 all civilian Department members were enrolled in the training in the first month of IMR-8, the Department reached 100% training compliance.



BIA Staffing and Equipment Needs Assessment

- *Relevant Consent Decree Paragraph(s): 522, 523, 524*

During IMR-7, BIA conducted a yearly comprehensive staffing and equipment needs assessment. This assessment examined all eleven sections within BIA and the BIA command staff. In addition, because BIA oversees the investigations conducted by Accountability Sergeants and is responsible for their training, the staffing and equipment needs assessment includes an analysis of District and unit Accountability Sergeant staffing and investigation-related equipment. The methodology included both qualitative and quantitative elements such as interviews, caseload analysis, and gap analysis. BIA then revised a “rolling” staffing implementation plan timeline that establishes a regular cadence of monitoring, maintaining, and increasing personnel. Finally, BIA revised a multi-tiered implementation plan timeline for the equipment needs with monthly, quarterly, and annual benchmarks.

As of IMR-7, BIA conducted the 2023 needs assessment which includes increased personnel in all sections of the Bureau. This is in response to the increase of 43% of cases assigned to BIA for investigation in 2022 (from 2021). BIA continues to proactively seek qualified candidates for BIA investigators and District Accountability Sergeants.

BIA also provides a monthly update about staffing and training to the IMT and OAG during regularly scheduled monthly calls. For example, the IMT and OAG conducted site visits in mid-IMR-7 with Accountability Sergeants and BIA Investigators at which equipment needs and responsibilities were a topic of discussion.

Audit of BIA Investigator and Accountability Sergeant Eligibility

- *Relevant Consent Decree Paragraph(s): 522, 523, 524*

The Audit Division finalized its “Audit of BIA Investigator and Accountability Sergeant Eligibility” in May 2022. The report assessed the extent to which BIA investigators and accountability sergeants met the eligibility requirements set in Department directives.

The Audit Division identified 1 accountability sergeant who fell short of meeting the Department’s disciplinary criteria. BIA has since formally removed this member as an accountability sergeant.

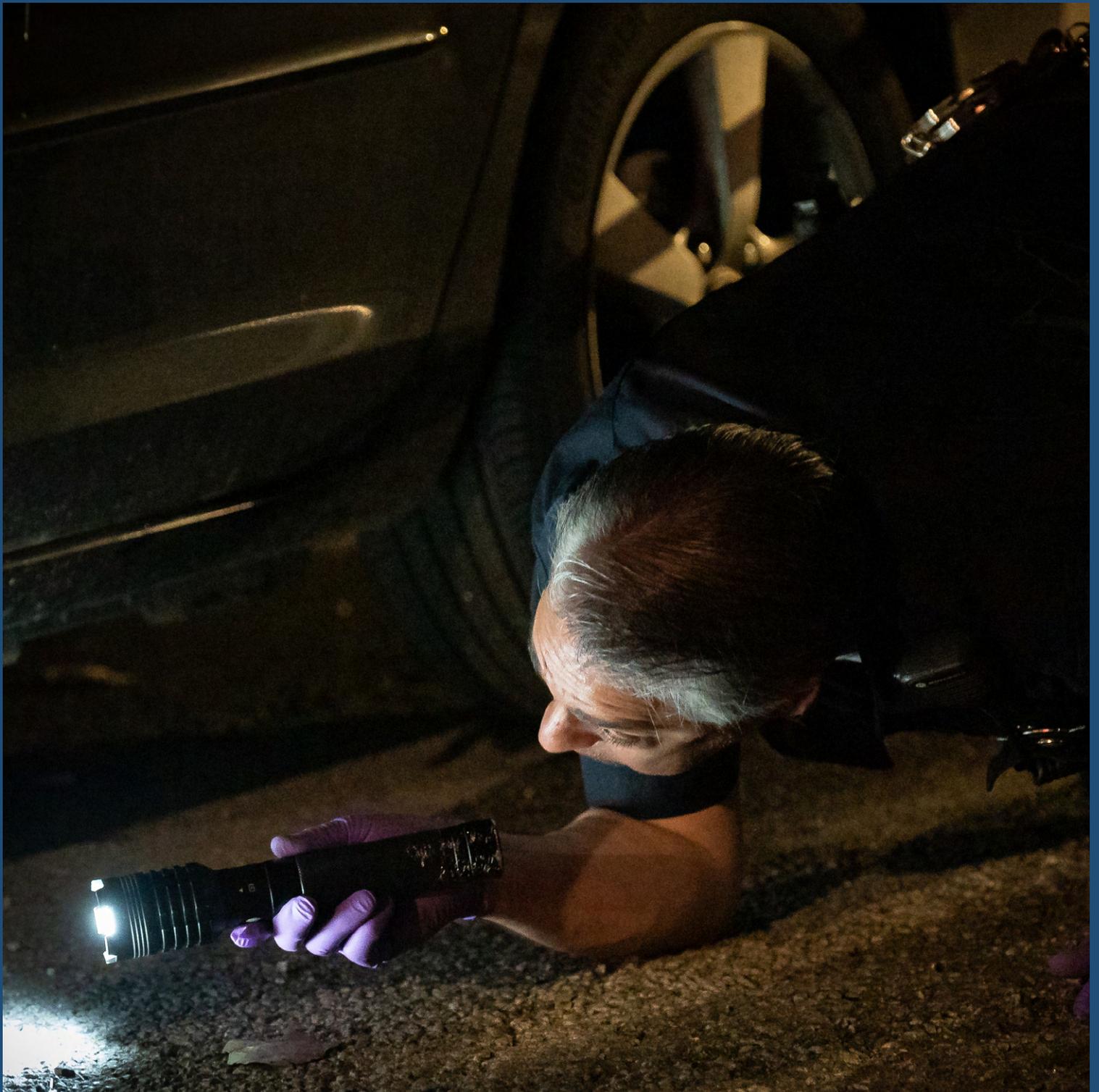
Goal: Develop improved technology systems to enable data analysis, reporting, and record retention.

Case Management System

- *Relevant Consent Decree Paragraph(s): 423, 438, 469, 479, 486, 505-507, 509, 515, 550, 551*

BIA investigates complaints of misconduct made against CPD members. The Case Management System (CMS) is a system used by BIA to document the process for investigating allegations of police misconduct. CMS manages the life cycle of a case from the initial intake to completion.

CMS provides a central location to store all documents and investigative materials pertinent to the case. CMS captures data that resides within the case, such as the classification of allegations, demographics of both the complainant and accused member, and findings, recommendations, and outcomes of discipline.



In IMR-7, BIA continued to participate in weekly meetings with its CMS vendor to ensure the system meets BIA's evolving technological needs. These meetings also help to ensure that modifications to the system support efforts to advance consent decree compliance. Some of the notable modifications of the CMS system in IMR-7 include:

- the ability of an investigator to widen the search to identify any allegation of Sexual Misconduct. The CMS now has an extensive list of keywords that will be flagged in the "Incident Description" to assist the investigator.
- the CMS step in which an assigned investigator is required to acknowledge that he/she does not have a conflict of interest in the case to which he/she has been assigned. The system will not allow the investigator to proceed with the investigation until the Conflict of Interest page has been acknowledged.

BIA will continue to hold weekly meetings to address modifications to support the complaint and investigation process.

BIA Quarterly Reports

- ***Relevant Consent Decree Paragraph(s): 550, 551***

The Bureau of Internal Affairs Quarterly and Annual Reports are central to the transparency of BIA operations. These reports are required by paragraphs 550 and 551 of the consent decree and are electronically published to CPD's public-facing website for access by members of the community and on CPD's The Wire page.

BIA's quarterly and annual reports include an executive summary, highlighting data trends and achievements observed in the given time frame. The quarterly and annual reports also include a glossary of terms, types of investigations conducted by BIA, the structure of the Bureau, and instructions on how a complaint may be filed and tracked through its investigation (by BIA or COPA). Additionally, the quarterly and annual reports outline complaint intake, investigative practices, findings in misconduct investigations, and the path of an investigation once it is submitted.

The quarterly and annual reports contain several data points, including the following:

- current statuses of all complaints received by BIA
- aggregate data on the classifications of allegations
- self-reported complainant demographic information
- complaints received from anonymous and third-party complainants
- aggregate data on complaints received by the public, specified by District/unit of assignment and subcategorized by classification of allegations
- aggregate data on the processing of investigations
- aggregate data on the outcomes of administrative investigations
- aggregate data on discipline
- aggregate data on grievance proceedings
- aggregate data on the outcomes of misconduct investigations by classification of allegations, broken down by self-reported demographics of the complainant and CPD member
- aggregate data on CPD members subject to multiple misconduct investigations in the previous year
- aggregate data on CPD members who have been the subject of more than two complaints in the category of discriminatory policing, excessive force, or unlawful stops

In IMR-7, BIA created and published its quarterly reports for Q1, Q2, and Q3 of 2022. All quarterly and annual reports undergo internal data verification and review before they are publicized on the CPD website.

BIA Audit

- ***Relevant Consent Decree Paragraph(s): 553***

The Audit Division finalized the 2022 annually required audit of BIA, as stipulated by consent decree paragraph 553. This year's audit objective assessed whether BIA's administrative investigative files are thorough and complete per the requirements of consent decree paragraph 486, sections a-h.

The audit resulted in 3 recommendations and 4 suggestions that will likely improve BIA's ability to comply with consent decree requirements. The Audit Division coordinated with BIA during the IMR-7 reporting period on the development of a recommended action plan designed to facilitate the implementation of each recommendation and suggestion. Upon finalizing the plan, the Audit Division will periodically assess BIA's progress in implementing the audit's recommendations and suggestions.

CPD Annual Report

- *Relevant Consent Decree Paragraph(s): 546, 547*

In December 2022, the Research and Development team (R&D) distributed the 2022 Annual Report – Unit Activity Worksheet, Department-wide. This worksheet allows each unit to accurately describe its unit's mission while highlighting its accomplishments and summarizing its 2023 goals. Presently, R&D has begun to plan the layout of the 2022 annual report to include qualitative information from the completed unit activity worksheets and various report enhancements derived from feedback received from the Office of the Attorney General's Office and the Independent Monitoring Team.

R&D is currently in the data collection process to ensure that the data collected is complete and accurate before inclusion in the 2022 report. Once completed, R&D will distribute a first draft report for internal review before publishing.

The Department implemented an online form for community members to provide feedback on the 2021 annual report. The feedback form is modeled after the electronic form utilized to collect community feedback on CPD policies. All responses received will be evaluated by the Research and Development Division and will be included in the 2022 annual report.

Data Collection, Analysis, and Management

“A core element of reform is leveraging data to inform strategies, decisions, and continuous improvement in all aspects of our work.”

–Deputy Chief Stephen Chung, Office of Constitutional Policing and Reform

The Data Collection, Analysis, and Management section of the consent decree describes the ways in which CPD will improve its ability to leverage data and technology to drive decision making, particularly in the areas of use of force and support for officers who may be at risk for adverse outcomes. The use of force components of this section are described in the “Use of Force” section of this report; the update provided below focuses solely on the Department’s Officer Support System.

Goal: Proactively identify at-risk officers to ensure that they receive the support, guidance, or other intervention they require.

Officer Support System (OSS) Pilot

- ***Relevant Consent Decree Paragraph(s): 389, 583-597, 600-605***

The Officer Support System (OSS) is designed to assist supervisors in proactively supporting sworn members of the Chicago Police Department who are at a statistically increased risk of being involved in a future adverse event in a non-disciplinary manner. The OSS application uses an advanced algorithm, based on internal Department data, to identify members who are at a statistically heightened risk of experiencing one or more of the following:

- a future sustained excessive force complaint;
- a future Department suspension;
- a future off-duty complaint; and
- a future domestic abuse or substance abuse complaint.

While the OSS pilot continued in the 005th district in IMR-7, the focus of this reporting period was redirected to preparing the 006th district for launch. The 006th district is also the location of two other complementary pilot programs related to supervision: The Unity of Command and Span of Control pilot and the new Performance Evaluation System.

The objective was to launch the pilots concurrently in one district and evaluate their impact as quality supervisory relationships are a key component of all three.

During IMR-7, the Department worked to train the supervisors in the 006th district through the in-person OSS Supervisor Training. Additionally, CPD created an OSS eLearning for all sworn officers to ensure that all CPD members who are in districts where the pilot is active have a basic understanding of the goals and objectives of the OSS. This eLearning is being released to all members in the 006th district before launch.

Body-worn Camera (BWC) Randomization System

- *Relevant Consent Decree Paragraph(s): 576*

Each police watch operations lieutenant is required to review and report on at least one BWC and one in-car camera (ICC) video on their shift. This is required across all police districts and all three shifts. This system provides one randomly selected video from each system for every watch and district. The supervisor must review and report on the two videos selected. This system is completed and in use by the Bureau of Patrol.

Viewing videos by watch supervisors allows for the review of officer behavior. The supervisor can then compliment or counsel the officer on behavior in the videos. This allows the officers to enhance their community engagement skills.

Goal: Improve and streamline the systems and software that support the collection and management of data.

CPD Data Systems Assessment

- *Relevant Consent Decree Paragraph(s): 606-607*

In the IMR-4 period, the City contracted with Gartner, a leading technology consulting firm, to conduct an in-depth assessment of CPD data systems, as required by paragraph 606 of the consent decree. The goal of this assessment is to

review disparate data systems and identify opportunities to streamline or reconcile them as needed to ensure that the Department is equipped to more seamlessly collect and report on key metrics related to reform and police activity.

The Gartner report was reviewed, finalized, and submitted to the IMT/OAG in IMR-5, but did not achieve any level of compliance as the IMT and OAG indicated that it required additional work. In IMR-6, the Office of Public Safety Administration (OPSA) worked with CPD to identify all relevant applications that the Department currently uses to gather data. CPD then integrated the Roadmap for Operational Compliance into the data assessment to accurately identify gaps in the data-gathering process. This approach was applied to specific areas of the consent decree and the resulting analysis was welcomed by the IMT and OAG.

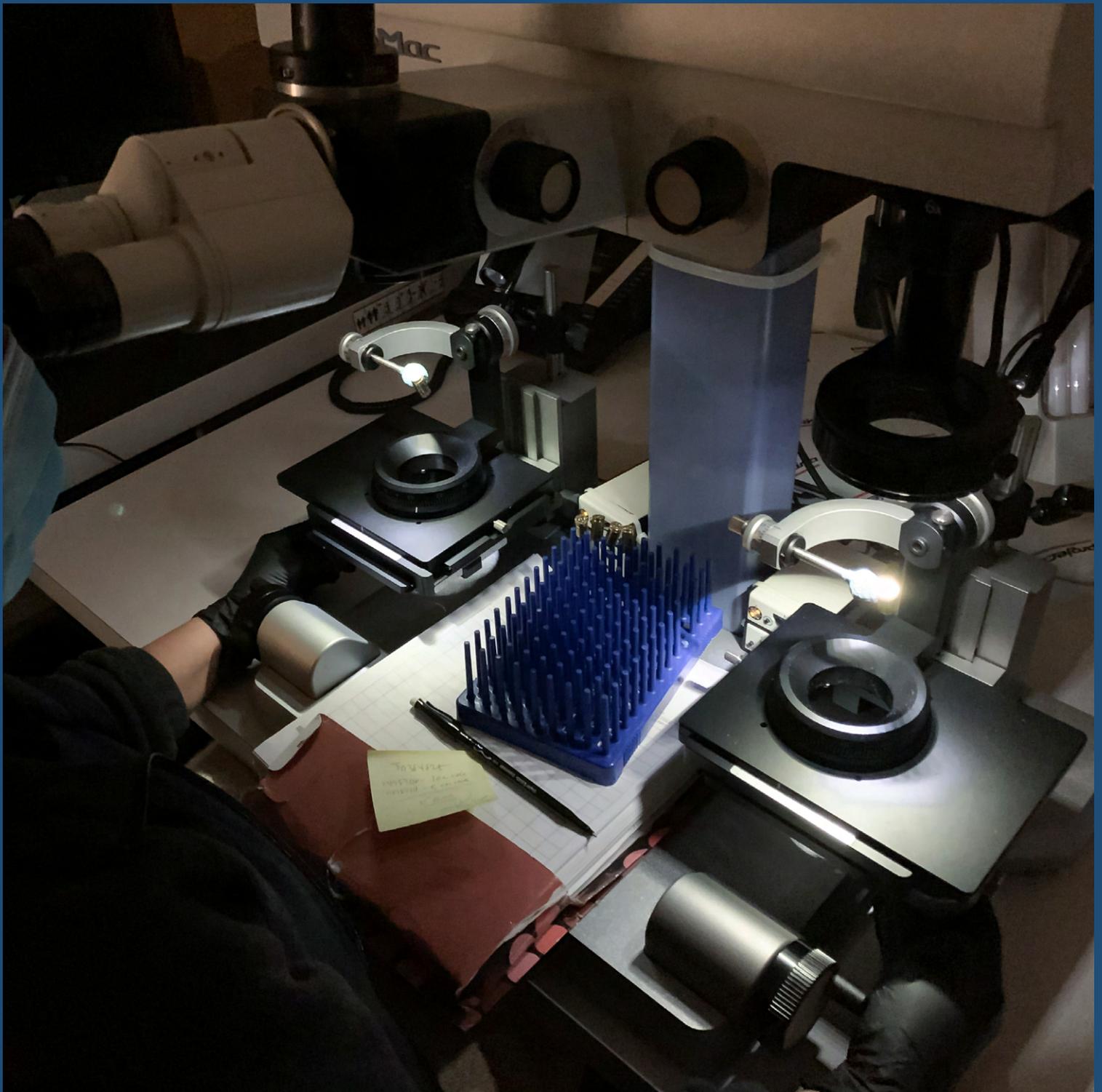
The Gartner report is expected to receive secondary compliance in IMR-7. PSA will review comments made on the report and make necessary updates. Full compliance is expected in IMR-8 for paragraph 606. Additional work towards paragraph 607 will be ongoing thru IMR-8. Submission of work to support paragraph 608 for IMR-8 with enhancements and updates is anticipated. One of the recommendations is in progress in IMR-7, a new Police Records Management System. Vendors were selected in IMR-8.

The streamlining of police software and processes will lessen the time needed by officers to complete reports and processes. New systems will also capture information in a more efficient and timely fashion, allowing better community engagement when responding to a service call from the community.

Data Analysis Input Verification Process

- ***Relevant Consent Decree Paragraph(s): 581, 606***

CPD recognizes the critical importance of ensuring that the data it uses internally and provides to the public is fully accurate, and it acknowledges that it faces a variety of challenges in managing and reporting on the immense volume of data that the Department maintains. In its IMR-5 report, for example, the IMT highlights challenges that the Department encountered in measuring foot pursuit incidents.



To address these challenges in all areas of reform, the Office of Constitutional Policing and Reform, in close consultation with the Research and Development (R&D) and the Strategic Initiatives Division (SID), established a more comprehensive process for verifying data analysis across the Department. Because R&D and SID are both involved in generating and reporting on data in various contexts, including in ways that may potentially overlap, these two units must verify one another's work. Similarly, other units such as the Tactical Review and Evaluation Division (TRED) and Bureau of Internal Affairs (BIA) create many of their data-intensive deliverables for IMT, OAG, and public consumption. All of these items necessitate stronger internal data governance and controls before publication.

To that end, in IMR-6, OCPR, R&D, and SID jointly developed and implemented a more systematic and robust process for ensuring peer review of data analysis-related deliverables across units. The process that was instituted better defines which deliverables will be subject to this additional layer of review and creates a simple intake form to streamline tracking and follow-up of outstanding verifications. The Department expects that this new process will 1) strengthen the quality and accuracy of its data analysis, and 2) increase collaboration across units that deal with various data sources.

Information Systems Development Group (ISDG)

- ***Relevant Consent Decree Paragraph(s): 608***

The committee has been meeting quarterly thru IMR-6 and IMR-7. Policy documents and committee templates have been created and approved and are in use for each meeting.

- Required members must participate.
- Attendance is taken.
- An agenda is provided.
- Notes are compiled for each meeting.
- Votes are taken for each measure introduced at each meeting.
- Status on open items is provided.
- Notes from the previous meeting are reviewed and voted upon for accuracy and acceptance.

