

Chicago Police Department 2016 Reforms

Mayor Rahm Emmanuel and Chicago Police Department (CPD) Superintendent Eddie Johnson are fully committed to continuing to make broad, thoughtful and meaningful reforms that will provide officers with the clarity, certainty and standards they need to do their jobs and build on our work to restore trust between police the communities they serve.

Throughout this past year the City and CPD began the process of implementing reforms in the following six areas: (1) Transparency, (2) Accountability and Oversight, (3) Mental Health Response, (4) Community – Police Relations, (5) Use of Force and De-Escalation, and (6) Police Training.

TRANSPARENCY

The City created greater transparency at CP to, build trust between CPD and the communities it serves and restore legitimacy.

Implemented New Video Release Policy. In June 2016, the City implemented a policy that requires the public release on a City website of all video and audio information relating to all police involved shootings and incidents involving death and serious bodily harm due to Taser use or while in custody. Materials relating to incidents are now available on a public portal on the IPRA website. In the first three months following the implementation of the policy, videos were viewed over 1.6 million times.

Equipped and Trained Officers On Body-Worn Cameras. By the end of 2017, all patrol officers in all police districts in Chicago will have and be trained on the use of body-worn cameras. In 2016, CPD equipped and trained officers in seven districts on body-worn cameras.

Added Cameras in All CPD Detention Areas. Pursuant to a DOJ recommendation, CPD installed cameras in all detention areas in districts that did not have cameras or properly working cameras.

Extended Preservation of 911 Calls. Pursuant to a DOJ recommendation, OEMC is extending its retention of audio recordings of 911 calls from 30 to 90 days.

Publically Released 2016 Progress Report. The City met with approximately 100 community and city stakeholders and elected officials to report on CPD's 2016 reform efforts, and publically released a progress report.

ACCOUNTABILITY AND OVERSIGHT

The City improved how it holds CPD officers accountable for misconduct in a fair and consistent manner.

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Passed the Police Accountability Ordinance. In October 2016, the City Council passed the Police Accountability Ordinance, which created the Civilian Office of Police Accountability (COPA) to replace IPRA and investigate serious police misconduct. The ordinance also established the Deputy Inspector General for Public Safety to review and audit CPD, COPA and the Police Board.

Committed to Creating a Community Oversight Board. The City committed in 2016 to creating a new Community Oversight Board, which will play a role in ensuring transparency and accountability for the police disciplinary process. At the request of a number of external stakeholders, the process to create the Board is being driven by community leaders and community organizations.

Created Anonymous Intake Process for CPD Members to Report Misconduct. CPD created an anonymous hotline staffed by non-CPD members for officers to use to report police misconduct.

Began Development of an Early Intervention System. CPD worked with outside experts to begin the process of developing a system that will proactively identify officers who need additional training and support.

Partnered with DOJ. The City fully cooperated with DOJ in its pattern and practice investigation. The City also requested and received input, technical assistance and recommendations from DOJ on a variety of policing issues.

MENTAL HEALTH RESPONSE

The City reformed how CPD and other first responders serve individuals with mental illness.

Expanded Crisis Intervention Training. CPD expanded the number of patrol officers with Crisis Intervention Training by 33%.

Trained Additional 911 Call Takers and Dispatchers. OEMC staff developed, implemented and trained over 400 911 call takers and dispatchers in updated mental health awareness and de-escalation procedures.

Improving Screening of Mental Health Calls. The City is working with experts to develop guidance to assist 911 operators in recognizing when an incoming call may involve a mental health issue.

Established Mental Health Steering Committee. In January 2016, a mental health steering committee was created comprised of the Mayor's Office, CPD, and other relevant stakeholders. The steering committee meets monthly to address mental illness reform goals.

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Partnered on a Community Outreach & Education Project. Several City mental health stakeholders have partnered with CPD and CDPH to convene a working group that will eventually train 400 individuals within the community to identify signs of and individuals with mental illness and provide them with necessary support.

COMMUNITY – POLICE RELATIONS

CPD re-engaged and collaborated with communities to restore trust and enhance public safety.

Created the Community Policing Advisory Panel. In October 2016, CPD announced the formation of a panel dedicated to developing a new strategic plan for community policing.

Increased Recruitment Efforts to Increase Workforce Diversity. Mayor Emanuel and the City are in the middle of a recruitment campaign, a significant part of which is designed to increase minority applicants. The city is also breaking down barriers to become a CPD officer by eliminating the fee to take the written examination. At the end of 2016, 71% of the 14,000 applicants for CPD identified themselves as minority candidates. Thus far, application data for 2017 indicates a similar percentage of minority candidates.

Began Deployment Allocation Study. The City has hired outside experts to assess CPD's workforce needs and help guide the deployment of newly hired officers in 2017 and beyond.

USE OF FORCE AND DE-ESCALATION

CPD reviewed and revised its use of force policies to ensure best practices while upholding the sanctity of human life and fighting crime.

Expanded Officer Tools and Training. In June 2016, CPD supplied every officer responding to service calls with a Taser and Taser training as an alternate response to conflict incidents.

Revised and Updated Use of Force Policies. CPD undertook a comprehensive review of and updated its use of force policies. For the first time ever, CPD sought community and internal feedback on the proposed revised policy through a public online portal. CPD has reviewed and considered the public and officer feedback, further revised the policies as appropriate, and anticipates releasing and training CPD members on the final version in the near future.

Launched De-Escalation Training. In September 2016, CPD developed and launched a 16-hour, in-service training course focused on force mitigation principles, and utilizing live scenario-based training to provide officers the tools necessary to better address conflict situations.

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TRAINING

CPD began assessing and improving the training offered to new recruits and veteran officers to provide them with the tools and guidance needed to perform their jobs safely and protect the civil rights of the community.

Established a New Training and Oversight Committee. CPD formed the new Training and Oversight Committee, chaired by First Deputy Superintendent Kevin Navarro which will implement reforms that affect all aspects of training.

Enhanced CPD's Training Academy. Superintendent Johnson appointed Commander Daniel Godsel to serve as the Commander of the Education and Training Division under Deputy Chief Calloway and has committed to improving curriculum and building a new training academy.

Recruited Field Training Officers. In 2016, CPD aggressively recruited Field Training Officers, offered a written FTO examination, and is currently in the process of training them, to provide new probationary police officers with a one-on-one individualized post-Academy training experience.

Created Recruitment Curriculum Working Group. A Recruitment Curriculum Working Group was created to review and revise the current training curriculum and align it with established best practices.