

Independent Monitoring Report 12

Crisis Intervention

Compliance Assessments by Paragraph

Specific compliance assessments, by paragraph, for the Crisis Intervention section are available here. This includes paragraphs where the City gained or lost compliance in the twelfth reporting period, as well as paragraphs with significant developments toward or away from compliance. A fuller description of the history of compliance efforts, methodologies, compliance determinations for each original monitorable paragraphs in the Crisis Intervention section is available in *Comprehensive Assessment Part I* (which included *Independent Monitoring Report 8*): <https://cpdmonitoringteam.com/imr-8-1/>.

Crisis Intervention: ¶87

87. The Crisis Intervention Team (“CIT”) Program will continue to be responsible for CPD’s crisis intervention response functions, including, but not limited to: a. developing CIT strategy and initiatives; b. supporting officers in the districts who respond to incidents involving individuals in crisis; c. engaging the community and community stakeholders to raise awareness of the CIT Program and issues involving individuals in crisis; d. coordinating among City agencies that respond to individuals in crisis; e. recruiting officers to apply for CIT training; f. developing and delivering CPD’s Basic CIT Training and other CIT training, including Advanced CIT (e.g., youth, veterans) and refresher trainings, in accordance with the requirements of the Training section of this Agreement; g. delivering roll call trainings and mental health awareness initiatives; h. compiling and retaining the reports identified in Part F of this section and collecting and maintaining the appropriate CPD data related to incidents involving individuals in crisis to support and evaluate the effectiveness of the CIT Program and CPD’s response to incidents identified as involving individuals in crisis, including identifying any district-level and department wide trends; i. coordinating data and information sharing with OEMC; and j. communicating with and soliciting feedback from crisis intervention-related community stakeholders, Certified CIT Officers, and OEMC call-takers and dispatchers regarding the effectiveness of CPD’s CIT Program.

Compliance Progress	(Reporting Period: January 1, 2025, through June 30, 2025)
Preliminary:	In Compliance (SIXTH REPORTING PERIOD)
Secondary:	Not in Compliance
Full:	Not in Compliance

In the twelfth reporting period, the City and the CPD maintained Preliminary compliance with ¶87. Paragraph 87 is an overarching paragraph and compliance efforts for this paragraph affect compliance for several other paragraphs in the Crisis Intervention section.

The CPD maintained Preliminary compliance because ¶87’s requirements are incorporated into Special Order S05-14, *Crisis Intervention Team (CIT) Program*.

To achieve Secondary compliance, the City and the CPD must provide comprehensive training for Area-level CIT District, Operations, and Community Support (DOCS) personnel, who are responsible for nearly all ¶87’s requirements. A strategic approach demonstrating how the Area-level DOCS teams will accomplish each component part of ¶87’s requirements is crucial.

This reporting period, the CPD made significant strides with some of the subcomponents of ¶87, but did not achieve Secondary compliance. For example, the CPD validated the eligibility criteria for Certified CIT officers and established more reliable response ratio data. These efforts are relevant to ¶87(a), which requires

“developing CIT strategy and initiatives.” This data will also inform the number of Certified CIT Officers required in each district and watch to timely respond to calls involving a person in crisis. *See, e.g.*, ¶107–08. The data contained in the completed CIT Reports will also support CIT strategy and initiatives. *See, e.g.*, ¶118–20.

According to the CIU’s CIT Coordinator Report, which the CPD submitted for IMT review this reporting period, the CPD has also made progress by improving roll call training through the DOCS team (¶87(g)), and by increasing communication with stakeholders through the role of the CIU community liaison (¶87(c)). The CPD should develop a mechanism for tracking these important efforts to provide evidence of such efforts for purposes of Consent Decree compliance. Additionally, the CPD has made progress in reviewing and revising its forty-hour *Basic CIT* training and eight-hour *CIT Refresher* training. The CPD must prioritize the development of the *Advanced Youth* and *Advanced Veteran* trainings, which are required under ¶87(f).

Subparagraph ¶87(b) requires “supporting officers in the districts” to evaluate the effectiveness of the CIT Program district-level and department-wide trends. As of the end of the reporting period, there were insufficient Crisis Intervention Team (CIT) members to accomplish this crucial task.

Further, ¶87(f) requires “developing and delivering CPD’s Basic CIT Training and other CIT training, including Advanced CIT (*e.g.*, youth, veterans) and refresher trainings.” The Advanced CIT trainings have not been delivered since before the onset of the Consent Decree due to inadequate staffing.

Paragraph ¶87(g) requires “delivering roll call trainings and mental health awareness initiatives,” which can, in part, be demonstrated by producing the materials that have been presented. In the CIT Coordinator Report, the CPD indicated that DOCS completed many roll calls, but no evidence was produced (*e.g.*, date, time, location, materials).

Paragraph ¶87(h) requires “compiling and retaining” reports and “collecting and maintaining the appropriate CPD data related to incidents involving individuals in crisis to support and evaluate the effectiveness of the CIT Program and CPD’s response to incidents identified as involving individuals in crisis, including identifying any district-level and department wide trends.” This may, in part, be accomplished through analysis of CIT reports and Computer Aided Dispatch (CAD) Disposition data.

Paragraph ¶87(i) requires “coordinating data and information sharing with OEMC,” which may be demonstrated, in part, by providing agendas, meeting minutes, and meeting attendees.

Paragraph ¶87(j) requires “communicating with and soliciting feedback from crisis intervention-related community stakeholders, Certified CIT Officers, and OEMC call-takers and dispatchers regarding the effectiveness of CPD’s CIT Program.” This may, in part, be accomplished through the CIT Troubleshooting section of the *CIT Refresher* training and by providing data evidence of meetings with the Office of Emergency Management and Communications (OEMC) and the Chicago Council on Mental Health Equity (CCMHE).

Finally, to meaningfully accomplish the responsibilities in ¶87, the Crisis Intervention Unit (also known as the CIU) must be appropriately staffed, which continues to delay compliance across this section of the Consent Decree.

Because there are many critical requirements of ¶87, the IMT strongly recommends the Crisis Intervention Unit develop an implementation strategy, outlining how each subcomponent of ¶87 (a–j) will be accomplished and measured, and a commitment by the CPD to execute this strategy. While significant progress has been made regarding ¶87’s requirements, more is needed to achieve additional levels of compliance with this paragraph.

Paragraph 87 Compliance Progress History

FIRST REPORTING PERIOD MARCH 1, 2019 – AUGUST 31, 2019 COMPLIANCE PROGRESS: Not Applicable	SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020 COMPLIANCE PROGRESS: Not Applicable	THIRD REPORTING PERIOD MARCH 1, 2020 – DECEMBER 31, 2020 COMPLIANCE PROGRESS: None
FOURTH REPORTING PERIOD JANUARY 1, 2021 – JUNE 30, 2021 COMPLIANCE PROGRESS: None	FIFTH REPORTING PERIOD JULY 1, 2021 – DECEMBER 31, 2021 COMPLIANCE PROGRESS: None	SIXTH REPORTING PERIOD JANUARY 1, 2022 – JUNE 30, 2022 COMPLIANCE PROGRESS: Preliminary
SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022 COMPLIANCE PROGRESS: Preliminary	EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023 COMPLIANCE PROGRESS: Preliminary	NINTH REPORTING PERIOD JULY 1, 2023 – DECEMBER 31, 2023 COMPLIANCE PROGRESS: Preliminary
TENTH REPORTING PERIOD JANUARY 1, 2024 – JUNE 30, 2024 COMPLIANCE PROGRESS: Preliminary	ELEVENTH REPORTING PERIOD JULY 1, 2024 – DECEMBER 31, 2024 COMPLIANCE PROGRESS: Preliminary	TWELFTH REPORTING PERIOD JANUARY 1, 2025 – JUNE 30, 2025 COMPLIANCE PROGRESS: Preliminary

Crisis Intervention: ¶88

88. The CIT Program will serve to meet the objectives of: a. improving CPD’s competency and capacity to effectively respond to individuals in crisis; b. de-escalating crises to reduce the need to use force against individuals in crisis; c. improving the safety of officers, individuals in crisis, family members, and community members; d. promoting community-oriented solutions to assist individuals in crisis; e. reducing the need for individuals in crisis to have further involvement with the criminal justice system; and f. developing, evaluating, and improving CPD’s crisis intervention-related policies and trainings to better identify and respond to individuals in crisis.

Compliance Progress	(Reporting Period: January 1, 2025, through June 30, 2025)
Preliminary:	In Compliance (SIXTH REPORTING PERIOD)
Secondary:	Not In Compliance
Full:	Not Yet Assessed

In the twelfth reporting period, the City and the CPD maintained Preliminary compliance with ¶88. The CPD’s Special Order S05-14, *Crisis Intervention Team (CIT) Program*, continues to incorporate the requirements of ¶88, thereby enabling the CPD to maintain Preliminary compliance.

To achieve Secondary compliance, the City and the CPD must demonstrate an implementation strategy that supports the collecting, tracking, and maintaining of data required by this paragraph. The City and the CPD must also maintain appropriate staffing required to support the execution of this strategy. While the CPD made strides during this reporting period regarding some of the subcomponents of ¶88, more is required to achieve Secondary compliance.

Paragraph 88 mostly relates to outcome-based metrics, which are tied to successfully implementing other paragraphs in the Crisis Intervention section. While the CPD has developed data dashboards related to particular paragraph requirements and has successfully validated the data in the dashboard this reporting period—an important accomplishment—the CPD must also focus on developing ways to measure ¶88’s concepts.

Developing these measures will require the CPD to answer complex questions, as well as rigorously measure progress related to ¶88. Initial data from the CIT Report will be useful in this development process. For example, ¶88(b) requires “de-escalating crises to reduce the need to use force against individuals in crisis.” Analysis of the CIT Reports, the CIT Dashboard, and the Use of Force Dashboard will assist with this.

Paragraph 87(e) requires “reducing the need for individuals in crisis to have further involvement with the criminal justice system.” OEMC diversion data, CAD disposition data, and CIT Report data will also assist in this analysis.

Finally, similar to ¶87, to accomplish the requirements of ¶88, the Crisis Intervention Unit (CIU) must be appropriately staffed, which continues to delay compliance with some requirements of this section of the Consent Decree.

Paragraph 88 Compliance Progress History

FIRST REPORTING PERIOD MARCH 1, 2019 – AUGUST 31, 2019 COMPLIANCE PROGRESS: Not Applicable	SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020 COMPLIANCE PROGRESS: Not Applicable	THIRD REPORTING PERIOD MARCH 1, 2020 – DECEMBER 31, 2020 COMPLIANCE PROGRESS: None
FOURTH REPORTING PERIOD JANUARY 1, 2021 – JUNE 30, 2021 COMPLIANCE PROGRESS: None	FIFTH REPORTING PERIOD JULY 1, 2021 – DECEMBER 31, 2021 COMPLIANCE PROGRESS: None	SIXTH REPORTING PERIOD JANUARY 1, 2022 – JUNE 30, 2022 COMPLIANCE PROGRESS: Preliminary
SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022 COMPLIANCE PROGRESS: Preliminary	EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023 COMPLIANCE PROGRESS: Preliminary	NINTH REPORTING PERIOD JULY 1, 2023 – DECEMBER 31, 2023 COMPLIANCE PROGRESS: Preliminary
TENTH REPORTING PERIOD JANUARY 1, 2024 – JUNE 30, 2024 COMPLIANCE PROGRESS: Preliminary	ELEVENTH REPORTING PERIOD JULY 1, 2024 – DECEMBER 31, 2024 COMPLIANCE PROGRESS: Preliminary	TWELFTH REPORTING PERIOD JANUARY 1, 2025 – JUNE 30, 2025 COMPLIANCE PROGRESS: Preliminary

Crisis Intervention: ¶89

89. The CIT Program, through the CIT Coordinator, will annually review and, if necessary, revise its policies and practices to ensure the program’s compliance with the objectives and functions of the CIT Program.

Compliance Progress

(Reporting Period: January 1, 2023, through June 30, 2023)

Recurring Schedule:

Annually

☒ Met ☐ Missed

Preliminary:

In Compliance (THIRD REPORTING PERIOD)

Secondary:

Under Assessment

Full:

Not Yet Assessed

In the twelfth reporting period, the City and the CPD maintained Preliminary compliance and are under assessment for Secondary compliance with ¶89. The CPD’s Special Order S05-14, *Crisis Intervention Team (CIT) Program*, continues to incorporate the requirements of ¶89, thereby enabling the CPD to maintain Preliminary compliance with this paragraph.

To achieve Secondary compliance, the CPD must demonstrate that it has qualified personnel to meet the requirements of this paragraph and must demonstrate a plan to achieve the requirement that the CIT Coordinator will annually review and, if necessary, revise the CIT Program’s policies and practices. Additionally, as discussed below, the CPD must ensure that the process by which the CPD will solicit input from the CCHME on CIT Program policies is consistently outlined in CPD policy and the CCMHE’s bylaws. Further, the CPD should outline the process by which the CIT Program will consider prior CCMHE feedback when annually reviewing and revising its policies (see ¶137).

This reporting period, the CPD produced its CIT Coordinator Summary Report for the twelfth reporting period, which provides an overview of the Crisis Intervention Unit’s efforts during the twelfth reporting period. The CIT Coordinator Summary Report for the twelfth reporting period provides updates on the CPD’s efforts to review and develop existing policies, practices, and trainings, including the CIT Coordinator’s annual review of CIT policies and practices, as required by ¶89. The Report also details the CIT Coordinator’s engagement with the Chicago Council on Mental Health Equity (CCHME) and outlines the process by which the CPD intends to solicit input from the CCMHE on crisis response-related policies, procedures, and training (as required by ¶130), which the CPD intends to do every two years (see ¶636).

On April 3, 2025, prior to submitting the CIT Coordinator Summary Report, the City and the CPD provided the IMT with a memorandum describing their intention to follow a two-year review process per ¶636 when soliciting input from the CCMHE

on policies and trainings. In response to this memorandum, on May 12, 2025, the IMT submitted comments requesting clarification as to why the CCMHE would not review policies and trainings on an annual basis and noted that the CCMHE's by-laws specified an annual review process, which appears to be inconsistent with the CPD's proposed review process. The City and the CPD declined to respond to this request for clarification before the end of the reporting period.

The IMT agrees with the City and the CPD that ¶89 does not specifically require the CCMHE to annually review the CIT Program's policies and practices, even though various other Consent Decree paragraphs require the City and the CPD to solicit the CCMHE's input on policies, procedures, and trainings. *See, e.g.,* ¶¶103, 130, 137.¹ We do not object to the CPD's and the CCMHE's proposed two-year review process, in which the CIT Coordinator will annually review and, if necessary, revise policies and practices, whereas the CCMHE will review and provide input on policies every two years. However, we note that this process as outlined does not appear to be consistent with current CPD policy and the CCMHE's bylaws, which appear to outline an annual review process by the CCMHE. *See* S05-14, *Crisis Intervention Team (CIT) Program*, X. Policy Review ("The Department will conduct an **annual review** of crisis intervention-related policies . . . When revising its crisis intervention policies, the Department will seek input in writing from members of the community, including the Chicago Council on Mental Health Equity . . .") (emphasis added); *Review Process of the By-laws of the Chicago Council on Mental Health Equity* ("The Committee shall **annually review** and provide guidance to the City on crisis-response-related policies, procedures and training for City agencies.") (emphasis added). Due to these apparent inconsistencies and need for clarification, the City and the CPD remain under assessment for Secondary compliance.

¹ ¶103: "The CIT Program Staff responsible for the CIT training curriculum will, where it would add to the quality or effectiveness of the training and when feasible and appropriate, encourage and seek the participation of professionals and advocates who work with individuals in crisis, and persons with lived experiences of behavioral or mental health crisis, including those with involvement in the criminal justice system, in developing and delivering CPD CIT trainings."

¶130: "The City will request that the Advisory Committee provide guidance on crisis response-related policies, procedures, and training of City agencies, including CPD and OEMC, and assist the City in developing and expanding current strategies for responding to individuals in crisis, including reducing the need for police-involved responses to individuals in crisis and developing municipal and community resources, such as pre- and post-arrest diversion resources and alternative response options (like drop-off centers, mobile crisis teams, a central non-emergency crisis line). The City will further request that in providing the guidance detailed above the Advisory Committee will consider specific strategies for responding to children and youth when they experience a behavioral or mental health crisis."

¶137: "Within 180 days of the Effective Date, CPD will review and revise its crisis intervention-related policies as necessary to comply with the terms of this Agreement. CPD will consider any recommendations or feedback provided by the Advisory Committee when revising its policies."

The CIT Coordinator should be commended for her efforts in reviewing and revising Crisis Intervention policies in the twelfth reporting period, which has not been accomplished in several years.

In the next reporting period, to achieve Secondary compliance, the City and the CPD should update S05-14 and the CCHME’s bylaws as necessary to ensure consistency with the proposed two-year CCMHE review process outlined by the City and the CPD, and should outline the process by which the CIT Program will consider prior CCMHE feedback when annually reviewing and revising its policies (see ¶137). We expect the CPD to continue regularly engaging with the CCHME and seeking community input on an ongoing basis, as these efforts will enhance the CIT Program and are required by the Consent Decree.

To achieve Full compliance with ¶89, the CPD must demonstrate that it has allocated sufficient resources for the CIT Coordinator to annually review and, if necessary, revise policies and practices, and must demonstrate that the annual review process meaningfully and consistently considers public and community feedback, including feedback from the CCMHE.

Paragraph 89 Compliance Progress History

FIRST REPORTING PERIOD MARCH 1, 2019 – AUGUST 31, 2019 COMPLIANCE PROGRESS: Not Applicable	SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020 COMPLIANCE PROGRESS: None	THIRD REPORTING PERIOD MARCH 1, 2020 – DECEMBER 31, 2020 COMPLIANCE PROGRESS: Secondary
FOURTH REPORTING PERIOD JANUARY 1, 2021 – JUNE 30, 2021 COMPLIANCE PROGRESS: Secondary	FIFTH REPORTING PERIOD JULY 1, 2021 – DECEMBER 31, 2021 COMPLIANCE PROGRESS: Secondary	SIXTH REPORTING PERIOD JANUARY 1, 2022 – JUNE 30, 2022 COMPLIANCE PROGRESS: Secondary
SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022 COMPLIANCE PROGRESS: Secondary	EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023 COMPLIANCE PROGRESS: Preliminary	NINTH REPORTING PERIOD JULY 1, 2023 – DECEMBER 31, 2023 COMPLIANCE PROGRESS: Preliminary
TENTH REPORTING PERIOD JANUARY 1, 2024 – JUNE 30, 2024 COMPLIANCE PROGRESS: Preliminary	ELEVENTH REPORTING PERIOD JULY 1, 2024 – DECEMBER 31, 2024 COMPLIANCE PROGRESS: Preliminary	TWELFTH REPORTING PERIOD JANUARY 1, 2025 – JUNE 30, 2025 COMPLIANCE PROGRESS: Preliminary

Crisis Intervention: ¶92

92. Certified CIT Officers are officers who receive specialized training in responding to individuals in crisis. Certified CIT Officers retain their standard assignment and duties but may also take on specialized crisis intervention duties and are prioritized to respond to calls in the field identified as involving individuals in crisis, as assigned.

Compliance Progress	(Reporting Period: January 1, 2025, through June 30, 2025)
Preliminary:	In Compliance (THIRD REPORTING PERIOD)
Secondary:	In Compliance (NEW)
Full:	Not in Compliance

In the twelfth reporting period, the City and the CPD achieved Secondary compliance with ¶92.

The CPD achieved Preliminary compliance with ¶92 in the third reporting period (which ended on December 31, 2020) by embedding the requirements of this paragraph in Special Order S05-14, *Crisis Intervention Team (CIT) Program*. The CPD maintained Preliminary compliance in subsequent reporting periods by implementing, revising, and annually reviewing S05-14, *Crisis Intervention (CIT) Program*, as required. To maintain Preliminary compliance, the CPD must demonstrate that the Chicago Council on Mental Health Equity’s (CCHME) review of policies and trainings is occurring annually as outlined in S05-14 and CCMHE bylaws.

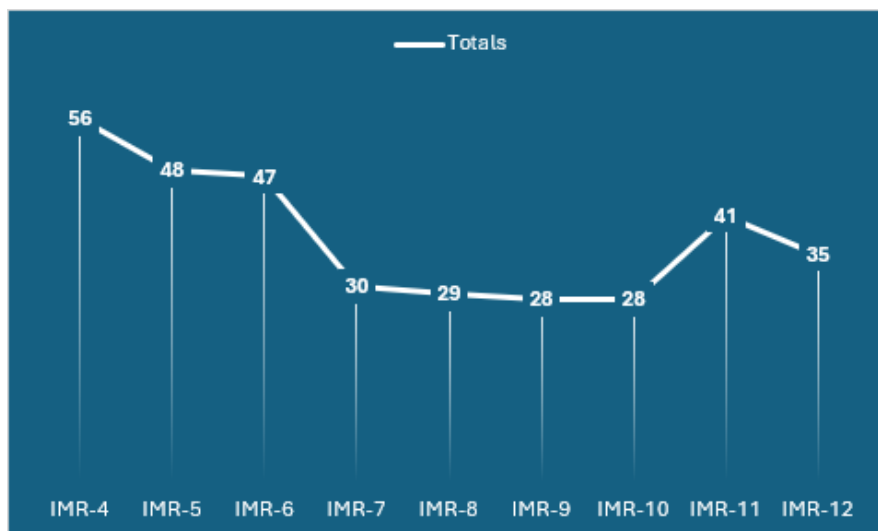
The IMT assessed Secondary compliance by evaluating whether qualified CPD personnel are fulfilling the responsibilities to achieve the goals of the Consent Decree and the requirements of ¶92, and by reviewing training development, implementation, and evaluation. In addition, the IMT reviewed the City and the CPD’s level of data collection, tracking, analysis, and management. The IMT also considered whether the CPD completed its eligibility review process and identification of voluntary status for Certified CIT Officers, and whether the CPD successfully migrated and validated data in its CIT Dashboard.

Previously, the CPD achieved Secondary compliance with ¶92 in the third reporting period, but did not maintain Secondary compliance in the eighth reporting period due to drastic reductions in staffing; failure to identify a system to vet Certified CIT officers for the eligibility criteria outlined in S05-14; insufficient prioritization of Certified CIT officer response; and an insufficient number of Certified CIT officers having received the Consent Decree-approved CIT training.²

² Specifically, regarding training, if an officer had ever received the 40-hour Basic CIT training, then that officer was considered a “Certified CIT officer.” In effect, this meant that there were

In 2021, the Crisis Intervention Unit’s staffing was reduced by half. Since then, the IMT has raised ongoing concerns about insufficient staffing required to support the purpose and function of the Crisis Intervention Unit, including recruiting specialized Certified CIT officers and prioritizing response by Certified CIT officers to mental- and behavioral-health calls.³

Crisis Intervention Unit Staffing over Several Reporting Periods



Insufficient staffing is an issue that will need to be addressed to achieve additional levels of compliance. However, the CPD has made notable progress in other key areas that previously led to the loss of Secondary compliance. This has enabled the City and the CPD to regain Secondary compliance with this paragraph.

First, the CPD has developed a system to vet Certified CIT officers for the eligibility criteria outlined in S05-14. The CPD worked with the Bureau of Internal Affairs (BIA) to cross-check all Certified CIT officers against the eligibility requirements outlined in policy to ensure that only Certified CIT officers are responding to mental- and behavioral-health calls. This involves a three-step data verification process to ensure reliable, verified data is entered into the CIT Dashboard. This CIT Dashboard is presently not public facing; to support transparency, the IMT continues to encourage the CPD to make it a public dashboard. The development of this system and data verification will now permit the CPD to reliably track response ratios.

CPD members who received training as far back as 2004—and had received no refresher training since—that were being identified as Certified CIT officers.

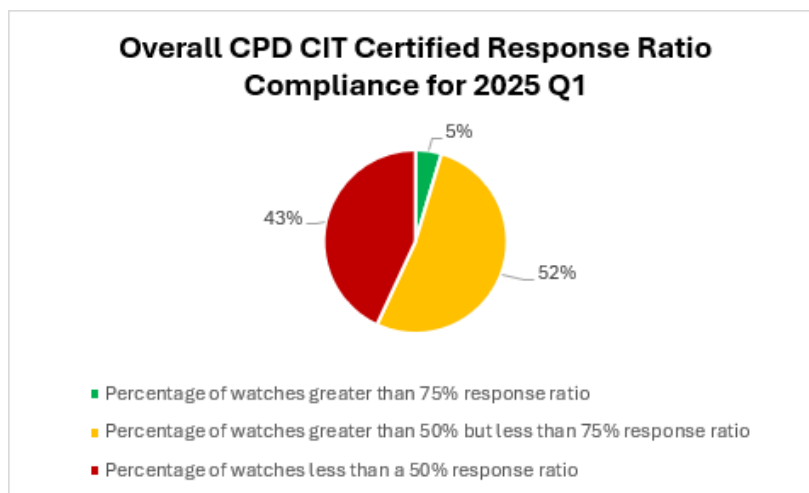
³ See also ¶¶90–91 and 93–95. The City and the CPD maintained Preliminary compliance with ¶¶90–91 and 93–95 in the ninth reporting period but did not reach additional levels of compliance.

Second, the CPD has made significant progress in establishing its CIT response ratios, which measure the prioritization of Certified CIT officers. While current response ratios remain well below what is required by the Consent Decree, the system and data necessary to measure this requirement have been established and verified by the CPD Strategic Initiatives Division (SID).

Third, the IMT has worked closely with the CPD throughout this reporting period to update its refresher training to better reflect best practices, refreshing key topics from the 40-hour *Basic CIT* Training. This is important for all Certified CIT officers, but particularly for those officers who had received the 40-hour *Basic CIT* Training as long ago as 2004 without refresher training.

Finally, the CPD has thoroughly reviewed and made comprehensive revisions to both the *Basic CIT* and *CIT Refresher* trainings, incorporating best practices. These training revisions help address deficiencies related to Certified CIT officers trained before the onset of the Consent Decree and the IMT-approved CIT training. With the completion of the eligibility review process this reporting period, which identifies any officer who has not met training or disciplinary eligibility criteria, all current Certified CIT officers have now completed the *Basic CIT* and the *CIT Refresher* trainings. See, e.g., ¶¶95, 100–01.

For Full compliance, the IMT will consider whether the CPD’s Crisis Intervention Unit is sufficiently staffed, whether there are sufficient Certified CIT officers in the field to be “prioritized to respond to calls in the field identified as involving individuals in crisis, as assigned,” and whether the eligibility review process for Certified CIT officers is reliably occurring. Presently, Certified CIT response ratios across the City remain well under the 75% requirement at this point in the Consent Decree. See ¶108(b). Specifically, out of a total of 65 watches (morning, day, and night shifts) across 22 districts, 3 watches have a greater than 75% response ratio; 34 watches have a greater than 50% but less than 75% response ratio; and 28 watches have under a 50% response ratio.



Additionally, to assess Full compliance, the IMT will evaluate best practices related to training and eligibility standards, whether the CPD has implemented its policies and training for CIT officers, and whether the CPD is demonstrating analysis of relevant data. Further, the IMT will assess whether the *CIT Refresher* Training is being provided every three years.

Paragraph 92 Compliance Progress History

FIRST REPORTING PERIOD MARCH 1, 2019 – AUGUST 31, 2019 COMPLIANCE PROGRESS: Not Applicable	SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020 COMPLIANCE PROGRESS: None	THIRD REPORTING PERIOD MARCH 1, 2020 – DECEMBER 31, 2020 COMPLIANCE PROGRESS: Secondary
FOURTH REPORTING PERIOD JANUARY 1, 2021 – JUNE 30, 2021 COMPLIANCE PROGRESS: Secondary	FIFTH REPORTING PERIOD JULY 1, 2021 – DECEMBER 31, 2021 COMPLIANCE PROGRESS: Secondary	SIXTH REPORTING PERIOD JANUARY 1, 2022 – JUNE 30, 2022 COMPLIANCE PROGRESS: Secondary
SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022 COMPLIANCE PROGRESS: Preliminary	EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023 COMPLIANCE PROGRESS: Secondary	NINTH REPORTING PERIOD JULY 1, 2023 – DECEMBER 31, 2023 COMPLIANCE PROGRESS: Preliminary
TENTH REPORTING PERIOD JANUARY 1, 2024 – JUNE 30, 2024 COMPLIANCE PROGRESS: Preliminary	ELEVENTH REPORTING PERIOD JULY 1, 2024 – DECEMBER 31, 2024 COMPLIANCE PROGRESS: Preliminary	TWELFTH REPORTING PERIOD JANUARY 1, 2025 – JUNE 30, 2025 COMPLIANCE PROGRESS: Secondary

Crisis Intervention: ¶93

93. To be eligible for consideration as a Certified CIT Officer, applicants must have at least 18 months of experience as a CPD officer and no longer be on probationary status. CPD will assess each applicant’s fitness to serve as a Certified CIT Officer by considering the applicant’s application, performance history, and disciplinary history.

Compliance Progress	(Reporting Period: January 1, 2025, through June 30, 2025)
Preliminary:	In Compliance (SIXTH REPORTING PERIOD)
Secondary:	In Compliance (NEW)
Full:	Not in Compliance

In the twelfth reporting period, the City and the CPD maintained Preliminary compliance and achieved Secondary compliance with ¶93.

The CPD achieved Preliminary compliance in the sixth reporting period by incorporating ¶93’s requirements into S05-14, *Crisis Intervention Team (CIT) Program*. The CPD maintained Preliminary compliance in subsequent reporting periods by reviewing and revising S05-14, *Crisis Intervention (CIT) Program*, as appropriate, after receiving the requisite community input.

This reporting period, the CPD achieved Secondary compliance by producing detailed training records demonstrating that 95% of its Certified CIT officers have been trained appropriately, consistent with best practices, and that the CPD has conducted an appropriate eligibility review of its Certified CIT Officers and has validated the data.

Additionally, the CPD has developed a system to vet Certified CIT officers for the eligibility criteria outlined in S05-14. The CPD worked with the Bureau of Internal Affairs (BIA) to cross-check all Certified CIT officers against the eligibility requirements outlined in policy to ensure that only Certified CIT officers are responding to mental and behavioral health calls. This involves a three-step data verification process to ensure reliable, verified data is entered into the CIT Dashboard. The development of this system and data verification will now permit the CPD to reliably track response ratios.

To assess Full compliance, the IMT will evaluate whether the system that has been developed to facilitate the eligibility review process is reliably operating, that the data remains validated, and that the procedures are institutionalized—demonstrating over time and with position transitions that the system fulfills the requirements of ¶93. The IMT requires demonstration each reporting period of the number of officers, by rank, who fell out of compliance due to training violations or disciplinary violations. The CPD must also develop metrics that, when tracked, will adequately demonstrate the CPD’s success under ¶93. Finally, the IMT will monitor

CPD progress toward flagging “actionable alerts” in the Early Intervention System (EIS) system for CIT Certified officers to assess patterns of behavior that may indicate concerns with serving in a specialized role with vulnerable populations.

Paragraph 93 Compliance Progress History

FIRST REPORTING PERIOD MARCH 1, 2019 – AUGUST 31, 2019 COMPLIANCE PROGRESS: Not Applicable	SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020 COMPLIANCE PROGRESS: Not Applicable	THIRD REPORTING PERIOD MARCH 1, 2020 – DECEMBER 31, 2020 COMPLIANCE PROGRESS: None
FOURTH REPORTING PERIOD JANUARY 1, 2021 – JUNE 30, 2021 COMPLIANCE PROGRESS: None	FIFTH REPORTING PERIOD JULY 1, 2021 – DECEMBER 31, 2021 COMPLIANCE PROGRESS: None	SIXTH REPORTING PERIOD JANUARY 1, 2022 – JUNE 30, 2022 COMPLIANCE PROGRESS: Preliminary
SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022 COMPLIANCE PROGRESS: Preliminary	EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023 COMPLIANCE PROGRESS: Preliminary	NINTH REPORTING PERIOD JULY 1, 2023 – DECEMBER 31, 2023 COMPLIANCE PROGRESS: Preliminary
TENTH REPORTING PERIOD JANUARY 1, 2024 – JUNE 30, 2024 COMPLIANCE PROGRESS: Preliminary	ELEVENTH REPORTING PERIOD JULY 1, 2024 – DECEMBER 31, 2024 COMPLIANCE PROGRESS: Preliminary	TWELFTH REPORTING PERIOD JANUARY 1, 2025 – JUNE 30, 2025 COMPLIANCE PROGRESS: Secondary

Crisis Intervention: ¶95

95. Certified CIT Officers, at a minimum, must complete the specialized 40-hour Basic CIT Training (“Basic CIT Training”) and receive CIT certification by the Illinois Law Enforcement Training and Standards Board before being identified as a “Certified CIT Officer.” To maintain the Certified CIT Officer designation, officers must receive a minimum of eight hours of CIT refresher training (“CIT Refresher Training”) every three years and maintain the eligibility requirements established by the CIT Program.

Compliance Progress	(Reporting Period: January 1, 2025, through June 30, 2025)
Preliminary:	In Compliance (SIXTH REPORTING PERIOD)
Secondary:	In Compliance (NEW)
Full:	Not Yet Assessed

In the twelfth reporting period, the City and the CPD maintained Preliminary compliance and achieved Secondary compliance with ¶95.

The CPD achieved Preliminary compliance in the sixth reporting period by incorporating ¶95’s requirements into S05-14, *Crisis Intervention Team (CIT) Program*. The CPD maintained Preliminary compliance in subsequent reporting periods by annually reviewing and revising S05-14, as appropriate, after receiving the requisite community input.

This reporting period, the CPD achieved Secondary compliance by demonstrating the completion of a thorough review and update of both the 40-hour Basic CIT Training and the two-day CIT Refresher training. Additionally, all Certified CIT officers who received the Basic CIT training before the Consent Decree-approved training in 2021 have now received CIT Refresher Training. See, e.g., ¶¶95 and 100–01. The IMT worked closely with the CPD to update its refresher training to better reflect best practices, refreshing key topics from the 40-hour Basic CIT Training. This is important for all Certified CIT officers, but particularly for those officers who received the 40-hour *Basic CIT* Training as long ago as 2004 without refresher training since.

Additionally, the CPD produced training records in the CIT Dashboard this reporting period demonstrating that 95% of current Certified CIT officers have received the forty-hour *Basic CIT* training and the eight-hour *CIT Refresher* training every three years while maintaining the eligibility requirements established by the CIT Program. The CPD has also produced training evaluations of both the *Basic CIT* and *CIT Refresher* trainings, both showing strong evaluation.

This is the first reporting period in which the CPD has produced reliable training evaluations, as well as validated data related to the eligibility criteria for Certified CIT officers. These are important accomplishments that the CPD should be

commended for. To achieve Full compliance, the CPD will need to demonstrate continuity in producing training records and evaluations, demonstrate that the eligibility criteria requirements are reliably being met, and provide ongoing demonstration that the *CIT Refresher* Training is being delivered every three years to all Certified CIT Officers and reviewed and updated annually as relevant.

Paragraph 95 Compliance Progress History

FIRST REPORTING PERIOD MARCH 1, 2019 – AUGUST 31, 2019 COMPLIANCE PROGRESS: Not Applicable	SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020 COMPLIANCE PROGRESS: Not Applicable	THIRD REPORTING PERIOD MARCH 1, 2020 – DECEMBER 31, 2020 COMPLIANCE PROGRESS: Not Applicable
FOURTH REPORTING PERIOD JANUARY 1, 2021 – JUNE 30, 2021 COMPLIANCE PROGRESS: Not Applicable	FIFTH REPORTING PERIOD JULY 1, 2021 – DECEMBER 31, 2021 COMPLIANCE PROGRESS: None	SIXTH REPORTING PERIOD JANUARY 1, 2022 – JUNE 30, 2022 COMPLIANCE PROGRESS: Preliminary
SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022 COMPLIANCE PROGRESS: Preliminary	EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023 COMPLIANCE PROGRESS: Preliminary	NINTH REPORTING PERIOD JULY 1, 2023 – DECEMBER 31, 2023 COMPLIANCE PROGRESS: Preliminary
TENTH REPORTING PERIOD JANUARY 1, 2024 – JUNE 30, 2024 COMPLIANCE PROGRESS: Preliminary	ELEVENTH REPORTING PERIOD JULY 1, 2024 – DECEMBER 31, 2024 COMPLIANCE PROGRESS: Preliminary	TWELFTH REPORTING PERIOD JANUARY 1, 2025 – JUNE 30, 2025 COMPLIANCE PROGRESS: Secondary

Crisis Intervention: ¶96

96. CPD’s Basic CIT Training is an in-depth, specialized course that teaches officers how to recognize and effectively respond to individuals in crisis. In addition to the crisis intervention-related topics covered in the training provided to all officers, the Basic CIT Training will address signs and symptoms of individuals in crisis, suicide intervention, community resources, common mental health conditions and psychotropic medications, the effects of drug and alcohol abuse, perspectives of individuals with mental conditions and their family members, the rights of individuals with mental conditions, civil commitment criteria, crisis de-escalation, and scenario-based exercises.

Compliance Progress		(Reporting Period: January 1, 2025, through June 30, 2025)
Preliminary:	In Compliance (THIRD REPORTING PERIOD)	
Secondary:	In Compliance (THIRD REPORTING PERIOD)	
Full:	In Compliance (NEW)	

In the twelfth reporting period, the City and the CPD achieved Full compliance with ¶96.

The City and the CPD achieved Preliminary and Secondary compliance with ¶96 in the third reporting period by providing Special Order S05-14, *Crisis Intervention Team (CIT) Program*, and by demonstrating that the topics required by this paragraph are included in the *Basic CIT Training* curriculum. The CPD’s Special Order S05-14, *Crisis Intervention Team (CIT) Program*, details the responsibilities of the Crisis Intervention Team Training Section, including developing, reviewing, and revising the CIT curricula and administering and delivering the *Basic CIT Training*. In the third reporting period, the IMT also observed the CPD’s delivery of the *Basic CIT Training* curriculum, and the CIT Unit convened a working group comprised of mental health professionals, advocates, and persons with lived experience to review the curricula and provide comments and recommendations, which the CIT Unit incorporated into its revised forty-hour *Basic CIT Training*. Additionally, the *Basic CIT Training* curriculum was reviewed by the Chicago Council on Mental Health Equity, thereby soliciting an additional level of community input.

This reporting period, the IMT worked closely with the CPD to finalize the updates to the forty-hour *Basic CIT Training*, which now thoroughly covers each of the topics identified under ¶96 and includes required updates from the Illinois Law Enforcement Training and Standards Board (ILETSB). These revisions better align the presentations with best practices and the required topics under ¶96. Considering that the majority of the Basic CIT Training is led by civilian subject-matter experts, it can be challenging to collaborate with many presenters to update slide presentations and lesson plans to conform with Consent Decree requirements, but the CPD effectively facilitated this collaboration.

Additionally, for the first time, the CPD consistently produced course and instructor evaluations for both the CIT Basic Training and CIT Refresher Training *each month* this reporting period, along with training attendance records. The CPD should be commended for this progress.

To maintain Full compliance, the CPD must continue to produce complete training and instructor evaluations each month, attendance records, and the *annually* required training review and revisions required under ¶¶103 and 130. This annual requirement has not been adhered to consistently, and the IMT will assess this as a requirement for maintaining Full compliance. The IMT will also monitor how limited training resources may affect the quality of the overall training requirements of ¶96. The CPD must develop a more formalized policy and training review process with the Chicago Council on Mental Health Equity (CCMHE) similar to the process that is in place for the CPD’s Training Community Advisory Committee (TCAC).

Paragraph 96 Compliance Progress History

FIRST REPORTING PERIOD MARCH 1, 2019 – AUGUST 31, 2019 COMPLIANCE PROGRESS: Not Applicable	SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020 COMPLIANCE PROGRESS: Not Applicable	THIRD REPORTING PERIOD MARCH 1, 2020 – DECEMBER 31, 2020 COMPLIANCE PROGRESS: Secondary
FOURTH REPORTING PERIOD JANUARY 1, 2021 – JUNE 30, 2021 COMPLIANCE PROGRESS: Secondary	FIFTH REPORTING PERIOD JULY 1, 2021 – DECEMBER 31, 2021 COMPLIANCE PROGRESS: Secondary	SIXTH REPORTING PERIOD JANUARY 1, 2022 – JUNE 30, 2022 COMPLIANCE PROGRESS: Secondary
SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022 COMPLIANCE PROGRESS: Secondary	EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023 COMPLIANCE PROGRESS: Secondary	NINTH REPORTING PERIOD JULY 1, 2023 – DECEMBER 31, 2023 COMPLIANCE PROGRESS: Secondary
TENTH REPORTING PERIOD JANUARY 1, 2024 – JUNE 30, 2024 COMPLIANCE PROGRESS: Secondary	ELEVENTH REPORTING PERIOD JULY 1, 2024 – DECEMBER 31, 2024 COMPLIANCE PROGRESS: Secondary	TWELFTH REPORTING PERIOD JANUARY 1, 2025 – JUNE 30, 2025 COMPLIANCE PROGRESS: Full

Crisis Intervention: ¶101

101. *Certified CIT Officers who fail to complete the CIT Refresher Training within three years of taking their most recently required CIT Training, whether the Basic CIT Training or a prior CIT Refresher Training, will be deemed out of compliance with the CIT Program's CIT Refresher Training requirement. CPD will confirm on a quarterly basis that Certified CIT Officers remain in compliance with the CIT Refresher Training requirement. Any Certified CIT Officer found to be out of compliance during the quarterly review may not continue to be identified by CPD as a Certified CIT Officer and may not continue to be prioritized to respond to calls for service involving individuals in crisis. Each quarter, CPD will inform OEMC of officers who are out of compliance with the CIT Refresher Training requirement. An officer out of compliance with the CIT Refresher Training requirement must complete the most recently offered version of the CIT Refresher Training before CPD may resume identifying the officer as a Certified CIT Officer and before OEMC may resume prioritizing that officer to respond in the field to calls involving individuals in crisis.*

Compliance Progress

(Reporting Period: January 1, 2025, through June 30, 2025)

Recurring Schedule: Quarterly



Met



Missed

Preliminary: *In Compliance (SIXTH REPORTING PERIOD)*

Secondary: *In Compliance (NEW)*

Full: *Not in Compliance*

In the twelfth reporting period, the City and the CPD maintained Preliminary compliance and achieved Secondary compliance with ¶101.

The CPD's Special Order S05-14, *Crisis Intervention Team (CIT) Program*, adequately addresses the requirements of ¶101.

The CPD achieved Secondary compliance this reporting period by (1) developing and demonstrating an effective and timely notification system to the Office of Emergency Management and Communications (OEMC) regarding officers whose certifications have expired and (2) producing the requisite training records for the Basic CIT and CIT Refresher trainings.

Certified CIT Officers are required to (1) maintain a disciplinary history clear of any sustained allegation involving excessive use of force or a verbal or physical altercation related to a call for service involving an individual in mental or behavioral health crisis and (2) maintain the required CIT Refresher training every three years. Throughout 2024, the Crisis Intervention Unit (also known as the CIU), the Reform Management Group, and the Strategic Initiatives Division, with input from the Bureau of Internal Affairs (BIA), worked collaboratively on the integration of electronic personnel systems that track and manage disciplinary history.

The Crisis Intervention Unit Training Dashboard updates training records daily to ensure training compliance. The new integration ensures that a daily validation check is conducted of all Certified CIT Officers and notifies OEMC if a Department member is out of compliance with CIT Refresher training. By including a column indicating whether Certified CIT Officers' training status is "Active" or "Expired," the CIU Dashboard helps ensure that officers with an Expired training status will not be prioritized to respond to crisis calls. The CPD should be commended for its collaboration and extensive work to accomplish the development and implementation of this system.

To achieve Full compliance, we will look for ongoing evidence that this new system is reliably occurring.

Paragraph 101 Compliance Progress History

FIRST REPORTING PERIOD MARCH 1, 2019 – AUGUST 31, 2019 COMPLIANCE PROGRESS: Not Applicable	SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020 COMPLIANCE PROGRESS: Not Applicable	THIRD REPORTING PERIOD MARCH 1, 2020 – DECEMBER 31, 2020 COMPLIANCE PROGRESS: Not Applicable
FOURTH REPORTING PERIOD JANUARY 1, 2021 – JUNE 30, 2021 COMPLIANCE PROGRESS: None	FIFTH REPORTING PERIOD JULY 1, 2021 – DECEMBER 31, 2021 COMPLIANCE PROGRESS: None	SIXTH REPORTING PERIOD JANUARY 1, 2022 – JUNE 30, 2022 COMPLIANCE PROGRESS: Preliminary
SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022 COMPLIANCE PROGRESS: Preliminary	EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023 COMPLIANCE PROGRESS: Preliminary	NINTH REPORTING PERIOD JULY 1, 2023 – DECEMBER 31, 2023 COMPLIANCE PROGRESS: Preliminary
TENTH REPORTING PERIOD JANUARY 1, 2024 – JUNE 30, 2024 COMPLIANCE PROGRESS: Preliminary	ELEVENTH REPORTING PERIOD JULY 1, 2024 – DECEMBER 31, 2024 COMPLIANCE PROGRESS: Preliminary	TWELFTH REPORTING PERIOD JANUARY 1, 2025 – JUNE 30, 2025 COMPLIANCE PROGRESS: Secondary

Crisis Intervention: ¶103

103. The CIT Program staff responsible for the CIT training curriculum will, where it would add to the quality or effectiveness of the training and when feasible and appropriate, encourage and seek the participation of professionals and advocates who work with individuals in crisis, and persons with lived experiences of behavioral or mental health crisis, including those with involvement in the criminal justice system, in developing and delivering CPD CIT trainings.

Compliance Progress

(Reporting Period: January 1, 2025, through June 30, 2025)

Preliminary:	In Compliance (SIXTH REPORTING PERIOD)
Secondary:	In Compliance (NEW)
Full:	Not in Compliance

In the twelfth reporting period, the City and the CPD maintained Preliminary compliance and achieved Secondary compliance with ¶103.

The CPD’s Special Order S05-14, *Crisis Intervention Team (CIT) Program*, addressed the requirements of ¶103, which demonstrated Preliminary compliance in the sixth reporting period (ending June 30, 2022).

This reporting period, the CPD demonstrated that the CIT training facilitators—many of whom are “professionals and advocates who work with individuals in crisis, and persons with lived experiences of behavioral or mental health crisis, including those with involvement in the criminal justice system”—were tasked with reviewing and where appropriate revising both its CIT Basic and CIT Refresher trainings. These professionals also assist with the delivery of the trainings. With these efforts, the CPD achieved Secondary Compliance.

To assess additional levels of compliance with ¶103, the IMT will review whether the CPD continues to engage “professionals and advocates who work with individuals in crisis, and people with lived experiences of behavioral or mental health crisis,” not only on training revisions, but also on crucial feedback received by community participants who have *observed* the full training. Between Recruit training, Annual In-Service training, and specialized CIT training, there are numerous training opportunities for professionals and advocates who work with individuals in crisis, and persons with lived experiences to observe. Similar to opportunities the IMT utilizes to remotely observe trainings, the IMT encourages the CPD to provide the opportunity to observe in person or online. The IMT also encourages the CPD to consider developing a short community member evaluation form to gather input after community members observe training sessions.

Paragraph 103 Compliance Progress History

FIRST REPORTING PERIOD
MARCH 1, 2019 – AUGUST 31, 2019

COMPLIANCE PROGRESS:

Not Applicable

SECOND REPORTING PERIOD
SEPTEMBER 1, 2019 – FEBRUARY 29, 2020

COMPLIANCE PROGRESS:

Not Applicable

THIRD REPORTING PERIOD
MARCH 1, 2020 – DECEMBER 31, 2020

COMPLIANCE PROGRESS:

Status Update

FOURTH REPORTING PERIOD
JANUARY 1, 2021 – JUNE 30, 2021

COMPLIANCE PROGRESS:

None

FIFTH REPORTING PERIOD
JULY 1, 2021 – DECEMBER 31, 2021

COMPLIANCE PROGRESS:

None

SIXTH REPORTING PERIOD
JANUARY 1, 2022 – JUNE 30, 2022

COMPLIANCE PROGRESS:

Preliminary

SEVENTH REPORTING PERIOD
JULY 1, 2022 – DECEMBER 31, 2022

COMPLIANCE PROGRESS:

Preliminary

EIGHTH REPORTING PERIOD
JANUARY 1, 2023 – JUNE 30, 2023

COMPLIANCE PROGRESS:

Preliminary

NINTH REPORTING PERIOD
JULY 1, 2023 – DECEMBER 31, 2023

COMPLIANCE PROGRESS:

Preliminary

TENTH REPORTING PERIOD
JANUARY 1, 2024 – JUNE 30, 2024

COMPLIANCE PROGRESS:

Preliminary

ELEVENTH REPORTING PERIOD
JULY 1, 2024 – DECEMBER 31, 2024

COMPLIANCE PROGRESS:

Preliminary

TWELFTH REPORTING PERIOD
JANUARY 1, 2025 – JUNE 30, 2025

COMPLIANCE PROGRESS:

Secondary

Crisis Intervention: ¶104

104. CPD will develop policies regarding the criteria for ongoing participation as a Certified CIT Officer, consistent with this Agreement.

Compliance Progress

(Reporting Period: January 1, 2025, through June 30, 2025)

Preliminary: *In Compliance* (SIXTH REPORTING PERIOD)
Secondary: *In Compliance* (ELEVENTH REPORTING PERIOD)
Full: *In Compliance* (NEW)

In the twelfth reporting period, the City and the CPD maintained Preliminary and Secondary compliance and achieved Full compliance with ¶104.

The City and the CPD achieved Preliminary compliance in the sixth reporting period by finalizing Special Order S05-14, *Crisis Intervention Team (CIT) Program*, which outlines the criteria for ongoing participation as a Certified CIT Officer, as required by this paragraph. The City and the CPD maintained Preliminary compliance in subsequent reporting periods by maintaining this policy.

The City and the CPD achieved Secondary compliance in the eleventh reporting period by demonstrating that all officers have received training on the requirements of being a Certified CIT officer.

The City and the CPD achieved Full compliance this reporting period by developing and demonstrating the reliable implementation of a system to identify and remove officers from the roster of Certified CIT Officers when necessary. This is transmitted to OEMC daily to ensure dispatch of Certified CIT officers, whenever feasible, to calls involving a mental or behavioral health component. As discussed in our assessment of ¶101, Certified CIT Officers are required to maintain a disciplinary history clear of any sustained allegation involving excessive use of force or a verbal or physical altercation related to a call for service involving an individual in mental or behavioral health crisis and maintain the required CIT Refresher training every three years. Throughout 2024, the Crisis Intervention Unit (also known as CIU), the Reform Management Group, and the Strategic Initiatives Division, with input from the Bureau of Internal Affairs (BIA), worked collaboratively on the integration of electronic personnel systems that track and manage disciplinary history. The Crisis Intervention Unit Training Dashboard updates training records daily to ensure training compliance. The new integration ensures that a daily validation check is conducted of all Certified CIT Officers based on the eligibility criteria required by policy to maintain status as a Certified CIT Officer.

The CPD should be commended for its collaboration and extensive work to accomplish the development and implementation of this system.

To sustain Full compliance, the IMT will look for an ongoing demonstration of the implementation of a reliable system to identify and remove officers from the roster of Certified CIT officers when necessary. The IMT requires demonstration each reporting period of the number of officers, by rank, who fell out of compliance due to training violations or disciplinary violations. Finally, the IMT will monitor CPD progress toward flagging “actionable alerts” in the Early Intervention System (EIS) system for CIT Certified officers to assess patterns of behavior that may indicate concerns with serving in a specialized role with vulnerable populations. This data will be important to ongoing considerations of whether current eligibility criteria outlined in policy remains sufficient.

Paragraph 104 Compliance Progress History

FIRST REPORTING PERIOD MARCH 1, 2019 – AUGUST 31, 2019 COMPLIANCE PROGRESS: Not Applicable	SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020 COMPLIANCE PROGRESS: Not Applicable	THIRD REPORTING PERIOD MARCH 1, 2020 – DECEMBER 31, 2020 COMPLIANCE PROGRESS: None
FOURTH REPORTING PERIOD JANUARY 1, 2021 – JUNE 30, 2021 COMPLIANCE PROGRESS: None	FIFTH REPORTING PERIOD JULY 1, 2021 – DECEMBER 31, 2021 COMPLIANCE PROGRESS: None	SIXTH REPORTING PERIOD JANUARY 1, 2022 – JUNE 30, 2022 COMPLIANCE PROGRESS: Preliminary
SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022 COMPLIANCE PROGRESS: Preliminary	EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023 COMPLIANCE PROGRESS: Preliminary	NINTH REPORTING PERIOD JULY 1, 2023 – DECEMBER 31, 2023 COMPLIANCE PROGRESS: Preliminary
TENTH REPORTING PERIOD JANUARY 1, 2024 – JUNE 30, 2024 COMPLIANCE PROGRESS: Preliminary	ELEVENTH REPORTING PERIOD JULY 1, 2024 – DECEMBER 31, 2024 COMPLIANCE PROGRESS: Secondary	TWELFTH REPORTING PERIOD JANUARY 1, 2025 – JUNE 30, 2025 COMPLIANCE PROGRESS: Full

Crisis Intervention: ¶105

105. CPD will continue to maintain an up-to-date list of Certified CIT Officers, including their unit of assignment.

Compliance Progress

(Reporting Period: January 1, 2025, through June 30, 2025)

Preliminary: *In Compliance* (THIRD REPORTING PERIOD)
Secondary: *In Compliance* (NEW)
Full: *Not Yet Assessed*

In the twelfth reporting period, the City and the CPD maintained Preliminary compliance and achieved Secondary compliance with ¶105.

The CPD achieved Preliminary compliance in the third reporting period. The CPD's Special Order S05-14, *Crisis Intervention Team (CIT) Program*, clearly states that the Crisis Intervention Unit's Training Division is responsible for updating officer training records regarding the completion of Basic, Advanced, and Refresher CIT training. Moreover, S05-14 indicates that the CPD will use the CPD's Learning Management System to track when CIT officers need CIT Refresher Training.

This reporting period, the CPD achieved Secondary compliance by completing the eligibility review process for initial and ongoing service as a Certified CIT Officer, validating the data in the CIT Dashboard, including the officers' unit of assignment in the CIT Dashboard, and demonstrating a functioning system that identifies and removes ineligible officers from the list of Certified CIT Officers.

To achieve Full compliance, the CPD must continue to demonstrate evidence for a full reporting period of a functioning system that identifies and removes ineligible officers from the list of Certified CIT officers in a timely manner. The CPD must also reliably and consistently produce training records. While the CPD produced these records in the twelfth reporting period, these records have been produced inconsistently in prior reporting periods. Finally, to sustain Full compliance, the City must complete an audit and address the findings of the audit to ensure the system is operating successfully.

Paragraph 105 Compliance Progress History

FIRST REPORTING PERIOD
MARCH 1, 2019 – AUGUST 31, 2019

COMPLIANCE PROGRESS:

Not Applicable

SECOND REPORTING PERIOD
SEPTEMBER 1, 2019 – FEBRUARY 29, 2020

COMPLIANCE PROGRESS:

Not Applicable

THIRD REPORTING PERIOD
MARCH 1, 2020 – DECEMBER 31, 2020

COMPLIANCE PROGRESS:

Preliminary

FOURTH REPORTING PERIOD
JANUARY 1, 2021 – JUNE 30, 2021

COMPLIANCE PROGRESS:

Preliminary

FIFTH REPORTING PERIOD
JULY 1, 2021 – DECEMBER 31, 2021

COMPLIANCE PROGRESS:

Preliminary

SIXTH REPORTING PERIOD
JANUARY 1, 2022 – JUNE 30, 2022

COMPLIANCE PROGRESS:

Preliminary

SEVENTH REPORTING PERIOD
JULY 1, 2022 – DECEMBER 31, 2022

COMPLIANCE PROGRESS:

Preliminary

EIGHTH REPORTING PERIOD
JANUARY 1, 2023 – JUNE 30, 2023

COMPLIANCE PROGRESS:

Preliminary

NINTH REPORTING PERIOD
JULY 1, 2023 – DECEMBER 31, 2023

COMPLIANCE PROGRESS:

Preliminary

TENTH REPORTING PERIOD
JANUARY 1, 2024 – JUNE 30, 2024

COMPLIANCE PROGRESS:

Preliminary

ELEVENTH REPORTING PERIOD
JULY 1, 2024 – DECEMBER 31, 2024

COMPLIANCE PROGRESS:

Preliminary

TWELFTH REPORTING PERIOD
JANUARY 1, 2025 – JUNE 30, 2025

COMPLIANCE PROGRESS:

Secondary

Crisis Intervention: ¶117

117. *The responsibilities of the CIT Coordinator will include, at a minimum: a. developing and managing a uniform CIT Program strategy; b. researching and identifying best practices to incorporate into CPD response to individuals in crisis; c. reviewing and, when necessary to meet the requirements of this Agreement, enhancing the CIT training curricula; d. selecting and removing Certified CIT Officers from the CIT Program consistent with the requirements of this Agreement; e. overseeing crisis intervention-related data collection, analysis, and reporting; f. developing and implementing CPD’s portion of any Crisis Intervention Plan; g. supervising CIT Program staff; h. participating in the Advisory Committee; i. encouraging the public recognition of the efforts and successes of the CIT Program and individual Certified CIT Officers; and j. regularly communicating and interacting with relevant CPD command staff to recommend improvements to Department crisis intervention-related strategies, staffing and deployment, policies, procedures, and training.*

Compliance Progress

(Reporting Period: January 1, 2025, through June 30, 2025)

Preliminary:	In Compliance (THIRD REPORTING PERIOD)
Secondary:	In Compliance (NEW)
Full:	Not Yet Assessed

In the twelfth monitoring period, the City and the CPD maintained Preliminary compliance and achieved Secondary compliance with ¶117.

The CPD’s Special Order S05-14, *Crisis Intervention Team (CIT) Program*, incorporates the requirements of ¶117, demonstrating Preliminary compliance.

The CIT Coordinator demonstrated progress this reporting period toward meeting the requirements of ¶117(a)-(j), allowing the CPD to achieve Secondary compliance with ¶117. For example, the CPD’s Strategic Initiatives Division (SID) validated data in the CIT Dashboard, thereby ensuring Certified CIT Officers have met required eligibility criteria and permitting reliable data on the present response ratio of Certified CIT officers to mental and behavioral health service calls. This baseline data permits strategic projections on the number of Certified CIT Officers needed to timely respond to calls involving persons in crisis in each district and watch, an important achievement. Additionally, the CPD finalized its training dashboard, permitting reliable data related to tracking attendance at the *Basic CIT* and *CIT Refresher* trainings, a requirement to be considered a Certified CIT Officer. The CPD also completed an internal CIU staffing needs assessment and continued reviewing and revising the *Basic CIT* and *CIT Refresher* trainings. The IMT anticipates that the CPD will finalize and launch both trainings in the next reporting period. Additionally, CPD command staff received two presentations on the operations of the Crisis Intervention Unit at CPD CompStat and met with the Bureau of Patrol Chief to discuss strategies to improve district response ratios.

The CPD also produced a *Crisis Intervention Officer Implementation Plan Framework* this reporting period, along with a CIT Coordinator Report highlighting progress toward the responsibilities of the Crisis Intervention Unit and requirements of the Consent Decree. These advancements have created a firm foundation and informed strategic direction. The CIT Coordinator, along with her team, should be commended for these efforts.

To achieve Full compliance with this paragraph, the CPD must demonstrate that the CIT Coordinator is responsible for and fulfilling each of this paragraph's requirements (§117(a)–(j)). While some progress has been made in key areas outlined under subcomponents §117(a)–(j)), more progress needs to be made to achieve Full compliance. For example:

- §117(c) requires enhanced training curricula, which would include Advanced CIT courses as outlined under §87.
- §117(e) requires data *analysis*, not simply data collection. The CPD has demonstrated progress in data collection, but this data has not been sufficiently analyzed for purposes of identifying trends to improve the CIT program and outcomes. The CPD must begin to engage in *analysis* of data (e.g., use of force on crisis calls compared to all calls; disposition data on crisis calls; arrest rates inclusive of type-felony, misdemeanor, city ordinance; analysis of data on high frequency utilizers of 911, etc.). It is important to know how mental health calls compare to other calls relative to the objectives of the CIT Program. Additionally, analysis of trends will help inform whether policy or training revisions are necessary.
- §117(f) requires *developing* and *implementing* the Crisis Intervention Plan, which has not been produced, nor implemented.
- §117(i) requires public recognition of efforts and successes of the CIT program and CIT officers, which to date the CPD has not provided evidence of.
- §117(j) requires regular communication with command staff to recommend improvements. While the CPD cited two meetings in the Coordinator report in the twelfth reporting period, an improvement from prior reporting periods, more needs to be done to elevate the program, including its successes and its needs, to command staff.

In addition to fulfilling each of this paragraph's requirements (§117(a)–(j)) as outlined above, for Full compliance, the CPD must develop a mechanism which will be used for training subsequent Crisis Intervention Unit Coordinators that addresses §117's requirements.

The IMT commends the CPD for its achievements this reporting period and looks forward to continued progress with the requirements of ¶117.

Paragraph 117 Compliance Progress History

FIRST REPORTING PERIOD MARCH 1, 2019 – AUGUST 31, 2019 COMPLIANCE PROGRESS: Not Applicable	SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020 COMPLIANCE PROGRESS: Not Applicable	THIRD REPORTING PERIOD MARCH 1, 2020 – DECEMBER 31, 2020 COMPLIANCE PROGRESS: Preliminary
FOURTH REPORTING PERIOD JANUARY 1, 2021 – JUNE 30, 2021 COMPLIANCE PROGRESS: Preliminary	FIFTH REPORTING PERIOD JULY 1, 2021 – DECEMBER 31, 2021 COMPLIANCE PROGRESS: Preliminary	SIXTH REPORTING PERIOD JANUARY 1, 2022 – JUNE 30, 2022 COMPLIANCE PROGRESS: Preliminary
SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022 COMPLIANCE PROGRESS: Preliminary	EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023 COMPLIANCE PROGRESS: Preliminary	NINTH REPORTING PERIOD JULY 1, 2023 – DECEMBER 31, 2023 COMPLIANCE PROGRESS: Preliminary
TENTH REPORTING PERIOD JANUARY 1, 2024 – JUNE 30, 2024 COMPLIANCE PROGRESS: Preliminary	ELEVENTH REPORTING PERIOD JULY 1, 2024 – DECEMBER 31, 2024 COMPLIANCE PROGRESS: Preliminary	TWELFTH REPORTING PERIOD JANUARY 1, 2025 – JUNE 30, 2025 COMPLIANCE PROGRESS: Secondary

Crisis Intervention: ¶121

121. CPD will identify and assign a sufficient number of data analysts to collect and analyze data related to the CIT Program and CPD's response to incidents involving individuals in crisis.

Compliance Progress

(Reporting Period: January 1, 2025, through June 30, 2025)

Preliminary:	<i>In Compliance</i> (FOURTH REPORTING PERIOD)
Secondary:	<i>In Compliance</i> (NEW)
Full:	<i>Not Yet Assessed</i>

In the twelfth reporting period, the City and the CPD maintained Preliminary compliance and achieved Secondary compliance with ¶121.

The CPD achieved Preliminary compliance in the fourth reporting period by identifying the number of data analysts that it believed was sufficient to address the CIT Program's data needs (at the time, one data analyst), consistent with ¶121's requirements. The CPD memorialized ¶121's requirements into the substantially revised S05-14, *Crisis Intervention Team (CIT) Program*, which was finalized in the sixth reporting period, thereby maintaining Preliminary compliance.

This reporting period, the CPD increased the number of its assigned data analysts to three: Principal Operations Analyst, Chief Operations Analyst, and Data Scientist. As a result, the City and the CPD have made significant corresponding progress on the collection and analysis of data related to the CIT Program and the CPD's response to incidents involving individuals in crisis, thereby achieving Secondary compliance with this paragraph.

At this time, the CPD has determined that three analysts are sufficient to satisfy ¶121's requirements. The CPD's data analysts attended numerous meetings with the IMT during the twelfth reporting period to provide updates on their progress and to better explain data deficiencies, trends, and analysis, as well as their plan for addressing these issues moving forward. Data management and analysis has been an ongoing challenge for the City and the CPD, evidenced in part by the absence of a *CIT Officer Implementation Plan* and the City's *Crisis Intervention Plan* (required by ¶¶108 and 122–23), a CIT public-facing dashboard, analysis of CIT reports, and analysis of factors like use of force, alternate response, and diversion from the criminal justice system on calls involving persons in crisis.

To achieve Full compliance, the CPD must finalize the CIT Dashboard and implement a public-facing version, analyze response ratios, CIT reports, use of force, diversion, deflection, and integrate data from the unit and district levels. Based on the quality of this work, the CPD will then need to conduct ongoing assessments to determine whether more analysts are necessary to satisfy the requirements of

this paragraph. Further, the CPD must collect and robustly analyze data of responses to incidents involving individuals in crisis, including use of force on behavioral health calls, data included in the required CIT report, analysis of response ratios across districts/watches based on call volume, and maintain the CIT Training and Response Ratio Dashboards.

Finally, the *CIT Officer Implementation Plan* and the *City's Crisis Intervention Plan* required under ¶¶122–23 have not been completed in several years. These plans contain important data, much of which would fall under the purview of the data analysts. These plans must be completed to assess further levels of compliance with ¶121.

Paragraph 121 Compliance Progress History

FIRST REPORTING PERIOD MARCH 1, 2019 – AUGUST 31, 2019 COMPLIANCE PROGRESS: Not Applicable	SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020 COMPLIANCE PROGRESS: Status Update	THIRD REPORTING PERIOD MARCH 1, 2020 – DECEMBER 31, 2020 COMPLIANCE PROGRESS: Status Update
FOURTH REPORTING PERIOD JANUARY 1, 2021 – JUNE 30, 2021 COMPLIANCE PROGRESS: Preliminary	FIFTH REPORTING PERIOD JULY 1, 2021 – DECEMBER 31, 2021 COMPLIANCE PROGRESS: Preliminary	SIXTH REPORTING PERIOD JANUARY 1, 2022 – JUNE 30, 2022 COMPLIANCE PROGRESS: Preliminary
SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022 COMPLIANCE PROGRESS: Preliminary	EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023 COMPLIANCE PROGRESS: Preliminary	NINTH REPORTING PERIOD JULY 1, 2023 – DECEMBER 31, 2023 COMPLIANCE PROGRESS: Preliminary
TENTH REPORTING PERIOD JANUARY 1, 2024 – JUNE 30, 2024 COMPLIANCE PROGRESS: Preliminary	ELEVENTH REPORTING PERIOD JULY 1, 2024 – DECEMBER 31, 2024 COMPLIANCE PROGRESS: Preliminary	TWELFTH REPORTING PERIOD JANUARY 1, 2025 – JUNE 30, 2025 COMPLIANCE PROGRESS: Secondary

Crisis Intervention: ¶126

126. *Consistent with the requirements set forth in the Training section of this Agreement, all officers will receive in-service training, every three years, regarding responding to individuals in crisis that is adequate in quality, quantity, and scope for officers to demonstrate competence in the subject matter. This in-service training will include, but not be limited to, the following topics: a. a history of the mental health system; b. how to recognize and respond to individuals in crisis, including, but not limited to, identifying types of mental health conditions, signs and symptoms of mental health conditions, common treatments and medications, and common characteristics, behaviors, or conduct associated with individuals in crisis; c. the potential interactions officers may have on a regular basis with individuals in crisis, their families, and service providers, including steps to ensure effective communication and avoid escalating an interaction with an individual in crisis; d. techniques to safely de-escalate a potential crisis situation; e. the circumstances in which a Certified CIT Officer should be dispatched or consulted; and f. local resources that are available to provide treatment, services, or support for individuals in crisis, including available pre- and post-arrest diversion programs, and when and how to draw upon those resources.*

Compliance Progress

(Reporting Period: January 1, 2025, through June 30, 2025)

Preliminary:	<i>In Compliance (FIFTH REPORTING PERIOD)</i>
Secondary:	<i>In Compliance (EIGHTH REPORTING PERIOD)</i>
Full:	<i>Under Assessment</i>

In the twelfth reporting period, the City and the CPD maintained Preliminary and Secondary compliance and is under assessment for Full compliance with ¶126.

The CPD achieved Preliminary compliance with ¶126 in the fifth reporting period by incorporating the requirements of this paragraph into S11-10-03, *In-Service Training*.

The CPD achieved Secondary compliance in the eighth reporting period by delivering training which meets the requirements of ¶126 and producing evidence that 95% of all officers completed the eight-hour *2022 Annual In-Service Training*. However, the CPD did not produce officer or instructor evaluations of this training, which are necessary under the ADDIE model to assess the CPD's compliance under this paragraph, nor did the CPD produce outcome metrics to be used to assess the effectiveness of the training. In *Independent Monitoring Report 9*, we noted that to maintain Secondary compliance, the CPD would need to produce training evaluations for the eight-hour *2023 Annual In-Service Training* that was delivered to officers in the eighth reporting period.

This reporting period, the CPD developed and delivered a new annual in-service training that covers the requirements of ¶126 titled *Crisis Intervention and Officer*

Wellness. While this training is adequate in “quality . . . and scope,” and sufficiently covers this paragraph’s required topics, the portion which speaks to ¶126 has been reduced to one hour in length with an additional section dedicated to scenario-based exercises.

Paragraph 126 states that “all officers will receive in-service training, every three years, regarding responding to individuals in crisis that is adequate in quality, **quantity**, and scope for officers to demonstrate competence in the subject matter” (emphasis added). Over the last several years, the CPD has successfully increased the quantity of its training related to response to persons in crisis overall, for which it should be commended. Moving forward, the IMT will pay attention to whether the reduction in the total hours of training in 2025 may have any adverse effects.

To achieve Full compliance in the next reporting period, the CPD must produce attendance records and training evaluations for the 8-hour *Crisis Intervention Officer Wellness* training delivered to officers in 2025. As required by ¶126, the IMT will assess future levels of compliance by reviewing training records that indicate 95% of all officers receive training every three years, officer evaluations of the training, and the outcome metrics the CPD will develop to assess the effectiveness of the training so that the training can be adjusted accordingly. Additionally, the CPD should consider consulting with the Chicago Council on Mental Health Equity (CCMHE) on this training. Specifically, the IMT recommends that the CCMHE observe this training and, where appropriate, provide community and lived-experience feedback. See ¶130.

Paragraph 126 Compliance Progress History

FIRST REPORTING PERIOD MARCH 1, 2019 – AUGUST 31, 2019 COMPLIANCE PROGRESS: Not Applicable	SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020 COMPLIANCE PROGRESS: Not Applicable	THIRD REPORTING PERIOD MARCH 1, 2020 – DECEMBER 31, 2020 COMPLIANCE PROGRESS: Not Applicable
FOURTH REPORTING PERIOD JANUARY 1, 2021 – JUNE 30, 2021 COMPLIANCE PROGRESS: Not Applicable	FIFTH REPORTING PERIOD JULY 1, 2021 – DECEMBER 31, 2021 COMPLIANCE PROGRESS: Preliminary	SIXTH REPORTING PERIOD JANUARY 1, 2022 – JUNE 30, 2022 COMPLIANCE PROGRESS: Preliminary
SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022 COMPLIANCE PROGRESS: Preliminary	EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023 COMPLIANCE PROGRESS: Secondary	NINTH REPORTING PERIOD JULY 1, 2023 – DECEMBER 31, 2023 COMPLIANCE PROGRESS: Secondary
TENTH REPORTING PERIOD JANUARY 1, 2024 – JUNE 30, 2024 COMPLIANCE PROGRESS: Secondary	ELEVENTH REPORTING PERIOD JULY 1, 2024 – DECEMBER 31, 2024 COMPLIANCE PROGRESS: Secondary	TWELFTH REPORTING PERIOD JANUARY 1, 2025 – JUNE 30, 2025 COMPLIANCE PROGRESS: Secondary

Crisis Intervention: ¶136

136. CPD will develop and implement policies, procedures, and protocols regarding the collection, maintenance, and use of information related to an individual's medical and mental health to facilitate necessary and appropriate communication while adequately protecting an individual's confidentiality. To develop these policies, procedures, and protocols, CPD will seek input from community stakeholders, including the Advisory Committee.

Compliance Progress

(Reporting Period: January 1, 2025, through June 30, 2025)

Preliminary:	<i>In Compliance (THIRD REPORTING PERIOD)</i>
Secondary:	<i>In Compliance (NEW)</i>
Full:	<i>Not Yet Assessed</i>

In the twelfth reporting period, the City and the CPD maintained Preliminary compliance and achieved Secondary compliance with ¶136.

The CPD's Special Order S05-14, *Crisis Intervention Team (CIT) Program*, incorporates the requirements of ¶136.

The City and the CPD developed an eLearning to achieve partial requirements outlined in ¶136 relating to policies, procedures, and protocols and demonstrated 95% of CPD members were trained.

This reporting period, the CPD achieved Secondary compliance by finalizing the validation of data in its CIT Response Dashboard, which includes, in part, relevant data contained in the CIT Report that is required at every service call involving a person in crisis, including the age, race, and sex of the person in crisis. Additionally, the CIT Dashboard includes data on Use of Force related to CIT Calls (including tactical methods used, behaviors of the person in crisis, weapons present, whether transportation was required); response ratios by Certified CIT Officers on service calls involving persons in crisis; identifies the most frequent CIT Event Types for 911 calls which result in a Certified CIT officers dispatch along with the most frequent disposition codes for officers closing out a person in crisis call. No personal identifying information is contained in the CIT reports.

Paragraph 136 requires the CPD to seek input on “policies, procedures, and protocols” from “community stakeholders, including the Advisory Committee.” The IMT encourages the CPD to make public access to the Dashboard, not only to improve transparency, but also to support efforts to provide input by community stakeholders. Data relevant to the dashboard should also be presented to the Chicago Council on Mental Health Equity (CCMHE). To maintain Secondary compliance, the CPD must ensure meaningful input by the CCMHE and other relevant community stakeholders on “policies, procedures, and protocols.” The CPD has made progress this reporting period by having the CCMHE review two policies, with the remaining

scheduled to be reviewed in the next reporting period. It has been over two years since the last time this occurred in a meaningful way.

The Crisis Intervention Unit's (CIU) unit specific Standard Operating Procedures (SOPs) go into further depth on the "procedures and protocols" of the CIT Unit, including the mandatory completion of the CIT Report, which is required by ¶136. The IMT encourages the CIU to review the current CIT Report in greater depth during the next reporting period to improve data that will inform trends and strategy and support the Consent Decree requirements under this section. Since the CIT Report is required on every service call involving a person in crisis, it can serve as a key source of data, including data related to diversion, deflection, and arrest.

To achieve Full compliance, the CPD must demonstrate that it has sought input from community stakeholders, including the CCHME, and must utilize information and data collected from various sources (e.g., CIT Reports, activity logs from CIT DOCS field personnel, Certified CIT officers, community mental health organizations, feedback from the CIU community liaison's interactions with community stakeholders, officer feedback regarding the Basic CIT and CIT Refresher training courses, the CCMHE, etc.) to inform "policies, procedures, and protocols regarding the ongoing collection, maintenance, and use of information related to an individual's medical and mental health to facilitate necessary and appropriate communication while adequately protecting an individual's confidentiality." The CPD should be asking relevant stakeholders and utilizing existing data to seek to understand what information is useful, and what information is missing that may be needed to support the goals of the CIU and persons in mental or behavioral health crisis.

Paragraph 136 Compliance Progress History

FIRST REPORTING PERIOD MARCH 1, 2019 – AUGUST 31, 2019 COMPLIANCE PROGRESS: Not Applicable	SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020 COMPLIANCE PROGRESS: Not Applicable	THIRD REPORTING PERIOD MARCH 1, 2020 – DECEMBER 31, 2020 COMPLIANCE PROGRESS: Preliminary
FOURTH REPORTING PERIOD JANUARY 1, 2021 – JUNE 30, 2021 COMPLIANCE PROGRESS: Preliminary	FIFTH REPORTING PERIOD JULY 1, 2021 – DECEMBER 31, 2021 COMPLIANCE PROGRESS: Preliminary	SIXTH REPORTING PERIOD JANUARY 1, 2022 – JUNE 30, 2022 COMPLIANCE PROGRESS: Preliminary
SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022 COMPLIANCE PROGRESS: Preliminary	EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023 COMPLIANCE PROGRESS: Preliminary	NINTH REPORTING PERIOD JULY 1, 2023 – DECEMBER 31, 2023 COMPLIANCE PROGRESS: Preliminary
TENTH REPORTING PERIOD JANUARY 1, 2024 – JUNE 30, 2024 COMPLIANCE PROGRESS: Preliminary	ELEVENTH REPORTING PERIOD JULY 1, 2024 – DECEMBER 31, 2024 COMPLIANCE PROGRESS: Preliminary	TWELFTH REPORTING PERIOD JANUARY 1, 2025 – JUNE 30, 2025 COMPLIANCE PROGRESS: Secondary

Crisis Intervention: ¶141

141. CPD will provide OEMC with an updated list of current and active Certified CIT Officers and their assignment at least every week. At the beginning of each watch, CPD will continue to identify for OEMC the Certified CIT Officers on duty for each watch and in each district so that OEMC dispatchers know which Certified CIT Officers to prioritize for dispatch to incidents involving an individual known, suspected, or perceived to be in crisis.

Compliance Progress

(Reporting Period: January 1, 2025, through June 30, 2025)

Preliminary:	In Compliance (THIRD REPORTING PERIOD)
Secondary:	In Compliance (NEW)
Full:	Not Yet Assessed

In the twelfth reporting period, the City and the CPD maintained Preliminary compliance and achieved Secondary compliance with ¶141.

The CPD achieved Preliminary compliance in the third reporting period by memorializing the requirements of ¶141 into Special Order S05-14, *Crisis Intervention Team (CIT) Program*, which contained the requirements of ¶141 as they relate to the CPD’s responsibilities.

This reporting period, the CPD achieved Secondary compliance by developing a systematic plan to ensure that officers who violate the eligibility criteria or who allow their training to lapse are not prioritized for dispatch. During this reporting period, the CPD’s data analysts from the Strategic Initiatives Division (SID) validated the data in the CIT Dashboard, which now contains Certified CIT officers who have met all eligibility requirements and their unit of assignment so that a reliable automated system is in place to accurately dispatch current and active Certified CIT officers by the OEMC to incidents involving an individual known, suspected, or perceived to be in crisis.

Specifically, the CPD’s eligibility review process includes the Crisis Intervention Unit (also known as the CIU), the Reform Management Group, and the Strategic Initiatives Division, with input from the Bureau of Internal Affairs (BIA), to integrate electronic personnel systems that track and manage disciplinary history. The new integration ensures that a daily validation check is conducted of all Certified CIT Officers to confirm that they have not violated eligibility requirements. Additionally, the volunteer status, and maintenance of CIT Refresher training every three years is tracked through the training dashboard. The daily validation check notifies the OEMC if a Department member is out of compliance.

To achieve Full compliance, the CPD must provide evidence for a full reporting period of a functioning system that identifies and removes ineligible officers from the list of Certified CIT officers in a timely manner. The CPD must also demonstrate

through the CIT Response Ratio Dashboard that Certified CIT officers are being prioritized for dispatch, evidenced by meeting the response ratios required by the Consent Decree. See ¶108. Currently, the average response ratio is well below the established Consent Decree requirement of 75% response to calls involving a behavioral health component. See ¶108(b). The CPD must also consistently and reliably produce training records, which was accomplished this reporting period but has been inconsistent in prior reporting periods. Finally, to sustain Full compliance, the City must complete an audit and appropriately address findings of the audit to ensure the system is operating successfully.

Paragraph 141 Compliance Progress History

FIRST REPORTING PERIOD MARCH 1, 2019 – AUGUST 31, 2019 COMPLIANCE PROGRESS: Not Applicable	SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020 COMPLIANCE PROGRESS: Not Applicable	THIRD REPORTING PERIOD MARCH 1, 2020 – DECEMBER 31, 2020 COMPLIANCE PROGRESS: Preliminary
FOURTH REPORTING PERIOD JANUARY 1, 2021 – JUNE 30, 2021 COMPLIANCE PROGRESS: Preliminary	FIFTH REPORTING PERIOD JULY 1, 2021 – DECEMBER 31, 2021 COMPLIANCE PROGRESS: Preliminary	SIXTH REPORTING PERIOD JANUARY 1, 2022 – JUNE 30, 2022 COMPLIANCE PROGRESS: Preliminary
SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022 COMPLIANCE PROGRESS: Preliminary	EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023 COMPLIANCE PROGRESS: Preliminary	NINTH REPORTING PERIOD JULY 1, 2023 – DECEMBER 31, 2023 COMPLIANCE PROGRESS: Preliminary
TENTH REPORTING PERIOD JANUARY 1, 2024 – JUNE 30, 2024 COMPLIANCE PROGRESS: Preliminary	ELEVENTH REPORTING PERIOD JULY 1, 2024 – DECEMBER 31, 2024 COMPLIANCE PROGRESS: Preliminary	TWELFTH REPORTING PERIOD JANUARY 1, 2025 – JUNE 30, 2025 COMPLIANCE PROGRESS: Secondary