

# *Independent Monitoring Report 13*

## Community Policing

### Compliance Assessments by Paragraph

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Specific compliance assessments, by paragraph, for the Community Policing section are available here. This includes paragraphs where the City gained or lost compliance in the thirteenth 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 paragraph in the Community Policing section is available in *Comprehensive Assessment Part I* (which included *Independent Monitoring Report 8*): <https://cpdmonitoringteam.com/imr-8-1/>.

## Community Policing: ¶19

*19. CPD will ensure that officers are provided with information regarding the communities they serve, including their assets and challenges, community groups and leaders, and business, residential, and demographic profiles.*

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### Compliance Progress

(Reporting Period: July 1, 2025, through December 31, 2025)

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

In the thirteenth reporting period, the CPD achieved Secondary compliance with the requirements of ¶19.

The City and the CPD achieved Preliminary compliance with ¶19 in the fourth reporting period by effectively codifying the requirements into its policy framework, specifically through Special Order S02-03 and Department Notice D21-03. These policies, alongside a newly developed Standard Operating Procedure (SOP), established the first formal process for the Office of Community Policing (OCP) to collect and distribute community resource information to officers.

This reporting period, the City and the CPD achieved Secondary Compliance by transitioning from the policy development phase to the full deployment of the Digital Resource Guides (DRGs) across all 22 districts. The DRGs provide officers with district-focused demographics (i.e., the makeup and composition of the districts, and the available resources for making community-based referrals for additional services). Further, upgrades to Salesforce will improve the CPD's ability to share the resources available on the DRGs via text messaging in addition to email communications.

Moreover, the City and the CPD demonstrated progress through the following high-level actions:

- ❖ The CPD completed the implementation of the DRGs to all districts, ensuring the application is accessible via department-issued mobile devices and precinct terminals to allow for real-time community referrals.
- ❖ The CPD successfully delivered the Digital Resource Guide Briefing to 95% of required personnel, providing the technical guidance necessary for field usage.
- ❖ Based on the IMT's review of the District Strategic Plan Quarterly Progress Reports, additional demographic data and updated asset information—including details for District Advisory Committees (DACs) and District Councils—were added to ensure the guides reflect the specific communities served.

- ❖ The CPD established a formal process for actively reviewing and updating the DRG content with community input, satisfying the requirement to track and assess the use of these guides.

To achieve Full compliance, the City and the CPD must demonstrate the sustainability and practical utility of these guides in the field. Looking forward, the IMT expects the CPD to provide data demonstrating the frequency of use by officers to connect the public with services, *i.e.*, aggregate usage reports. Additionally, the CPD must establish written periodic schedules for verifying that services listed in the DRG remain accessible. The CPD should also conduct assessments and reviews completed by the Community Policing Sergeant and the OCP, to evaluate the tool's effectiveness and utility.

### Paragraph 19 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: 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: Preliminary
THIRTEENTH REPORTING PERIOD JULY 1, 2025 – DECEMBER 31, 2025 COMPLIANCE PROGRESS: Secondary		

## Community Policing: ¶32

32. Within 180 days of the Effective Date, CPD will review and revise its current policies relating to youth and children and, within 365 days, will revise its training, as necessary, to ensure that CPD provides officers with guidance on developmentally appropriate responses to, and interactions with, youth and children, consistent with the provisions of this Agreement and as permitted by law.

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### Compliance Progress

(Reporting Period: July 1, 2025, through December 31, 2025)

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

In the thirteenth reporting period, the CPD achieved Secondary compliance with the requirements of ¶32.

In the ninth reporting period, the City and the CPD achieved Preliminary compliance by finalizing and publishing General Order G02-05, *Interactions with Youth and Children*, which codified required guidance on developmentally appropriate officer responses to youth.

In this reporting period, the City and the CPD achieved Secondary compliance by delivering its *Youth Interactions eLearning* module to at least 95% of the required personnel. This training accurately aligns with G02-05, focusing on the cognitive, social, emotional, and linguistic development of youth. Through this training, the CPD provided members with specific guidance for interacting with youth in diverse roles, including as victims, witnesses, students in school, individuals in crisis, or alleged offenders.

To achieve Full compliance, the City and the CPD must demonstrate the effective application of these policies through rigorous oversight and auditing. Moving forward, the CPD must provide evidence of adherence to G02-05 through internal audits and will be evaluated on their ability to address any challenges raised in these reports in a timely manner. Additionally, the IMT will continue to monitor the CPD's efforts to ensure that ongoing community engagement—particularly with those who provided significant feedback during the previous policy cycle—is reflected in future revisions of youth-related directives and training.

## Paragraph 32 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: 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: None
SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022 COMPLIANCE PROGRESS: Preliminary	EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023 COMPLIANCE PROGRESS: None	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
THIRTEENTH REPORTING PERIOD JULY 1, 2025 – DECEMBER 31, 2025 COMPLIANCE PROGRESS: Secondary		

## Community Policing: ¶37

*37. Consistent with the requirements set forth in the Training section of this Agreement, CPD will incorporate the philosophy of community policing into its annual in service training for all officers, including supervisors and command staff, by providing training on the following topics: a. an overview of the philosophy and principles of community policing, consistent with this Agreement; b. methods and strategies for establishing and strengthening community partnerships that enable officers to work with communities to set public safety and crime prevention priorities and to create opportunities for positive interactions with all members of the community, including, but not limited to, youth, people of color, women, LGBTQI individuals, religious minorities, immigrants, individuals with limited English proficiency, homeless individuals, and individuals with disabilities; c. problem-solving tactics and techniques; d. information about adolescent development and techniques for positive interactions with youth; and e. effective communication and interpersonal skills.*

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### Compliance Progress

(Reporting Period: July 1, 2025, through December 31, 2025)

<b>Preliminary:</b>	<b><i>In Compliance (NINTH REPORTING PERIOD)</i></b>
<b>Secondary:</b>	<b><i>Under Assessment</i></b>
<b>Full:</b>	<b><i>Not Yet Assessed</i></b>

In the thirteenth reporting period, the CPD is under assessment for Secondary compliance with the requirements of ¶37.

The City and the CPD achieved Preliminary compliance with ¶37 in the fourth reporting period by establishing a policy framework to integrate community policing philosophy into annual in-service training for all personnel. The policy framework provided for a Community Oriented Policing training curriculum that covered important topics including historical perspectives of police/community relations, the importance of forming community partnerships, and de-escalation and communication skills. While the CPD previously achieved Secondary compliance in the sixth reporting period, they lost this status in the seventh reporting period because they did not provide a dedicated annual community policing module as required. Instead, the CPD submitted 2022 Crisis Intervention Team (CIT) training records, which the IMT determined did not sufficiently address the specific requisite elements of ¶37, such as problem-solving tactics or partnership-building strategies.

This reporting period, the City and the CPD demonstrated progress by developing a training matrix, mapping where each requisite element of ¶37 is substantively covered across various 2025 and 2026 curricula, including problem-solving techniques, adolescent development, and community partnership strategies (see Table 1 below for details). In lieu of delivering the standalone community policing module annually, the City and CPD developed the training matrix to identify the trainings for each sub requirement of this paragraph to demonstrate progress in the years in which the standalone training is not delivered.

*Department-Wide Implementation:* The CPD provided documentation verifying that the identified trainings were delivered department-wide, with attendance records confirming that over 95% of active-duty personnel completed the required modules.

*Marginalized Population Training:* To address subparagraph (b) requirements, the CPD integrated information regarding marginalized communities—including LGBTQ+IA, individuals with disabilities, and religious minorities—into the 2026 Impartial & Community Policing training and through the use of Digital Resource Guides (DRGs) as instructional tools.

*Institutionalization of Training:* By restoring the annual training threshold and providing clear evidence of curriculum alignment, the CPD has demonstrated the re-institutionalization of the mandatory community policing training requirement.

The following table maps the specific subparagraph requirements of ¶37 to the training curricula submitted during this period:

**Community Policing Table 1. Paragraph 37 Training Compliance Matrix**

<b>Paragraph 37 Requirements</b>	<b>Training</b>
(a) Philosophy & Principles	2025 <i>Constitutional Policing Foundations</i> 2025 <i>ABLE, Policy Refresher and CPR Training</i>
(b) Community Partnerships	2025 <i>Constitutional Policing Foundations</i> <i>Interaction with Youth Training</i> 2025 <i>ABLE, Policy Refresher and CPR Training</i> Digital Resource Guides (DRGs) Briefing and Distribution
(c) Problem-Solving Tactics	2025 <i>Constitutional Policing Foundations</i> 2025 <i>Crisis Intervention – Wellness</i> 2025 <i>ABLE, Policy Refresher and CPR Training</i>
(d) Adolescent Development	<i>Interaction with Youth Training</i> 2025 <i>Constitutional Policing Foundations</i> 2025 <i>Crisis Intervention – Wellness</i> Distribution of the Digital Resource Guide Briefing
(e) Effective Communication	2025 <i>Crisis Intervention - Wellness</i> 2025 <i>Constitutional Policing Foundations</i> 2025 <i>De-escalation, Response to Resistance, Use of Force-Vehicle Stops</i>

To achieve Secondary compliance, the City and the CPD must (1) receive no-objection notices from the IMT and the OAG for training materials identified as relevant to ¶37 to include the standalone in service Community Policing Training module, conducted every three years, and (2) demonstrate that at least 95% of its rel-

evant personnel have received the corresponding trainings, including for the interwoven trainings conducted every year. Further, to sufficiently demonstrate compliance with this paragraph and as part of its efforts to interweave the training concepts, the CPD should ensure that it clearly describes and outlines how the training material addresses its specific requirements. The CPD must also demonstrate ongoing identification, development, review, evaluation, and as applicable, revision of its training materials and implementation for supervisors, sworn and non-sworn.

To achieve Full compliance, the City and the CPD must demonstrate the effectiveness of this training in improving officer practices. Looking forward, the CPD must conduct rigorous evaluations of its training modules to ensure the concepts are being translated into field operations. The IMT will assess whether these curricula result in measurable improvements in how officers engage in problem-solving and partnership building within Chicago’s neighborhoods.

### Paragraph 37 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: Preliminary	FIFTH REPORTING PERIOD JULY 1, 2021 – DECEMBER 31, 2021 COMPLIANCE PROGRESS: Preliminary	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: Preliminary
THIRTEENTH REPORTING PERIOD JULY 1, 2025 – DECEMBER 31, 2025 COMPLIANCE PROGRESS: Preliminary		