

Independent | Chicago Police
Monitoring Team | Department
Consent Decree

Message from the Monitor and the Deputy Monitor



Monitor Maggie Hickey

The Consent Decree’s reforms reflect the City of Chicago’s (City’s), the Chicago Police Department’s (CPD’s), and the Office of the Illinois Attorney General’s (OAG’s) commitment to “constitutional and effective law enforcement.” ¶12. As reflected in this report, the City of Chicago (City), the Chicago Police Department (CPD), and other relevant City entities have continued to make progress toward the implementation of reforms across the Consent Decree. Some of these improvements have included major changes to new and existing policies and training materials, often reflecting community input and best practices.

As detailed in the Consent Decree and explained throughout this report, additional reforms are necessary, including more revisions to policies and training materials. But constitutional and effective policing and the Consent Decree require more than a simple checklist: the CPD and other relevant City entities must become learning organizations, capable of identifying new and existing challenges and implementing corresponding solutions. *See, e.g.*, ¶¶41, 89, 156, and 609. As a result, the CPD’s policing efforts must be data-driven, transparent, and legitimized throughout the CPD and Chicago’s communities. At minimum, this will require the City and the CPD to significantly improve and demonstrate its commitment to (1) community engagement and (2) data collection, management, and analysis.

And there is no shortcut. First, community trust cannot be gained in a day or a six-month reporting period. It will take a permanent commitment. Second, the gaps in the CPD’s data collection and systems cannot be improved without a comprehensive plan, improved technology, and dedicated resources—including the hiring and retention of qualified supervisors, analysts, and auditors. A sufficient data system will take time to develop, acquire, and implement.

Fortunately, the Consent Decree provides the framework for the City and the CPD to prioritize building and maintaining community trust, confidence, and partnerships for short and long-term community and officer safety. *See, e.g.*, ¶16. Any superficial attempts to cut corners are likely to cause further delay. While it reflects an admirable goal, the CPD’s recent emphasis on its “Positive Community Interaction” initiative, for example, does not have the fundamental data or community inputs required to ensure or demonstrate constitutional or effective policing (or compliance with the Consent Decree).

Likewise, through its reform efforts, the CPD has identified significant issues with existing foot-pursuit data. To accurately capture data moving forward, the CPD is developing new foot-pursuit forms and review processes for officers and supervisors. To be effective, the CPD must ensure that these efforts are consistent with (1) the CPD’s long-term goals of overhauling its technology and data-integration systems and (2) the Consent Decree’s requirements of ensuring accurate, reliable, transparent, and efficient data collection, management, and analysis. *See, e.g.*, ¶¶1568, 606, and 609. Such data collection will enable the City and the CPD to ultimately demonstrate full and effective compliance with the Consent Decree and effectively allocate resources for the safety of Chicago’s communities and CPD’s officers.

Finally, some resistance to police reform has been from those who believe crime reduction is separate from, or even opposed to, reform efforts. But constitutional and effective policing—and the Consent Decree—requires the CPD and its officers to reduce crime *as community partners*, which requires building, maintaining, and rigorously protecting community trust and confidence. In their continued efforts to build trust and confidence, the CPD, City, and the OAG recently agreed that the CPD’s search-warrant practices will be monitored under the Consent Decree. *See, e.g.*, ¶¶153–55. We believe that this agreement reflects their continued commitment to expediently provide the constitutional and effective policing that Chicago’s communities and CPD officers deserve.



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