

# Community Policing Compliance Assessments by Paragraph

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## Community Policing: ¶13

*13. In 2017, the Superintendent accepted CPAP’s recommendations, and CPD began to implement some of the recommendations, namely, the creation of the Office of Community Policing, which reports directly to the Superintendent and is responsible for overseeing the implementation of CPD’s community policing efforts. CPD will, within 90 days of the Effective Date, develop a plan, including a timeline, for implementing CPAP’s recommendations, consistent with the requirements set forth in this Agreement.*

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### Compliance Progress

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

**Preliminary:** *In Compliance (FIRST REPORTING PERIOD)*  
**Secondary:** *Under Assessment (NEW: LOST COMPLIANCE)*  
**Full:** *Not in Compliance*

In the eighth reporting period, the City and the CPD maintained Preliminary compliance but did not maintain Secondary compliance with the requirements of this paragraph because they did not complete Community Policing Advisory Panel (CPAP) Quarterly reports for the fourth quarter of 2022 or the first quarter of 2023.

To assess Preliminary compliance, the IMT compared the elements of the CPD plan to the CPAP recommendations and sub-recommendations. To assess Secondary compliance, the IMT reviewed the CPD’s efforts to (1) convey accurate status updates and implementation challenges to the CPAP recommendations and (2) reporting progress in implementing the remaining CPAP recommendations. For Full compliance, we will monitor the CPD’s efforts to evaluate the effectiveness of its implementation efforts.

### *Progress before the Eighth Reporting Period*

As we have outlined in our previous reports, the CPD’s plan to implement CPAP recommendations includes the following:

- (1) community partnerships;
- (2) restorative justice;
- (3) youth outreach;
- (4) community policing strategies;
- (5) annual strategy review and feedback;
- (6) quarterly reports;
- (7) community policing staffing and training;
- (8) selection of Chicago Alternative Policing Strategy (CAPS) officers;
- (9) coordination of City services;

- (10) victims' resources; and
- (11) community policing evaluations.

In the last reporting period, the City and the CPD achieved the following milestones:

- The CPD finalized S02-03-16, *Community Partnerships* (effective date 28 December 2022);
- The CPD continued development of G02-05 *Interactions with Youth and Children* policy formalizing procedures for Department members when interacting with youth in a non-law enforcement capacity;
- The City and the CPD continued their collaborative efforts to develop and launch the City's youth deflection and diversion program pilot;
- The CPD organized and implemented multiple youth summer programming engagements, including the YDAC Summer Leadership Institute, Neighborhood Youth Corps Program, Police Athletic and Arts League (PALS), Cops and Kids Chess League, and G.R.E.A.T.
- The CPD continued work to finalize special order *Youth District Advisory Council*, to delineate procedures for engaging with youth and community partnerships to ensure long lasting relationships of trust;
- The CPD continued efforts to hire new community organizers;
- The CPD continued its coordinated effort with other City Departments to provide vital services in neighborhoods experiencing violence under the "Operation Clean" initiative;
- The CPD completed 2023 District and Bureau Strategic Plans.

Likewise, in previous reporting periods, the CPD produced its published CPAP Quarterly Reports as evidence of their efforts to convey accurate status reports and challenges to implementation of the recommendations.<sup>1</sup> The Reports track and describe the implementation status of the 14 projects developed to implement the CPAP recommendations. Unfortunately, in the eighth reporting period, the CPD failed to provide the IMT with any evidence of its implementation efforts.

#### *Progress in the Eighth Reporting Period*

In this reporting period, the CPD did not post the CPAP Quarterly Reports for the last quarter of 2022 or the first quarter of 2023.

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<sup>1</sup> The CPD's CPAP Quarterly Reports are available on the CPD's website: <https://home.chicagopolice.org/community-policing-group/consent-decree/cpap/>.

The City and the CPD is now under assessment for Secondary compliance as we await the CPD’s posting of the CPAP 2022 fourth quarter report and the first quarter 2023 report. The IMT encourages the CPD to produce Quarterly Reports in a timely manner. For Full compliance, the IMT will continue to monitor the CPD’s efforts to evaluate the effectiveness of its implementation effort.

### Paragraph 13 Compliance Progress History

FIRST REPORTING PERIOD SEPTEMBER 1, 2019 – AUGUST 31, 2019 COMPLIANCE PROGRESS: Preliminary	SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020 COMPLIANCE PROGRESS: Secondary	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: Preliminary	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	

## Community Policing: ¶14

*14. Within 180 days of the Effective Date, CPD will review and, to the extent necessary, revise all relevant policies to clearly delineate the duties and responsibilities of the Office of Community Policing and any other offices or entities that report to the Office of Community Policing.*

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### Compliance Progress

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

**Preliminary:** *In Compliance (FIRST REPORTING PERIOD)*  
**Secondary:** *Under Assessment (EIGHTH REPORTING PERIOD)*  
**Full:** *Not Yet Assessed*

In the eighth reporting period, the City and the CPD maintained Preliminary compliance and are under assessment for Secondary compliance with the requirements of ¶14. The CPD did not post or provide the IMT with the 2022 Annual Community Policing Report.

To assess compliance, the IMT monitored the CPD’s completion and documentation of relevant training and its efforts to supervise compliance with the Office of Community Policing policies to ensure the policy changes are implemented in CPD practices. We monitored the CPD’s efforts to supervise the implementation of these policies, assessing, for example, whether the CPD’s evaluation process, as outlined in the Community Policing Biennial Policy Review procedure, is effective at ensuring the policies are implemented.

#### *Progress before the Eighth Reporting Period*

This paragraph was first assessed in the second reporting period, but it failed to meet Preliminary compliance because, although the IMT reviewed policies regarding the Office of Community Policing, the draft policies and SOPs required further revision. The City and the CPD achieved Preliminary compliance in the third reporting period by reviewing and revising all relevant policies that delineate the duties and responsibilities of the Office of Community Policing and its programs and entities. In the fourth reporting period, the City and the CPD maintained Preliminary compliance and achieved Secondary compliance with ¶14 because the CPD trained members of the Office of Community Policing on the various policy changes made as part of this paragraph’s requisite review. In the last reporting period, the City and the CPD maintained Preliminary compliance but remained under assessment for Secondary compliance.

In previous reporting periods, the CPD reviewed and revised aspects of its community policing policy framework, however progress stalled in the seventh report-

ing period. Specifically, the CPD did not sufficiently demonstrate its ability to review the implementation of the policies to ensure the changes are reflected in officer conduct and program engagement. In conversation with the Office of Community Policing, we learned that the CPD is developing additional standard operating procedures for some of the community policing programs covered in the Office of Community Policing policies. However, other than an updated version of the CPD's General Order G02-03 *Community Policing Mission and Vision policy*, we did not receive any records reflecting the CPD's efforts to supervise the implementation of the updated Office of Community Policing policies.

During previous reporting periods, the CPD finalized S02-03-16 *Community Partnerships* policy, and CPD training records reflected that at least 95% of officers completed the required 2021 in-service *Community Policing* training. The CPD also continues its work toward finalizing the *Youth District Advisory Council* policy, S02-03-14 *District Advisory Committee* policy, and S02-03-02 *District Strategic Plans* policy.

The CPD also plans to develop additional directives to strengthen supervisory oversight. These new directives will also provide additional guidance on engaging community members in the development of CPD policy. The CPD also reports that during the next reporting period, a thorough review of Office of Community Policing programming—such as the D.A.R.E. Program and Officer Friendly—to determine efficacy and help inform programming changes.

#### *Progress during the Seventh Reporting Period*

During the eighth reporting period, the CPD indicated that they worked on the *2022 Annual Community Policing Report* but did not post the document to their website for public review prior to the end of the reporting period.

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The CPD and the City remain in Preliminary compliance and under assessment for Secondary compliance; we await their finalized annual report. The CPD also stated plans to continue in-service training to cover policy revisions. For Full compliance, the IMT will assess the effectiveness of the CPD's efforts to evaluate whether these programs and processes outlined in the Community policing Biennial Policy Review procedure and other directives, are effective in ensuring policy implementation and achieving intended outcomes.

## Paragraph 14 Compliance Progress History

FIRST REPORTING PERIOD SEPTEMBER 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: Preliminary
FOURTH REPORTING PERIOD JANUARY 1, 2021 – JUNE 30, 2021 COMPLIANCE PROGRESS: Secondary	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: Secondary	EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023 COMPLIANCE PROGRESS: Preliminary	

## Community Policing: ¶15

*15. With the assistance of the Office of the Community Policing, CPD will ensure its command staff develops crime reduction and problem-solving strategies that are consistent with the principles of community policing. To achieve this outcome, CPD will: a. within 180 days of the Effective Date, provide CPD’s command staff methods and guidance, in writing, for ensuring that department-wide and district-level crime reduction strategies are consistent with the principles of community policing; b. require CPD’s command staff to review department-wide and district-level crime reduction strategies implemented under their command, as appropriate, in order to ensure they incorporate problem-solving techniques and are consistent with the principles of community policing; and c. designate the Deputy Chief of the Office of Community Policing to review and provide written feedback on implemented department-wide and district level crime reduction strategies, excluding operational strategies that are determined on a day-to-day or short term basis, to ensure they are community oriented and consistent with the principles of community policing.*

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### Compliance Progress

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

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

In the eighth reporting period, the City and the CPD maintained Preliminary and Secondary compliance by completing the yearly district strategic plan development process in the prior reporting period. In this reporting period the district strategic plans were posted on the CPD’s website for public review.<sup>2</sup>

To assess compliance, the IMT monitored the CPD’s efforts to engage in ¶15 review when developing crime-reduction strategies and problem-solving techniques. We also monitored the CPD’s efforts to evaluate and refine its processes to ensure that they result in strategies consistent with community policing.

#### *Progress before the Eighth Reporting Period*

In the previous reporting period, the CPD engaged in a deliberate process to engage the community in the development of district strategic plans. To achieve this, the CPD hosted two community conversation sessions per district. Participation at

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<sup>2</sup> See [The Office of Community Policing’s listing of Strategic Plans](#) by year and district.



community conversation was generally diverse along many demographics, but not age. The CPD must continue to find ways to expand their outreach and strategy development participation among young men of color. Reaching and involving this demographic will provide important insights and contribute to building trust among this group.

The CPD also posted the draft district strategic plans to its website in November 2022 to elicit additional community feedback. Simultaneously, the CPD completed internal reviews with the DACs and provided feedback to the districts to revise and submit for final approval. As a result, the CPD completed the District- and Bureau-wide strategies for all 22 Districts prior to their implementation in 2023. In the seventh reporting period, the CPD engaged in a deliberate process to engage the community in the development of district strategic plans.

#### *Progress in the Eighth Reporting Period*

In the eighth reporting period, the CPD completed the District- and Bureau-wide strategies for all 22 Districts and posted them to their website.<sup>3</sup> During the eighth reporting period, the CPD continued to use Beat meetings, community conversations, District Advisory Committee meetings, online surveys, and community policing officers to obtain community input.

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In sum, the City and the CPD maintained Preliminary and Secondary compliance by completing district strategic plans and Bureau-wide strategy development process in all 22 police districts. The process continues to evolve and capture community considerations. The IMT encourages the CPD to continue its efforts to involve more people from marginalized communities and young people in the strategy development process. To achieve Full compliance, the CPD must provide evidence of broadening input on strategy development to better reflect a cross-section of community members. The CPD will need to develop measures to assess the effectiveness of the engagement processes and impact of the district strategic plans in achieving community safety goals.

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<sup>3</sup> See *id.*

## Paragraph 15 Compliance Progress History

FIRST REPORTING PERIOD SEPTEMBER 1, 2019 – AUGUST 31, 2019 COMPLIANCE PROGRESS: Not Applicable	SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020 COMPLIANCE PROGRESS: Preliminary	THIRD REPORTING PERIOD MARCH 1, 2020 – DECEMBER 31, 2020 COMPLIANCE PROGRESS: Preliminary
FOURTH REPORTING PERIOD JANUARY 1, 2021 – JUNE 30, 2021 COMPLIANCE PROGRESS: Secondary	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: Secondary	EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023 COMPLIANCE PROGRESS: Secondary	

## Community Policing: ¶16

*16. CPD Bureau of Patrol Area Deputy Chiefs and District Commanders will regularly review district efforts and strategies for building community partnerships and using problem-solving techniques.*

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### Compliance Progress

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

**Recurring Schedule:** Regularly

Met

Missed

**Preliminary:** *In Compliance (SIXTH REPORTING PERIOD)*

**Secondary:** *Not Yet Assessed*

**Full:** *Not Yet Assessed*

In the eighth reporting period, the City and the CPD maintained Preliminary compliance but failed to achieve Secondary compliance by not demonstrating the review of specific strategies for building community partnerships and using more problem-solving techniques.

The IMT monitored the CPD's efforts to finalize a policy that incorporates this paragraph's requirements, including guidance regarding what data the Deputy Chiefs and District Commanders should be reviewing, how regularly they should be reviewing them, and how to document their reviews.

#### *Progress before the Eighth Reporting Period*

The City and the CPD's efforts to comply with ¶16 was first assessed in the fourth reporting period. Preliminary compliance was not achieved because the CPD had not fully codified the requisite reviews into policy. Specifically, the CPD's Special Order S02-03-02, *District Strategic Plans*, was still under review. In the previous reporting period, the CPD continued to review and revise the policy that provides guidance for the command-level review of district efforts and strategies for building community partnerships and using problem-solving techniques. While the CPD expected to provide the IMT with a revised version of the *District Strategic Plans* policy, S02-03-02, to address ¶16, including additional guidance for how command staff should conduct these reviews, the CPD did not provide it by the end of the fifth reporting period.

In the seventh reporting period, the CPD finalized S02-03-02 *District Strategic Plans* by adding specific requirements for command-level review and approval. While the IMT noted in the previous reporting period that the CPD needs to develop a specific directive for providing more guidance for developing, documenting, and tracking community partnerships, the CPD has not yet completed that task. We expect S02-03-02 to be implemented in the next reporting period, after

the CPD has gathered and meaningfully considered community feedback on the policy.

*Progress in the Eighth Reporting Period*

As in previous reporting periods, the IMT again encourages the CPD to demonstrate and document their review of specific strategies for building community partnerships and using more problem-solving techniques. We did not see any significant progress toward compliance during this reporting period.

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In sum, the City and the CPD maintained Preliminary compliance but did not achieve Secondary compliance. We await the CPD’s documentation and demonstration of specific processes for ensuring reviews of specific strategies for building partnerships and using problem solving techniques. To achieve Secondary compliance, the IMT expects the CPD to more clearly demonstrate specific reviews of partnership building and use of problem-solving techniques.

**Paragraph 16 Compliance Progress History**

FIRST REPORTING PERIOD SEPTEMBER 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	

## Community Policing: ¶17

*17. The overall effectiveness of CPD’s department-wide and district-level crime reduction strategies will be determined by a reduction in crime and not by the number of arrests, stops, or citations.*

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### Compliance Progress

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

**Preliminary:** *In Compliance (SIXTH REPORTING PERIOD)*  
**Secondary:** *In Compliance (SEVENTH REPORTING PERIOD)*  
**Full:** *Not Yet Assessed*

In the eighth reporting period, the City and the CPD maintained Preliminary and Secondary compliance by including language in policy reflecting the requirement of this paragraph. They also articulated the requirement in the in-service training, which addressed updated policy revisions. The CPD also continued development of new directives to strengthen supervisory oversight.

To assess compliance, we monitored the CPD’s efforts to incorporate this paragraph’s requirement into policy, including guidance regarding the process by which the CPD would assess the effectiveness of the strategies. We also monitored the CPD’s efforts to conduct such assessments based on appropriate data.

#### *Progress before the Eighth Reporting Period*

In the seventh reporting period, the CPD implemented procedures for developing District- and Bureau-wide crime-reduction and community-engagement strategies as detailed in the final version of CPD policy S02-03-02, *District Strategic Plans*. The CPD’s efforts to develop their *2023 District Strategic Plans* involved focused community engagement efforts in the form of “Community Conversations” organized by the CPD to develop strategies that focus on crime reduction and not arrests as the measure of effectiveness.

In previous reporting periods, the City and the CPD achieved Preliminary compliance with this paragraph by adding specific language in a revised and approved S02-03-02, *District Strategic Plans*, covering procedures for developing District- and Bureau-wide crime-reduction and community-engagement strategies. The revised policy states that the “CPD will assess the effectiveness of policing strategies that focuses on crime reduction and not the numbers of arrests as the measure of effectiveness.”

*Progress in the Eighth Reporting Period*

In this reporting period, the *District Strategic Plans* included, in some instances, specific crime reduction goals assessed in reductions in crime rather than arrests, traffic stops, or citations. During the IMT’s site visit to the 15<sup>th</sup> district, the Commander presented specific data that highlighted crime reduction rather than arrest as measures of effectiveness.

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The City and the CPD maintained Preliminary and Secondary compliance with this paragraph by including the requirements of this paragraph in policy and reflected in guidance that requires reduction in crime as specific way to assess overall effectiveness of crime reduction strategies. To achieve Full compliance, the IMT expects the CPD to demonstrate through ongoing practice and reports that the CPD command staff and officers adhere to this policy.

**Paragraph 17 Compliance Progress History**

FIRST REPORTING PERIOD SEPTEMBER 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: Secondary	EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023 COMPLIANCE PROGRESS: Secondary	

## Community Policing: ¶18

**18.** *The City will establish and coordinate regular meetings, at minimum quarterly, with representatives from City departments, sister agencies, and CPD to collaborate on developing strategies for leveraging City resources to effectively and comprehensively address issues that impact the community’s sense of safety, security and well-being. The City departments and agencies will include, but not be limited to, the Department of Streets and Sanitation, the Department of Buildings, the Chicago Fire Department, the Department of Business Affairs and Consumer Protection, the Department of Planning and Development, the Office of Emergency Management and Communication People with Disabilities, the Department of Public Health, the Department of Family and Support Services, the Chicago Public Schools, the Chicago Housing Authority, and the Chicago Park District. If after two years the City concludes that less frequent meetings would be more effective, it may propose an alternative schedule subject to Monitor approval.*

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### Compliance Progress

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

**Recurring Schedule:** Quarterly



**Met**



**Missed**

**Preliminary:** *In Compliance (FIRST REPORTING PERIOD)*

**Secondary:** *In Compliance (SEVENTH REPORTING PERIOD)*

**Full:** *Not in Compliance*

The City and the CPD maintained Preliminary and Secondary compliance by hosting the required meetings of City departments to collaborate in developing and implementing strategies that advance community safety. To maintain Secondary compliance, the City must ensure the two quarterly meetings required by this paragraph are held within the six-month reporting periods.

To assess this paragraph, we observe, review, and track outcomes from the quarterly meetings, which are chaired by the Mayor and aim to coordinate City entities in leveraging resources to promote community safety.

#### *Progress before the Eighth Reporting Period*

The City achieved Preliminary compliance with this paragraph in the first reporting period by holding quarterly meetings and providing the IMT with a summary of its activities regarding regular meetings with representatives from City departments.

The City maintained Preliminary compliance during the subsequent reporting periods by holding two “cabinet meetings” per reporting period.

During the seventh reporting period, the IMT reviewed records reflecting the quarterly Mayor’s Public Safety Cabinet meetings with representatives from City departments in July, September, and December of 2022.

Topics covered during these meetings included:

- Review of the 2022 “Our City, Our Safety” Assessment
- Community Safety Framework
- Violence reduction dashboard
- Gender-based violence update
- Crisis assistance response and engagement (CARE) board
- History of police oversight in the City of Chicago
- Overview of Chicago’s police accountability system
- Review of the investigatory process for complaints against officers
- Overview of youth diversion pilot program

In reviewing the agendas, attendance and meeting notes captured by the IMT, the City has demonstrated coordinated efforts to leverage resources to contribute to community safety efforts. One area that remains to be addressed is the development of meeting minutes that clearly articulate action items for City departments and agencies and follow through on these issues at subsequent meetings.

#### *Progress in the Eighth Reporting Period*

In the eighth reporting period, the City maintained Preliminary and Secondary compliance by hosting the required meetings of City entities to collaborate in developing and implementing strategies that advance community safety. To maintain Secondary compliance, the City must ensure the two of the required quarterly meetings are held within each six-month reporting period moving forward. To achieve Full compliance, the City and CPD must demonstrate progress and impact of the coordinated interventions by City departments including CPD.



## Paragraph 18 Compliance Progress History

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

COMPLIANCE PROGRESS:  
Preliminary

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

COMPLIANCE PROGRESS:  
Preliminary

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:  
Secondary

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

COMPLIANCE PROGRESS:  
Secondary

## 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: January 1, 2023, through June 30, 2023)

**Preliminary:** *In Compliance (FOURTH REPORTING PERIOD)*  
**Secondary:** *Not in Compliance*  
**Full:** *Not Yet Assessed*

In this reporting period, the City and the CPD maintained Preliminary compliance but did not achieve Secondary compliance because they did not provide evidence of completing digitized guides with community input.

To assess compliance, we determined whether the CPD sought input from community stakeholders in developing and revising the district resource guides and whether district officers received and access the guides. We also continued to monitor the CPD’s progress to develop a plan to track, assess, and update officers’ use of district recourse guides, determine which resources officers most often refer community members to, and which are not as active.

### *Progress before the Eighth Reporting Period*

During the previous reporting periods, the CPD’s Special Order S02-03, *The Community Policing Office*, and Department Notice D21-03, *Neighborhood Policing Initiative Pilot Program*, effectively codified ¶19’s requirements. We also reviewed the CPD’s standard operating procedure regarding the Community Policing District Resource Guide, which provides more guidance regarding how the Office of Community Policing will collect community information. Because the CPD finalized S02-03 and D21-03 and developed a process by which the Office of Community Policing can collect and distribute community information, the City and the CPD met Preliminary compliance. In the seventh reporting period, the CPD continued to distribute district resource guides to officers and made progress on efforts to provide officers with helpful neighborhood information but did not digitize this information. The CPD continues to search for the capability to create electronic copies of District resources to better support information sharing and to ensure the accuracy of resource-related information to distribute to officers to assist with their day-to-day interactions with community members.

*Progress in the Eighth Reporting Period*

During the eighth reporting period, the CPD did not provide evidence of digitized district resource guides but indicated that they will continue to work on the development of such guides. During the eighth reporting period, the City and the CPD submitted evidence of its latest round of revisions to S02-03, *The Community Policing Office* policy. The IMT still maintains that the roles and responsibilities of the district coordination officers (DCOs) should be included with the other staff working within the community policing office. The CPD is currently piloting the deployment of DCOs in many of its districts and has been doing so in some districts for more than two years. The CPD should now have the requisite experience to assess current DCO roles and responsibilities and, based on that analysis, explicitly delineate those roles and responsibilities into policy. This is also consistent with what the IMT’s ongoing feedback: the CPD needs to articulate a clear city-wide implementation strategy regarding how the Neighborhood Policing Initiatives (NPI) program will work in coordination with Chicago Alternative Policing Strategy (CAPS) officers who primarily serve in liaison positions.

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The City and the CPD maintained Preliminary compliance but did not achieve Secondary compliance during this reporting period. To achieve Secondary compliance, the CPD must complete development of the digitized guides with community input.

**Paragraph 19 Compliance Progress History**

FIRST REPORTING PERIOD SEPTEMBER 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	

## Community Policing: ¶20

*20. Within 180 days of the Effective Date, CPD will develop and institute a policy prohibiting the transport of individuals with the intent to display or leave them in locations where known rivals or enemies live or congregate.*

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### Compliance Progress

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

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

In the eighth reporting period, the City and the CPD maintained Preliminary compliance with ¶20.

To assess Preliminary compliance, the IMT reviewed the policy in which this requirement is codified, G04-01 *Preliminary Investigations*. To assess Secondary compliance, the IMT monitored the CPD's efforts to train officers on this requirement. Specifically, we reviewed training records indicating that officers received the *2021 In-Service Use of Force* training. We also reviewed whether the CPD provided guidance on supervisory practices and data-collection efforts related to transports to evaluate how the CPD tracks arrestee transports to ensure that officers comply with this requirement.

### *Progress before the Eighth Reporting Period*

In previous reporting periods, the IMT reviewed G04-01, *Preliminary Investigations*, which implements the language of this prohibiting the transport of individuals with the intent to display or leave them in locations where known rivals or enemies live or congregate. Dating back to IMR-3, the IMT explicitly said that we will be looking to see the City and the CPD develop effective supervisory practices to ensure G04-01 it implemented as written. In the fourth reporting period, we reviewed the CPD's 2021 Two-Day De-Escalation, Response to Resistance, and Use of Force Training which covered various consent decree topics, providing a no objection notice so that members could begin training as soon as possible but Secondary compliance was not achieved at that time. In the fifth reporting period, the City and the CPD once again maintained Preliminary compliance but failed to reach Secondary compliance due to their inability to show that a requisite number of their members receive the training and because there was insufficient evidence of CPD's supervisory oversight practices. This pattern continued.

*Progress in the Eighth Reporting Period*

During this reporting period, the CPD provided evidence of its recruit training on the arrestee transport policy. The CPD must also develop and provide corresponding in-service training.

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The City and the CPD maintained Preliminary compliance. For Secondary and Full compliance, the IMT expects the CPD to provide further evidence of training and supervisory mechanisms that ensure policy adherence and documentation of juvenile transport outcomes in future reporting periods.

**Paragraph 20 Compliance Progress History**

FIRST REPORTING PERIOD SEPTEMBER 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: 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	

## Community Policing: ¶22

*22. CPD will encourage and create opportunities for CPD members to participate in community activities and have positive interactions with the community, including those that extend beyond the context of law enforcement duties.*

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### Compliance Progress

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

**Preliminary:** *In Compliance (FOURTH REPORTING PERIOD)*

**Secondary:** *Not in Compliance*

**Full:** *Not Yet Assessed*

In the eighth reporting period, the City and the CPD maintained Preliminary compliance but did not achieve Secondary compliance because they did not complete city-wide deployment of district coordinating officers (DCOs), who facilitate positive community interactions.

To assess compliance, the IMT monitored the CPD’s efforts to expand its Neighborhood Policing Initiative to the remaining CPD districts and to address concerns raised in Northwestern University’s preliminary evaluation report.<sup>2</sup> The report provided suggested improvements to the Neighborhood Policing Initiative, including:

- shift resources to increase staffing levels of officers in the program;
- increase consistency by keeping officers with the program and not pulling officers to resume other calls;
- increase resources and compensate community ambassadors; and
- define the “community ambassador” roles more clearly.

We also assessed the CPD’s efforts to train Neighborhood Policing Initiative personnel and develop other supervisory practices to ensure the relevant written guidance is implemented as written.

### *Progress before the Eighth Reporting Period*

During the sixth reporting period, the CPD launched a department-wide initiative to achieve 1.5 million positive community interactions (PCIs) in 2022. The IMT and the OAG provided feedback and articulated concerns on the initial implementation plan of the initiative. As a result of this feedback the CPD developed the draft *Positive Community Interactions* policy (S02-03-15) that addresses many of the concerns raised by the IMT and the OAG by better defining activities, data collection, and supervision and accountability measures. Field interviews with CPD officers revealed some confusion in defining and reporting on PCIs.

In the previous reporting period, the CPD continued to pilot the integration of the Neighborhood Policing Initiative (NPI) and Chicago Alternative Policing Strategy (CAPS) functions and worked to fine tune and expand programming to other Districts. As in the seventh reporting period, the CPD continued to address issues raised in the Northwestern University's evaluation of the NPI program including not pulling officers away for other duties, shifting resources to increase officer participation, and more clearly defining the community ambassador role.<sup>4</sup>

In previous reporting periods, the CPD also continued implementation of its positive community interactions (PCI) initiative, however the CPD did not produce any relevant data noting the nature or number of these events during the seventh reporting period.

CPD officers rarely participate in community activities. Most often, only representatives from the district Community Policing Offices, which includes both District Coordination Officers and Chicago Alternative Policing Strategy (CAPS) officers, participate in community activities. Field interviews revealed that District Coordination Officers engage primarily in following up on service calls that require more time and problem-solving, while CAPS officers often serve as liaisons for the various affinity groups attending many community meetings.

#### *Progress in the Eighth Reporting Period*

During this reporting period, the City and the CPD made no progress regarding the expansion of the Neighborhood Policing Initiative (NPI) and deployment of District Coordination Officers that facilitate positive interactions through problem solving. While the City and the CPD maintained Preliminary compliance by continued progress in implementing the Neighborhood Policing Initiative program in 10 of its 22 districts, they did not make progress toward Secondary compliance during this period. The CPD noted its lack of progress citing overall efforts to balance workloads and address competing priorities. The CPD did provide outcome data concerning the PCI city-wide initiative but issues with data reporting remain.

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The City and the CPD maintained Preliminary compliance but made little progress toward achieving Secondary compliance. The IMT did not receive the required Annual Community Policing Report. Additionally, we believe that if the City and the CPD have only implemented NPI in 10 of its 22 districts, which will not be sufficient

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<sup>4</sup> Northwestern Neighborhood and Network Initiative (N3), Northwestern University. May 17, 2021. The Chicago Neighborhood Policing Initiative: Interim Findings and Recommendations. Accessible at: <https://www.ipr.northwestern.edu/documents/reports/ipr-n3-rapid-research-reports-cnpi-preliminary-findings-17-may-2021.pdf>.

to achieve Secondary compliance. To achieve Secondary compliance the IMT expects the CPD to begin with city-wide implementation of the Neighborhood Policing Initiative and the deployment of the additional District Coordination officers. The IMT also expects the CPD to report any data collected as part of the Positive Communication Interactions initiative.

### Paragraph 22 Compliance Progress History

FIRST REPORTING PERIOD SEPTEMBER 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	



## Community Policing: ¶23

23. CPD has established and will continue and build upon a variety of community partnerships and engagement strategies designed to encourage positive community interactions, such as *Bridging the Divide*, *Officer Friendly*, and youth mentorship and engagement programs.

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### Compliance Progress

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

**Preliminary:** *In Compliance (FOURTH REPORTING PERIOD)*  
**Secondary:** *Not in Compliance*  
**Full:** *Not Yet Assessed*

In the eighth reporting period, the City and the CPD maintained Preliminary compliance but did not achieve Secondary compliance because they failed to complete a process to track and measure partnership and engagement activities.

To assess Secondary compliance, the IMT monitored the CPD's efforts to document its coordinated efforts to build relationships with community partners, including ongoing outreach efforts. We also assessed the CPD's efforts to ensure personnel central to the implementation of these requirements received adequate training and to collect and document data regarding its collaborative work and partnerships with community organizations, groups, and community members.

#### *Progress before the Eighth Reporting Period*

In the seventh reporting period, the CPD issued Special Order S02-03-16, *Community Partnerships*, to define roles and responsibilities. The CPD reports that it continues to work on processes to document, and track expansion of partnerships using the Community Engagement Management System (CEMS). As previously noted, the CPD launched a major initiative encouraging officers to engage in and report unplanned positive community interactions. After considerable feedback from the IMT and the OAG, the CPD made some program changes and finalized a policy providing additional implementation guidance, S02- 03-15, *Positive Community Interactions* (effective date 30 June 2022).

In earlier reporting periods, the CPD also reported expansion of the Police Athletic and Arts League (PAAL), primarily on the South and West sides, including basketball, baseball, and launching a new boxing program. The City and the CPD met Preliminary compliance by codifying this paragraph into CPD Special Order S02-03, *The Community Policing Office*; General Order G02-03, *Community Policing Mission and Violence*; and Department Notice D21-03, *Neighborhood Policing Initiative Pilot Program*. In an early reporting period, the CPD updated 14 policies relating to community partnerships and programming, including programs like "Officer

Friendly,” “D.A.R.E.,” and “Bridging the Divide.” The CPD’s goal for these programs and others is, in part, to provide opportunities for CPD officers to have positive interactions with community members.

*Progress in the Eighth Reporting Period*

In this reporting period, the CPD failed to provide evidence of a tracking system that documents District partnership activity, and supervisory oversight of such activity. However, the CPD indicated continued efforts to develop tracking mechanisms during this reporting period. The IMT expects to review a fully realized tracking system in the next reporting period.

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The City and the CPD maintained Preliminary compliance but did not achieve Secondary compliance. To achieve Secondary compliance, the IMT expects the CPD to complete a process to track and measure partnership and engagement activity. The IMT is encouraged by progress made in setting up tracking mechanisms during this reporting period.

**Paragraph 23 Compliance Progress History**

FIRST REPORTING PERIOD SEPTEMBER 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	

## Community Policing: ¶24

*24. Each district will identify and maintain collaborative partnerships with community stakeholders to serve the specific needs of the community. District representatives will meet, as appropriate, with residential, business, religious, civic, educational, youth, and other community-based groups to proactively maintain these relationships and identify and address community problems and needs.*

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### Compliance Progress

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

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

In the eighth reporting period, the City and the CPD maintained Preliminary compliance but did not achieve Secondary compliance because they failed to provide documentation of a partnership tracking process for each district.

To assess compliance, the IMT monitored the CPD's efforts to develop written processes for documenting, tracking, and expanding partnerships. The IMT monitored District Coordination Officers and Community Ambassadors' efforts to conduct outreach to a range of community stakeholder groups, as well as develop and implement partnerships.

#### *Progress before the Eighth Reporting Period*

In the seventh reporting period, the CPD expanded its use of District Coordination Officers and Liaison Officers to work with community partners and City agencies for problem solving and relationship building. Chicago Alternative Policing Strategy (CAPS) officers often served as community liaisons while District Coordination Officers engaged in more problem-solving activities. The CPD reported there are Liaison officers assigned in all 22 districts. The CPD also completed S02-03-16, *Community Partnerships*, which became effective in this reporting period (effective December 28, 2022), and piloted efforts to integrate the Chicago Alternative Policing Strategy and District Coordination Officer functions. Staffing issues and pulling officers away to perform other duties adversely impacted the program's effectiveness and the CPD's planned expansion of District Coordination Officers to other districts has slowed.

In prior reporting periods, the City and the CPD incorporated guidance specific to this paragraph into various policies: *The Community Policing Office* policy (S02-03), the *Neighborhood Policing Initiative Pilot Program* department notice (D21-03),

and *Community Policing Mission and Vision* policy (G02-03), which collectively require collaborative partnerships to serve specific needs of Chicago’s diverse communities. These directives include roles for both District Coordination Officers and Community Ambassadors. The Community Ambassadors are CPD-selected volunteers who are “local residents and leaders representing a wide spectrum of neighborhood groups, organizations, and interests. The Ambassadors will work with officers to increase officers’ understanding of community issues, stakeholders, and other community dynamics. Most importantly, Community Ambassadors will facilitate the partnership building and dialogue between the CPD and the communities they serve.

*Progress in the Eighth Reporting Period*

In this reporting period, the CPD did not formalize a process to document and track expansion of partnerships but indicated that they are still in the process of developing such a process. The IMT expects to review said protocols in the next reporting period.

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The City and the CPD maintained Preliminary compliance but did not achieve Secondary compliance because they did not finalize processes and demonstrate tracking mechanisms for partnership activity for each district. The IMT expects the CPD to finalize and operationalize partnership tracking activity including regular reporting to achieve Secondary compliance.

**Paragraph 24 Compliance Progress History**

<p>FIRST REPORTING PERIOD SEPTEMBER 1, 2019 – AUGUST 31, 2019 COMPLIANCE PROGRESS: Not Applicable</p>	<p>SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020 COMPLIANCE PROGRESS: Not Applicable</p>	<p>THIRD REPORTING PERIOD MARCH 1, 2020 – DECEMBER 31, 2020 COMPLIANCE PROGRESS: Not Applicable</p>
<p>FOURTH REPORTING PERIOD JANUARY 1, 2021 – JUNE 30, 2021 COMPLIANCE PROGRESS: Preliminary</p>	<p>FIFTH REPORTING PERIOD JULY 1, 2021 – DECEMBER 31, 2021 COMPLIANCE PROGRESS: Preliminary</p>	<p>SIXTH REPORTING PERIOD JANUARY 1, 2022 – JUNE 30, 2022 COMPLIANCE PROGRESS: Preliminary</p>
<p>SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022 COMPLIANCE PROGRESS: Preliminary</p>	<p>EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023 COMPLIANCE PROGRESS: Preliminary</p>	

## Community Policing: ¶25

*25. CPD will meet with members of the community from each beat and District Advisory Committee members at least once every two months. These community meetings will be scheduled in consultation with the community, be used to identify problems and other areas of concern in the community, and provide an opportunity to discuss responses and solutions through problem-solving tactics and techniques.*

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### Compliance Progress

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

**Recurring Schedule:** Every Two Months  **Met**  **Missed**

**Preliminary:** *In Compliance (THIRD REPORTING PERIOD)*

**Secondary:** *Not in Compliance*

**Full:** *Not Yet Assessed*

In this reporting period, the City and the CPD maintained Preliminary compliance but did not achieve Secondary compliance because they did not provide adequate documentation of District Advisory Committees (also known as DACs) proceedings.

To assess compliance, the IMT reviewed agendas and minutes of the district Beat and District Advisory Committee meetings. Sample documents provided to the IMT revealed information gaps regarding participation, and capturing detailed notes on district- specific problems, action items, and tracking mechanisms.

#### *Progress before the Eighth Reporting Period*

In the fifth reporting period, the CPD spent considerable time revitalizing the District Advisory Committees. The CPD specifically identified Chairs for all its District Advisory Committees and stepped up the recruitment of new members. The CPD also worked to understand how the District Advisory Committees will function in the future considering passage of a new police oversight ordinance that establishes elected District Councils with similar goals.<sup>4</sup> The CPD indicated that they are working on a transition plan that will minimize interruption of District Advisory Committee activity, and keep current interested members involved in some capacity. The IMT was provided some documentation on District Advisory Committee and Beat meeting activities, but the CPD was clearly still working to expand and develop a more representative membership.

During the sixth reporting period, the CPD reported Beat and District Advisory Committee meetings occurred once every two months. The CPD provided a small sampling of agendas and minutes from these meetings. The CPD reported that many Beat and District Advisory Committee meetings were now returning to in-

person. The CPD indicated that it was trying to implement a hybrid model allowing for both in-person and virtual access to meetings. The CPD also reported their continued efforts to work through the issues raised in the 2020 audit of Beat and District Advisory Committee meetings including further codification of policies and procedures and how documents are to be maintained and stored.

In the seventh reporting period, the IMT reviewed the CPD's *2021 Annual Community Policing Report*, Beat and DAC meeting records, and updates to CPD Special Order S02-03-14 *District Advisory Committee (DAC)*. The CPD continues to work through the challenges posed by adapting District Advisory Committee operations to align with the ordinance requirements and securing a more diverse and representative membership. The IMT will continue to monitor the CPD's efforts to incorporate the District Advisory Council in executing the requirements of the Consent Decree relevant to District Advisory Committee operations.

The CPD previously reported that it is working its internal Audit Division to plan a 2022 audit of District Advisory Committees and Beat meetings. They are also working on how to adapt the functioning of the current District Advisory Committees to align with new city ordinance establishing District Councils comprised of elected members. The CPD also noted that many District Advisory Committee members resigned to run for District Councils because they are paid positions.

#### *Progress in the Eighth Reporting Period*

While the CPD did not achieve much progress toward Secondary compliance during this reporting period, the CPD's Office of Community Policing continues to meet weekly with the Commission and staff working to support the District Councils to determine processes for how the DACs and the District Councils will work together. In this reporting period, the IMT remains concerned about the dissemination of information about Beat and District Advisory Committee meetings. Locating the times and locations of these meetings on the CPD websites is onerous, especially virtual meeting addresses which require a Twitter account to access. The CPD also failed to provide adequate documentation of DAC proceedings.

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The City and the CPD maintained Preliminary compliance but did not achieve Secondary compliance. To achieve Secondary compliance, the CPD must strengthen functionality, improve coordination with District Councils, and provide better documentation.

## Paragraph 25 Compliance Progress History

FIRST REPORTING PERIOD SEPTEMBER 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	

## Community Policing: ¶26

*26. CPD's Office of Community Policing will designate CPD members, as needed, to serve as points of contact for organizations to assist with access to police services, including those serving communities that have experienced previous challenges with access to police services, such as LGBTQI individuals, religious minorities, immigrants, individuals with disabilities, homeless individuals, and survivors of sexual assault and domestic violence. The designated CPD members will provide feedback to the Deputy Chief of the Office of Community Policing about the issues or potential policy recommendations raised by community-based organizations or the community to improve access to police services.*

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### Compliance Progress

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

**Preliminary:** *In Compliance (FOURTH REPORTING PERIOD)*  
**Secondary:** *In Compliance (FIFTH REPORTING PERIOD)*  
**Full:** *Not Yet Assessed*

In eighth reporting period, the City and the CPD maintained Preliminary and Secondary compliance by previously establishing liaison positions in all 22 districts. The City and the CPD made minimal progress toward achieving Full compliance.

#### *Progress before the Eighth Reporting Period*

The City and the CPD's efforts to comply with ¶26 were first assessed in the fourth reporting period, in which they achieved Preliminary compliance by codifying ¶26's requirements into Special Order S02-03, *The Community Policing Office*. In the fifth reporting period, the City and the CPD achieved Secondary compliance by hiring citywide "liaisons" and providing initial training.

During previous reporting periods, we assessed the CPD's efforts to staff citywide liaison positions, train the selected employees on their responsibilities, and develop supervisory practices that ensure the policy is implemented as written. The CPD hired one new Domestic Violence Advocate, reported the assignment of liaison officers in all 22 districts, and piloting efforts in the 6th District to integrate Chicago Alternative Policing Strategy (CAPS) and District Coordination Officer functions with CAPS officers often serving as liaisons at the District-level. The CPD also reported that they are working to develop a community engagement plan and annualized refresher training.



*Progress in the Eighth Reporting Period*

During this reporting period, the CPD made some adjustments to the assignment of their liaisons in all 22 districts. Furthermore, the CPD reported making progress in moving forward with hiring for citywide positions.

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In sum, the City and the CPD maintained Preliminary and Secondary compliance in the eighth reporting period. To achieve Full compliance, the CPD must update and deliver training to liaisons, maintain minimum staffing requirements, and establish assessment processes to determine effectiveness and impact of the liaison program.

**Paragraph 26 Compliance Progress History**

FIRST REPORTING PERIOD SEPTEMBER 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: 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	

## Community Policing: ¶27

*27. CPD will facilitate relationships with youth by establishing regular meetings to serve as opportunities to provide input to CPD about the issues affecting their lives and their communities. CPD will partner with community-based organizations to identify strategies to include participants that represent a racially, geographically, and socio-economically diverse cross-section of Chicago youth, including, but not limited to, at-risk youth and youth who have been arrested, incarcerated, or otherwise involved in the criminal or juvenile legal systems.*

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### Compliance Progress

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

**Preliminary:** *In Compliance (FOURTH REPORTING PERIOD)*  
**Secondary:** *Not in Compliance*  
**Full:** *Not Yet Assessed*

In the eighth reporting period, the City and the CPD maintained Preliminary compliance but did not achieve Secondary compliance because they did not provide evidence of documenting, tracking, and reporting on expansion of community partnerships.

To assess compliance, the IMT monitored the CPD's efforts to develop supervisory practices to ensure the General Order G02-03 *Community Policing Mission and Vision*, is implemented as written. We also assessed the CPD's efforts to evaluate the effectiveness of its efforts to partner with community-based organizations and facilitate relationships with Chicago youth.

#### *Progress before the Eighth Reporting Period*

In the seventh reporting period, the CPD continued efforts to develop a mechanism for tracking partnership development and expansion, and to provide outcome data but had yet to finalize these capabilities. In the sixth reporting period, the CPD worked with Youth District Advisory Councils (also known as YDACs) to expand its relationships with youth but acknowledged minimal progress in developing partnerships with community-based organizations to engage youth from diverse backgrounds in discussions about how best to address community safety and quality of life issues. While this outreach and engagement with youth previously codified into policy (G02-03, *Community Policing Mission and Vision*) and is required, the CPD provided no evidence of implementation.

The CPD invested time in strengthening its YDACs, which are governed by CPD policy G02-03, *Community Policing Mission and Vision*, in section IV.D.4.a., "Youth District Advisory Council."

*Progress in the Eighth Reporting Period*

The CPD reports about 18 functioning YDACs. During regular meetings and discussions, the CPD indicated its plans to establish a new civilian youth team with a priority to restart and relaunch the YDACs. The requirements of this paragraph directly address the need for the CPD to partner with community organizations to identify a cross-section of youth to participate in these discussions. The CPD did not provide the IMT with evidence that the CPD worked with community-based organizations to facilitate youth discussions or with evidence of community input in determining YDAC membership.

As with the previous reporting period, the CPD continued efforts to develop a mechanism for tracking partnership development and expansion, and to provide outcome data but did not finalize these capabilities. During the IMT’s site visit we met with members of the Youth Engagement Team who indicated that they are making progress in better tracking and reporting on youth engagement activities across the department.

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The City and the CPD maintained Preliminary compliance and made progress towards achieving Secondary compliance. Moving forward, the IMT expects the CPD to complete processes to identify, document, track, and report out activities relating to the CPD’s youth-related partnerships and engagements.

**Paragraph 27 Compliance Progress History**

FIRST REPORTING PERIOD SEPTEMBER 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	

## Community Policing: ¶128

**28.** CPD will, with the assistance of the Office of Community Policing, institute a public awareness campaign to inform the public, at least once a year, about: (a) CPD policies most relevant to police interactions with the public, including, but not limited to: use of force, body-worn cameras, and Tasers; (b) steps for filing a complaint against CPD or a CPD member; and (c) the public's rights when stopped, arrested, or interrogated by police. CPD's public awareness campaign may include presentations, trainings, written guides, or web-accessible videos.

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### Compliance Progress

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

**Recurring Schedule:** At Least Once a Year  **Met**  **Missed**

**Preliminary:** *In Compliance* (THIRD REPORTING PERIOD)

**Secondary:** *Under Assessment* (NEW: LOST COMPLIANCE)

**Full:** *Not Yet Assessed*

In the eighth reporting period, the City and the CPD are under assessment with the requirements of this paragraph as they continue making necessary preparations for the third year of the public awareness campaign.

To assess compliance, the IMT monitored the CPD's efforts to expand the modalities of the campaign to ensure a larger audience sees the content. We also monitored the CPD's ability to supervise officers to ensure this requirement continues annually, and its efforts to assess its public awareness campaign metrics to determine effectiveness.

#### *Progress before the Eighth Reporting Period*

In the previous reporting period, the CPD completed an analysis of previous year's public awareness campaign and began to make plans for the third year of the public awareness campaign. In the sixth reporting period, the CPD followed the IMT's recommendation to codify the Public Awareness Campaign into a policy to ensure the campaign continues on an annual basis. The CPD incorporated the requirements of ¶128 into CPD policy G02-03, *Community Policing Mission and Vision* (addressed at VI.A.2.), which was submitted during the fifth reporting period for review. The CPD also finalized an SOP requiring public awareness campaigns on an annual basis.

For the 2021 campaign, CPD partnered with DePaul University's Marketing Department to engage current students in development of the campaign. Ads were developed, shown on various social media platforms, and posted on the CPD website.

The ad campaign focused on “knowing your rights.” We also reviewed the second public awareness campaign that ran from December 13, 2021, through the end of the fifth reporting period, December 31, 2021. The ads included a Quick Response (QR) code that linked readers to the CPD website, where they could read a question-and-answer format about the topics required by ¶128, including CPD policies on use of force and body-worn cameras; steps for filing a complaint; and rights when stopped, arrested, or interrogated by police. The DePaul University students intended for the campaign to utilize a wider range of communication channels to reach a broader audience, but the CPD only shared the campaign digitally via social media, its website, and through the local media. The ads were also translated into Spanish. The CPD paid to promote the ads on Facebook and Twitter and targeted zip codes on the South and West Sides, along with the CPD's 19th District.

The CPD launched its most recent public awareness program at the end of the seventh reporting period. The CPD acknowledged some challenges which resulted in a small roll out. The ads were placed on platforms like Facebook, Instagram, and Twitter, targeting the south and west side of Chicago, and LGBTQ and minority communities on the north side. The information guided the audience back to the CPD website. The CPD reported reaching about 200,000 people, with a smaller number clicking on and viewing the ad. The CPD acknowledged that they need to improve the process, including the need to identify a point person for the campaign, using similar messages and approaches from the previously supported DePaul University campaign, creating additional ads, establishing bilingual options, using more social media, and using a range of other advertising tools. The CPD pledged to work with a former professor from DePaul University's Marketing Department to provide more specific assistance. The CPD reported that it will seek community input from some of the groups engaged with in developing the CPD's human-rights policies.

#### *Progress in the Eighth Reporting Period*

In the eighth reporting period, the CPD began implementing the required public awareness campaign and began to make plans for the 2023 campaign.

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The City and the CPD were under assessment for Preliminary and Secondary compliance by starting to implement the required public awareness program. To maintain Secondary compliance, the IMT expects the CPD to institute annual public awareness programs. To achieve Full compliance, the CPD must institutionalize this practice and assess its effectiveness.

## Paragraph 28 Compliance Progress History

FIRST REPORTING PERIOD SEPTEMBER 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: 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: Under Assessment	

## Community Policing: ¶29

*29. Fair, unbiased, and respectful interactions between CPD members and victims of crime provide an opportunity to strengthen community trust and foster public confidence in CPD. CPD will continue to require that CPD members interact with victims of crime with courtesy, dignity, and respect. CPD will continue to require that CPD members inform victims of crime of the availability of victim assistance and resources, including providing written notices of victim’s rights, when applicable. CPD will also have such victim assistance information readily available on its public website and at all district stations.*

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### Compliance Progress

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

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

In the eighth reporting period, the City and CPD maintained Preliminary compliance and achieved Secondary compliance by documenting completion of required training relating to these requirements.

In this reporting period, the IMT monitored the CPD’s efforts to ensure each district has the resources needed to inform crime victims of available resources, complete the relevant training, and efforts to initiate staff training.

### *Progress before the Eighth Reporting Period*

In the sixth reporting period, the CPD made progress toward implementing requirements of this paragraph and hired victim advocates who focus on domestic violence cases citywide. The CPD also initiated a pilot for a violent crime victim services program. The CPD also continued to engage the Crime Victim Advisory Council comprised of community partners, completed CPD policy S02-01-03 *Crime Victim and Witness Assistance* (effective November 3, 2022) and develop an eLearning module to train CPD officers on the policy.

In the previous reporting period, the CPD provided their *2021 Annual Community Policing Report* and completed revisions to their *Crime Victim Assistance eLearning* curriculum.<sup>5</sup> The CPD reported completed the eLearning curriculum to CPD members and, at the conclusion of the seventh reporting period, the IMT was awaiting

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<sup>5</sup> The CPD’s *2021 Community Policing Annual Report* may be accessed here: <https://home.chicagopolice.org/wp-content/uploads/Community-Policing-2021-Annual-Report.pdf>.

documentation to support that 95% of department members completed this training prior to the end of the reporting period. Additionally, the CPD experienced challenges in addressing this paragraph’s requirements. The CPD continues to introduce pilots but are limited to three victim advocates who now serve nine Districts. The CPD also reported that the victim services grant used to help fund the program expires at the end of the year and have requested additional funding to sustain the program.

*Progress in the Eighth Reporting Period*

During the eighth reporting period the CPD provided documentation to support that 95% of department members completed this training prior to the end of the reporting period.

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The City and the CPD maintained Preliminary and achieved Secondary compliance by documenting completion of required training for members to implement victim services requirements of this paragraph. To achieve Full compliance, the CPD needs to provide evidence of the efficacy of the eLearning training and implementation of program.

**Paragraph 29 Compliance Progress History**

<p>FIRST REPORTING PERIOD SEPTEMBER 1, 2019 – AUGUST 31, 2019</p> <p>COMPLIANCE PROGRESS: Not Applicable</p>	<p>SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020</p> <p>COMPLIANCE PROGRESS: Not Applicable</p>	<p>THIRD REPORTING PERIOD MARCH 1, 2020 – DECEMBER 31, 2020</p> <p>COMPLIANCE PROGRESS: Preliminary</p>
<p>FOURTH REPORTING PERIOD JANUARY 1, 2021 – JUNE 30, 2021</p> <p>COMPLIANCE PROGRESS: Preliminary</p>	<p>FIFTH REPORTING PERIOD JULY 1, 2021 – DECEMBER 31, 2021</p> <p>COMPLIANCE PROGRESS: Preliminary</p>	<p>SIXTH REPORTING PERIOD JANUARY 1, 2022 – JUNE 30, 2022</p> <p>COMPLIANCE PROGRESS: Preliminary</p>
<p>SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022</p> <p>COMPLIANCE PROGRESS: Under Assessment</p>	<p>EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023</p> <p>COMPLIANCE PROGRESS: Secondary</p>	



## Community Policing: ¶30

*30. CPD will prominently display signs both in rooms of police stations or other CPD locations that hold arrestees or suspects and near telephones which arrestees or suspects have access to. These signs will state: a. that arrestees and suspects have the right to an attorney; b. that if an arrestee cannot afford an attorney, one may be appointed by the court for free; and c. the telephone numbers for the Cook County Public Defender, and any other organization appointed by the Cook County Circuit Court to represent arrestees.*

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### Compliance Progress

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

**Preliminary:** *In Compliance* (THIRD REPORTING PERIOD)  
**Secondary:** *In Compliance* (FOURTH REPORTING PERIOD)  
**Full:** *In Compliance In Compliance* (NEW)

In the eighth reporting period, the City and the CPD maintained Preliminary and Secondary compliance and achieved Full compliance by implementing a system to document and verify the required signage.

To assess compliance the IMT monitored the CPD's effort to develop supervisory practices that will ensure its policy G06-01 *Processing Persons under Departmental Control*, is implemented as written, ensuring prominence and accuracy of signage.

#### *Progress before the Eighth Reporting Period*

The City and the CPD achieved Preliminary compliance in the third reporting period, because CPD's General Order G06-01 *Processing Persons Under Department Control*, incorporated this paragraph's requirements.

In the fourth reporting period, the City and the CPD maintained Preliminary compliance and achieved Secondary compliance, as the IMT made direct observations of signage in locations that hold arrestees or suspects in eight Districts (1, 4, 6, 16, 17, 18, 19, and 20). The signs clearly stated the information outlined in this paragraph and appeared in multiple languages, including Spanish, English, Polish, and Mandarin. These signs provide arrestees and suspects with information, and also provide officers with a regular reminder of arrestee rights. Officer awareness of arrestee rights aligns with one of our recommendations in our *Special Report* addressing the City's and the CPD's responses to protests and unrest. Specifically, we recommended that the CPD provide its officers with refresher training on arrestee rights and related topics.

In the seventh reporting period, the CPD showed little progress in attaining Full compliance and provided no evidence of certifying compliance with the signage requirements in this paragraph. The IMT suggested options including certification by district commanders of compliance or surveying a sample of arrestees for signage awareness. While the CPD continued discussions about putting in place a process whereby a team would visit district stations to verify signage requirements and include in this process district commander certification this did not occur during this reporting period. In previous reporting periods, we also provided guidance about how the CPD could demonstrate Full compliance with ¶30 by, for example, requiring District Commanders to annually review signage in their district stations and certify in writing compliance with this paragraph or surveying a sampling of arrestees to confirm awareness of signage. In fact, policy G06-01 states the following:

*Unit commanding officers responsible for Department holding facilities are responsible for ensuring the following signs are posted prominently in rooms of the holding facility, near telephones, and other locations that arrestees or other persons in custody have access to: a. Notice for Free Legal Services (CPD-11.940) in English, Spanish, Polish, Simplified Chinese, and Arabic which provides notice of the detainee's right to an attorney and telephone numbers for the Cook County Public Defender, and any other organization appointed by the Cook County Circuit Court to represent arrestees. b. Notice of Rights of Persons Under Arrest (CPD-11.950) in English, Spanish, Polish, Simplified Chinese, and Arabic which provides notice of the detainee's treatment while in custody, including access to medical attention. c. Notice of Arrestee Right to Communicate with Attorney and Family while in Police Custody (CPD-11.945) in English, Spanish, Polish, Simplified Chinese, and Arabic which provides notice of the detainee's right to make three telephone calls, at minimum, no later than three hours after arrival to the first and any subsequent place of custody, free of charge."*

#### *Progress in the Eighth Reporting Period*

In the eighth reporting period, the CPD completed plans to conduct inspections on an annual basis that assesses signage in each District in a manner that meets paragraph requirements and codified the requirements in its G06-01 *Processing Persons under Departmental Control* policy.

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The City and the CPD achieved Full compliance by finalizing and documenting plans to conduct inspections on an annual basis to document, track and verify the completion of annual inspections of required signage.

### Paragraph 30 Compliance Progress History

FIRST REPORTING PERIOD SEPTEMBER 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: 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: Full	

## Community Policing: ¶31

*31. CPD will provide arrestees access to a phone and the ability to make a phone call as soon as practicable upon being taken into custody.*

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### Compliance Progress

(Reporting Period: January 1, 2022, through June 30, 2022)

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

In the eighth reporting period, the City and the CPD maintained Preliminary compliance but did not achieve Secondary compliance which requires documentation detailing tracking mechanisms for arrestee access to making a telephone call.

To assess compliance, the IMT monitored the CPD's efforts to implement supervisory practices to ensure the policy is up-to-date and implemented as written. However, the City and the CPD did not provide the IMT with evidence that they developed and implemented supervisory practices to ensure consistent implementation of G06-01-04 *Arrestee and In-Custody Communications*. Specifically, the CPD has not implemented procedures to track the time between when an arrestee is taken into custody and when the arrestee is provided access to a telephone.

#### *Progress before the Eighth Reporting Period*

Prior to the sixth reporting period, the IMT noted our concerns with the lack of attention given to ensuring proper implementation of General Order G06-01-04 *Arrestee and In-Custody Communications*, which requires timely telephone access for arrestees. Illinois amended state law to guarantee an arrestee the right to a telephone call within three hours after arrival at the first place of custody. This issue continues to be a subject of community concern, debated by City officials and community stakeholders.

During the sixth and seventh reporting periods, the CPD reported working on policy revisions that will provide guidance on arrestee access to telephones and how to track the time. The CPD reported that portions of the policy are involved in litigation, but they had begun devising a plan for tracking when the access to telephones occurs. The CPD hoped to have the policy and tracking processes in place by the end of the seventh reporting period.

*Progress in the Eighth Reporting Period*

As in the previous reporting period, the CPD continued to work to implement tracking mechanisms that require documentation of time, place, and who makes the phone calls. At the end of the eighth reporting period, this work was ongoing.

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In the eighth reporting period, the City and CPD maintained Preliminary compliance but did not achieve Secondary compliance. Moving forward, to achieve Secondary compliance the IMT expects CPD training to reflect implementation of paragraph requirements and for the CPD to provide documentation detailing tracking mechanisms for arrestee access to making a phone call. Secondary compliance will not be reached without tracking mechanisms established to ensure this is taking place.

**Paragraph 31 Compliance Progress History**

FIRST REPORTING PERIOD SEPTEMBER 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	

## 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: January 1, 2022, through June 30, 2022)

<b>Preliminary:</b>	<i>Not in Compliance</i>
<b>Secondary:</b>	<i>Not Yet Assessed</i>
<b>Full:</b>	<i>Not Yet Assessed</i>

In the eighth reporting period, the City and the CPD continued to make significant progress toward Preliminary compliance and finalizing G02-05 *Interactions in Youth and Children* policy. After significant community feedback, the CPD plans to resubmit G02-05 for final review by the IMT and the OAG.

To assess compliance, the IMT continued to monitor the CPD's efforts to review and revise its youth-related directives and trainings curricula. During this reporting period, the IMT reviewed a finalized draft of G02-05, which incorporated significant changes in CPD practices and procedures governing CPD interactions with youth and children.

#### *Progress before the Eighth Reporting Period*

The City and the CPD were first assessed for compliance with ¶32 in the second reporting period but failed to meet Preliminary compliance because: (1) they had not completed a review and revision of each policy regarding youth and children; and (2) they did not provide any evidence showing its efforts to revise the requisite trainings. The City and CPD likewise failed to reach Preliminary compliance in the third reporting period because the CPD had not completed nor provided a plan for the review and revision process of its youth- and children-related policies. Although the CPD developed, updated, and finalized up to 18 general orders, special orders, and directives relating to youth interaction, the CPD did not complete its work on the core policy covering CPD G02-05 *Interactions with Youth and Children* and thus did not meet Preliminary compliance.

During the seventh reporting period, the CPD indicated that it continued to collaborate with the Mayor's Office and the Chicago Department of Family Support Services to arrive at a consensus on the *Interactions with Youth and Children* policy. The IMT reviewed an informal, updated draft of G02-05, and also met with the

Mayor’s Office for a briefing regarding youth deflection, diversion, and reform efforts.

*Progress in the Eighth Reporting Period*

In the eighth reporting period, the City and the CPD provided a further revised G02-05 for review and received a no objection notice from the IMT. Though the IMT is encouraged by the finalization of this policy, we continue to be concerned about community engagement. The IMT also looks forward to reviewing the *Youth Diversion Pilot Program* directive that is intended to provide more guidance on how to complete an Investigatory Stop Report in situations where the officers employ alternatives to arrest when the subject is a young person. This guidance is not explicitly provided in the current draft policy.

In sum, the City and the CPD made significant progress toward Preliminary compliance by nearing its finalization of the G02-05 *Interactions with Youth and Children* policy. After significant community feedback, the CPD plans to resubmit G02-05 for final review by the IMT and OAG. To achieve Secondary compliance the CPD must finalize and deliver all relevant training for implementing the requirements of this paragraph.

**Paragraph 32 Compliance Progress History**

FIRST REPORTING PERIOD SEPTEMBER 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	

## Community Policing: ¶133

*33. When interacting with youth and children, CPD will, as appropriate and permitted by law, encourage officers to exercise discretion to use alternatives to arrest and alternatives to referral to juvenile court, including, but not limited to: issuing warnings and providing guidance; referral to community services and resources such as mental health, drug treatment, mentoring, and counseling organizations, educational services, and other agencies; station adjustments; and civil citations.*

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### Compliance Progress

(Reporting Period: January 1, 2022, through June 30, 2022)

**Preliminary:** *Not in Compliance*  
**Secondary:** *Not Yet Assessed*  
**Full:** *Not Yet Assessed*

In the eighth reporting period, the City and the CPD made significant progress toward achieving Preliminary compliance with ¶133 through nearly finalizing G02-05 *Interactions with Youth and Children* policy. To achieve Preliminary compliance, after incorporating community feedback, the City and the CPD must re-submit G02-05 for IMT and OAG review.

To assess compliance, the IMT continued to assess the CPD’s efforts to review and revise its youth-related directives and trainings. During this reporting period, the IMT reviewed a further revised G02-05.

#### *Progress before the Eighth Reporting Period*

The City and the CPD were first assessed on their compliance with the requirements of ¶133 during the fourth reporting period, and again in the fifth, sixth, and seventh reporting periods, but failed to achieve Preliminary compliance because they did not finalize the *Interactions with Youth and Children* policy (G02-05). During an in-person site visit during the seventh reporting period, the IMT met with members of the Mayor’s Office to discuss the development of the policy in detail. It was communicated to the IMT that the Mayor’s Office has slated its diversion program to start before the summer of 2023. Further, at the end of the seventh reporting period, the City and the CPD shared an informal, up-to-date draft of the policy.

#### *Progress in the Eighth Reporting Period*

During this reporting period, the City and the CPD continued to develop G02-05 and submitted a nearly finalized version of the policy for review. While the IMT acknowledges the significant changes and progress made in the revised policy,



given subsequent community feedback, the City and the CPD must resolve outstanding community issues and resubmit this policy in the next reporting period. The CPD will then need to develop and deliver the requisite training to implement the policy.

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In sum, the City and the CPD remain under assessment for Preliminary compliance until they finalize G02-05. To achieve Preliminary compliance, the City and the CPD must re-submit G02-05 for IMT and OAG review given the substantial community feedback and subsequent changes. Moving forward, to achieve Secondary compliance, the IMT expects the CPD to complete and deliver training to CPD members addressing the requirements of this paragraph.

### Paragraph 33 Compliance Progress History

FIRST REPORTING PERIOD SEPTEMBER 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: None
SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022 COMPLIANCE PROGRESS: None	EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023 COMPLIANCE PROGRESS: None	

## Community Policing: ¶134

**34.** CPD will clarify in policy that juveniles in CPD custody have the right to an attorney visitation, regardless of parent or legal guardian permission, even if the juvenile is not going to be interviewed.

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### Compliance Progress

(Reporting Period: January 1, 2022, through June 30, 2022)

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

At the end of the eighth reporting period, the City and the CPD maintained Preliminary compliance and achieved Secondary compliance with the requirements of ¶134 by providing evidence of the delivery of eLearning modules and recruit training covering paragraph requirements concerning the processing and handling of juvenile arrestees.

To assess Secondary compliance, the IMT monitors the CPD's efforts to train members on this specific directive and to create supervisory practices designed to ensure members are implementing the policy as written.

#### *Progress before the Eighth Reporting Period*

In the third reporting period, the CPD met Preliminary compliance by finalizing S06-04 *Processing of Juveniles and Minors under Department Control*, which clarifies juveniles' right to an attorney visitation. The CPD submitted the requisite training materials to the S06-04 policy but did so at the end of the fourth reporting period. In the fifth reporting period, the CPD began revising the eLearning module for ¶¶134–36 to provide specific guidance on implementation of those paragraphs, but “paused” revisions pending changes in juvenile policies and processes. During the sixth reporting period, the CPD demonstrated little progress in implementing training requirements of this paragraph. During the seventh reporting period, the IMT conducted two-year reviews of: G06-01 *Processing Persons Under Department Control*; G06-01-04 *Arrestee and In-Custody Communications*; and S06-04 *Processing of Juveniles and Minors under Department Control*. The IMT also reviewed an eLearning training addressing CPD policy S06-04 *Processing of Juveniles and Minors under Department Control*. At the conclusion of the seventh reporting period, the City and the CPD remained under assessment for Secondary compliance with this paragraph's requirements concerning the processing and handling of juvenile arrestees, as the IMT awaited documentation demonstrating that 95% of CPD members completed the training.

*Progress in the Eighth Reporting Period*

During this reporting period, the IMT received documentation showing evidence that 95% of CPD members completed the training on this paragraph’s requirements concerning the processing and handling of juvenile arrestees. The CPD also completed a training course curriculum for CPD recruits addressing the processing of juvenile arrestees.

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In sum, the City and the CPD achieved the Secondary compliance by providing evidence of the delivery of eLearning modules covering paragraph requirements concerning the processing and handling of juvenile arrestees. Moving forward, the IMT expects the CPD to deliver recruitment and in-service training covering these processes and develop measures to assess juvenile arrestee outcomes. To achieve Full compliance, the IMT expects the CPD to provide records documenting implementation of this policy concerning juvenile rights in CPD custody.

**Paragraph 34 Compliance Progress History**

FIRST REPORTING PERIOD SEPTEMBER 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	SEVENTH 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	

## Community Policing: ¶35

*35. If a juvenile has been arrested CPD will notify the juvenile's parent or guardian as soon as possible. The notification may either be in person or by telephone and will be documented in any relevant reports, along with the identity of the parent or guardian who was notified. Officers will document in the arrest or incident report attempts to notify a parent or guardian. If a juvenile is subsequently interrogated, CPD policy will comply with state law and require, at a minimum, that: a. Juvenile Miranda Warning will be given to juveniles before any custodial interrogation; b. the public defender's office may represent and have access to a juvenile during a custodial interrogation, regardless of parent or legal guardian permission; c. CPD officers will make reasonable efforts to ensure a parent or legal guardian is present for a custodial interrogation of a juvenile arrestee under 15 years of age in custody for any felony offense; and d. juveniles in custody for felony offenses and misdemeanor sex offenses under Article 11 of the Illinois Criminal Code will have their custodial interrogation electronically recorded.*

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### Compliance Progress

(Reporting Period: January 1, 2022, through June 30, 2022)

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

In the eighth reporting period, the City and the CPD maintained Preliminary compliance and achieved Secondary compliance by providing evidence of the delivery of eLearning modules addressing paragraph requirements regarding parental notification for juvenile arrestees.

#### *Progress before the Eighth Reporting Period*

In the third reporting period, the CPD achieved Preliminary compliance by finalizing its Special Order S06-04 *Processing of Juveniles and Minors under Department Control*, which codifies this paragraph's requirements. In the fourth reporting period, the IMT assessed the CPD's efforts to finalize and deliver training to CPD members. Until the eighth reporting period, the City and the CPD did not provide the IMT with any additional documentation regarding this paragraph so there was insufficient evidence regarding the training. During the seventh reporting period, the IMT conducted two-year reviews of: G06-01 *Processing Persons Under Department Control*; G06-01-04 *Arrestee and In-Custody Communications*; and S06-04 *Processing Juvenile and Minors under Departmental Control*. The IMT reviewed an eLearning training for *Processing Juveniles and Minors under Department Control*.

The IMT also monitored the CPD’s efforts to finalize training materials and deliver training to CPD members.

*Progress in the Eighth Reporting Period*

For Secondary compliance, the CPD developed and delivered eLearning materials and bulletins that address the paragraph requirements concerning the processing and handling of juvenile arrestees. The CPD also completed curriculum development for recruit training covering the processing juveniles.

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In sum, the City and the CPD maintained Preliminary compliance and achieved Secondary compliance by providing evidence of the delivery of eLearning modules covering parental notification for juvenile arrestees. Moving forward, the IMT expects the CPD to finalize and deliver recruit and in-service training covering parental notification requirements for juvenile arrestees and develop measures to assess juvenile arrestee outcomes. To achieve Full compliance, the IMT expects the CPD to provide records documenting implementation of policy covering the juvenile processing requirements of this paragraph.

**Paragraph 35 Compliance Progress History**

FIRST REPORTING PERIOD SEPTEMBER 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	SEVENTH 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	

## Community Policing: ¶36

*36. When determining whether or not to apply handcuffs or other physical restraints on a juvenile, CPD officers will consider the totality of the circumstances, including, but not limited to, the nature of the incident and the juvenile’s age, physical size, actions, and conduct, when known or objectively apparent to a reasonable officer, and whether such restraints are necessary to provide for the safety of the juvenile, the officer, or others.*

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### Compliance Progress

(Reporting Period: January 1, 2022, through June 30, 2022)

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

In the eighth reporting period, the City and the CPD maintained Preliminary compliance and achieved Secondary compliance by providing evidence of the delivery of eLearning materials covering restraints for juveniles.

In this reporting period, the IMT assessed the CPD’s efforts to finalize and train officers on Special-Order S06-04 *Processing of Juveniles and Minors Under Department Control Policy*, and to create supervisory practices designed to ensure officers are implementing the policy as written.

#### *Progress before the Eighth Reporting Period*

In the third reporting period, the City and the CPD achieved Preliminary compliance with ¶36 by implementing an updated version of CPD policy S06-04 *Processing of Juveniles and Minors Under Department Control Policy*, which codifies this paragraph’s requirements. In the fourth reporting period, the CPD did not provide the IMT with any records regarding this paragraph or complete the training materials nor deliver training to CPD officers. In the fifth reporting period, the CPD reported that it did not move forward with the required training to implement the paragraph requirements due to pending changes in juvenile processing procedures. During the sixth reporting period, the CPD did not provide the IMT with any additional documentation to demonstrate that they finalized and delivered the training consistent with the requirements of this paragraph. The CPD reported that it was still working on the curriculum and scheduling of the eLearning training to guide implementation of paragraph requirements. During the seventh reporting period, the IMT conducted two-year reviews of: G06-01 *Processing Persons Under Department Control*; G06-01-04 *Arrestee and In-Custody Communications*; and S06-04 *Processing Juveniles and Minors under Departmental Control*. The IMT also reviewed an eLearning training for *Processing Juveniles and Minors under Department Control*.

*Progress in the Eighth Reporting Period*

During the eighth reporting period, the IMT monitored the CPD’s efforts to finalize training materials and deliver training to CPD members. CPD developed and delivered eLearning materials and bulletins that address the paragraph requirements concerning the processing and handling of juvenile arrestees. The CPD also completed curriculum development on processing juveniles for recruit training.

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In sum, the City and the CPD maintained Preliminary compliance and achieved Secondary compliance by providing evidence of the delivery of eLearning materials covering restraints for juvenile arrestees. Moving forward the IMT expects the CPD to finalize recruitment and in service training covering the handling of juvenile arrestees including use of restraints and develop measures to assess juvenile arrestee outcomes. To achieve Full compliance, the IMT expects the CPD to provide records documenting implementation of these paragraph requirements.

**Paragraph 36 Compliance Progress History**

FIRST REPORTING PERIOD SEPTEMBER 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	SEVENTH 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	

## Community Policing: ¶137

*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: January 1, 2022, through June 30, 2022)

**Preliminary:** *In Compliance (FOURTH REPORTING PERIOD)*  
**Secondary:** *In Compliance (SIXTH REPORTING PERIOD)*  
**Full:** *Not Yet Assessed*

In the eighth reporting period, the City and the CPD maintained Preliminary compliance and are under assessment for Secondary compliance. The IMT is reviewing whether the requirements of ¶137 were covered in other CPD training curricula.

In this reporting period, the IMT assessed the CPD’s efforts to develop a tracking system to determine whether its community-policing training is translating into effective community policing in Chicago’s neighborhoods. Specifically, the IMT assessed whether CPD conducted a rigorous evaluation of its training, implemented improvements based on those assessments, and provided significant oversight to ensure officer behavior is reflective of this training.

#### *Progress before the Eighth Reporting Period*

The City and the CPD achieved Preliminary compliance in the fourth reporting period, which they maintained in the fifth reporting period. During the sixth reporting period, the CPD continued to revise its community policing in-service training. The City and the CPD requested and received feedback from the IMT before finalizing and delivering the curriculum. Further, the IMT was provided with records to indicate that the training was delivered to at least 95% of members during the



reporting period. The City and the CPD did not provide for any community policing-specific in-service training in 2022. Instead, they submitted documentation of the 2022 Crisis Intervention Team In-Service training. As expressed during conversations with the City and CPD the seventh reporting period, the IMT is not confident that the requisite elements of this paragraph are captured in the 2022 CIT In-Service Training.

*Progress in the Eighth Reporting Period*

During this reporting period, the IMT raised concerns on several occasions as to whether the requirements under ¶137 have been sufficiently captured in annual training offerings. The IMT urges the City and the CPD to consider committing to a community policing module for annualized in-service training that covers this paragraph’s required elements and other community policing principles. The IMT continues to reiterate that community policing needs to be reflected in training and throughout all relevant policy in the department, or documentation provided clearly indicating that the required elements in this paragraph are covered in other in-service trainings.

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In sum, for this reporting period, the City and the CPD maintained Preliminary compliance and are under assessment for Secondary compliance. To maintain Secondary compliance, the CPD must provide annual in-service community policing training or more clearly demonstrate that inclusion of course requirements are fully covered in other delivered curricula. To achieve Full compliance, the CPD must demonstrate both effectiveness of training in reinforcing community policing concepts and further application of these concepts in CPD officer practices.

**Paragraph 37 Compliance Progress History**

<p>FIRST REPORTING PERIOD SEPTEMBER 1, 2019 – AUGUST 31, 2019 COMPLIANCE PROGRESS: Not Applicable</p>	<p>SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020 COMPLIANCE PROGRESS: Not Applicable</p>	<p>THIRD REPORTING PERIOD MARCH 1, 2020 – DECEMBER 31, 2020 COMPLIANCE PROGRESS: Status Update</p>
<p>FOURTH REPORTING PERIOD JANUARY 1, 2021 – JUNE 30, 2021 COMPLIANCE PROGRESS: Preliminary</p>	<p>FIFTH REPORTING PERIOD JULY 1, 2021 – DECEMBER 31, 2021 COMPLIANCE PROGRESS: Preliminary</p>	<p>SEVENTH REPORTING PERIOD JANUARY 1, 2022 – JUNE 30, 2022 COMPLIANCE PROGRESS: Secondary</p>
<p>SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022 COMPLIANCE PROGRESS: Preliminary</p>	<p>EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023 COMPLIANCE PROGRESS: Secondary</p>	

## Community Policing: ¶138

**38.** *Through inter-governmental agreements between CPD and Chicago Public Schools (“CPS”), CPD has assigned officers to work in CPS schools. In the event that CPD and CPS decide to continue this practice, officers assigned to work in CPS schools will be appropriately vetted, trained, and guided by clear policy in order to cultivate relationships of mutual respect and understanding, and foster a safe, supportive, and positive learning environment for students.*

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### Compliance Progress

(Reporting Period: January 1, 2022, through June 30, 2022)

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

In the eighth reporting period, the City and the CPD maintained Preliminary and Secondary compliance by vetting, training, and assigning SROs to schools while being guided by clear policy for the 2022–23 school year.

In this reporting period, the IMT assessed the CPD’s efforts to provide the annualized in-service training for SROs closer to the beginning of the school year and provide additional documentation regarding the vetting and selection process.

#### *Progress before the Eighth Reporting Period*

In the fourth reporting period, the IMT reviewed Intergovernmental Agreements and Memoranda of Understanding documents for the past two years and the CPD’s and the Chicago Public Schools *Whole School Safety Plan*. The City and CPD achieved Preliminary compliance during the fourth reporting period. In previous reporting periods, the CPD, in conjunction with CPS, reengineered the selections and vetting process for SROs. In the fifth reporting period, the City and the CPD maintained Preliminary compliance but did not achieve Secondary compliance because in-service training was not completed in a timely manner and sufficient documentation for the vetting and selection process was not provided.

In the sixth reporting period, the City and the CPD provided an *SRO Training To-From Report* and *SRO School Assignment Roster*. The IMT also reviewed supplemental SRO in-service training curriculum and conducted interviews with SRO and school leadership and the CPD achieved Secondary compliance. In the seventh reporting period, the City and CPD indicated that they are working on additional supplemental training materials and SRO evaluation criteria. Additionally, the IMT visited Whitney Young High School, and met with the principal, assistant principal, and the school’s SRO to discuss the SRO process at the school.

*Progress in the Eighth Reporting Period*

In this reporting period, the City and the CPD provided SRO training records and the *SRO Annual Report*. The SRO Annual report covered activities for the 2022-2023 school year.

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In sum, the City and the CPD maintained Secondary compliance by vetting, training, and assigning SRO officers to schools guided by clear policy. Moving forward, the IMT expects the CPS and the CPD to complete the vetting, training, and assigning of officers to schools for the upcoming school year in a timely fashion and provide adequate documentation for these processes. To achieve Full compliance, the City and the CPD must demonstrate effectiveness of implementation of this paragraph.

**Paragraph 38 Compliance Progress History**

FIRST REPORTING PERIOD SEPTEMBER 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: Secondary	EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023 COMPLIANCE PROGRESS: Secondary	

## Community Policing: ¶¶39–40

*39. Before the 2019-2020 school year begins, in consultation with CPS and considering input from CPD members, including officers assigned to work in CPS schools, school personnel, families, students, and community stakeholders, CPD will develop and implement screening criteria to ensure that all officers assigned to work in CPS schools have the qualifications, skills, and abilities necessary to work safely and effectively with students, parents and guardians, and school personnel. Only CPD officers who satisfy the screening criteria will be assigned to work in CPS schools.*

*40. Before the 2019-2020 school year begins, in consultation with CPS and considering input from CPD members, including officers assigned to work in CPS schools, school personnel, families, students, and community stakeholders, CPD will develop a policy that clearly defines the role of officers assigned to work in CPS schools. This policy will be reviewed by the Monitor by the end of 2019. Any suggested revisions by the Monitor that are adopted by CPD will be implemented by CPD before the 2020-2021 school year. The policy will reflect best practices and will include, but not be limited to: a. the duties, responsibilities, and appropriate actions of officers assigned to work in CPS schools and school personnel, including an express prohibition on the administration of school discipline by CPD officers; b. selection criteria for officers assigned to work in CPS schools; c. the requirement that officers assigned to work in CPS school receive initial and refresher training; and d. the collection, analysis, and use of data regarding CPD activities in CPS schools.*

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### Compliance Progress

(Reporting Period: January 1, 2022, through June 30, 2022)

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

In the eighth reporting period, the City and the CPD maintained Preliminary and Secondary compliance by continuing to implement SRO policy involving officer selection and delineation of responsibilities, and delivery of annual two-part refresher course required for SROs for the 2022-2023 school year.

During this reporting period, the IMT assessed the CPD's efforts to follow through with delivery of training prior to (or at the onset) of the school year and produce additional data regarding SRO activities in schools for the 2022/2023 school year. The IMT also reviewed the revised SRO policy and the CPD's continued progress in

delineating the SRO selection process in policy. See ¶42. Further, to assess Full compliance, we reviewed the CPD and the City’s ability to demonstrate use of data to continue to make improvements in the SRO program, and to provide evidence of the program’s efficacy.

#### *Progress before the Eighth Reporting Period*

This paragraph has been under assessment from the outset of the monitoring plan. In the first and second reporting periods, the City and the CPD had not met Preliminary compliance with these paragraphs because CPD continued to refine its School Resource Officer policy regarding selection criteria and roles and responsibilities for *School Resource Officers (S04-01-02)*. In the third reporting period, the CPD codified its SRO selection criteria and defined the roles of SROs in CPD’s Special Order S04-01-02, *School Resource Officers (SROs) and Investigations at Chicago Public Schools (CPS)*. In the fourth and fifth reporting period, the City and the CPD maintained its Preliminary compliance but had not yet achieved Secondary compliance because they were unable to schedule all the required in-service training before or shortly after the onset of the current school year.

During the sixth reporting period, the CPD submitted a revised version of S04-01-02, *School Resource Officer and Investigations of Chicago Public Schools*, with further refinements. The CPD also completed development of the second part of a two-part annual refresher training for SROs. The supplemental training developed included extensive input and participation by community organizations with plans for community members to deliver much of the instruction. The CPD reports that the refresher training for the 2022/2023 schoolyear will be delivered prior to or at the onset of next schoolyear to avoid the delays that transpired in delivery the training in the previous schoolyear. The processes put in place through the implementation of S04-01-02 appear to be generally adhered to with opportunities for more deliberation in the selection and assignment of SROs.

#### *Progress during the Seventh Reporting Period*

In the eighth reporting period, the City and the CPD maintained Secondary compliance by continuing to implement SRO policy involving officer selection and delineation of responsibilities, and delivery of annual two-part refresher course required for SROs. To demonstrate compliance with this paragraph, the City and the CPD submitted S04-01-02, *School Resource Officers and Investigations at Chicago Public Schools*, the *SRO Annual Report*, and SRO training records.

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In sum, the City and the CPD maintained Secondary compliance by continuing to implement SRO policy covering officer selection and delineation of roles and responsibilities. The IMT encourages the City and the CPD complete annual refresher training for SROs close to the onset of the next school year. To achieve Full compliance the IMT expects the City and the CPD to demonstrate consistency in implementation of this policy and its effectiveness.

### Paragraphs 39 Compliance Progress History

FIRST REPORTING PERIOD SEPTEMBER 1, 2019 – AUGUST 31, 2019 COMPLIANCE PROGRESS: Under Assessment	SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020 COMPLIANCE PROGRESS: None	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	SEVENTH 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	

### Paragraphs 40 Compliance Progress History

FIRST REPORTING PERIOD SEPTEMBER 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: 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	SEVENTH 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	

## Community Policing: ¶41

**41.** CPD will, within 60 days of the completion of the 2019-2020 school year, and on an annual basis thereafter, review and, to the extent necessary, revise its policies and practices regarding officers assigned to work in CPS schools to ensure they are responsive to the needs of the Department, CPS, and its students. This evaluation will include input from CPD members, including officers assigned to work in CPS schools, school personnel, families, students, and community stakeholders. Any revisions to CPD's policies and procedures regarding officers assigned to schools will be submitted to the Monitor and OAG in accordance with the requirements of Part C of the Implementation, Enforcement, and Monitoring section of this Agreement.

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### Compliance Progress

(Reporting Period: January 1, 2022, through June 30, 2022)

**Recurring Schedule:** Annual



Met



Missed

**Preliminary:** *In Compliance* (THIRD REPORTING PERIOD)

**Secondary:** *Under Assessment* (NEW: LOST COMPLIANCE)

**Full:** *Not Yet Assessed*

In the eighth reporting period, the City and the CPD remain under assessment for Preliminary compliance with the requirements of this paragraph under the Consent Decree.

In this reporting period, the IMT assessed the CPD's efforts to implement training addressing ¶41.

#### *Progress before the Eighth Reporting Period*

During the third reporting period, the City and the CPD achieved Preliminary compliance by revising Special Order S04-01-02, *School Resource Officers (SROs) and Investigations at Chicago Public Schools*. The IMT also assessed the CPD's efforts to incorporate ¶41's review requirement into a policy. In the fifth reporting period, the City and the CPD maintained Preliminary compliance by finalizing revisions to the most current iteration of the SRO policy but did not achieve Secondary compliance. During the sixth reporting period, Chicago Public Schools and the CPD continued with the implementation of the *Whole School Comprehensive Safety Plans*.<sup>6</sup> Local School Districts will again decide whether they want SROs posted in their schools. Currently, CPS reports that 19 of its 91 high schools maintain two SROs

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<sup>6</sup> *Whole School Comprehensive Safety Plan*, CHICAGO PUBLIC SCHOOLS, <https://www.cps.edu/services-and-supports/student-safety-and-security/whole-school-safety-plans/>.

each, while 19 have one assigned SRO. The SRO budget has declined from \$33 million in 2020 to \$11 million this year with some funding shifting to *Whole School Comprehensive Safety Plans* to support mental health and restorative programming.

During the seventh reporting period, the IMT visited one SRO program and interviewed SROs and school leadership on their perspectives of the SRO program. The IMT found that school personnel and SRO staff worked effectively together in implementing program policy and goals. The SROs were well integrated into the school environment and worked in a highly complementary manner with school personnel. In 2022, CPS and the CPD finalized the curriculum and completed portions of in-service training for the SROs. The City achieved Secondary compliance by completing and submitting a completing an *SRO Annual Report* that met the requirements of this paragraph.

*Progress during the Seventh Reporting Period*

During the eighth reporting period, the CPD and the CPS did not complete and post the SRO Annual Report for the 2022-2023 school year. Local School Districts will again decide whether they want SROs posted in their schools.

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In sum, the City and the CPD are under assessment to determine if they will maintain Preliminary compliance and achieve Secondary compliance with the requirements of this paragraph by completing and posting the SRO annual report for the 2022-2023 school year. The IMT understands the challenges in producing an annual report immediately after completion of school year. Moving forward, the IMT expects completion of annual report in a timely manner and implement evaluative processes for this requirement to achieve Full compliance.

**Paragraph 41 Compliance Progress History**

<p>FIRST REPORTING PERIOD SEPTEMBER 1, 2019 – AUGUST 31, 2019 COMPLIANCE PROGRESS: Not Applicable</p>	<p>SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020 COMPLIANCE PROGRESS: Not Applicable</p>	<p>THIRD REPORTING PERIOD MARCH 1, 2020 – DECEMBER 31, 2020 COMPLIANCE PROGRESS: Preliminary</p>
<p>FOURTH REPORTING PERIOD JANUARY 1, 2021 – JUNE 30, 2021 COMPLIANCE PROGRESS: Preliminary</p>	<p>FIFTH REPORTING PERIOD JULY 1, 2021 – DECEMBER 31, 2021 COMPLIANCE PROGRESS: Preliminary</p>	<p>SEVENTH REPORTING PERIOD JANUARY 1, 2022 – JUNE 30, 2022 COMPLIANCE PROGRESS: Preliminary</p>
<p>SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022 COMPLIANCE PROGRESS: Secondary</p>	<p>EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023 COMPLIANCE PROGRESS: Under Assessment</p>	



## Community Policing: ¶42

*42. CPD officers assigned to work in CPS schools will receive specialized initial and annual refresher training that is adequate in quality, quantity, scope, and type, and that addresses subjects including, but not limited to: a. school-based legal topics; b. cultural competency; c. problem-solving; d. the use of de-escalation techniques, use of restorative approaches, and available community resources and alternative response options; e. youth development; f. crisis intervention; g. disability and special education issues; and h. methods and strategies that create positive interactions with specific student groups such as those with limited English proficiency, who are LGBTQI, or are experiencing homelessness.*

*The training will be developed and delivered in accordance with the requirements of the Training section of this Agreement.*

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### Compliance Progress

(Reporting Period: January 1, 2022, through June 30, 2022)

**Recurring Schedule:** Annual  **Met**  **Missed**

**Preliminary:** *In Compliance (FIFTH REPORTING PERIOD)*

**Secondary:** *In Compliance (NEW)*

**Full:** *Not Yet Assessed*

In the eighth reporting period, the CPD and the City maintained Preliminary and Secondary compliance by delivering required training for School Resource Officers (SROs) in the 2022–23 school year.

During this reporting period, the IMT assessed the CPD’s effort to finalize the SRO refresher training and to deliver that training to SRO officers before and during the current school year. The IMT also monitored the CPD’s efforts to establish a process to ensure annualized updates of this training based on evaluative materials and ongoing community stakeholder input. Further, the IMT also reviewed training records of SRO in-service officers.

#### *Progress before the Eighth Reporting Period*

The IMT first assessed compliance with this paragraph in the second reporting period when the City and CPD had not achieved Preliminary compliance. At that time, although the training and the materials submitted by the CPD – provided by the National Association of School Resource Officers (NASRO) – addressed most of the consent decree requirements, the IMT raised concerns about large training class

sizes and the processes in place to evaluate the training’s effectiveness. Compliance was once again assessed in the fourth reporting period, with the IMT reviewing drafts of SRO in-service training curricula, community input on SRO training, the 40-hour NASRO training, the CPS supplemental training curricula, and the draft SRO policy S04-01-02, *School Resource Officers and Investigations at Chicago Public Schools*. The City and the CPD did not achieve Preliminary compliance at that time because the policy was not yet finalized. In the fifth reporting period, the City and the CPD achieved Preliminary compliance for this paragraph by finalizing the SRO in-service training curriculum. In the seventh reporting period, the CPD completed delivery of its in-service SRO training for the 2022-2023 school year and delivered the refresher training, having produced training records to that effect during the reporting period.

*Progress during the Seventh Reporting Period*

In this reporting period, the CPD and the CPS continued to work on selecting and assigning officers to CPS schools for the upcoming school year, as well as review policies and practices.

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In sum, the City and the CPD maintained Preliminary and Secondary compliance by delivering required training to SROs in the 2022-2023 school year. The IMT expects the City and the CPD to deliver the same required training to SROs for the 2023-2024 school year in a timely fashion. To achieve Full compliance the MT expects the CPD to provide evidence of the effectiveness of paragraph requirements.

**Paragraph 42 Compliance Progress History**

<p>FIRST REPORTING PERIOD SEPTEMBER 1, 2019 – AUGUST 31, 2019 COMPLIANCE PROGRESS: Not Applicable</p>	<p>SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020 COMPLIANCE PROGRESS: None</p>	<p>THIRD REPORTING PERIOD MARCH 1, 2020 – DECEMBER 31, 2020 COMPLIANCE PROGRESS: Status Update</p>
<p>FOURTH REPORTING PERIOD JANUARY 1, 2021 – JUNE 30, 2021 COMPLIANCE PROGRESS: None</p>	<p>FIFTH REPORTING PERIOD JULY 1, 2021 – DECEMBER 31, 2021 COMPLIANCE PROGRESS: Preliminary</p>	<p>SIXTH REPORTING PERIOD JANUARY 1, 2022 – JUNE 30, 2022 COMPLIANCE PROGRESS: Preliminary</p>
<p>SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022 COMPLIANCE PROGRESS: Secondary</p>	<p>EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023 COMPLIANCE PROGRESS: Secondary</p>	

## Community Policing: ¶43

*43. The curricula, lesson plans, and course material used in initial training provided before the 2019-2020 school year will be reviewed by the Monitor by the end of 2019. Any suggested revisions by the Monitor that are adopted by CPD will be implemented by CPD before the 2020-2021 school year.*

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### Compliance Progress

(Reporting Period: January 1, 2022, through June 30, 2022)

**Preliminary:** *In Compliance (SECOND REPORTING PERIOD)*  
**Secondary:** *In Compliance (FIFTH REPORTING PERIOD)*  
**Full:** *Under Assessment*

In the eighth reporting period, the City and the CPD maintained Preliminary and Secondary compliance. The IMT assessed the CPD's efforts to establish an annualized review process and demonstrate the effectiveness of training to reach Full compliance in the next reporting period.

#### *Progress before the Eighth Reporting Period*

The City and the CPD achieved Preliminary compliance with ¶43 in the second reporting period by providing the initial training materials for review prior to the end of the 2019/2020 school year. The City and the CPD maintained Preliminary compliance for the third and fourth reporting periods but did not achieve Secondary compliance because they did not finalize or deliver the SRO refresher training curriculum. The IMT suggested that the CPD establish an annualized process for the review and update of the curriculum. In the fifth reporting period, the City and the CPD achieved Secondary compliance by reviewing and finalizing the SRO training curriculum and delivering a portion of the training to incoming SRO members. During the sixth reporting period, the IMT assessed the CPD's efforts to review and provide subsequent revisions to the SRO training program. The CPD completed an update of the SRO annual in-service training curricula of the current SRO with a required subsequent review by the IMT. The update included significant community input and addressed paragraph requirements. The IMT also reviewed the revised part two of the SRO in-service annual curriculum to be delivered prior to onset of the 2022/2023 school year.

#### *Progress during the Seventh Reporting Period*

In the eighth reporting period, the City and the CPD again maintained Preliminary and Secondary compliance but did not achieve Full compliance because they did not establish an annualized review process of the training curriculum, and therefore cannot demonstrate the effectiveness of the training. While we appreciate

that every SRO received the required training, Full compliance will depend on CPD's ability to demonstrate, through data, the effectiveness of the training.

### Paragraph 43 Compliance Progress History

FIRST REPORTING PERIOD SEPTEMBER 1, 2019 – AUGUST 31, 2019 COMPLIANCE PROGRESS: Not Applicable	SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020 COMPLIANCE PROGRESS: Preliminary	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: Secondary	SEVENTH 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	

## Community Policing: ¶44

*44. Before the 2019-2020 school year begins, CPD will undertake best efforts to enter a memorandum of understanding with CPS, to clearly delineate authority and specify procedures for CPD officer interactions with students while on school grounds, consistent with the law, best practices, and this Agreement.*

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### Compliance Progress

(Reporting Period: January 1, 2022, through June 30, 2022)

**Preliminary:** *In Compliance (FIRST REPORTING PERIOD)*  
**Secondary:** *In Compliance (THIRD REPORTING PERIOD)*  
**Full:** *In Compliance (FIFTH REPORTING PERIOD)*  
**Sustainment Period Ends** *December 31, 2023*

During the eighth reporting period, the City and the CPD maintained Preliminary, Secondary, and Full compliance through their execution of an IGA/MOU for the 2022-2023 school year.

To assess Full compliance, the IMT reviewed whether the CPD and the CPS demonstrated a consistent and annualized effort to update the IGA/MOU to reflect changing community sentiments, feedback on SRO program performance, and other considerations.

#### *Progress before the Eighth Reporting Period*

Compliance with the consent decree requirements of this paragraph was assessed in the first reporting period. Although the IMT found some inconsistencies between the MOU and the CPD's SRO policy, the City and CPD nevertheless achieved Preliminary compliance, and were advised to review both the SRO policy and the MOU with CPS to address the inconsistencies. In the third reporting period, because the IMT found that the MOU could benefit from more precise and specific procedures regarding CPD officers' interactions with students, specifically the consultation processes and the complaint process, the CPD had not met Secondary compliance. The City and the CPD achieved Secondary compliance in the third reporting period by working with CPS to ensure that the 2020/2021 MOU aligned with the SRO policy.

The City and the CPD maintained Preliminary and Secondary compliance with ¶44 during the fourth reporting period. During the fifth reporting period, the City and the CPD maintained Preliminary and Secondary compliance and achieved Full compliance with ¶44 by finalizing and executing an IGA/MOU for the 2021-2022 school year. In the sixth reporting period, the CPS and the CPD successfully implemented the MOU requirements developed for the 2021/2022 school year. In the

seventh reporting period, the CPS and the CPD successfully implemented the MOU requirements developed for the 2022/2023 school year.

*Progress during the Eighth Reporting Period*

During this reporting period, the CPD and the CPS continues with its annual update of the MOU, which is consistent with law and best practices, reflecting extensive community engagement. The IMT expects the CPD and the CPS to continue with its annual update of the MOU which is consistent with law and best practices and reflecting extensive community engagement throughout the process.

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The City and the CPD maintained Full compliance through their development and execution of an IGA/MOU form the 2022-2023 school year. To maintain Full compliance, the IMT expects the CPD and the CPS to continue annually to execute IGA/MOU to define roles and responsibilities for SRO program. For six reporting periods, the CPD and the CPS have had in place MOUs governing the operations of the SRO program. The continued practice of the CPD and the CPS working together and annually entering a MOU consistent with law, and best practices and reflecting extensive community input results in a Full compliance assessment.

**Paragraph 44 Compliance Progress History**

FIRST REPORTING PERIOD SEPTEMBER 1, 2019 – AUGUST 31, 2019 COMPLIANCE PROGRESS: Preliminary	SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020 COMPLIANCE PROGRESS: Preliminary	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: Full	SIXTH REPORTING PERIOD JANUARY 1, 2022 – JUNE 30, 2022 COMPLIANCE PROGRESS: Full
SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022 COMPLIANCE PROGRESS: Full	EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023 COMPLIANCE PROGRESS: Full	

## Community Policing: ¶45

*45. By January 1, 2020, and annually thereafter, District Commanders will review their district’s policing strategies, with input from the District Advisory Committees and the Office of Community Policing, to ensure the strategies are consistent with the principles of community policing. This review will include, but not be limited to: a. reviewing available district resources and personnel assignments; b. identifying methods to support their district’s ability to effectively problem-solve, including collaborating with City departments, services, and sister agencies; and c. identifying district-level CPD members, as needed, to assist members of the community with access to police and City services, including community members who have experienced previous challenges, such as LGBTQI individuals, religious minorities, immigrants, individuals with disabilities, individuals in crisis, homeless individuals, and survivors of sexual assault and domestic violence.*

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### Compliance Progress

(Reporting Period: January 1, 2022, through June 30, 2022)

**Recurring Schedule:** Annual



**Not Yet Applicable**

**Preliminary:** *In Compliance (FOURTH REPORTING PERIOD)*

**Secondary:** *Not in Compliance*

**Full:** *Not Yet Assessed*

The City and the CPD maintained Preliminary compliance but did not achieve Secondary compliance with the requirements of ¶45 during the eighth reporting period. The CPD must demonstrate proposed improvements for the strategy development and review processes involving District Commanders, including more thorough documentation of deliberations and reviews by District Advisory Committees and enhanced outreach and participation by marginalized groups in the strategy development process.

To assess Secondary compliance, the IMT reviewed the CPD’s efforts to garner community input from populations experiencing the most police contact. The IMT also reviewed a sampling of the CPD’s efforts to implement supervisory practices to ensure the policy is up-to-date and implemented as written.

#### *Progress before the Eighth Reporting Period*

In the second reporting period, the City and the CPD did not achieve Preliminary compliance with ¶45 because the IMT could not conclude from the CPD’s records

whether the District Commanders' review of their district community policing strategic plans included a review of their district's available resources and personnel assignments. Similarly, the IMT was unable to determine from the records whether the District Commanders identified district-level members who could assist members of marginalized communities in gaining access to CPD and City services, as needed. In the third reporting period, the City and the CPD implemented its Special Order, S02-03-02 *District Strategic Plans*, and developed a new directive addressing the District Strategic Plans review process, Office of Community Policing (OCP) District Strategic Plans Standard Operating Procedure. The directives were, however, too limited in scope to achieve Preliminary compliance with ¶145 because they only covered District Strategic Plans.

The City and the CPD achieved Preliminary compliance with ¶145 in the fourth reporting period, which they maintained in the fifth reporting period. During the sixth reporting period, the CPD reported that the Commanders reviewed the crime reduction and strategies with input from the District Advisory Committees. The CPD acknowledged continued challenges and indicated that future efforts will focus on youth outreach and leveraging of partnerships to gain access and input from youth in the strategy development process. During the seventh reporting period, the City and the CPD produced district strategic plans, documentation of the reviews that occurred on the draft plans, and S02-03-02, *District Strategic Plans*. Unfortunately, these productions did not provide evidence that the CPD incorporated input from a diverse cross-section of the communities each plan is to govern. The IMT acknowledged that staffing challenges may have slowed their efforts to implement some of the requirements of this paragraph.

#### *Progress in the Eighth Reporting Period*

During the eighth reporting period, the City and the CPD produced district strategic plans, but once again failed to demonstrate effective outreach to broaden participation in the strategy development process. Unfortunately, these productions do not provide evidence that the CPD is incorporating input from a diverse cross-section of the communities each plan is to govern. The IMT once again acknowledges that staffing challenges may have slowed their efforts to implement some of the requirements of this paragraph but insists that community engagement with this process is of paramount importance.

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In sum, the City and the CPD maintain Preliminary compliance but have not achieved Secondary compliance. Moving forward, the City and the CPD must provide better documentation of the deliberative processes and demonstrate more participation by marginalized groups in the district strategy development process.



Specifically, the IMT will look for broad participation from members of historically marginalized groups.

### Paragraph 45 Compliance Progress History

FIRST REPORTING PERIOD SEPTEMBER 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: 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	

## Community Policing: ¶46

*46. Within 180 days of the Effective Date, and as appropriate thereafter, CPD will solicit, consider, and respond to input, feedback, and recommendations from the community in each district about its policing efforts and strategies. Such practices may include, but are not limited to, direct surveys, community meetings, beat community meetings, and engagement through social media. CPD will identify strategies for soliciting input from individuals that reflect a broad cross-section of the community each district serves.*

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### Compliance Progress

(Reporting Period: January 1, 2022, through June 30, 2022)

**Preliminary:** *In Compliance (SECOND REPORTING PERIOD)*  
**Secondary:** *Not in Compliance*  
**Full:** *Not Yet Assessed*

In the eighth reporting period, the City and the CPD maintained Preliminary compliance but did not achieve Secondary compliance because they did not demonstrate the development of a range of feedback mechanisms for community members and they did not finalize a comprehensive community engagement strategy.

#### *Progress before the Eighth Reporting Period*

The City and the CPD first achieved Preliminary compliance with ¶46 in the second reporting period by implementing a multi-faceted engagement approach within the six-month deadline. Since then, the City and CPD have maintained Preliminary compliance but have failed to meet Secondary compliance because the CPD has not developed methods to effectively engage a broader and more representative group of community members, namely there remains a lack of sufficient input from marginalized groups in the development process. In the seventh reporting period, the CPD reported that it plans to pilot a police officer contact survey in two Districts and hopes to launch that pilot during the summer of 2023. Also in the last reporting period, the CPD developed a draft community engagement policy and plan and requested technical assistance from the IMT to strengthen their engagement processes. The IMT provided technical assistance by engaging in conversations with the CPD about its overarching community engagement goals and how to integrate its current efforts into a comprehensive model.

#### *Progress in the Eighth Reporting Period*

During the eighth reporting period, the CPD continued to use Beat meetings, community conversations, District Advisory Committee meetings, online surveys, and

community policing officers to obtain community input. Despite these efforts, many community members feel that the CPD does not always genuinely seek or seriously consider community input, suggesting a deficit in the engagement strategy. The CPD has stated that to address these concerns they will, “try to meet people where they are” and look for more creative ways to reach community members. The CPD also indicated that it will work equally as hard to ensure that everyone throughout the department will have heard and addressed the issues.

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In sum, the CPD and City maintained Preliminary compliance with this paragraph but did not achieve Secondary compliance. Moving forward, to achieve Secondary compliance, the IMT expects the CPD and the City to provide more and varied opportunities for community stakeholders and members of marginalized groups to have input in policing efforts and strategies – particularly young people and members of marginalized communities.

### Paragraph 46 Compliance Progress History

FIRST REPORTING PERIOD SEPTEMBER 1, 2019 – AUGUST 31, 2019 COMPLIANCE PROGRESS: Not Applicable	SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020 COMPLIANCE PROGRESS: Preliminary	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	SEVENTH 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	

## Community Policing: ¶47

*47. Within 180 days of the Effective Date, CPD will develop procedures to annually evaluate the effectiveness of the Department's efforts and strategies for building community partnerships and using problem-solving techniques aimed at reducing crime and improving quality of life. CPD will determine any necessary adjustments based on its annual evaluation.*

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### Compliance Progress

(Reporting Period: January 1, 2022, through June 30, 2022)

**Recurring Schedule:** Annual

Met

Missed

**Preliminary:** *In Compliance (THIRD REPORTING PERIOD)*

**Secondary:** *Not in Compliance*

**Full:** *Not Yet Assessed*

In the eighth reporting period, the City and the CPD maintained Preliminary compliance but failed to achieve Secondary compliance because they have yet to provide evidence of tracking and assessing the effectiveness of their community partnerships.

#### *Progress before the Eighth Reporting Period*

The IMT first assessed ¶47 in the second reporting period but the City and the CPD did not achieve Preliminary compliance because the SOP governing its performance management assessment process had not yet been finalized for implementation. The SOP was developed in the third reporting period, allowing the City and the CPD to meet Preliminary compliance. In the fourth reporting period, the IMT reviewed the Community Engagement Management System meeting notes that the CPD produced. The CPD did not use data variations to inform any needed adjustments in resource allocations, policing strategies, and tactics, and the IMT further noted that the system alone would not adequately capture partnership activity and development, so Preliminary compliance was maintained. No forward progress was made in the fifth reporting period, but the City and the CPD maintained Preliminary compliance.

During the seventh reporting period, the IMT monitored the CPD's efforts to include partnership-related activity and development in their monthly reporting. We also assessed the CPD's efforts to consider other evaluation tools that may help them determine the effectiveness of their strategies and techniques in tracking and assessing effectiveness of partnerships. The CPD's policy S02-03-16 *Community Partnerships*, was finalized at the end of the seventh reporting period (December 28, 2022).

*Progress in the Eighth Reporting Period*

The City and the CPD report that they are looking for ways to incorporate community policing into weekly CompStat accountability meetings, creating metrics to evaluate community policing and partnerships to reduce crime and improve quality of life. The City and the CPD also indicate that they are seeking to operationalize important community policing concepts in more day-to-day functions during the next reporting period. Still, the City and CPD did not achieve Secondary compliance due to not providing evidence of a process that tracks effectiveness of strategies to build partnerships and using problem solving techniques.

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In sum, the City and CPD maintained Preliminary compliance but failed to achieve Secondary compliance. Moving forward, to achieve Secondary compliance, the IMT expects the CPD to put in place organized processes that provide more opportunities for community input, especially from marginalized members of the community, and more effective ways to build partnerships using problem-solving techniques.

**Paragraph 47 Compliance Progress History**

FIRST REPORTING PERIOD SEPTEMBER 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: 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	SEVENTH 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	

## Community Policing: ¶48

*48. CPD will create opportunities to highlight, reward, and encourage officer, supervisory, and district performance on furthering community partnerships, engaging in problem-solving techniques, effective use of de-escalation, exemplary and effective supervision, and implementing community-oriented crime prevention strategies.*

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### Compliance Progress

(Reporting Period: January 1, 2022, through June 30, 2022)

**Preliminary:** *In Compliance (FOURTH REPORTING PERIOD)*  
**Secondary:** *Not in Compliance*  
**Full:** *Not Yet Assessed*

In the eighth reporting period, the City and the CPD maintained Preliminary compliance but did not achieve Secondary compliance with the requirements of ¶48 because the CPD has yet to develop specific opportunities to highlight, reward and encourage officer engagement in community policing practices.

#### *Progress before the Eighth Reporting Period*

The City and the CPD achieved Preliminary compliance with ¶48 in the fourth reporting period, the first time it was assessed, by finalizing its policies: G02-03 *Community Policing Mission and Vision*, and S02-03 *The Community Policing Office* policy. In the fifth reporting period, the City and the CPD maintained Preliminary compliance with this paragraph but did not achieve Secondary compliance citing balancing workloads and competing priorities as reasons for the lack of progress. We saw little progress in the sixth and seventh reporting periods.

#### *Progress in the Eighth Reporting Period*

During this reporting period, the IMT monitored the CPD's efforts to include more detailed guidance on identifying officer behavior, actions deserving of rewards, and the nature of those rewards. We also assessed the CPD's efforts to evaluate after one year of having a reward matrix in place to assess the impact of this awards-based policing.

The CPD provided no data reflecting their efforts to implement the policy language addressing the requirements of this paragraph. They indicated working on ways to highlight and reward officers engaging in exemplary community policing practices, but none have been established or implemented. The CPD also agreed that there is a need for a tighter timeline so that the reward system reinforces the behavior closer to the event.

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In sum, the City and the CPD maintained Preliminary compliance with this paragraph. Moving forward, to achieve Secondary compliance, the City and the CPD need to establish and operationalize a reward system for officers who in exemplary ways implement community policing principles. The IMT expects the CPD to demonstrate rewarding officer performance in community problem solving and partnership activity.

### Paragraph 48 Compliance Progress History

FIRST REPORTING PERIOD SEPTEMBER 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	SEVENTH 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	