



# NEWS RELEASE

## Chicago Police Department

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### **CPD LAYS OUT NEXT STEPS ON REFORM**

*Plan provides roadmap for increased safety, officer training, and public accountability*

CHICAGO - Chicago Police Department (CPD) Superintendent Eddie Johnson announced today the next steps in Departmental reform that emphasizes a commitment to strengthen community policing, officer training, manpower, supervision, and public accountability. Using a transparent framework for reform as a guide, CPD will engage in a multi-year implementation process to continue to support officers in maintaining the highest professional standards while they fight against gun violence. The next steps build on reforms of the past year and address many of the findings by the Department of Justice and Mayor Emanuel's Police Accountability Task Force (PATF) reports.

"CPD is on a path to reform and we will address the challenges we face to provide better service to every Chicagoan," said Superintendent Johnson. "Many of the challenges we address in this framework have built up over years and we will not solve them overnight, but this signifies an important step in our reform efforts. This framework sets our path to continue making reforms throughout the rest of the year, knowing full well that there will be more reforms to come on the road ahead, to give greater training and resources to our officers, rebuild public trust, and make Chicago safer."

"I want to commend Superintendent Johnson and his team for this important step towards continued reform in 2017," said Chicago Police Board President Lori Lightfoot. "The plan contains specific steps and a timeframe for completion of vital elements to continue the essential and hard work of improving community and police relations, support for officers through more comprehensive and enhanced training, specific focus on supervision and span of control, among other very important steps forward. Many of the elements in this framework reflect recommendations of both the Police Accountability Task Force and the Department of Justice. Of course there is more hard work to be done, but if implemented as planned, these reforms envisioned for 2017 will provide a very important foundation on which the Department can continue to build. I look forward to watching the progress over the course of this year."

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The next steps for public safety reform outlined in this report will be used as a working framework for accomplishing multi-year objectives to rebuild trust with the community, provide officers with best-practice tools and resources to effectively and safely reduce violent crime, support the department with focused and consistent leadership, and advance fair and transparent systems of accountability.

Efforts outlined in the framework include:

### **Better Community Policing**

CPD will continue to work with the recently formed Community Policing Advisory Panel (CPAP) and with Chicago's communities to reinvigorate community policing in Chicago. This reflects CPD's recognition that building relationships of trust with the community serves as the cornerstone of effective policing. Consisting of national experts in the field, members of CPD Command Staff and Chicago community leaders, the Panel will provide proposals for ways the Department can engage and collaborate with communities to fight crime and restore trust.

### **Better Training**

Training lies at the core of effective and constitutional policing. CPD will provide the latest tools, tactics, techniques, and knowledge to our officers and supervisors. This includes:

- A new Training Oversight Committee (TOC) responsible for overseeing all aspects of training, from recruit training through in-service training. Highlighting the importance of this effort, the committee is chaired by First Deputy Superintendent Kevin Navarro and recommendations will be prioritized for implementation.
- The comprehensive review and overhaul of training program curricula for recruits, Field Training Officers (FTO), and supervisory positions. Major changes and improvements in CPD's FTO, Lieutenant and Sergeant training will emphasize the critical skills needed to provide meaningful guidance to recruits in the field, including leadership, supervision, ethics, and cultural competence, among others.
- The expansion and improvement of the Department's in-service training, including greater emphasis on scenario-based tactical training, interagency collaboration and developing a broader set of training courses that addresses all aspects of duties performed by officers and their supervisors.

### **Improved Manpower and Supervision**

CPD will ensure it is deploying its manpower efficiently and effectively:

- CPD has engaged outside consultants to conduct a CPD deployment analysis designed to determine whether CPD officers are being properly deployed across and within districts. The results of that analysis are expected in 2017 and will drive potential changes in deployment and staffing.

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- In 2017, CPD will continue to add a significant number of additional supervisors to provide meaningful guidance and mentorship to officers. The goal is to reduce the number of officers that sergeants will supervise, and thereby improve the quality of officer supervision.

### **Revised Guidance on Use of Force**

CPD has recognized the need to revise and upgrade its use of force policies. A new draft CPD's entire range of use of force policies, which includes an umbrella policy as well as narrowly-focused scenario-specific policies, was posted for public review and comment in October 2016, and elicited hundreds of comments from inside CPD and from the public. CPD has carefully reviewed and analyzed those comments, and has made further revisions in response to the comments. A second draft of the umbrella use of force policy was posted for public comment in early March 2017. CPD will finalize and issue its new use of force policies following the conclusion of the public comment period and the review of those comments. These new policies emphasize:

- The sanctity of life
- Objectively reasonable and proportional use of force
- De-escalation and force mitigation
- Limitations on the use of deadly force

CPD will be developing new systems for force reporting and review of officer uses of force, and will create a force review unit, which will review uses of force, identify patterns and trends, and recommend modifications in training and tactics that relate specifically to the use of force.

### **Transparency and Accountability**

To provide important information to the public, CPD will be issuing a year-end Annual Report for 2016. The Report will provide crime and other data for all districts. In addition:

- CPD will continue its work with the University of Chicago Crime Lab on officer wellness issues to develop a system that provides additional support for officers' physical and mental wellbeing.

- To improve the process for reporting officer misconduct, CPD will publicly post information regarding the complaint process.
- CPD will internally disseminate information regarding the implementation of a hotline for CPD members to anonymously report officer misconduct.
- CPD will work to improve the quality and timeliness of investigations by the Bureau of Internal Affairs (“BIA”).
- CPD will roll out body worn cameras to the remaining CPD districts where officers do not yet have them.

In a continuing effort to improve transparency and to highlight the value of community engagement throughout this process, the complete next steps are posted publicly at: [www.chicagopolice.org](http://www.chicagopolice.org).