



NEWS RELEASE

Chicago Police Department

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CHICAGO POLICE DEPARTMENT RELEASES REFORM PROGRESS UPDATE MARKING ACCELERATED PROGRESS TOWARD CONSENT DECREE COMPLIANCE

3,606 items submitted for consent decree compliance during the third Independent Monitoring Period, a 93% increase compared to previous consent decree monitoring period and more than what was submitted in first two monitoring periods combined

CHICAGO – The Chicago Police Department today released a comprehensive Reform Progress Update for the third Independent Monitoring Reporting period (IMR-3), highlighting CPD’s accelerated progress toward consent decree compliance during an unprecedented period of civil unrest and rising gun violence amidst a global health pandemic.

From March 1-Dec. 31, 2020, the Department submitted a total of 3,606 items for consent decree compliance review by the Independent Monitoring Team (IMT), more than what had been submitted over the first two monitoring periods combined. The exponential output also reflects a 93% increase in items submitted compared to IMR-2. An additional 4,496 items were submitted during this period for the IMT’s Special Report on Response to Civil Unrest, bringing the total number of items submitted during IMR-3 to 8,102.

“This report reflects the cultural change that is manifesting in our organization as we seek not just to reform the Department, but transform it,” said CPD Superintendent David O. Brown. “We look forward to continuing to work with the community as we proceed on the road to transformational change through reform.”

Among CPD’s accomplishments during the IMR-3 period:

- Introduction of new community-centric, immersive training programs for officers to help them better understand the history, culture, and richness of Chicago’s diverse communities.
- 241 hours of community engagement across 88 meetings that were explicitly designed to solicit public input on CPD’s policies and district-level strategic plans.
- 112 new or revised Department-wide policies and unit-specific standard operating procedures (SOPs) that govern the way CPD and its members perform their jobs.
- 36 dashboards, audits and reports that provide a window into our ongoing reform efforts.

Chicago Police Department history was also made during IMR-3, as CPD's first-ever Language Access Coordinator and Americans with Disabilities Act Liaison were hired over the summer, signifying improvements in access to police services for individuals with limited English proficiency and physical, mental or developmental disabilities.

The Department has also made significant strides to improve and expand support for officers coping with the psychological and emotional consequences that come from performing their duties as police officers during IMR-3. The start of a pilot program for CPD's new Officer Support System, developed in partnership with the University of Chicago Crime Lab, aims to identify and support officers who may be at risk for adverse outcomes.

"Providing police officers the supports and training they need is key to ensuring the safety of all Chicagoans. By being proactive and not waiting until a tragedy occurs to do something is exactly what the Officer Support System is designed to do," said Roseanna Ander, executive director of University of Chicago Crime Lab. "We are grateful to partner with the Chicago Police Department to help ensure CPD meets this important obligation as well as the obligation of safety and well-being for both Chicago's residents and its police officers."

Over 350 hours of classroom training curriculum was also created or modified during this period, including a brand new eight-hour resilience training course focused exclusively on officer wellness. Resilience training focuses on three areas including mental health and wellness, financial literacy and nutrition, and is taught by instructors from Olive-Harvey College, one of the City Colleges of Chicago. The training course is designated to provide Chicago Police Department personnel with a holistic approach to stress management and relaxation techniques.

"I'm hopeful attendees could find one or two small things to help with stressors, which can help them be better police officers," said Jeffery Dillard, JD., who oversees the Olive-Harvey College Criminal Justice Program and was lead in the training development, alongside Kristee Davis, Ed.D., Assistant Professor in Olive-Harvey College Psychology.

To help officers better understand the history, culture and richness of Chicago's diverse communities in which they serve, a new Community Training Academy was co-created during this period by CPD, Metropolitan Family Services and other community organizations. The Community Training Academy provides a framework and curriculum for community-based and community-specific training for District Coordination Officers, as well as officers assigned to each district's community policing office.

"Participation in this training is an acknowledgement that the community has a critical voice in how we are policed. We are thankful to be an active part of the solution to better police community relations, and this is just the beginning," said Vaughn Bryant, executive director of Metropolitan Family Services.

While the IMT will ultimately gauge the extent to which these submissions reflect compliance with the relevant consent decree paragraphs, the increase in output serves as a reflection of the Department's intense focus on reform and genuine efforts to accelerate consent decree compliance.

The complete CPD Semiannual Reform Progress Update is available online at <https://home.chicagopolice.org/wp-content/uploads/2021/02/CPD-Reform-Status-Report-compressed.pdf>.

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