



# Community Policing 2021 Annual Report

Chicago Police Department  
Office of Community Policing



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# MESSAGES



When I joined the Office of Community Policing in 2020 as the Commander, I made a commitment to the Superintendent to work towards a police Department this is proactive in policing and ensures every officer is a community policing officer. We started 2021 learning from the successes and challenges of the previous year, including still adapting to the pandemic. While 2021 still had plenty of its challenges, I believe we made great strides and progress at expanding community policing and creating more opportunities for the Department to engage with more residents in a proactive way that helps address their concerns and challenges, especially in some of our historically marginalized communities.

During the first half of the year we expanded the Neighborhood Policing Initiative to five more districts. While further expansion has since paused, we used the remainder of the year to evaluate the current NPI districts and make improvements where needed. We also began to develop and launch a plan which will merge the district community policing offices and NPI into one office, which will better support coordination and operational excellence.

I want to extend my deepest gratitude to our members in Community Policing who worked tirelessly throughout this year to continue engaging with the community and creating positive spaces for residents and officers to come together. In order to rebuild trust between the police and the community, we need to work together to find common ground and solutions to the challenges we face. I also want to thank all of the community members who joined us at engagements this year and look forward to seeing you all again next year.

## **Deputy Chief Angel Novalez**



The core of any successful community policing program is partnerships with the community, and despite the challenges of 2021, I'm encouraged at the connections we made with our residents. This past year, we recorded over 150,000 connections with residents, who engaged with us through various ways such as beat meetings, conversations, resource fairs, rolling recs, and other positive engagements.

This would not have happened if it wasn't for the hard work of our members, and I thank each and every one of them. I also want to thank all our community members and residents who came out to engage with us and help bridge the divide between police and communities.

I look forward to continuing this great work of engaging with more residents and building new partnerships next year. Partnerships like these will help us create more collaborative solutions to addressing violence, as well as ensuring residents feel safe and respected in their communities.

## **Director Glen Brooks**

# THE OFFICE OF COMMUNITY POLICING

The Office of Community Policing (OCP) was created to ensure a focus on community policing and engagement at every level within CPD. OCP firmly believes that in order to achieve success on major reforms and rebuild trust between police and communities, strong partnerships with residents and communities is vital. OCP strives to give communities a voice in all things public safety, including neighborhood concerns, Department policies, trainings, and strategic plans.

In 2016, OCP launched a Community Policing Advisory Panel (CPAP) which was tasked with making a set of recommendations for changes and improvements for CPD's community policing. Through the CPAP, a vision and a mission were created for community policing and seven key pillars were identified. In addition to the recommendations and pillars from the CPAP, OCP is also firmly dedicated to implementing all requirements within the consent decree and achieving full compliance. The first section of the consent decree includes 35 paragraphs for community policing, however, throughout the entire consent decree, community engagement is required on dozens of areas and topics, including impartial policing, crisis intervention, and use of force. OCP will apply its vision and mission towards all initiatives and engagements recommended by the CPAP, required by the consent decree, and beyond.

## Vision of Community Policing

Ensure every officer is a community policing officer

## Mission of Community Policing

To build trusting relationships that share responsibility to  
create and maintain safe communities

## PILLARS OF COMMUNITY POLICING

1. Creating relationships of trust between CPD and community.
2. Focus on youth engagement.
3. Creation of standards for community policing with clearly identified objectives.
4. Policing that reflects a re-enforced community policing model.
5. Community-oriented training for all CPD.
6. Effective problem-solving measures that include the community and other city agencies.
7. Regular evaluation of community policing measures.

## AREAS OF RESPONSIBILITY

Within OCP are dozens of ongoing programs, initiatives, trainings, engagements, and other activities. Each of OCP's areas of responsibility fall into at least one of the following categories:

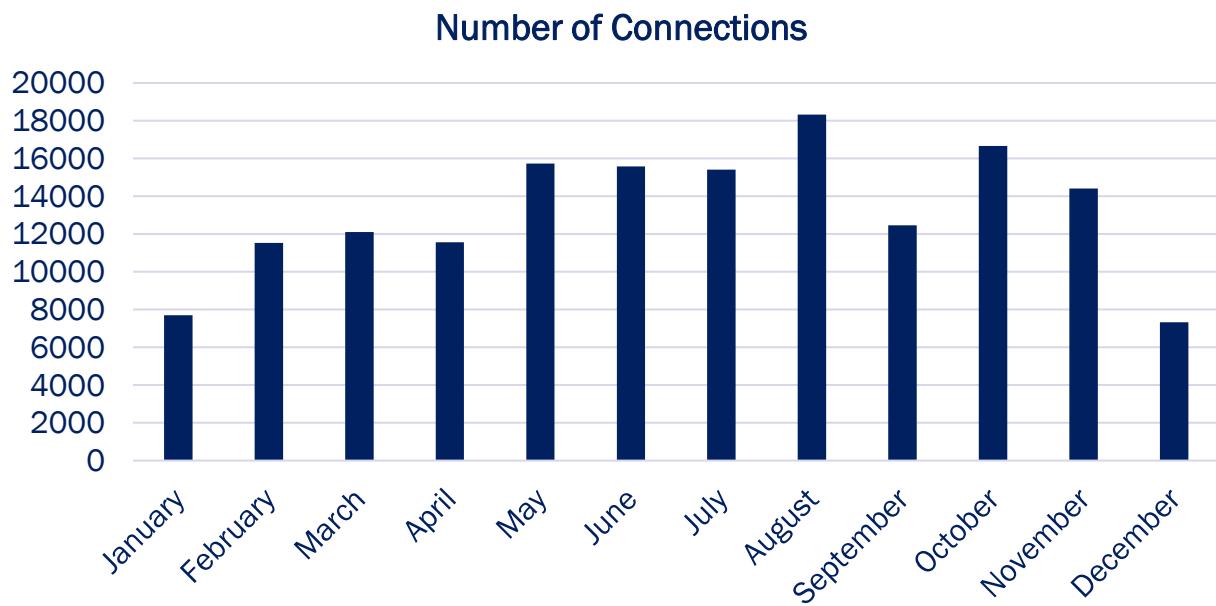
Area & District Coordination	Victim Services	Neighborhood Policing Initiative	Youth Engagements
Civil Rights	Restorative Justice	Training	City Agency Coordination
Performance Management	Honor Guard	Special Activities	Community Policing Advisory Panel
Social Media	Consent Decree	Community Engagement Management System	Special Projects / Executive Projects
Community Engagement on Policies and Trainings	Hate Crimes	Domestic Violence	District-level Community Policing
Custom Notifications	Crisis Management	External Relations	Gender-based Violence
Citizens Academy	Fallen Officer Support	School Visitation Programs	Gold Star Families

# 2021 YEAR IN REVIEW

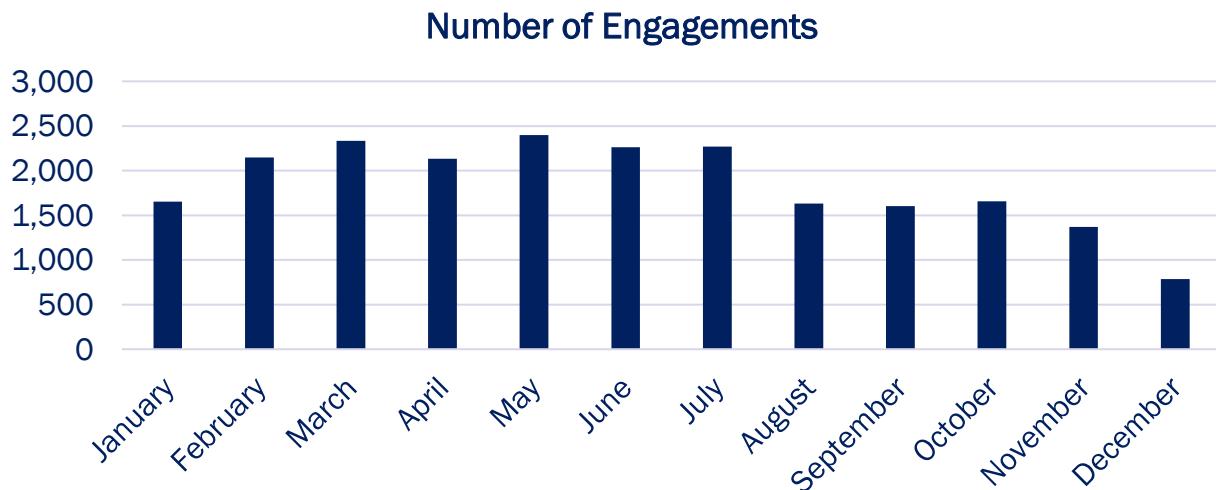
Despite the ongoing challenges from the COVID-19 pandemic, CPD was able to document more engagements and positive community interactions (PCI) than ever before. The year began slowly but with optimism as vaccine ability became more widespread. As new daily COVID-19 infections decreased and local restrictions eased, officers were able to increase their engagements with residents.

In 2021, CPD recorded 154,267 connections with community members.

Connections are defined as residents signing-in at an engagement or event. This number does not include residents who attended an engagement or event but did not sign-in.



In 2021, CPD documented 22,176 total engagements, 14,381 of which asked, but did not require, residents to sign-in.



The top 10 engagement types below account for over 17,000 documented engagements, or 76 percent of the total number of engagements recorded in 2021.

## 2021 Engagement Types

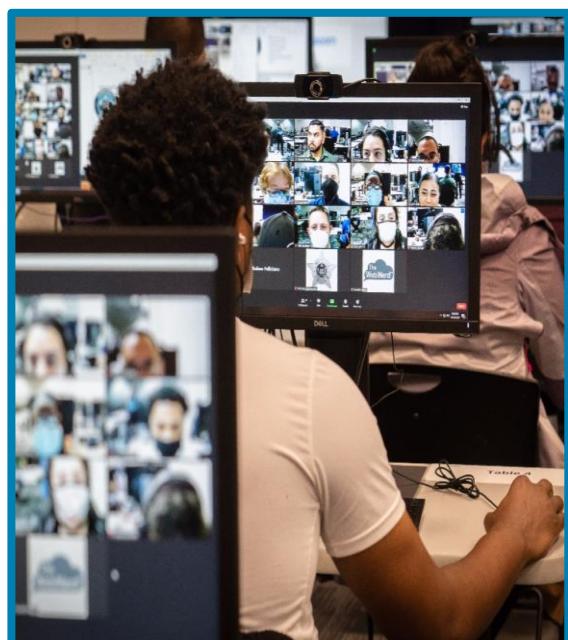


- |   |   |
|---|---|
| <ul style="list-style-type: none"> <li>■ Beat Meetings (2608)</li> <li>■ Youth Engagements (2725)</li> <li>■ Seniors (1253)</li> <li>■ Faith-based (904)</li> <li>■ Consent Decree (699)</li> </ul> | <ul style="list-style-type: none"> <li>■ Business (2301)</li> <li>■ Strategic Plan - Crime Priority (3507)</li> <li>■ Domestic Violence (1137)</li> <li>■ Charity Giveaways (835)</li> <li>■ Affinity (1062)</li> </ul> |
|---|---|

## Impact of COVID-19 During 2021

The COVID-19 pandemic continued to create challenges for OCP and the Department on its ability to have in-person engagements throughout 2021 but was easier than in the previous year. During the first months of 2021, in-person engagements remained restricted and were not possible, and all formal engagements or meetings occurred through virtual settings.

When vaccines became more available, OCP noticed more community members urging for more in-person engagements, expressing exhaustion of always having virtual meetings and wanting to return to in-person engagements now that vaccines were available. As restrictions were eased in the Spring and Summer, in-person engagements were once again permitted and some restarted, as long as they adhered to any restrictions or guidance in place by the City, State, or Federal Government. Districts were given the option to return to in-person engagements or continue with virtual engagements, based on their ability to support either method. OCP also encouraged all districts to create hybrid settings, where engagements were offered in both in-person and virtual environments.



Due to the emergence of new variants and rises in new COVID-19 cases, OCP, out of an abundance of caution, decided to conduct the 2022 District Strategic Planning Community Conversations through virtual-settings only. As cases continued to surge again in December, OCP began considering making more engagements virtual. Moving into 2022, OCP will continue to follow local, state, and federal guidelines regarding in-person engagements to ensure all adhere to restrictions and will continue to offer virtual opportunities.

## 2021 Notable Highlights

### Expansion of CPD's Civil Rights Unit



In June, Superintendent Brown announced the expansion of the Department's Civil Rights Unit as part of a new, larger community policing strategy. This expansion is the most comprehensive expansion of the team in Department history and formally establishes new community policing roles dedicated to working with communities that have historically been marginalized or underserved. The expansion formally established five Area LGBTQ+ Liaison Officers, one to serve each of CPD's five areas,

a Citywide LGBTQ+ Liaison, who focuses on hate crimes within the LGBTQ+ community and supports relevant reforms related to the community, Immigrant & Refugee Liaison Officer, a Homeless Outreach Liaison Officer, and a Religious Communities Liaison Officer.

The expansion also included the creation of the Affinity Liaison Officer (ALO) position in each district's community policing office. ALO's are tasked with engaging with residents who identify as an affinity group or from a minority or marginalized community. ALO's work closely with the other community liaisons in the Civil Rights Unit to better support residents throughout the City. All 22 districts were instructed to issue NOJOs in April 2021 for the ALO position and were required to fill the position by the end of June 2021, which was completed. Training for new Community Liaisons and ALO's, which included an overview of their new role, cultural awareness, hate crimes, and victim services, was provided by OCP in July 2021.

### Implementation of InSight App through LanguageLine Solutions Pilot

Recognizing the challenges in communicating with residents and individuals who do not speak English or have language barriers, CPD's Language Access Coordinator led a Department-wide initiative and partnered with LanguageLine Solutions to rollout a remote language interpretation app and install it on Department-owned electronic devices. This proprietary application, called InSight®, connects its user to a live interpreter via audio or video in 30 seconds or less. Interpretation is available on-demand in over 240 languages, including American Sign Language (ASL). Interpreters are trained and certified, and are available 24 hours a day, 365 days a year.

Rollout and training of the app occurred between June and September of 2021. During the implementation, 52 Units received in-person training (this training included 22 CPD Districts plus 30 additional units). 1,602 CPD members were trained during that period, according to attendance sign-up sheets. 100% of roll calls were provided training sessions at 21 districts. This included the 1<sup>st</sup>, 2<sup>nd</sup>, and 3<sup>rd</sup> watches, covering the entire workday. Over 100 training presentations and demos of the app were provided to personnel at the various locations.

## **Relaunched Citizens Academy**

The Citizen's Police Academy is a department-wide initiative designed to educate the community on police operations, build community trust, and improve engagement efforts through Department-led training and discussion. The attendees receive a condensed version of instruction similar to the training that is provided to recruits in the academy. All instructors in the program are Chicago Police Department employees. The course is held once a week for 3-hours at the Education and Training Division located at 1300 W. Jackson. This course is open to residents and workers of Chicago. Each Bureau within the Department will discuss the protocols and processes that are in place to conduct their functions. Lectures, demonstrations, and scenarios are used in a professional environment to encourage a stronger partnership with the community members. The bureaus that help support the program are Bureau of Counter Terrorism, Bureau of Internal Affairs, Bureau of Detectives and Bureau of Patrol. Some of the topics within the bureaus that were discussed were gangs, narcotics, use of force, crisis intervention, domestic violence, child abuse, CPD technology, procedural justice, officer wellness, trouble buildings, community engagement. The course is designed to build ambassadors to take the new tools they have acquired and share the knowledge with the community.

The Citizen's Police Academy has been ongoing for 10yrs is held at CPD's Education and Training Building. The program was paused during the COVID-19 pandemic and after local restrictions were eased over the summer, the program resumed in September and was held every Tuesday for 10 weeks, ending at the end of November. CPD continued to follow COVID-19 guidelines for in-person engagements during the program. The fall session consisted of 30 participants. Plans are underway to continue the program with a new session of 30 participants in early 2022.

## **Youth Engagements and Programs**

Youth engagements continued throughout the year with 2,725 engagements recoded. From those engagements, 21,948 participants registered. This number does not include attendees who did not register.

ENAGEMENT TYPE	ENGAGEMENTS	PARTICIPANTS
YOUTH (17-UNDER)	1284	9149
DISTRICT STRATEGIC PLAN - YOUTH PRIORITY	683	6688
SCHOOL BASED	316	2876
EMERGING ADULTS	255	1761
YOUTH DISTRICT ADVISORY COUNCIL	78	281
POLICE EXPLORERS	65	936
YOUTH COMMUNITY INPUT MEETING	37	254
PEER JURY	7	3
<b>TOTAL</b>	<b>2725</b>	<b>21948</b>

## Community Liaison Reports

### Homeless and Unsheltered Communities

In June, Officer Jocelyn De La Torre became the Department's first ever Homeless Outreach Liaison Officer. The first few months of her new role were spent meeting local community-based organizations and service providers that support people experiencing homelessness or are unsheltered, including Franciscan Outreach, a leading provider of homeless and unsheltered services in Chicago, and the Chicago Homelessness and Health Response Group for Equity (CHARGE), who helps coordinate with organizations that focus on assisting people who are unsheltered and people who could potentially become homeless, including while dealing with the pandemic. Officer De La Torre has been able to establish a partnership and rely on each other for resources for the community. Officer De La Torre was also able to establish a partnership with the Night Ministry. They discussed some concerns they had around the relocation of services in a certain area of the City and she was able to facilitate a meeting with key stakeholders of that community about the relocation. After a few weeks of discussion, they were able to relocate The Night Ministry's services to a more central area. As a result, community members now have better access to their resources

Officer De La Torre also met with and established a partnership with the Department of Family and Support Services (DFSS), where she learned about the services they provided around homeless and unsheltered populations, and ways to better assist and educate each Department on each other's roles. They are continuing to discuss more opportunities for collaborating in the coming year.

### Religious Communities

Officer Michael Carroll, who has been a Chicago Police Officer for over 18 years and brings an extensive background in religion and, became the Department's first Religious Outreach Liaison Officer. In his role, he works closely with each districts Faith-based Liaison Officer.

From the outset, Officer Carroll's priority in this new position was to get out into the field and connect with specific religious communities. He first began by meeting with Community Policing Officers in the 19<sup>th</sup>, 20<sup>th</sup>, 24<sup>th</sup>, and 17<sup>th</sup> Districts on Chicago's far Northeast side to get an understanding of what existing relationships have already been established with religious communities. These four districts are home to large immigrant communities, communities that continue their strong relationship with their faith and culture here in America.

Officer Carroll then began to do outreach in those communities, going into places of worship and reaching out directly to members of those faith communities. Additionally, going into adjacent restaurants, coffee shops, food pantries, or convenience stores, Officer Carroll was able to connect with members of each community in their own way, often creating relationships over a cup of coffee or a story about their faith or community.

Officer Carroll has established a strong relationship with the Monks and Thai community that worship at Wat Phrasiratanamahatatu in Uptown. Officer Carroll's extensive cultural and religious knowledge learned while living in Bangkok made this new connection not only strong, but personal. This relationship has led to connections with other Buddhist communities, including Wat Dhammadaram at 75<sup>th</sup> and Harlem.

Officer Carroll knew about the strong religious and cultural connection within Chicago's Native American community, so he connected with the American Indian Center's Executive Director. Previously in Uptown where the largest Native American community once lived, the organization moved to a new facility in the 17<sup>th</sup> District. Native religion and culture go hand-in-hand, so connecting with this religious community was a priority for Officer Carroll.

Officer Carroll connected with the legal director of the Sikh Coalition, a former Cook County State's Attorney whom he has a relationship. Though the Sikh community in Chicago is small and has only one Gurdwara within City limits, the Sikh Coalition would like to work with Officer Carroll to create a dialogue and future training for members of the Chicago Police Department, educating members about Sikhism.

Officer Carroll reconnected with Chicago's Japanese community as a connection with Japanese faith and culture. Japanese religious practices are unique and like with many other communities, are long established and fully intertwined within their culture. Officer Carroll spoke with dozens of Japanese leaders of business and community, including the Japanese Consulate General and Japanese Chamber of Commerce and Industry of Chicago, presenting part of his presentation in Japanese.

Officer Carroll has made a number of connections within Chicago's Jewish community, including with the Jewish United Fund (JUF). Through a number of events and serendipitous meetings, Officer Carroll connected with a number of people within the JUF and was able to extend his reach within the Jewish community.

Additionally, Superintendent David Brown hosted five "Let's Talk" community engagement events where faith leaders from across the City were invited to attend and participate. Officer Carroll attended all five and made several connections with faith leaders within each of the five Police Areas.

Finally, in November, Officer Carroll also interviewed on the television show "Sanctuary" about his role as religious liaison for the Department and appeared on WBEZ, Chicago's NPR news station.

## **Language Access & Limited English Communities**

Hired in 2019, Roxana Cortes is CPD's first ever Language Access Coordinator. During 2021, she implemented a number of language accessibility initiatives aimed at improving communications and engagement with limited English proficiency (LEP) communities to increase transparency and build trust.

Early in 2021, Coordinator Cortes created and published a comprehensive Language Access Plan, available online in several languages, that provides a blueprint for the provision of language access services, identifies needs and resources, and explains language access policies and best practices. One of the resources highlighted in the plan is the implementation of the InSight application, created by Language Line Solutions, which provides video and audio remote live on-demand professional interpretation 24/7, 365 days a year, in over 240 spoken languages and American Sign Language for the Deaf and Hard of Hearing. Between June and December, Coordinator Cortes equipped over 2,000 cell phones, and dozens of tablets with the application, while also training thousands of officers on its use and on LEP policies. Use of the app enhances communication between officers and immigrants and allows CPD to better understand the language needs of multilingual communities through call data tracking.

Throughout the year, Coordinator Cortes also translated 110 new documents to various languages including policies, forms, posters, flyers, announcements, brochures, and booklets. She also delivered online Spanish video episodes of Real Talk with Superintendent Brown with translated audio voiceovers and closed-captioning for the Deaf and Hard of Hearing. Provided in-person language interpretation services during media and Zoom events.

Coordinator Cortes reached out to multiple community organizations to obtain input on language access initiatives, quantitative and qualitative data on the language needs of refugee arrivals, and provide information on CPD language access services provision, and the availability of newly created request and feedback online forms. She also regularly participated in refugee and resettlement meetings with multiple agencies across the city.

Finally, Coordinator Cores created and regularly maintains a Language Access webpage on [chicagopolice.org](http://chicagopolice.org) and installed a multi-language translator widget across the CPD public website.

## **Immigrant and Refugee Communities**

Immigrant & Refugee Outreach Liaison Officer Yanez brought a lot of previous experience and connections to his new role, a first for the Department. He spent the first several weeks in the role introducing himself to over three dozen different community organizations and coalitions. He also met with different City departments, including the Mayor's Office for New Americans to establish a relationship and discuss efforts to collaborate. Officer Yanez became a regular member of The Refugee Quarterly Consultation Group, the Chicago is With You Coalition, the Law Enforcement Immigration Task Force, and the Afghan Refugee Task Force.

Through his new connections, Officer Yanez was frequently called upon by different community organizations to assist in various challenges and issues they had. One example includes working with a community organization and other internal CPD members to report and eventually safely locate a missing person, who was a Congolese refugee.

In September and October, Officer Yanez initiated outreach to local organizations and offered to assist them in the resettlement of Afghan refugees coming to Chicago. He worked to support the needs of the organizations through a public safety standpoint to ensure an easy and smooth transitions for the families.

## **People with Disabilities Community**

Throughout the year, ADA Compliance Officer Pascua continued to review current Department policies and procedures and recommend revisions to them to ensure compliance with the American's with Disabilities Act. This included revisions to CPD's Lockup Facility Weekly Inspection Report and the Watch Incident Log. She also created a Traffic Stop Communications Card for distribution to local organizations and police districts.

Compliance Officer Pascua also completed ongoing education and training, which is required by her job description. This includes a Certificate of Participate in *The ADA and our Jails: Delivering Service to All with Dignity and Respect* hosted by the ADA National Network and an annual ADA Coordinator Training hosted by the Great Lakes ADA Center.

Compliance Officer Pascua also worked closely with other City departments and community organizations to discuss proposed accommodations for individuals participating in first amendment rights protests and activities. This work will culminate into an updated First

Amendment Rights general order that is more mindful of people with disabilities during first amendment gatherings.

Compliance Officer Pascua continued to engage with the community during various meetings and events, including regularly attending the Chicago Council on Mental Health Equity, led by the Mayor's Office and Chicago Department of Public Health. She also participated during several strategic planning community conversations during October and November and helped assist residents on ADA issues.

## LGBTQ+ Communities

The launch of the LGBTQ+ Liaisons occurred in June 2021, in tandem with the start of Pride Month. Shortly after their appointment, the Liaisons marched alongside prominent Trans activists in Chicago's *Drag March for Change*. The Liaisons provided security, support and solidarity for members of the QTBIPOC community exercising their first amendment rights and bravely voicing their needs and concerns. Area 4 Liaison, Zaida Sanabia, then went to work creating the Liaisons' first connection with an LGBTQ+ community resource by meeting with members of El Rescate (an organization devoted to providing homeless LGBTQ+ youth with identity-affirming housing). Although June is a month of celebration for the LGBTQ+ family, it didn't come without tribulation—the Liaisons were made aware of a gay male on the South Side who suffered injury from gun violence and made contact with the victim and provided both community and CPD resources, support and advocacy, to him. The Area Liaisons worked under the guidance of Citywide LGBTQ+ Liaison, Bernard Escamilla who advised the Liaisons on their unique roles and procedures. He encouraged the Liaisons to bring the best of unique backgrounds and experiences to the table.

The Liaisons continued to build community connections and met with program leaders at Garfield Park Behavioral Hospital (home of the Polaris Program which provides in-patient care for LGBTQ+ youth). In July, the Trans community was rocked by the mass shooting of 4 transgender women on the West Side. Working in collaboration with Dawn Valenti (a civilian Crime Victim Advocate), the Liaisons traveled to the hospital in which the victims were being treated where they offered support, advocacy and resources tailored specifically to the needs expressed by the victims. One victim later reached out to request in-person support and assistance navigating through those resources. The liaisons then worked with the 11<sup>th</sup> District Community Policing office to meet with the victim, have lunch together, engage in caring conversation, and ensure that the victim was able to make contact with resources. Another one of the mass shooting victims related that she didn't have access to a printer to print out an Illinois Crime Victim Compensation application. One member of the Liaison team printed out several copies and hand-delivered them to the victim's home. A Trans community member, with whom rapport was established, relayed some more information about the mass shooting to a Liaison. The information was then passed on to detectives. In another incident, a lesbian woman was the victim of an aggravated battery by multiple male offenders on the South Side. Area 1 Liaison, Phoebe Flores, met with her and amended errors documented in the initial police reports, and provided community resources such as information about the Center on Halsted's Anti-Violence Project. She also acted as a court advocate, attending court with the victim and speaking with the State's Attorney.

In late July, another hideous act of violence left a trans woman fighting for her life on the West Side. She was brutally beaten in a vicious hate crime, sustaining life threatening and life altering injuries. This information was brought to the attention of the LGBTQ+ Liaisons by a police officer in another unit who reviewed CPD's major incidents and discovered that the victim may be a transgender woman. Having just learned about the newly minted LGBTQ+ liaisons through various media sources (including mainstream media and CPD's social media posts), this officer contacted the Liaisons and alerted them to this event. The liaisons contacted detectives on the case to verify the information. A detective on the case provided updates with information indicating that a hate crime was committed. The liaisons then alerted the Hate Crimes Unit and contact was then made with the FBI. Once the victim was able to receive visitors, the Liaisons provided the victim and her family with CPD and community resources. In addition, the liaisons provided her with compassionate in-person support as she was interviewed by Detectives and FBI agents.



In August, the Liaisons participated in Northalsted Market Days by setting up a booth, passing out recruitment flyers and engaging the LGBTQ+ community in conversation. They also showcased a Chicago Police squad car emblazoned with a special rainbow wrap and took pictures with community members. Similarly, in October, the Liaisons also participated in the long awaited Pride Fest. The liaisons interacted with a diverse crowd of Chicagoans and tourists, merchants, artists, community organizations and influencers. The liaisons circulated recruitment information, introduced the LGBTQ+ liaison program to countless folks in attendance, and discussed collaboration on projects with several queer media outlets, artists and social service resource providers.

To make Domestic Violence Awareness Month in October and following up on ideas constructed during their initial meeting with Garfield Park Behavioral Hospital, the LGBTQ+ Liaisons gave a presentation on Domestic Violence in the LGBTQ+ community. On Veteran's Day in November, Liaison and Marine Corps Veteran, Megan Woods and Liaison Phoebe Flores laid a wreath at a monument dedicated to LGBTQ+ military service members located just outside of the Center on Addison LGBT Senior Center. The liaisons teamed up with the Honor Guard to hold a wreath laying ceremony, which was also attended by American Veterans for Equal Rights (AVER). This marked the first time CPD ever laid a wreath at the memorial in honor of LGBTQ+ veterans. To mark International Officer Woods also participated in a panel discussion with several judges about Violence Against the Transgender Community.

## Update on 2021 Priorities

### Improving Beat and District Advisory Committee Meetings

During January of 2021, OCP leadership conducted training for all Community Policing District Personnel on updates to all relevant community policing policies, which included updates to the Beat and DAC general orders. To inform future improvements to DAC meetings, OCP invited all DAC members to respond to a survey regarding their experiences as a DAC member and feedback they have on ways to improve the current DAC structure. OCP launched a DAC Improvement Committee in March of 2021, which was comprised of DAC Chairs, Community Organizers, and Community Policing Sergeants, and tasked with reviewing the feedback and current DAC by-laws and propose revisions to them. Significant revisions to the by-laws include updates to the DAC selection criteria, shifts in the selection of DAC members from the District Commander to new DAC Membership Committees, inclusion of representatives of the Youth District Advisory Council, and clarified required and suggested subcommittees.

In July of 2021, the Chicago City Council passed a new civilian oversight ordinance which creates several community-led bodies, including new District Councils in each of CPD's 22 districts. The new Councils, as set by the ordinance, will be comprised of three elected members and may include other volunteer members, and will have a similar set of tasks as current DAC members. The new District Councils will not be established until after the municipal elections in 2023 and the Department is engaging in discussions with the City's Department of Law, Mayor's Office, and future Community Commission of Public Safety and Accountability staff to determine the future of DAC's and their overlap with the new District Councils.

### Building community engagement mechanisms for Department policies and trainings

OCP continued to engage with the community throughout 2021 on various policies and policies. During the first half of the year, engagements with the Use of Force Community Working Group continued in an effort to resolve outstanding items from the previous years' discussions. OCP also continued working with LGBTQ+ and Trans advocates to finalize CPD's Interactions with



Transgender, Intersex, Gender Non-conforming Communities policy, which was published in June 2021. Collaboration between OCP and the Council of Religious Leaders of Metropolitan Chicago also continued on the creation of a new Interactions with Religious Communities policy. Notably, in June 2021, OCP launched a comprehensive engagement plan on CPD's new Foot Pursuit policy. The engagement plan included various ways for the community to provide their feedback on the policy, including through public comments, attending community conversations, responding to an online

anonymous survey, and signing up for a deliberative dialogue.

To build systems and structures to support long-term community engagement, OCP hired four civilian Community Outreach Coordinators, who are tasked with developing, implementing, and managing ongoing community engagement efforts to Department policies, trainings, and other reforms. The team, led by the Deputy Director of OCP, have developed a plan for community engagement in 2022 and more long-term and ongoing efforts to provide the public with the opportunity to engage with CPD on various topics.

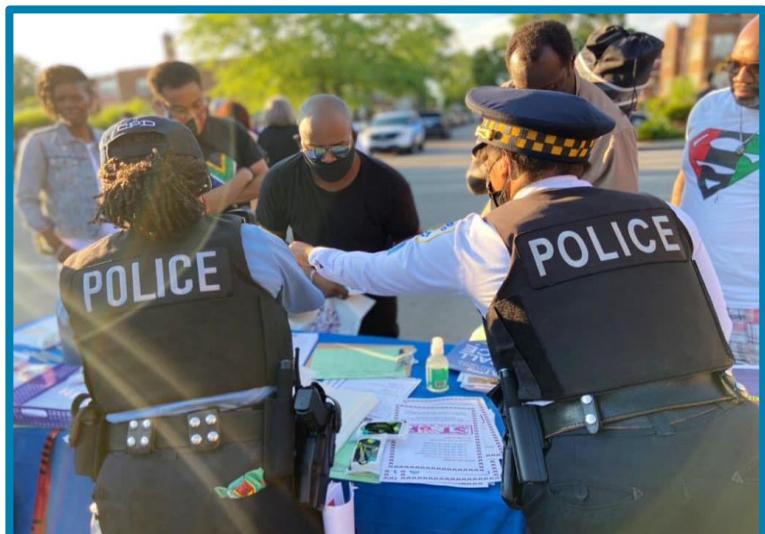
## Community Engagement Management System (CEMS)

Updates and improvements continued to be made to CEMS throughout 2021 in order to ensure the system is user-friendly and effectively capturing important information. Some of these updates include the creation of an “Engagement List” search function which allows users to sort by an engagement list in the dashboard, similar to the functionality of the Check-in Tool, and making Engagement Data reports searchable by its column heading types within the application.

OCP also provided ten trainings throughout the year to both Community Policing personnel as well as members of other units and Bureaus. As a result, CEMS is now used to capture community engagement data by 19 units, including the Community Safety Team, Critical Incident Response Team, Recruitment and Retention Unit, Airport Unit, Mounted Unit, Special Functions Unit, Special Investigations Unit, Narcotics and Vice Investigations Unit, Detectives Units, and Transit Safety Unit.

## Victim Services

OCP’s Crime Victim Services continued to grow and strengthen throughout 2021, to make victim assistance available to as many residents as possible. The impact of COVID-19, however, continued to challenge the ability for victim advocates to engage with victims and survivors, but adjustments were made when possible in order to reach as many victims and survivors as possible. Information regarding victim assistance is now available in the reception areas of all 22 police districts, including the domestic incident notice (DIN), the victim incident notice (VIN), and the sexual assault incident notice (SAIN), which are available in multiple languages and braille. This information is also easily accessible on the CPD website. CPD’s Crime Victim Assistance Pilot has also expanded in 2021. Originally serving three districts, current civilian Crime Victim Advocates now serve four CPD districts in addition to juvenile victims and mass shooting incidents on a Citywide level.



OCP continued to work, in partnership with the National Police Foundation (NPF), on the development of a full-day training for all CPD members on gender-based violence. This work included public and internal engagement, coordinated by NPF, to develop a curriculum that is

informed by community members and survivors. The Department and NPF intend to finalize the curriculum in early 2022 and begin the training. Other trainings for Domestic Violence Liaison Officers (DVLO) and Domestic Violence Advocates (DVA) occurred in 2021 to ensure all were updated of current victim support and trauma-informed best practices.

## Youth Interactions and Engagements

OCP worked throughout 2021 to standardize its youth engagements and procedures, which included revising G02-03 Community Policing Mission & Vision to include updates on current youth programming. These revisions reflect the current state of the programming and will serve as the foundation for additional policies and operating procedures on the Department's youth engagements and programs.

During the summer, CPD continued its partnership with the Chicago Housing Authority (CHA) to host the Neighborhood Youth Corp program, a six-week youth mentorship and development program where 35 young people living in CHA housing attend various programs and workshops around wellness, professional trades, personal growth, civic engagements, and law enforcement services. OCP also held its annual Youth District Advisory Committee Leadership Institute for the third consecutive year and partnered with Public Narrative to provide mentorship and leadership training to over 70 Chicago youth, ages 16 through 25. OCP also partnered with the Chicago Park District to support a six-week summer G.R.E.A.T. program, which engaged dozens of youth at various park district locations across the City.

Also throughout 2021, CPD, in partnership with Chicago Public School (CPS) and the Renaissance Knights Foundation, launched the Cops and Kids (C&K) initiative which promotes peace in schools and communities by increasing positive relationships between youth and police officers while utilizing the game of chess as the vehicle for engagement. C&K is a year-round program that features and focuses on building long lasting relationships, mentoring, coaching, positive social groups, goals and aspirations, and allow disadvantaged children to expand their minds in a way that alleviate social pressures in a safe environment. Each week, CPD officers visited their district school-based C&K program to interact and play chess with the students. There are well over 100's students who participate in their elementary and high school after-school programs in the City. C&K Chess tournaments with students and Chicago Police Officers include 5 - board team tournaments, 3- round quads, 4 - players from the same school plus 1 law enforcement personnel. The initiative also incorporates Restorative Justice (RJ) Practices such as Peacemaking circles, community building and check-in and check-outs. Coaches are trained by RJ experts to incorporate peace making process and build relationships within the school community.



A C&K 3-week Summer Chess Institute called (Summer Knights Chess Camp) started July 12-30, 2021 and took place virtually and in-person field trips. There were 34 students registered in the

2021 Summer Knights Chess Camp. Students played chess with expert and master level players, build positive relationships with police officers, and learned conflict resolution.

In December, OCP held a training for any officer interested in becoming an Officer Friendly officer. Over 40 officers from across the Department attended the training and are now able to conduct Officer Friendly visits and engagements at schools within their district. The Office Friendly program also updates some of its giveaways to young people, including translating the Officer Friendly coloring book into Spanish.

## Launching the Police Athletic and Arts League (PALs)

The PAL program launched at the beginning of the summer and held 8 Baseball camps, in partnership with the Chicago Park District with Hamilton Park, Garfield Park, Humboldt Park, West Pullman Park, Foster Park and Columbus Park all participating. OCP also partnered with community members and The Chicago Knights Baseball Team who conducted the camps, many of whom are also Chicago Police Officers themselves. PALs goal is to reach across the 22 districts to

teach the game of baseball to inner city youth, many of which have never played the game before. PAL Officers taught skills, discipline, and dedication so the participants learn the game of baseball and the discipline it takes that would carry them beyond the baseball. They kept the momentum this fall and launched a flag football camp in West Pullman Park. Both girls and boys participated in drills, formations, and techniques and played in timed matches against each other. During the winter, PAL started its basketball cycle, which is open to all young people citywide.



## Defining and Staffing District Community Policing Offices

During the first half of 2021, OCP connected with various district community policing officers to discuss strengths and challenges for each office, including the roles each office had. This also included conducting an inventory of staffing for each districts community policing office to ensure all districts had the required staffing levels and positions filled. With feedback from the officers and from the Community Policing Advisory Panel, OCP and Research and Development drafted an updated policy on the Community Policing Office.

S02-03: The Community Policing Office was published on June 30<sup>th</sup>, 2021 and establishes in Department policy the required staffing, roles, and responsibilities of each community policing office and its members. The order also requires that all districts be committed to working closely with the community in order to produce a safe and secure environment for Department members and the communities in which they serve, are committed to strong problem-solving in partnership with the community to address neighborhood problems that impact security, safety, and quality of life, will serve as a bridge between the community and the district personnel in order to produce productive communication and positive policing outcomes, and will ensure that district personnel are provided with information regarding the communities they serve.

Ensuring sufficient staffing of each district's community policing office will continue into 2022. OCP hired three new civilian Community Organizers in 2021 but was not able to fill all vacancies due to a limited applicant pool. A new job posting for Community Organizers was posted at the end of 2021 and OCP intends to hire more organizers in early 2022.

## **Creation of an Affinity Liaison in each District**

To increase efforts of engagement with historically marginalized and underserved communities, OCP launched a comprehensive expansion of its Civil Rights Unit and District Community Policing offices to include new liaisons dedicated to various communities. Within OCP's Civil Rights Unit, OCP added five Area LGBTQ+ Liaison Officers, one to serve each of CPD's five areas. A Citywide Liaison was also added. Additionally, OCP added an Immigrant & Refugee Liaison Officer, a Homeless Outreach Liaison Officer, and a Religious Communities Liaison Officer.

Within the districts, all 22 districts were instructed to issue NOJOs in April 2021 for a new position, the Affinity Liaison Officer (ALO). ALO's are tasked with engaging with residents who identify as an affinity group or from a minority or marginalized community. Districts were required to fill the position by the end of June 2021, which was completed. Training for new ALO's, which included an overview of their new role, cultural awareness, hate crimes, and victim services, was provided by OCP in July 2021.



## **Increasing Public Outreach**

OCP worked with the Department's Information Services Division to develop a new digital database that would create unique profiles for each of the 22 police districts. Each profile would include relevant crime data and trends, schools, hospitals, and other important community-based organizations and resources in the district. This new database would replace the physical district resource guides currently being utilized by officers and would create better access to the information by allowing all officers to view any districts database through their Department-phone or computer system. The database is in its final stages of development and OCP seeks to make it operational in early 2022. As a result, OCP believes this would help increase public outreach by helping more officers know about local resources so that can engage them when needed.

OCP also assigned a designated Social Media Officer, who has helped coordinate social media accounts across the Department, including in each district. All 22 districts now have their own Facebook and Twitter accounts, which are used to reach more residents. Additional social media tools are also being considered.

## Implementation and Expansion of the Neighborhood Policing Initiative (NPI)

OCP continued the expansion of NPI to five more districts, during 2021. Those districts include 003, 004, 005, 006, and 007. Training for the new District Coordination Officers (DCO) continued to include a three-day community immersion training, the Community Training Academy, which is led by the Metropolitan Peace Academy and specific to each district being trained. Expansion was paused during the later months of 2021 but will continue in early 2022.

During 2021, OCP developed plans to amalgamate the current community policing officers with the NPI program. This merger will result in both the community policing officers and the DCO's joining under a larger community policing office with two teams (Community Policing & NPI), each led by a Sergeant. Leading the office will be a Community Policing Lieutenant, who will coordinate with the District Commander and Area Coordinator but will directly report to the Deputy Chief of Community Policing. This merge is intended to streamline each districts community engagement and policing efforts and address prior feedback around the confusion of the two programs. OCP will be launching a pilot of this amalgamation plan in districts 003, 006, and 007 in early 2022, with the intent of expansion to all districts.



## Improving Performance Management

Performance management meetings continued a monthly basis throughout 2021, however, were paused during the summer months due to summer deployments and resumed in the fall. To evaluate the effectiveness of performance management meetings, OCP invited members from CPD's Auditing Division to observe performance management meetings and provide their recommendations on area of improvement. Throughout the fall, OCP continued to evaluate feedback on the performance management process and identify potential changes that are expected to be implemented in 2022. These changes include 1) increased focus on types of engagements being held in the district, 2) more discussion on raw comments being submitted from ELUCD survey responses, 3) auditing of documentation of engagements, and 4) evaluation of formal and informal community partnerships. OCP intends to rollout these adjustments in early 2022.

# GET INVOLVED

OCP is always looking for community members to engage with and partner with on its various efforts. Interested in working with CPD?

Please contact OCP at [community@chicagopolice.org](mailto:community@chicagopolice.org) or by calling (312) 745 – 5900

To find out about other ways to get involved and upcoming events or engagements, please go to <https://home.chicagopolice.org/community-policing-group/>

## OTHER RESOURCES

### Non-Emergencies

Telephone: 311 (within city limits) Telephone: 312-746-6000 (outside of city limits)

### Compliment a Chicago Police Officer

Website: <https://www.chicagocopa.org/compliment-an-officer/>

### File a Complaint on a Chicago Police Officer

Website: <https://www.chicagocopa.org/complaints/> Telephone: (312) 746-3609

### City of Chicago Domestic Violence Help Line

Telephone: (877) TO-END-DV (863-6338)

### Drug Hotline

Telephone: (800) CRACK44 (272-2544)

### Gang Hotline

Telephone: (312) 746-GANG (4264)

### Anti-Gun Enforcement

Telephone: (877) CPD-GUNS (273-4867)

