

City of Chicago
COMMUNITY COMMISSION FOR PUBLIC SAFETY AND ACCOUNTABILITY

MEETING MINUTES

MEETING TYPE	Regular Meeting
MEETING DATE	Thursday, January 26, 2023
MEETING LOCATION	Olive Harvey Community College
TIME CALLED TO ORDER	6:36 pm

ATTENDANCE:

Commissioner Name	Present or Absent / In-Person or Remote
Rev. Dr. Beth Brown	Present, In-Person
Anthony Driver, Jr. – President, Chair	Present, In-Person
Oswaldo Gomez – Vice President	Present, In-Person
Yvette Loizon	Present, In-Person
Cliff Nellis	Present, In-Person
Remel Terry	Present, In-Person
Isaac Troncoso	Present, In-Person

QUORUM PRESENT: Yes.

Acronyms:

CCPSA = Community Commission for Public Safety and Accountability
CEIS = Criminal Enterprise Information System
COPA = Civilian Office of Police Accountability
CPD = Chicago Police Department
ECPS = Empowering Communities for Public Safety [Ordinance]
NAC = Noncitizen Advisory Council

AGENDA

- I. President Driver called the meeting to order.
- II. President Driver called the roll and established the quorum.
- III. The Commission held a public comment session. 4 speakers offered comments. Public comment may be viewed at the Chicago CCPSA YouTube page:
www.youtube.com/@chicagoccpsa.

IV. Approval of Minutes

President Driver announced that the minutes for the Commission's meeting on November 28, 2022 had been shared with the Commission and are ready for approval.

ACTION ITEM #1: APPROVAL OF MEETING MINUTES

A motion was made and seconded to approve the Commission meeting minutes from November 28, 2022. President Driver asked for debate. There was none. President Driver called for a vote.

Aye: Brown, Driver, Gomez, Loizon, Nellis, Terry, Troncoso

Nay: /

Motion carries.

V. New Business

A. Noncitizen Advisory Council

Vice President Gomez discussed the purpose of the Noncitizen Advisory Council (NAC). He explained that the NAC serves to ensure that the Commission is meeting high standards of inclusivity, access, and partnership with immigrant communities, and to provide meaningful perspectives, input, and guidance to the Commission on policies and issues that most impact non-citizen Chicagoans and their loved ones. He then announced the nomination of the NAC's first three members, and he introduced each one.

ACTION ITEM #2: CONFIRMATION OF MEMBERS TO THE NAC

A motion was made and seconded to confirm the following individuals to the Noncitizen Advisory Council:

Glo Harn Choi
Ariana Correa
Mayra Gomez Santana

President Driver asked for debate. There was none. President Driver called for a vote.

Aye: Brown, Driver, Gomez, Loizon, Nellis, Terry, Troncoso

Nay: /

Motion carries.

B. Adoption and Submission of the Commission-Drafted General Order to CPD amending G01-03 "Department Directives System"

President Driver presented a new draft General Order from the Commission for CPD. The draft order amends General Order G01-03, "Department Directives System," by stating that if CPD seeks to perform any activities related to the collection and usage of gang information, CPD must create policy in the form of a General Order, which, unlike Special Orders, are subject to Commission approval. These activities include systems listing civilians who are identified as gang members more colloquially known as the "gang database."

President Driver spoke about a recent experience he had as a victim of a crime, which brought up a variety of issues related to policing and public safety that are highly relevant to the work and attention of the Commission. However, the Commission has had to focus on the issue of the gang database. He reviewed the recent history on the gang database, including CPD's recent issuance of a draft Special Order policy on gang data, titled the "Criminal Enterprise Information System," and the work of the Commission to intervene before the policy's promulgation. He expressed his views on the gang database and underscored the importance of the Commission's role in reviewing and informing on this issue.

President Driver then explained how the Commission-drafted order works to revise CPD's department directive system. He discussed the difference between a Special Order and a General Order, the latter of which the Commission has a right to review and approve or reject. He discussed how on three previous occasions under three different CPD Superintendents including the current Superintendent, CPD had presented draft gang data policies in the form of General Orders; only after the passage of the Empowering Communities for Public Safety (ECPS) Ordinance, which created the Commission, did CPD

begin to present draft policies as Special Orders. The Commission's draft order requires CPD to classify gang database-related policies as General Orders.

President Driver concluded by reviewing the next steps of the policymaking process. Under the Ordinance, the Commission can draft new policy for the CPD. CPD then has 60 days to review and submit comments and suggestions. The Commission will then have 14 days to respond. If the Commission and CPD are still not in agreement on the policy, the Ordinance requires them to work together to try to reach an agreement for at least 30 days. After that and following a required 30-day public comment period, the Commission can vote on the policy. The current stage of the process is the submission of the draft to CPD to begin the 60-day review period.

ACTION ITEM #3: ADOPTION AND SUBMISSION OF THE DRAFT ORDER TO CPD

A motion was made and seconded to adopt and submit the Commission-drafted General Order to CPD, G01-03 "Department Directives System," amending the existing order to require all policies related to the collection and use of data on street gangs and criminal enterprises to be classified as General Orders and subject to Commission approval.

President Driver asked for debate. There was none. President Driver called for a vote.

Aye: Brown, Driver, Gomez, Loizon, Nellis, Terry, Troncoso

Nay: /

Motion Passes.

C. Presentation and Adoption of the 2023 Goals for the Chief Administrator of COPA, the President of the Police Board, and the Superintendent of the Police Department

The Commission began its presentation with Commissioner Terry reviewing the Commission's responsibility under the Ordinance for setting strategic goals and expectations every year for the leaders of the three entities overseen by the Commission – CPD, COPA, and the Police Board. She explained that the goals are used to assess each leader's performance at the end of each year. She then reviewed the timeline for creating the goals:

- Each agency leader submits draft goals by December 1, 2022.
- During December, Commissioners review the draft goals, meet with the three leaders, and draft the Commission's proposed goals for each leader.
- At the end of December, the Commission submits proposed goals to each agency leader.
- Each agency leader then has roughly two weeks to propose changes.
- The Commission uses input from each agency and from the general public to arrive at final goals for 2023 by the end of January. The goals are published on the Commission's website.
- At the end of the year, the Commission will publish a written evaluation of the progress of each agency leader in reaching the goals.

1. Presentation and Adoption of the 2023 Goals for the Chief Administrator of COPA

Commissioners Brown and Loizon discussed the 2023 goals set by the Commission for the COPA Chief Administrator Kersten, and the process of developing them. They outlined the work of Commissioners and Chief Administrator Kersten and her staff to hold meetings and discussions about the goals. They ultimately arrived at a list of over 30 goals for the COPA

Chief, relating to hiring, training, staff development, communications and external affairs, legal, policy and research, and investigations. The Commissioners noted that COPA operates under numerous benchmarks and expectations under the Consent Decree; Chief Administrator Kersten understands that the goals set by the Commission are designed to expand on and augment those obligations. The final goals focus on addressing stakeholder concerns, including community members and those directly impacted by investigations, i.e. CPD employees. The goals for the investigations department focus almost entirely on case efficiency and productivity. Goals on the communications and external affairs department are designed to emphasize important outreach efforts with communities and with CPD personnel.

At the end of the Commissioners' comments, Chief Administrator Kersten spoke at the meeting about her experience in developing the goals, the seriousness her team had in the process, and the importance of the commitment to following the goals. Chief Administrator Kersten stated that she accepts the final goals set by the Commission for 2023.

A copy of the final 2023 goals for the COPA Chief Administrator are attached to the minutes as Appendix A.

ACTION ITEM #4: 2023 GOALS FOR COPA CHIEF ADMINISTRATOR

A motion was made and seconded to adopt the 2023 goals for the Chief Administrator of COPA and deliver them to the Chief Administrator.

President Driver asked for debate. There was none. President Driver called for a vote.

Aye: Brown, Driver, Gomez, Loizon, Nellis, Terry, Troncoso

Nay: /

Motion Carries.

2. Presentation and Adoption of the 2023 Goals for the President of the Police Board

Commissioners Loizon and Troncoso discussed the 2023 goals set by the Commission for the Police Board President, and the process of developing them. They outlined the work of Commissioners and President Foreman and his staff to hold meetings and discussions about the goals. They noted that their discussions led to additional reporting, contextualization of Consent Decree-related goals, and greater transparency related to delays in the completion of the Police Board's work, which is designed to encourage all stakeholders to boost efficiency in the Police Board's work. The final goals emphasize efficiency, effectiveness, and timeliness, and they incorporate measurements designed to identify specific roadblocks in moving cases through the system once they reach the Police Board.

President Foreman was not able to attend the meeting. Commissioner Loizon shared that earlier in the day, President Foreman expressed to her his sentiments that he fully embraces and accepts the 2023 goals set for him by the Commission.

A copy of the final 2023 goals for the Police Board President are attached to the minutes as Appendix B.

ACTION ITEM #5: 2023 GOALS FOR POLICE BOARD PRESIDENT

A motion was made and seconded to adopt the 2023 goals for the President of the Police Board and deliver them to the President.

President Driver asked for debate. There was none. President Driver called for a vote.

Aye: Brown, Driver, Gomez, Loizon, Nellis, Terry, Troncoso
Nay: /
Motion Carries.

3. Presentation and Adoption of the 2023 Goals for the Superintendent of the Police Department

Commissioners Brown and Nellis discussed the 2023 goals set by the Commission for the Superintendent of CPD, and the process of developing them. They outlined the work of Commissioners and Superintendent Brown and his staff to hold meetings and discussions about the goals. They highlighted the challenges they faced over the course of two months in crafting goals that would be effective and legally compliant, including questions over how to interpret the provisions in the Ordinance related to goal-setting. They noted that despite these challenges, at the end of the process, the Commission and CPD were able to arrive at a final set of goals and expectations.

Superintendent Brown shared his views on the process of developing the goals, including ensuring that they aligned with the Superintendent's responsibilities under the Consent Decree. The Superintendent stated that he accepts the 2023 goals presented by the Commission.

A copy of the final 2023 goals for the CPD Superintendent are attached to the minutes as Appendix C.

ACTION ITEM #6: 2023 GOALS FOR CPD SUPERINTENDENT

A motion was made and seconded to adopt the 2023 goals for the Superintendent of CPD and deliver them to the Superintendent.

President Driver asked for debate. There was none. President Driver called for a vote.

Aye: Brown, Driver, Gomez, Loizon, Nellis, Terry, Troncoso
Nay: /
Motion Carries.

D. Report on the Police Board Nomination Process

Commissioner Loizon provided an update on her work alongside Commissioner Troncoso to interview candidates for the Police Board and nominate individuals to fill three vacancies on the Board. She reviewed the role of Commissioners in filling vacancies, which involves submitting three names for a vacancy, with the Mayor making the final selection. She described the process of applying the requirements for candidates under the ECPS Ordinance as well as those under the Consent Decree. She outlined the various stages of the nomination process, which included two rounds of interviews. The first round involved general questions and scoring of candidates. The second round tested candidates on hypothetical cases to assess each candidate's ability to digest, analyze, and make decisions in response to cases. Six candidates out of ten were invited to the second round, and five of the six accepted. At this juncture, Commissioners are contacting references for the candidates they intend to nominate for the Mayor's consideration. These final candidates will also undergo a background check.

Commissioner Loizon noted that Commissioners had interviewed one candidate who turned out to not meet the minimum qualifications of years of experience, but the Commissioners have relayed to the Police Board the applicant's request for the Police Board to explore ways to boost the youth community's representation in the work of the Police Board. She also noted that one candidate, a former Police Board member whose term had recently expired, had declined to complete the final stages of the interviewing process. The Police Board provided Commissioners with feedback on how to treat current members of the Board in a manner that respects the burdens of the volunteer position. Commissioners will consider modifying the application process accordingly.

She closed by stating that the Commission anticipates presenting biographical information about the final candidates and voting publicly to submit their names to the Mayor. The vote will include consideration of whether the former Police Board member whose term just expired and who did not complete the full interview process should nevertheless be considered for reappointment.

President Driver then reviewed that under Section 2(c)(3) of the Illinois Open Meetings Act, the Commission has the authority to hold closed sessions over the course of three months for the following subject:

"The selection of a person to fill a public office, as defined in this Act, including a vacancy in a public office, when the public body is given power to appoint under law or ordinance, or the discipline, performance, or removal of the occupant of a public office, when the public body is given power to remove the occupant under law or ordinance."

Section 2a of the Act authorizes the Commission to take a vote to hold a series of closed meetings over the course of not more than 3 months from today, and only for the purposes cited under Section 2(c)(3).

ACTION ITEM #7: AUTHORIZATION OF CLOSED SESSIONS UNDER SECTION 2(c)(3) OF THE ILLINOIS OPEN MEETINGS ACT

A motion was made and seconded to hold a series of closed meetings to take place for the maximum period allowable as authorized by Section 2(c)(3) of the Open Meetings Act.

President Driver asked for debate. There was none. President Driver called for a vote.

Aye: Brown, Driver, Gomez, Loizon, Nellis, Terry, Troncoso

Nay: /

Motion Carries.

VI. Reports and Updates

A. Public Comment Period for Bylaws

President Driver announced that the public comment period for the bylaws will be extended to February 15th. The Commission intend to vote on the bylaws at the next regular meeting on February 23rd. Members of the public can review the bylaws and send in comments. The bylaws are on the Commission's website: www.chicago.gov/ChicagoCommunityCommission.

B. Commission Review of CPD's Draft General Order Prohibiting Associations with Criminal Organizations

Commissioner Terry announced that on January 13, 2023, the Commission received a draft General Order from CPD amending the directive prohibiting associations with criminal organizations. Commissioners Terry and Loizon will lead the work of reviewing the proposed order and submitting comments within 60 days, pursuant to the Ordinance. The Commission will provide updates as it moves forward.

VII. Announcement of the Next Meeting

President Driver announced that the next regular meeting will be on Thursday, February 23, 2023 at 6:30 pm.

TIME MEETING WAS ADJOURNED: 7:55 pm



CITY OF CHICAGO



COMMUNITY COMMISSION FOR
PUBLIC SAFETY AND ACCOUNTABILITY

SENT VIA E-MAIL

January 31, 2023

Andrea Kersten
Chief Administrator
Civilian Office of Police Accountability
1615 W Chicago Ave 4th Floor
Chicago, IL 60622

Re: 2023 Goals and Expectations

Dear Chief Administrator Kersten:

The Community Commission for Public Safety and Accountability is required by ordinance to establish annual goals and expectations for the Chief Administrator of COPA by January 31st of each year. (Chicago Municipal Code, 2-80-100). On behalf of the Commission, I have attached your finalized goals for 2023. We ask that you complete the signature page and return it to the Commission at your earliest convenience.

We hope that the process of establishing annual goals and expectations and assessing progress will lay the foundation for ongoing collaboration, improved public safety outcomes, increased accountability, and meaningful transparency.

Sincerely,

Adam Gross
Executive Director

2023 Goals and Expectations for the Chief Administrator of COPA

COPA'S Administration Section is primarily responsible for the agency's budget management, staff hiring, training and professional development, and the acquisition and maintenance of IT infrastructure and equipment. This work requires strong inter-agency partnerships and is essential in maintaining a stable and adequately resourced workforce, which enables COPA to fill its vision and mission. The Administration Section is led by COPA's Chief of Staff, who oversees the work of the Director of Administrative Services, The Director of Training and Professional Development, and the Director of Information Systems. The Chief of Staff is the lead member of the Chief Administrator's Senior Team managing the completion of these goals, with the support of other members of the Leadership Team, as indicated below.

Administration Goals:

1. Hiring – Work to decrease vacancies officewide and align hiring sequences with COPA Academy sessions in Spring and Fall of 2023 (support from Director of Administrative Services and Director of Information Systems)
 - a. Collaborate with partner agencies (DHR/OBM) to customize our hiring plan to align with new employee training (ongoing)
 - b. Begin implementation of new marketing strategies for promotion of COPA job opportunities and vacancies by end of Q1
2. Training – Continue to identify and pilot new external training content consistent with investigative best practices (support from Director of Training and Professional Development)
 - a. Officer involved shooting training scheduled by end of Q2
 - b. Writing training scheduled by end of Q3
 - c. Cognitive interview technique training scheduled by Q4
3. Staff Development/Internal Accountability (Support from Director of Administrative Services and Director of Training and Professional Development)
 - a. Maintain performance evaluation program, which was launched in Spring 2022
 - b. Deliver 3 All-Staff Meetings at end of Q2, Q3, and Q4
 - c. Deliver All-Staff Inservice Training Day by end of Q1
 - d. Develop agencywide leadership/management expectations and improve communications and support by end of Q2
 - i. Implementation of regular leadership meetings by end of Q1
 - ii. Leadership retreat/training by end of Q4
 - e. Prioritize overall office wellness through education and programming
 - i. Organizational wellness assessment and strategic wellness plan to be completed by end of Q1
 - ii. Implementation of strategic wellness plan to occur throughout Q2, Q3 and Q4

COPA'S Communications & External Affairs Section serves as COPA's voice to the community that we serve. This includes informing and updating the public about on-going investigations, responding to media inquiries, answering questions that officers and civilians have about their cases, and educating the public and CPD about COPA's role within the broader public safety system. Providing consistent, transparent communication to the public is a cornerstone of building public trust. The prioritization of this critical work directly impacts COPA's ability to fulfill its vision and mission. The Communications & External Affairs Section is led by COPA's First Deputy Chief Administrator, who oversees the work of our Director of News Affairs, Director of Public Affairs, Manager of Legislative Affairs, and Director of the Video Release and Transparency Unit. The First Deputy Chief Administrator is the lead member of the Chief Administrator's Senior Team managing the completion of these goals, with the support of other members of the Leadership Team, as indicated below.

Communications & External Affairs Goals:

1. COPA's People's Academy (2 sessions to occur in Q1 and Q3) (support from Deputy Chief Administrator of Investigations, Director of Public Affairs)
2. Host and/or attend a community engagement event in every Aldermanic ward within Chicago by Q4 (support from Director of Public Affairs and Manager of Legislative Affairs)
 - a. All investigative staff to attend at least one community engagement event by Q4
3. Reconstitute COPA's Community Advisory Council by Q2 (support from Director of Public Affairs)
4. Proactively contact COPA complainants to provide investigative updates (support from Director of Video Release and Transparency Unit, Director of Public Affairs, and Director of Information Systems)
 - a. Contact tracked via CMS and monitored monthly by end of Q1
 - b. Attempt contact with at least 500 complainants by end of Q4
5. Formalize partnership with CPS and/or other local schools, to deliver in-school curriculum by end of Q2 (support from Director of Public Affairs)
6. Finalize migration of case portal information on COPA website by end of Q2 (support from Director of Video Release and Transparency Unit)
7. Senior leadership will continue to engage all incoming CPD recruits and promotional candidates during their training sessions through the calendar year.

COPA'S Legal Section provides agencywide legal support, strategy, and services, conducts legal review and analysis of COPA's most complex investigations, manages COPA's Consent Decree compliance efforts, and serves as a liaison to various external partners such as the City's Department of Law, the Office of the Inspector General, and CPD's General Counsel. Ensuring the agency's work complies with relevant legal requirements contributes directly to COPA's mission and vision. The Legal Section is led by COPA's General Counsel, who oversees the work of the Assistant General Counsel, the Senior Litigation Counsel, and the Chief Investigative Law Officer. The General Counsel is the lead member of the Chief Administrator's Senior Team managing the completion of these goals, with the support of other members of the Leadership Team, as indicated below.

Legal Goals:

1. Consent Decree Compliance Progress (support from Deputy Chief of Investigative Operations and Director of Training and Professional Development)
 - a. 100% Preliminary Compliance, 100% Secondary Compliance, 65% Operational Compliance by end of Q4/IMR9 (Independent Monitor Reporting Period)
2. Legal Department led training/guidance to Investigative Staff by end of Q3 (support from Director of Training)
 - a. 4th Amendment developments/updates
 - b. Best practices in testifying (arbitrations and depositions)

COPA'S Policy, Research and Analysis Division (PRAD) utilizes data analysis and existing research evidence to identify patterns of police misconduct and make evidence-informed policy recommendations to CPD with the aim of reducing incidents of misconduct and improving public trust in policing. PRAD is also responsible for reviewing COPA's own data to help ensure consistent, efficient and equitable outcomes in our investigations. PRAD's work addresses specifically enumerated objectives within both COPA's vision and mission. PRAD is led by a Deputy Chief Administrator who oversees the work of a Research Assistant, Data Scientists and Project Manager. The Deputy Chief Administrator of PRAD is the lead member of the Chief Administrator's Senior Team managing the completion of these goals, with the support of other members of the Leadership Team, as indicated below.

Policy, Research and Analysis Division (PRAD) Goals:

1. Hire and onboard 5 PRAD staff team members by end of Q3 (support from Director of Administrative Services)
2. Create and publish initial research agenda document outlining intended short- and long-term projects by end of Q2
3. Make, publish and present a policy recommendation informed by rigorous background research, analyses and stakeholder input by end of Q4
4. Provide regular PRAD work updates and policy recommendation snapshots/advisories in each quarterly report, starting by end of Q1

5. Launch PRAD section of COPA website by end of Q2 (support from Director of Information Systems)
6. Answer key research questions about public perceptions of COPA and its investigations through collected community survey data by end of Q4 (support from First Deputy Chief Administrator and Director of Public Affairs)

COPA's Investigations Section is responsible for receiving all complaints of misconduct against CPD members, conducting thorough and timely investigations into all complaints that fall within our jurisdiction, and performing quality management assessments to ensure consistency. The Investigations Section is also responsible for working with our external law enforcement partners, such as the Cook County State's Attorney's Office, The Federal Bureau of Investigations, The Department of Justice and CPD's Bureau of Internal Affairs and Incident Response Team. The work of the Investigations Section most directly embodies COPA's vision and mission. It is also the largest section in the agency, constituting approximately 65% of our total staff. Conducting investigations is the primary objective of the agency and the other sections within the agency work together to support this objective. The Investigations Section is led by three (3) Deputy Chief Administrators that oversee the work of a Director of Intake, a Director of Investigative Operations and Quality Management, and sixteen (16) Supervising Investigators. The overarching goal of the Investigations Section is to reduce the overall caseload consistently over time. COPA expects to see that decrease begin by the end of Q2 and be maintained going forward until we reach a more sustainable caseload, given our current budgeted staffing allocation. The following goals are aimed at furthering that progress and also increasing consistency in our investigative process and outcomes. The three Deputy Chief Administrators assigned to Investigations are the lead members of the Chief Administrator's Senior Team managing the completion of these goals, with the support of other members of the Leadership Team, as indicated below.

Investigations Goals:

1. Reduce overall investigative caseload by improving operational efficiency (support of Director of Investigations and Quality Management)
 - a. Implement new Final Summary Report Template (FSR) and Style Guide by end of Q1
 - b. Implement process for resolving low-level misconduct allegations through Accountability Agreements by end of Q4
 - c. Develop policies and guidance for appropriate use of jurisdictional discretion over whether to retain cases for full investigation by end of Q2
2. Implement an internal awareness campaign, utilizing internal data metrics, with the aim of lowering individual investigative caseload and maximizing productivity by end of Q1

3. Make electronic Case Management System (CMS) enhancements (support from Director of Information Systems)
 - a. Relief of Power Tracking by end of Q2
 - b. Referral to Bureau of Internal Affairs (BIA) from Case Module by end of Q2
4. Implement Investigative led training for Joint Interviews conducted by SVS staff by end of Q3 (support from Director of Training and Professional Development)
5. Reduce number of days cases remain in Intake Unit (support from Director of Intake)
 - a. Less than 90 days by end of Q2
 - b. Less than 60 days by end of Q3
6. Revise and formalize process for criminal referrals to Cook County State's Attorney's Office, Federal Bureau of Investigations and Department of Justice by end of Q3

MEASURING PROGRESS AND REPORTING

COPA's 2023 Goals and timelines for their completion are structured around the annual quarters (Q1 January 1st - March 31st, Q2 April 1st - June 30th, Q3 July 1st – September 30th, Q4 October 1st – December 31st). COPA will provide written quarterly updates to the Community Commission for Public Safety and Accountability (CCPSA) on our progress towards and impediments to completing these goals. The Chief Administrator will also be prepared to make oral presentations and answer questions regarding progress towards these goals at CCPSA public meetings, as requested. COPA will also provide informal updates on a continual basis through our work with the CCPSA COPA Committee. The updates will be both qualitative and quantitative, based on the nature of the individual goals.

Successful completion of these goals is the responsibility of COPA's Chief Administrator, which will require the full support of COPA staff, the cooperation and collaboration of many external stakeholders, and the support and feedback of the CCPSA. COPA values the importance of transparent and open dialogue with both CCPSA and the broader community we serve and looks forward to achieving these goals together in 2023.



CITY OF CHICAGO



COMMUNITY COMMISSION FOR
PUBLIC SAFETY AND ACCOUNTABILITY

**2023 GOALS AND EXPECTATIONS FOR
THE CHIEF ADMINISTRATOR OF
THE CIVILIAN OFFICE OF POLICE ACCOUNTABILITY**

SIGNATURE PAGE

I, Chief Administrator Andrea Kersten, hereby accept the 2023 Goals and Expectations presented by the Community Commission for Public Safety and Accountability on January 31, 2023, in accordance with the Municipal Code of Chicago 2-80-100.

Signature

Date



CITY OF CHICAGO



COMMUNITY COMMISSION FOR
PUBLIC SAFETY AND ACCOUNTABILITY

SENT VIA E-MAIL

January 31, 2023

Ghian Foreman
President
Chicago Police Board
2 North LaSalle Street, Suite M800
Chicago, IL 60622

Re: 2023 Goals and Expectations

Dear President Foreman:

The Community Commission for Public Safety and Accountability is required by ordinance to establish annual goals and expectations for the President of the Police Board by January 31st of each year. (Chicago Municipal Code, 2-80-100). On behalf of the Commission, I have attached your finalized goals for 2023. We ask that you complete the signature page and return it to the Commission at your earliest convenience.

We hope that the process of establishing annual goals and expectations and assessing progress will lay the foundation for ongoing collaboration, improved public safety outcomes, increased accountability, and meaningful transparency.

Sincerely,

Adam Gross
Executive Director

2023 Goals and Expectations for the President of the Police Board

Consent Decree Goals

Context for Goal #1: On January 31, 2019, the U.S. District Court approved a Consent Decree between the State of Illinois and the City of Chicago. The goals of the Consent Decree include ensuring lawful and constitutional policing, building trust between police officers and the communities they serve, promoting community and officer safety, and providing CPD members with the resources and support they need. To achieve these goals, the Consent Decree “requires changes in the areas of community policing; impartial policing; crisis intervention; use of force; recruitment, hiring, and promotions; training; supervision; officer wellness and support; accountability and transparency; and data collection, analysis, and management.” (Consent Decree, page 1.)

The Police Board is committed to supporting the goals of the Decree and has made significant progress in implementing reforms in the areas of police accountability and transparency. The Board has developed and continues to implement a curriculum for the training of Board members and hearing officers, as required by Consent Decree Paragraph Nos. 540 – 542. (Attached are the paragraphs of the Consent Decree pertaining to the Police Board.)

Goal #1: Conclude implementation of the training curriculum and training policy required by Paragraph Nos. 540 – 542 of the Consent Decree and have all Board members and hearing officers complete required training.

Context for Goal #2: The Independent Monitor released its sixth semi-annual report on the City’s compliance with the Consent Decree on December 15, 2022. Of the 14 paragraphs the Police Board is responsible for implementing (on topics such as disciplinary hearings, public meetings, and training), the Monitor found the Board to be in full compliance with the requirements of 10 paragraphs, in secondary compliance with 1 paragraph, and in preliminary compliance with 3 paragraphs. (See the Monitor’s report, available on the Board’s website, for information on the specific requirements of each paragraph and how the Monitor assesses compliance.)

Goal #2: Achieve full compliance with Paragraph Nos. 540 – 543 of the Consent Decree and maintain full compliance with all other paragraphs for which the Police Board is responsible (*i.e.*, Paragraph Nos. 531, 533 – 539, 555, and 565).

Context for Goal #3: Consent Decree Paragraph No. 565 requires the Civilian Office of Police Accountability (COPA), the Deputy Public Safety Inspector General (PSIG), and the President of the Police Board to meet at least quarterly to confer and share information regarding trends and analyses of data relating to CPD; the paragraph states that they will jointly or separately provide any resulting recommendations for changes in CPD policy or rules, in writing, to the Superintendent.

Goal #3: Discuss at the quarterly meetings policy problems and possible solutions, based on issues that arise in Police Board disciplinary cases (e.g., 4th amendment issues), and develop strategies to implement solutions. Also, propose to the meeting participants producing an annual summary of items discussed and any actions recommended and/or taken as a result of these meetings.

Policy-Related Goal

Context for Goal #4: In November 2021 the City Council passed an ordinance granting the Police Board the power to consider appeals by persons seeking removal of status identification from the Chicago Police Department's Criminal Enterprise Information System ("CEIS"). The ordinance also grants the Board the authority to make rules for handling these appeals.

Goal #4: Using a process that includes public notice and community engagement, adopt rules of procedure for considering appeals by persons seeking removal from the Chicago Police Department's Criminal Enterprise Information System within six months of the launch of the CEIS. (Attached is information on the process that the Board made public in November 2021.)

Efficiency, Effectiveness, and Timeliness Goals

Context for Goals #5 – 8: The members of the Police Board are committed to performing their duties efficiently and effectively, and with independence, integrity, and fairness to all involved. The following goals reflect this commitment.

Goal #5. To improve the efficiency of the accountability process: (a) Communicate and work with the other agencies in the police accountability system (CCPSA, COPA, CPD, Corporation Counsel's Office, and OIG) to emphasize the importance of an efficient disposition of each complaint of police misconduct and keeping delays to a minimum; and (b) Communicate to the attorneys representing parties in Police Board disciplinary cases the importance of an efficient disposition of each case and keeping delays to a minimum, with the goal of reducing the average amount of time from the filing of charges with the Board to the first day of hearing and to a final decision. One measurement of the success of this goal is the amount of time it takes to investigate alleged misconduct, bring charges, and decide cases (the Board tracks and publishes on its website case-specific and aggregate data about the substance and the effectiveness and efficiency of the process used to resolve Police

Board cases). If the Board finds that delay materially impacted the Board's efforts to decide a case, the Board will document this impact in its written findings and decision of the case.

Goal #6: With the goal of making the deliberations and resolution of cases more equitable, communicate to the attorneys representing parties in Police Board disciplinary cases the importance of the Board receiving all relevant information allowed by law on Respondents' prior work history, increasing information made part of the record and available to the Board for consideration. Measurements of the success of this goal are the amount of information made available to the Board for it to consider when deciding cases and whether the information is documented in the Board's written decisions.

Goal #7: Engage in individual conversations with the CPD Superintendent and the COPA Chief Administrator to prepare for the monthly public and televised Police Board meeting and discuss other police-related matters. One measurement of the success of this goal is agency leaders' responsiveness to issues of concern raised by the public at the meetings (the Board publishes on its website reports of responses to community input at each meeting).

Goal #8: Ensure compliance with the Municipal Code's requirements regarding Board members' attendance at Board meetings, including notifying the Mayor if a Board member misses more than two meetings.

Transparency Goals

Context for Goals #9 – 11: Transparency is essential for accountability, and the Board is committed to making a variety of information available so that all members of the public as well as members of the CCPSA have an opportunity to make an informed judgment of the Board's work.

Goal #9: Ensure timely responses to all requests for information and records by the Inspector General, Consent Decree Monitor, and members of the public via the Freedom of Information Act.

Goal #10: Maintain transparency of the Board's operations by timely posting on the Board's website of police disciplinary case information (such as decisions, charges, schedule of hearings, and reports).

Goal #11: Update the Board's website and other materials as appropriate with a clearly identified statement of how the Board carries out its mission as defined by the powers and duties granted to the Board by the Municipal Code of Chicago.



CITY OF CHICAGO



COMMUNITY COMMISSION FOR
PUBLIC SAFETY AND ACCOUNTABILITY

**2023 GOALS AND EXPECTATIONS FOR
THE PRESIDENT OF THE POLICE BOARD**

SIGNATURE PAGE

I, President Ghian Foreman, hereby accept the 2023 Goals and Expectations presented by the Community Commission for Public Safety and Accountability on January 31, 2023, in accordance with the Municipal Code of Chicago 2-80-100.

Signature

Date

**UNITED STATES DISTRICT COURT
FOR THE NORTHERN DISTRICT OF ILLINOIS
EASTERN DIVISION**

STATE OF ILLINOIS,

Plaintiff,

v

.

CITY OF CHICAGO,

Defendant.

Case No. 17-cv-6260

Judge Robert M. Dow, Jr.

CONSENT DECREE

[Police Board Sections]

[Attachment re Goals 1 - 3]

I. Police Board

531. In order to function effectively, CPD's accountability system must protect the due process rights of involved CPD members. In order to build public trust and credibility, CPD must provide opportunities for meaningful community engagement that extends beyond the complaint process. The Police Board strives to play the important dual roles of protecting CPD members' due process rights and providing a platform for regular community feedback. The City will ensure that the Police Board has adequate resources, training, and institutional support to fulfill its important duties.

532. Within 180 days of the Effective Date, the City will draft selection criteria for Police Board members with the objective of identifying individuals who possess sufficient experience, judgment, and impartiality to perform the duties of members of the Police Board. Selection criteria may include prior work in law or law enforcement, and service with Chicago-

based community and non-profit organizations. The draft selection criteria will be published on the Police Board's website for a period of 30 days for public review and comment. Following the 30-day public review and comment period, the City will provide the draft criteria to OAG for review and comment. The final selection criteria will be published and maintained on the Police Board's website. The City will ensure that the selection criteria are the basis for future selection of Police Board members.

533. Within 180 days of the Effective Date, the Police Board will submit selection criteria for Police Board hearing officers to the Monitor and OAG for review and comment. The criteria will be drafted to help identify individuals who possess sufficient competence, impartiality, and legal expertise to serve as hearing officers. The selection criteria will be published on the Police Board's website. The City and the Police Board will ensure that the selection criteria are the basis for future selection of Police Board hearing officers.

534. In any disciplinary action requiring the vote of the Police Board, the City will ensure:

- a. a hearing officer will preside over the disciplinary proceedings; and
- b. disciplinary hearings will be videotaped in their entirety.

535. Prior to any vote by the Police Board following any disciplinary hearing, the City will ensure:

- a. all Police Board members are required to watch and certify that they have watched the videotape of the entire evidentiary hearing;
- b. all Police Board members are provided copies of the complete record, including demonstrative exhibits;

- c. hearing officers will prepare a written report that sets forth evidence presented at the hearing: (i) in support of the charges filed; (ii) in defense or mitigation; and (iii) in rebuttal, including evidence and aggravation, if any; the hearing officer's report will also include information relating to witness credibility;
- d. the Police Board may, at its discretion, ask a hearing officer to additionally prepare a written report and recommendation that sets forth findings of fact and conclusions of law, including any findings relating to witness credibility;
- e. the parties before the Police Board will have 14 days to review the hearing officer's report, and recommendation, and file any written objections; and
- f. all Police Board members will review *de novo* the hearing officer's report and any recommendation, and the parties' written objections to the same.

536. As part of the Police Board proceedings, the parties to the Police Board case (the Superintendent and the involved CPD member) will be given access to the CPD member's complete disciplinary file and will have the opportunity to move for entry into the record of proceedings any relevant aspect of the CPD member's disciplinary file, as permitted by law and any applicable collective bargaining agreements.

537. All regular meetings convened by the Police Board that are open to the public will be attended by the CPD Superintendent or his or her designee; the Chief Administrator of COPA or his or her designee; the Deputy PSIG or his or her designee; and the Chief of BIA or his or her designee.

538. Within 90 days of the Effective Date, the City will create a policy for collecting, documenting, classifying, tracking, and responding to community input received during the

Police Board's regular community meetings. The policy will outline the methods for: (a) directing community input to the appropriate responding entity, agency, or office; and (b) documenting and making public, all responses to community input.

539. The Police Board will make best efforts to streamline discovery efforts in all pending proceedings.

540. Within 180 days of the Effective Date, Police Board members and hearing officers will receive initial and annual training that is adequate in quality, quantity, scope, and type and will cover, at minimum, the following topics:

- a. constitutional and other relevant law on police-community encounters, including law on the use of force and stops, searches, and arrests;
- b. police tactics;
- c. investigations of police conduct;
- d. impartial policing;
- e. policing individuals in crisis;
- f. CPD policies, procedures, and disciplinary rules;
- g. procedural justice; and
- h. community outreach.

541. The trainings will be provided by sources both inside and outside of CPD, as needed, to provide high quality training on investigative techniques, and CPD policies, procedures, and disciplinary rules.

542. Within 90 days of the Effective Date, the City will create a training policy for Police Board members and hearing officers.

543. With regard to the promulgation or adoption of CPD rules and regulations, the Police Board's authority will be limited to issuing policy recommendations in the manner set forth in this Agreement.

3. Police Board

555. On an annual basis, the Police Board will track and publish case-specific and aggregate data about Police Board decisions. Such publications will contain and include, at minimum, the following:

- a. the date on which the investigating agency (COPA, BIA, district, or OIG) received the complaint or notification for investigation;
- b. the date of the Police Board hearing over which the hearing officer presided;
- c. the disciplinary recommendations and/or decisions (where applicable) made by COPA, BIA, the Superintendent, and the Police Board;
- d. the average time between the filing of disciplinary charges with the Police Board and the first day of hearing;
- e. the average time between the filing of disciplinary charges with the Police Board and the Police Board's decision;
- f. the average time between the date on which the investigating agency (COPA, BIA, district, or OIG) received the complaint for investigation and the Police Board's decision;
- g. the date of the alleged misconduct;
- h. the average time between the date of the alleged misconduct giving rise to the complaint or notification and the Police Board's decision; and
- i. whether any Police Board decision has been appealed to any state court and, if so, the court's final judgment.

K. CPD Policy Recommendations

565. At least quarterly, COPA, the Deputy PSIG, and the President of the Police Board, or his or her designee, will meet to confer and share information regarding trends and analyses of data relating to CPD. They will jointly or separately provide any resulting recommendations for changes in CPD policy or rules, in writing, to the Superintendent.

Thereafter:

- a. the Superintendent will respond to any such recommendation within 60 days of receipt;
- b. the Superintendent's response will include a description of the actions that the Superintendent has taken or plans to take with respect to the issues raised in the recommendations; and
- c. all policy recommendations and responses to the same will be published on a City website.



CITY OF CHICAGO



CHICAGO POLICE BOARD

[Attachment re Goal #4]

November 9, 2021

**INFORMATION ON PROMULGATION OF RULES FOR
APPEALS BY PERSONS INCLUDED IN THE CHICAGO POLICE DEPARTMENT'S
CRIMINAL ENTERPRISE INFORMATION SYSTEM**

The ordinance before the City Council grants the Police Board the power to consider appeals by persons seeking removal of status identification from the Chicago Police Department's Criminal Enterprise Information System ("CEIS"). The ordinance also grants the Board the authority to promulgate rules for handling these appeals.

The Police Board plans to use the following process for promulgating rules for these appeals.

1. **Initial Community Engagement.** The Board will provide public notice, including notifying all City Council members, of the following opportunities for members of the public and community organizations to ask questions about and comment on the design and implementation of an appeals process:
 - a. **Monthly Police Board Public Meeting.** At one of its monthly public meetings, which are carried live by CAN-TV, the Board will present key components of a draft appeals process the Board is considering. Members of the public will have an opportunity at the meeting to address questions and comments to the full Board.
 - b. **Meetings with Individual Board Members.** Individual Board members will be available to meet with members of the public and community organizations to discuss the appeal process. The Board will contact organizations and individuals who have expressed interest to the Board in this or similar topics to ascertain if they would like to meet with a Board member.
 - c. **Written Comments.** The Board will consider written comments on the appeals process that are submitted to the Board's office. These comments will be posted on the Board's website.
2. **Draft Rules for Public Comment.** After considering community input and stakeholders' views on the appeal process, the Board will draft rules for handling appeals and post the draft for public comment.

- 3. Vote on Rules at a Monthly Public Meeting** Following consideration of all public comments, the Board will post a final draft of the rules and vote on it at a subsequent monthly Police Board public meeting that takes place no sooner than three weeks after the posting.



CITY OF CHICAGO



COMMUNITY COMMISSION FOR
PUBLIC SAFETY AND ACCOUNTABILITY

SENT VIA E-MAIL

January 31, 2023

David O. Brown
Superintendent of Police
Chicago Police Department
3510 S. Michigan Avenue
Chicago, IL 60653

Re: 2023 Goals and Expectations

Dear Superintendent Brown:

The Community Commission for Public Safety and Accountability is required by ordinance to establish annual goals and expectations for the Superintendent of the Chicago Police Department by January 31st of each year. (Chicago Municipal Code, 2-80-100). On behalf of the Commission, I have attached your finalized goals for 2023. We ask that you complete the signature page and return it to the Commission at your earliest convenience.

We hope that the process of establishing annual goals and expectations and assessing progress will lay the foundation for ongoing collaboration, improved public safety outcomes, increased accountability, and meaningful transparency.

Sincerely,

Adam Gross
Executive Director



CITY OF CHICAGO



COMMUNITY COMMISSION FOR
PUBLIC SAFETY AND ACCOUNTABILITY

SUPERINTENDENT OF POLICE FOR CHICAGO POLICE DEPARTMENT GOALS AND PERFORMANCE EVALUATION PLAN FOR 2023

January 31, 2023

Introduction

Each year, the Community Commission for Public Safety and Accountability (“the Commission”) is required by law to establish goals and expectations for the Superintendent of Police. In addition, at the end of the year, the Commission is required to evaluate and assess the Superintendent’s performance in meeting these goals and expectations as part of its oversight responsibilities. See Chicago Municipal Code Section 2-80-100. This document establishes goals for the Superintendent for 2023.

Overview Of This Document

This document seeks to provide the Superintendent with the necessary context and detail to understand fully the goals, their purpose, and what will be included in his performance evaluation at the end of the year. The Commission went to this great detail to give the Superintendent sufficient direction to ensure transparency and fairness in his performance evaluation process. The Goals and Performance Evaluation Plan includes four sections as follows:

(1) Purposes of Commission

This Section restates the “Commission -- Purpose” section of the Empowering Communities for Public Safety Ordinance (hereinafter “Ordinance”) and provides a simple overview of the Commission’s statutory purpose.

(2) Consent Decree Statement

This statement emphasizes that the goals do not in any way contradict or supersede the requirements of the Consent Decree or affect the authority of either the Independent Monitor or Federal Court overseeing the Department’s implementation of the Consent Decree’s provisions.

(3) Vision Statement

The Vision Statement describes the police department the Commission desires for Chicago. This Vision statement serves as the compass or the litmus test that is used to determine whether a strategy or goal is aligned with the vision for the Department. This vision is not a goal for performance evaluation purposes. Rather, it is a statement that captures the purpose and values that the Commission hopes the strategies and goals will produce. The Vision Statement is a picture of what Chicagoans want the Department to look like if the goals and strategies set forth for the Superintendent are pursued and executed.

(4) Strategies and Goals

This section outlines the strategies and goals for the Superintendent to accomplish in 2023. The strategies provide direction for how the Superintendent is to accomplish the vision for the Department and the goals show how those strategies will be implemented. Taken together, the strategies and goals define the pathway to accomplish the vision.

The goals set forth are designed to be specific, measurable, attainable, relevant, and timely for the Superintendent to achieve in 2023. It is important that the Superintendent's goals be measurable so the Commission can determine at the end of 2023 whether the Superintendent accomplished them, and what was learned. Not accomplishing a particular goal may not necessarily yield a poor performance rating if the Superintendent can clearly articulate the reason, what efforts were made, what was learned from those efforts, and what new strategy or goal is better suited to accomplish the specified outcome.

Purposes of the Commission

The City of Chicago established the Commission with the following purposes:

- (1) increase public safety;
- (2) ensure that Department activities are directed toward maximizing public health and safety while minimizing any harm to City residents;
- (3) build trust and improve interactions between and among the Department and the people it serves;
- (4) ensure that Department policies and practices are rooted in community needs and public input;
- (5) increase public support for Department policies and practices;
- (6) ensure that Department resources are not used inefficiently to address public health or safety issues that other professionals are better equipped to address;

- (7) encourage preventative, proactive, community-based, and evidence-based approaches to public safety;
- (8) increase transparency and public input into Department operations, policies, and performance;
- (9) provide the residents of every Chicago community with meaningful opportunities to shape Department policies and practices that affect their lives;
- (10) help to bring the City into compliance with the Consent Decree as soon as is practicable;
- (11) increase efficiency in the use of public safety resources; and
- (12) increase public accountability of the Department.

Municipal Code of Chicago, 2-80-030

The goals and strategies included in this document are designed to advance these purposes as required by the Ordinance and ensure that CPD is operating in a manner consistent with them.

Consent Decree Statement

Nothing in this document requires the Superintendent to pursue goals or strategies that contradict or supersede the Consent Decree or affect the authority of the Independent Monitor and Federal Court overseeing implementation of the Consent Decree. If the Independent Monitor or the Federal Court determine that any goal or strategy conflicts, contradicts or interferes with the Consent Decree or impedes Consent Decree compliance, the Consent Decree prevails, and that provision will be stricken or changed to reflect what is required under the Consent Decree.

The Superintendent, of course, will not receive a poor performance rating from the Commission for complying with the Consent Decree. Quite the contrary, the Superintendent will be evaluated based in part on how well the Department complied with and implemented the requirements of the Consent Decree, as determined by the Independent Monitor and the Federal Court, consistent with the Commission's statutory purpose to "help to bring the City into compliance with the Consent Decree as soon as is practicable."

Vision Statement

The Commission envisions a community based police department with positive morale; relationally connected to and deeply trusted by its local communities; well-supported emotionally, physically, and mentally; courageous, measured, compassionate, trauma-informed, unbiased, and culturally-competent; whose workforce reflects the diverse

people of Chicago, effectively investigates and solves crime with local communities, upholds the United States and Illinois Constitutions, actively works with local communities to intervene and prevent crime, possesses the tools, management-skills, and infrastructure needed to establish sound-data driven strategies for department operations, routinely shares data about the Department publicly, and leads with humility and transparency, always learning and listening to Chicago residents to continually improve police policies, practices, training, and outcomes. This vision requires the Superintendent and the Department's leadership team to drive the innovation, creativity, and meaningful organizational change necessary to realize this vision.

Strategies and Goals

Management and Infrastructure Strategy – *The Superintendent will possess the tools, management-skills, and knowledge of infrastructure needed to establish sound, data-driven strategies for Department operations, and routinely share this data publicly.*

Goals:

1. The Superintendent will update the Commission on the progress of a comprehensive workforce allocation analysis. 87% of the Department's budget is spent on workforce, and because its workforce is its most significant asset, knowing how to allocate personnel to maximize results is critical to organizational management and leadership. The workforce allocation study should take a holistic view of the staffing resources in the Department, address the requirements of consent decree paragraphs 356, 360 and 361, and develop a model for how staffing resource decisions are made to accomplish the goals outlined herein. The Department will share status reports on the workforce allocation study and the staffing model publicly in Commission meetings during the year by June 1, 2023 and December 1, 2023 and on the CPD website by December 1, 2023.
2. By April 1, 2023, the Superintendent and/or his designees will complete Strategic Planning training to learn best practices in setting a clear vision for the Department coupled with the strategies and goals needed each year to accomplish the vision supported by the Department's annual budget.
3. The Superintendent has not provided the Commission or the public with a Strategic Plan that sets a clear vision for the Department. A strategic plan and the analysis that supports it is core to the Superintendent's job and provides much needed direction and leadership for the Department. A strategic plan creates a clear vision for the Department, and outlines the values, priorities, strategies, and goals that need to be implemented to accomplish that vision. A strong strategic plan synthesizes financial reports, insights, data, experience, expertise, and input from the public, relevant Department personnel, day-to-day operations, subject matter experts, other police departments, and research. It is

critical for the Superintendent to create the vision and direction that a strategic plan provides.

Accordingly, by October 1, 2023, the Superintendent will create and share with the Commission a comprehensive, data-driven, strategic plan to direct Department operations that clearly accomplishes the goals outlined in this document supported by the Department's annual budget. This plan must be equitable, constitutionally sound, evidence-based, community-focused, and in compliance with the Consent Decree. The Strategic Plan shall include, among other things, plans to measure progress toward achieving the yearly goals of the "Roadmap for Operational Compliance" as well as the following:

- a. Plans to significantly reduce the rates of homicide and other violent crimes across the city, especially in communities with the highest rates of violence;
- b. Plans to significantly reduce response times, based on the nature of the call, in the police districts where response times are now the longest;
- c. Plans to significantly increase the number of stable assignments for patrol officers to allow them to develop longer-term relationships with community members and supervisors;
- d. Consistent with applicable consent decree provisions, address unity of command and span of control issues, which are necessary to improve the quality of supervision and officer wellness;
- e. Plans to ensure that detectives are available to improve clearance rates for violent crime cases and expand the Area Technology Centers Program to improve clearance rates;
- f. Plans to provide sufficient personnel to ensure compliance with all requirements regarding training and education, including those mandated by the Consent Decree and applicable law;
- g. Plans to redesign the Department's performance management infrastructure so that it primarily measures progress toward achieving the yearly goals of the "Roadmap for Operational Compliance."
- h. Plans to civilianize administrative positions throughout the Department where the job duties do not require a badge and a gun. The plans should identify positions to be civilianized and the timeframe for the positions to be civilianized. This plan should demonstrate clear budget implications and savings.
- i. Plans to operationalize all of the goals and strategies contained within this Goals and Performance Evaluation Plan.

Partnership with Community Strategy – *The Superintendent understands the unprecedented opportunity before it in 2023 made possible by the Ordinance and will proactively engage and cooperate with the Commission, District Council members, and Chicago residents to improve community trust and listen to their experience to proactively and continually improve Chicago Police Department (“Department”) practices, policies, training, and outcomes.*

Goals:

1. By June 1, the Superintendent will provide the Commission with the Department’s plan, including a specific timeline, to integrate all community engagement and community policing programs, especially CAPS and the Neighborhood Policing Initiative (NPI). This plan will include expanding NPI to additional districts to conduct more problem-solving activities to meet community needs, identify sufficient managerial resources to manage and oversee the citywide rollout of NPI, and develop metrics for deciding how to expand NPI and how NPI will be evaluated.
2. The Superintendent will attend all Commission public meetings, whenever possible, and will provide the Commission notice when he cannot attend. The Commission encourages the Superintendent to be the primary interface between the Commission and the Department, or in the alternative requests the First Deputy Superintendent and/or the Executive Director of the Office of Constitutional Policing. The Superintendent may also send additional personnel with relevant knowledge and expertise based on the meeting agenda.
3. The Superintendent will collaborate with the Commission in the development, review, and adoption of General Orders as set forth in MCC 2-80-110.
4. By February 28, the Superintendent will develop a plan to ensure high-level CPD engagement in the work of the District Councils, in order to facilitate collaboration, community engagement, input and feedback at the district level. After February 28, the Superintendent will ensure that the plan is effectively implemented.
5. By April 1, 2023, the Superintendent will share with the Commission his plan for incorporating feedback from the Commission, District Councils, and Chicago residents to change and improve Department policies, practices, and outcomes. The Superintendent will also send the Commission a report by December 1, 2023, identifying the Department policies, practices, training, and outcomes that were changed or improved based on feedback the Department received from the Commission, District Councils, and City residents in 2023.
6. In 2023, the Superintendent will increase the number of formal and informal partnerships between the Department and community-based organizations and

providers in order to increase awareness and involvement of community members and organizations, including those who have typically been marginalized or left out of relevant conversations. Local Districts will share monthly community partnership reports with local District Council members to determine which Districts accomplished this goal and which Districts did not.

Officer Wellness Strategy – *The Superintendent will intentionally develop a culture of wellness to help officers manage their stress and trauma appropriately, reduce officer suicides, and improve morale.*

Goals:

1. The Commission is aware of the disproportionately high number of suicides within the Department in the last year alone. By June 1, 2023, the Superintendent will report on the status of a holistic officer wellness plan that integrates wellness and trauma-informed principles into every possible facet of the Department's operations to create a compassionate community and culture of care. The plan should go beyond the utilization of clinicians and peer support and explore automatic utilization of EAP resources for a broad range of traumatic encounters, not just police involved shootings. The plan should further address all other aspects of officer wellness, including issues such as the frequency of days off, the predictability of scheduling, and over-time hours and second jobs.

Human Resources Strategy – *The Superintendent will prioritize recruiting and hiring culturally competent officers who reflect the diverse people of Chicago and train them to be unbiased, measured, respectful, compassionate, and trauma-informed.*

Goals:

1. In 2023, recruit new officers possessing diverse backgrounds and life experiences that reflect the diversity of our city, as measured by comparing the demographics of the Department to those of the city. These efforts should include an evaluation of current and new strategies to diversify the workforce for their effectiveness, budgetary impacts, and personnel impacts.
2. By April 1, 2023, the Superintendent will submit a plan to the Commission to increase equity in hiring that includes creating partnerships with and learning from organizations and departments that have a demonstrated history of effective and equitable hiring practices.
3. Quarterly in 2023, the Superintendent will give status updates on the training plans for all sworn personnel that is inclusive of all forms of implicit bias, diversity, equity and inclusion, cultural sensitivity, de-escalation techniques, compassion fatigue, and trauma-informed care within the year so that the new diverse workforce hired will be adequately supported, retention of diverse officers will increase, and police interactions with minority communities improve.

Additionally, the Superintendent shall report on the training on these topics that has been provided to its sworn members over the past three years.

Constitutional Community Policing Strategy – *The Superintendent will ensure the Department is actively working with local communities to prevent crime, investigate crime, secure evidence, and arrest suspects in a manner that is fully consistent with the Constitutions and laws of the United States and Illinois.*

Goals:

1. The Superintendent will develop and implement a plan for community policing that is comprehensive and goes beyond specialized officers, and is geared toward every officer in the department knowing how to engage with communities to get them connected to city services, engaging with community organizations, and being skilled at problem solving.
2. Publicly articulate a crime fighting strategy that places community problem-solving efforts at the core of crime deterrence efforts, and develop and execute an organizational structure that aligns the resources of the Department to the community problem-solving strategy. This community policing approach should account for how police officers across the city will spend more time building relationships and solving problems.
3. Educate and train officers in the policing practices that are prohibited and allowed under the Constitutions and laws of the United States and Illinois, including ongoing training as needed when changes in the law occur through the legislature and/or new case law is developed by the courts, specifically including but not limited to changes regarding Department “stop and frisk” practices.

Quarterly Progress and Performance Evaluation Meetings: The Superintendent shall meet with the Commission or its representatives to provide quarterly updates to the Commission on progress in implementing the strategies and achieving the goals contained within this document. During these meetings, the Superintendent can request changes to the strategies and goals identified in this document with a clearly written justification for why the strategy or goal should be changed. The Commission or its representatives will approve or deny the requested changes in writing, including the reasoning for their decision.



CITY OF CHICAGO



COMMUNITY COMMISSION FOR
PUBLIC SAFETY AND ACCOUNTABILITY

**SUPERINTENDENT OF THE CHICAGO POLICE DEPARTMENT
GOALS AND PERFORMANCE EVALUATION PLAN FOR 2023**

SIGNATURE PAGE

I, Superintendent David O. Brown, hereby accept the 2023 Goals and Performance Evaluation Plan presented by the Community Commission for Public Safety and Accountability on January 31, 2023, in accordance with the Municipal Code of Chicago 2-80-100.

Signature

Date