Joyce Foundation Meeting 11/29/21

Independent Monitor Maggie Hickey

Highlights of Independent Monitoring Report 4
January 1, 2021 through June 30, 2021

and Monitoring Plan for Year 3
July 1, 2021 through June 30, 2022
### Monitoring Overview

#### IMT Plans and Reports

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<tbody>
<tr>
<td>230 ¶¶</td>
<td></td>
<td></td>
<td>518 ¶¶</td>
<td></td>
<td>591 ¶¶</td>
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All plans and reports are available on our website: [cpdmonitoringteam.com](http://cpdmonitoringteam.com)
IMR-4 Compliance (p.9)

Executive Summary Figure 1: Consent Decree Compliance by June 30, 2021

Paragraphs in Preliminary, Secondary, or Full Compliance: (182) (65) (19) (266)
Paragraphs that have not met Preliminary compliance: (215)
Paragraphs under Assessment for Preliminary Compliance: (26)
Total: 507

Paragraphs with Status Updates: (12)
Total: 519

IMR-4 available at www.cpdmonitoringteam.com
IMR-4, The City’s Progress (p.10)

<table>
<thead>
<tr>
<th>Reporting Period</th>
<th>Paragraphs w/ Any Level of Compliance</th>
<th>Paragraphs w/ Deadlines Not in Compliance (including under assessment)</th>
<th>Foundational Paragraphs Under Assessment</th>
<th>Total</th>
</tr>
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<tbody>
<tr>
<td>First Reporting Period</td>
<td>(13)</td>
<td>(37)</td>
<td>(65)</td>
<td>115</td>
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<tr>
<td>Second Reporting Period</td>
<td>(48)</td>
<td>(81)</td>
<td>(87)</td>
<td>216</td>
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<tr>
<td>Third Reporting Period</td>
<td>(154)</td>
<td>(120)</td>
<td>(41)</td>
<td>315</td>
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<tr>
<td>Fourth Reporting Period</td>
<td>(266)</td>
<td>(215)</td>
<td>(26)</td>
<td>507</td>
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IMR-4, Major Developments and Challenges Impacting Compliance (p.4)

- COVID-19 Pandemic
- Personnel Changes
- Community Engagement
- Data Challenges
- Record Productions
- Citywide Units
• Staffing and Resources
  • Education and Training Division
  • Crisis Intervention Teams
  • Strategic Initiatives Division
  • Audit Division
• CPD Policy, Plan, and Training Review
• CPD’s Community Engagement and Trust Building
### Monitoring Plan for Year Three

#### Figure 1: Reporting Periods for Years One, Two, and Three

<table>
<thead>
<tr>
<th>Period</th>
<th>Date Range</th>
<th>Report Reference</th>
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<tbody>
<tr>
<td><strong>Year One</strong></td>
<td></td>
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<tr>
<td>1st Period</td>
<td>March 1, 2019 – August 31, 2019</td>
<td>(See Independent Monitoring Report 1)</td>
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<tr>
<td>2nd Period</td>
<td>September 1, 2019 – February 29, 2020</td>
<td>(See Independent Monitoring Report 2)</td>
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<tr>
<td><strong>Year Two</strong></td>
<td></td>
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<tr>
<td>3rd Period</td>
<td>March 1, 2020 – December 31, 2020</td>
<td>(See Independent Monitoring Report 3)</td>
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<tr>
<td><strong>Year Three</strong></td>
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Priorities:
(1) community engagement efforts
(2) data collection, management, and analysis
(3) high-quality and expanded training
(4) compliance with the Police and Community Relations Improvement Act (PCRIA)
(5) impartial policing
(6) addressing incomplete requirements in Year One and Year Two, including remaining policy and training development

MPY3 available at www.cpdmonitoringteam.com
Consent Decree Background Slides
What is the Consent Decree?

• A legal document that requires changes to the Chicago Police Department’s policies and practices to improve policing for everyone in Chicago

• The required changes focus on: Community Policing, Impartial Policing; Crisis Intervention; Use of Force; Recruitment, Hiring, and Promotion; Training; Supervision; Officer Wellness and Support; Accountability and Transparency; and Data Collection, Analysis, and Management

• Approved and enforced by Federal Judge Robert M. Dow
How did we get the Consent Decree?

<table>
<thead>
<tr>
<th>Date</th>
<th>Key Events</th>
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<tr>
<td><strong>June 2017</strong></td>
<td>Campbell v. Chicago (Lawsuit Against CPD)</td>
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<tr>
<td><strong>October 2017</strong></td>
<td>Communities United v. Chicago (Lawsuit Against CPD)</td>
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<tr>
<td><strong>August 2017</strong></td>
<td>Illinois Office of the Attorney General (OAG) sued City of Chicago in federal court (case assigned to Judge Robert M. Dow, Jr.), seeking a</td>
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<td>consent decree to address DOJ findings</td>
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<tr>
<td><strong>March 2018</strong></td>
<td>Parties to the consent decree entered into a Memorandum of Understanding with community organizations (‘the Coalition,’ per Paragraph 709)</td>
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<tr>
<td><strong>January 2019</strong></td>
<td>Judge Signs Consent Decree</td>
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<tr>
<td><strong>March 2019</strong></td>
<td>Independent Monitor Maggie Hickey from Schiff Hardin appointed, in partnership with the CNA Institute for Public Research</td>
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What does the Independent Monitoring Team do?

• Reports to Judge Dow
• Reviews planned changes in CPD protocol, procedure, process, and practice
• Observes police training and police work in the field
• Engages in outreach to understand how changes are felt in communities
• Provides input to shape new and revised policy
• Determines the City’s compliance with the Consent Decree
• Issues public reports on our website: cpdmonitoringteam.com
What else does the Independent Monitoring Team do?

- We conduct citywide surveys every other year (2020, 2022)
- We conduct special studies – focus groups of young men and women of color in (2022)
Examples of Policies the IMT has reviewed

- Community Policing Strategies
- Use of Force
- Mental Health Response
- Officer Involved Death and Shooting Investigations
- Prohibition of Sexual Misconduct
- Interactions with Religious Communities
- Interactions with Children and Youth

- Body-Worn Camera Use
- Response to Hate Crimes
- Interactions with People with Disabilities
- Interactions with the Transgender Community
- Limited English Proficiency and Language Access
- Supervisor Responsibilities
- School Resource Officers
How does the IMT determine the City’s compliance?

**Preliminary Compliance**
- Polices and procedures designed to achieve compliance

**Secondary Compliance**
- Training, supervision, audit, and inspection designed to achieve, maintain, and monitor compliance

**Full Compliance**
- Policies, procedures, and training are followed in the day-to-day operations of the CPD and there is accountability when policies, procedures, and training are not followed
The IMT’s Community Engagement Team

Laura McElroy
Elena Quintana
Joseph Hoereth
Stephen Rickman

Associate Monitor
for Community Policing