CHANGE REFORM INITIATIVE

60-DAY REPORT

AUGUST 11, 2020
PHASE I | 4 INITIAL ACTIONS:

1. REVIEW APD USE-OF-FORCE POLICY
2. REVIEW APD TRAINING POLICY
3. CONDUCT AUDIT FOR BODY CAMERAS
4. RESEARCH IMPLEMENTATION OF CIVILIAN REVIEW BOARD
“We can improve policing. We can build better relationships with our community. I won’t give up if you won’t.”

– Chief Kristen Ziman
ADDITIONAL ACTIONS ON THE TIMELINE

**June**
- Community Listening Session with Youth
- Mayor meets with all APD Officers

**July**
- APD adopts NAACP Shared Principles of Policing
- APD Launches Public Portal
- City Council votes on new lobbyist

**August**
- Executive Team Watches 13th
- Mayor joins AAMA Police Reform Efforts
- Survey on Aurora Police Dept.

“We are on the precipice of change. It’s not enough to talk. We must act.
– Mayor Richard C. Irvin
RESEARCH IMPLEMENTATION OF A CIVILIAN REVIEW BOARD

A municipal body composed of citizen representatives charged with the investigation of complaints by members of the public concerning misconduct by police officers.

Current Investigation of Complaints
- APD Office of Professional Standards
- Aurora Human Relations Commission

Local Conversation
- Recommended six (6) times during the recommendation sessions
- General support from the local HRC, APD Leaders

National Review
- National Association for Civilian Oversight of Law Enforcement
- Study of nine (9) municipalities

Researched CRBs
- Albany, NY
- Atlanta, GA
- Austin, TX
- Chicago, IL
- Evanston, IL
- Kansas City, MO
- Los Angeles, CA
- New Orleans, LA
- San Francisco, CA

RECOMMENDATION: Mayor Irvin’s recommendation is to proceed with the implementation of a Civilian Review Board as an official board of the City.

NEXT STEPS
- (45-days) Ad Hoc Planning Committee to finalize plans for Aurora CRB
  - Mayor’s Office
  - Legal Department
  - Alderman
  - APD Rep.
  - HRC Rep
  - Community Members
- (Sept. 22) Council Presentation & Introduction of Resolution
- (October) Publish request for members of the CRB
- (November) Applicant Interview
- (December) Inaugural Members Council Approval
In 2019, the City of Aurora began the review process for body cameras for the Aurora Police Department. A target goal was the 2021 fiscal year. Events of 2020 have expedited and refocused the review process with additional public input.

Current Status
- Aurora Police Officers are equipped with squad cameras
- APD Chief is supportive of body cameras

Preliminary Audit for Body Cameras under CHANGE Initiative
- Request for information submitted through City’s tech procurement process
- Abbreviated process: 60 day process v. 120 day normal process
- 30+ vendors reviewed RFQ
- 5 high-quality vendors responded by deadline

RECOMMENDATION: Mayor Irvin’s recommendation is, after review of vendor responses, to proceed with the procurement process to implement body cameras.

NEXT STEPS
- (Aug) Stakeholder’s Review & Issue RFP
- (Sept) Vendor demonstration, review of capabilities and questions
- (Oct) Vendors submit final proposals
- (Nov) Pilot period
- (Dec) Vendor Selection and Contracting
- 2021 - Implementation
REVIEW USE OF FORCE & TRAINING POLICIES

Community recommendation sessions to focus on APD Policy 300 Use of Force and APD Policy 203 Training.

- 10 sessions
- 20+ hours
- 212 participants
- 128 discussion points
- 60 key recommendations
- 5 core areas

Theon Hill @TheonHill · Jul 30
Grateful for another opportunity to meet with @CityofAuroraIL and @AuroraPoliceIL to discuss training policies for law enforcement officials. Thank you to @mayor_irvin and @Chief_KZiman for prioritizing these conversations!
1. Establish a Civilian Review Board must be a top priority for Aurora
2. Ban all choke holds
3. Conduct a comprehensive needs assessment
4. Implement an Equity & Inclusion Officer for the City to help monitor progress on justice topics Citywide and within APD
5. Increase the number of supervisors on staff who can respond to use of force complaints in the field
6. Establish a zero-tolerance policy for any officer found guilty of use of force
7. Conduct a study on the gap training provided at the Academy and the needs of APD
8. Make it mandatory for officers to live in Aurora or at least provide financial incentives for living in Aurora
9. Include ‘proper interactions with law enforcement’ in the driver’s license handbook and a couple of questions on the driver’s exam*
10. Publicly review the APD budget to assess the reallocation of funds to better handle social issues
11. When person is pulled over, a request for a supervisor must be honored
12. Reduce the annual number of Use of Force alerts that generate a review from 9 to 3.
13. Conduct an annual Mental Health Review of all Officers & FTOs
14. Implement a use of force "cool down" period of at least a day after incident
15. For each APD policy, list the ‘penalties for not adhering’ to policies
16. Revisit language use & philosophy: Stop using the word Warriors

17. Implement Body Cameras for all APD Officers
18. Publicize Body Camera Rules and Regulations*
19. Include names of officers in reporting use of force complaints to the chief
20. Make training manuals available to the public
21. Publicize complaints on APD Website
22. Publicize ways residents can make complaints
23. Develop online tracking system for complaints
24. Publish data about arrests in an effort to avoid bias and disproportion arresting of particular groups of people
25. Open a standing website portal to submit policy changing
26. Document and report each incident when someone is asked to exit a vehicle during a traffic stop
27. Include racial and gender demographics on report when someone is asked to exit a vehicle during a traffic stop
28. Track the reasons people are asked to exit the vehicle
29. Make the annual Use of Force Analysis accessible to the public online
30. Expand the new public portal to be more specific

*State of Illinois Jurisdiction
31. Increase the number of training hours for race relations at the academy.
32. Increase mental health and wellness training for officers
33. Increase the amount of cultural competency & sensitivity training
34. Implement new training for interacting with the undocumented community
35. Form partnership between APD and teachers unions to conduct training
36. Increase mandatory hours for de-escalation training
37. Increase frequency of implicit bias training
38. Implement a new training on the history of police and the minority community
39. Implement training on personal integrity
40. Include scenario-based Duty to Intercede training as a regular training
41. Establish training that will bridge the gap between law enforcement and youth
42. Provide officers and annual in-service training on available community resources
43. Include civilians on the recruitment team
44. Visit Historically Black Colleges and Universities (HBCUs) as part of an annual recruitment plan
45. Develop a “Grow Your Own” program facilitated by School Resource Officers
46. Conduct regular police and community listening sessions for the general public not connected to policy review
47. Increase community education on how to interact with police and standard expectations
48. Start a ward-based/neighborhood-based educational conversation about policy and community interactions specifically
49. Establish an annual session just like this for police leaders to discuss training gaps with community leaders
50. Establish a Youth with Disabilities Youth Academy
51. Begin a Spanish-language Citizen Police Academy of Aurora
52. Have new officers walk the beat for the first two weeks to get to know their communities prior to policing them.
53. Implement a school-based program facilitated by School Resource Officers that will focus police interactions, expectations and duties
54. Publish policies in Spanish
55. Have people who have had unpleasant experiences with the police speak to new officers on how best to handle the situations
56. Increased public education on the SNAPP Program
57. Diversify ways of communicating beyond social media, website and digital portals
58. Conduct an annual expungement seminar

*State of Illinois Jurisdiction
POLICY RECOMMENDATIONS | POLICIES 203 & 300

POLICY LANGUAGE

59. Use of Force – Policy 300

a. Include penalties for not following policies
b. Include the de-escalation policy from training in the Use of Force Policy
c. Incorporate belief statement about community engagement in the philosophy and objectives
d. Language added to purpose about accountability
e. 300.1 ‘Crime prevention’ should be a focus in “Purpose and Scope”
f. 300.1 Change “expected to use” to “shall”
g. 300.1 Better define “professional”
h. 300.2 Change last line from “a careful balancing of interests” to “accountable to all parties”
i. 300.2 Add ‘without prejudice to anyone, including race, ethnicity and culture
j. 300.3.1 say may ‘not’ in the first category
k. 300.3.2 Include cultural communications
l. 300.33 Specify a time frame for department-approved training
m. 300.3.3 Include (d) whether the person can comprehend and understand the request
n. 300.3.5 Clarify what “lawfully seize” means
o. 300.3.5. Expand “Use of Force to Seize Evidence” to include the language from the Strip Search Policy related to taking persons to hospital before attempting to seize evidence not located in a person’s mouth
p. 300.5 Change ‘promptly’ to “End of Shift.”
q. 300.5 – Add an officer can report Use of Force anonymously
r. 300.6 List the medical assessment performed prior to booking
s. 300.6 Add Prior “to transportation” before “booking or release”
t. 300.8 Note that training is annual
u. 300.8 Add qualifiers to the statement
v. 300.9 Make Use of Force Analysis available to the public

60. Training – Policy 203

a. Specify qualities and qualifications of training officers in the policy
b. Including the ‘Duty to Intercede” Policy under training
c. Reference all training for supervisors and field training officers with others in the policy
d. Include penalties for not following policies
e. 203.1 Language of ‘Empathy’ and ‘Understanding’ should be added
f. 203.2 Change to department WILL providing ongoing training
g. 203.2 The warrior, guardian dichotomy should be changed to be more guardian
h. 203.6 Add d. Top three causes of citizen complaints
i. 203.7b3 clarify alternate dates of training for those who miss
POLICY RECOMMENDATIONS: NEXT STEPS

Aurora Police Department Review of Community Recommendations

- Internal review of the 60 key recommendations
- Specify actionable items
- Align timelines, priorities to actionable items
- Issue public report on actionable items at City Council update in September.

Mayor’s Executive Actions on Key Recommendations

4. Implement Equity and Inclusion Initiative for City
29. Make annual Use of Force Analysis public
37. Implicit bias training for APD and all City staff
44. Plan for HBCU visit as part of recruitment plan
46. Conduct regular police & community listening sessions
54. Publish policies & procedures in Spanish
57. Plan annual Expungement Seminar w/ partners
In the past, we had a couple of meetings and that was the end of it. This time seems different.

Father Jerry Leake
MAYOR’S REFLECTIONS

Automated voice land and cell phone survey of 540 residents in Aurora, Illinois

Interviews conducted August 8 and August 9, 2020

Margin of error +/-4.14%
Would you say that you have a positive or negative opinion of the Aurora Police Department?

- Positive: 78%
- Negative: 10%
- Don’t Know/No Opinion: 12%

The Aurora Police treat people of all races and ethnicities equally?

- Strongly Agree: 46%
- Somewhat Agree: 24%
- Somewhat Disagree: 8%
- Strongly Disagree: 7%
- Don’t Know/No Opinion: 15%

Have you or a member of your family had a personal experience with the Aurora Police?

- Yes: 61%
- No: 36%
- Don’t Know/No Opinion: 3%
The Aurora Police do a good job keeping people safe?

- Strongly Agree: 65%
- Somewhat Agree: 22%
- Somewhat Disagree: 5%
- Strongly Disagree: 4%
- Don’t Know/No Opinion: 4%

The Aurora Police serve all areas of the City of Aurora equally?

- Strongly Agree: 50%
- Somewhat Agree: 20%
- Somewhat Disagree: 10%
- Strongly Disagree: 7%
- Don’t Know/No Opinion: 13%

The Aurora Police do a good job serving your neighborhood?

- Strongly Agree: 64%
- Somewhat Agree: 18%
- Somewhat Disagree: 7%
- Strongly Disagree: 4%
- Don’t Know/No Opinion: 6%
Make body cameras mandatory for the Aurora Police Department Officers?

- Will Make a Difference: 64%
- May Make a Difference: 25%
- Won’t make a Difference: 5%
- Don’t Know/No Opinion: 6%

Make racial bias/racial equity training of Aurora Police Officers mandatory?

- Will Make a Difference: 53%
- May Make a Difference: 26%
- Won’t make a Difference: 10%
- Don’t Know/No Opinion: 11%

Train Aurora Officers to use conflict reduction with the goal of reducing use of force?

- Will Make a Difference: 51%
- May Make a Difference: 30%
- Won’t Make a Difference: 8%
- Don’t Know/No Opinion: 10%

Ensure that Aurora Police Officers are clear on when they are allowed to stop or detain someone, and how they are to conduct themselves during stops?

- Will Make a Difference: 60%
- May Make a Difference: 24%
- Won’t make a Difference: 5%
- Don’t Know/No Opinion: 11%