



# City of Chicago



R2017-393

Office of the City Clerk

## Document Tracking Sheet

**Meeting Date:**

5/24/2017

**Sponsor(s):**

Ervin (28)  
Cochran (20)  
Dowell (3)  
King (4)  
Moore (17)  
Beale (9)  
Scott, Jr. (24)  
Mitts (37)  
Foulkes (16)  
Taliaferro (29)  
Austin (34)  
Sawyer (6)  
Burnett (27)  
Hairston (5)  
Harris (8)  
Curtis (18)  
Mitchell (7)

**Type:**

Resolution

**Title:**

Call for Chicago Police Superintendent, Department of Human Resources Commissioner, test vendors, and other related agencies to testify on disproportionate elimination of African-American police candidates during psychological exams

**Committee(s) Assignment:**

Committee on Public Safety

RESOLUTION

**WHEREAS**, In 2015, the City created a police accountability task force to review the system of accountability, oversight and training that is currently in place for Chicago's police officers; and

**WHEREAS**, Among several recommendations, the task force recommended that the Chicago Police Department (CPD) should develop and use recruitment, selection and promotion strategies that increase diversity and the likelihood that officers will be culturally competent, fair and impartial, especially when policing communities of color; and

**WHEREAS**, The City of Chicago is currently undergoing a major recruiting effort to improve diversity in the Chicago Police and Fire Departments; and

**WHEREAS**, Applicants to the Chicago Police and Fire Departments must undergo a variety of tests to gain entrance to the respective academies, including a written exam, POWER test (Police Officer's Wellness Evaluation Report), background investigation, drug screening, medical examination, and a psychological examination; and

**WHEREAS**, Despite successfully passing other application components, African-American candidates are disproportionately eliminated from the applicant pool during the psychological examinations; and

**WHEREAS**, There have been attempts to address why African-American candidates were "washing out" at a rate 13 percentage points higher than white police recruits, including switching testing vendors, but there has not been a significant improvement in results, now, therefore,

**BE IT RESOLVED**, That we, the Members of the City Council of the City of Chicago, do hereby request that Superintendent Johnson of the Chicago Police Department, Commissioner Choi of the Department on Human Resources, and test vendors, Law Enforcement Psychological Services, Inc. and Center for Applied Psychology and Forensic Studies appear at hearings before the Committee on Public Safety to discuss the psychological exam's disproportionate elimination of African-American candidates from the CPD applicant pool.

Pat Dowell, 3rd

Althea Blachon (17)

20th Ward

Anthony Albeale 9th

Carl J. [unclear] (6)

Frank Houston 5th  
Demetrius [unclear] 18

John G. (4)

[Signature]

Jason C. Ervin  
Alderman, 28th Ward

Emma Mills 37th  
Lt Jeff (29)

Carrie M. Austin 34th

Walter [unclear] 2  
Michael [unclear] 8th 27th  
[unclear]

24  
[Signature]

[Signature]