



# City of Chicago



**F2020-50**

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<b>Committee(s) Assignment:</b>	Committee on Public Safety

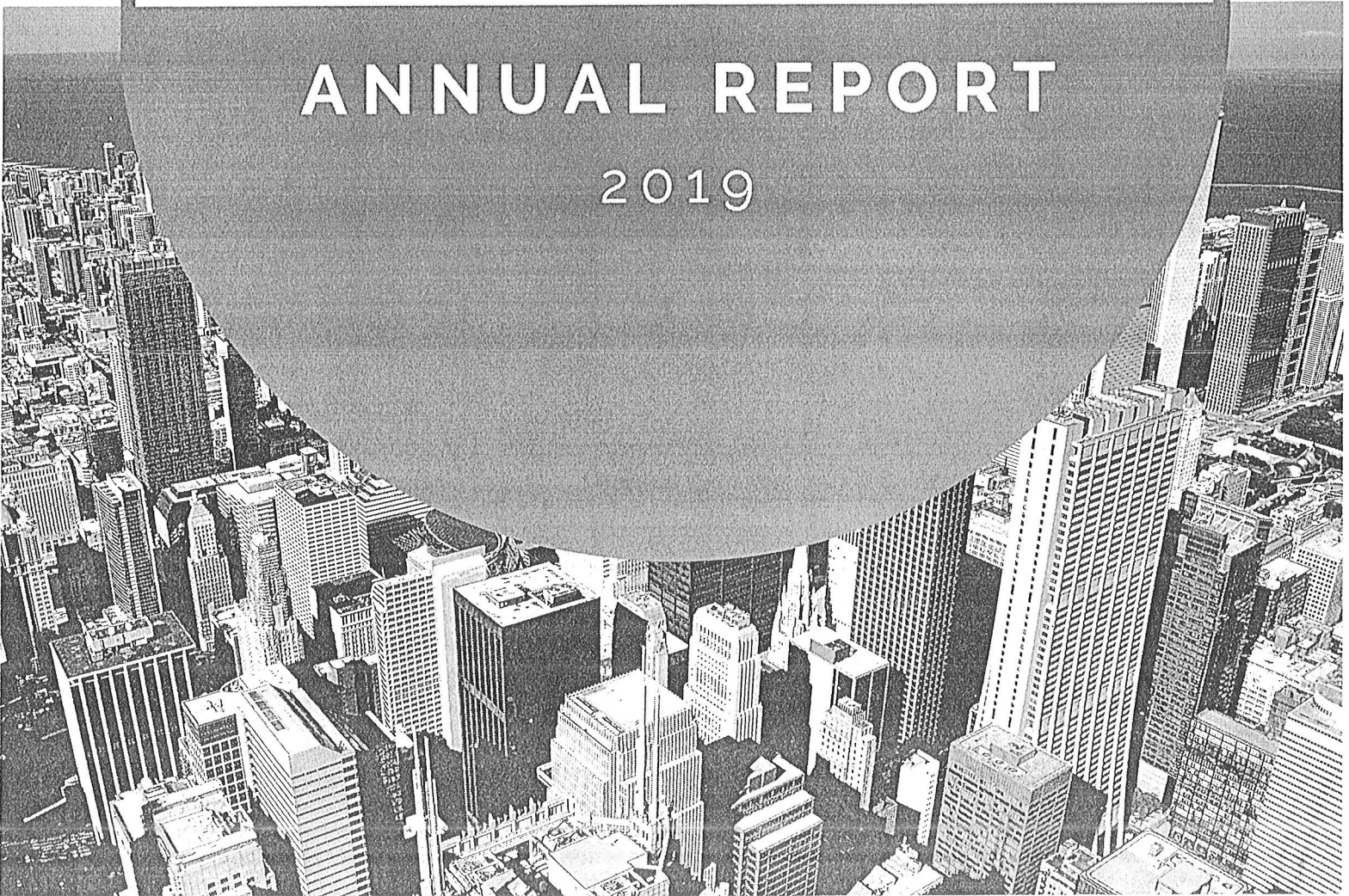
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# PUBLIC SAFETY SECTION

## ANNUAL REPORT

2019





# LETTER

## FROM THE DEPUTY INSPECTOR GENERAL

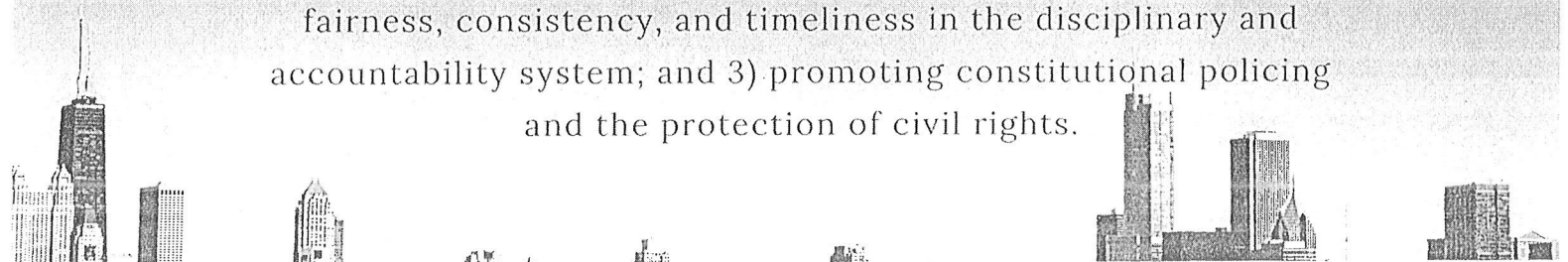
The Office of the Inspector General's (OIG) Public Safety section is an integral component of the ongoing effort to reform policing and police accountability in the City of Chicago. With the implementation of the Consent Decree in March 2019, the Public Safety section began to coordinate and confer with the court-appointed Independent Monitoring Team to identify and provide access to relevant sources of data, and to ensure that the work conducted by our respective teams is uniquely valuable.

In 2020 and beyond, the Public Safety section will focus on three interrelated strategic priorities: 1) improving CPD's operational competence; 2) ensuring transparency, diligence, fairness, consistency, and timeliness in the disciplinary and accountability system; and 3) promoting constitutional policing and the protection of civil rights.

OIG will also continue to expand and build upon its extensive access to data and data systems, which will enhance the Public Safety section's capacity to identify patterns and trends, as well as solutions to persistent organizational problems. The continued expansion of access to the City's data systems also improves the consistency and robustness of the section's inspections of closed disciplinary cases.

In 2019, the Public Safety section launched surveys to help identify topics for evaluation and areas of concern by both members of the public and active or retired officers. The first iteration of the community survey produced a population of respondents that were not fully representative of the City's demographics. Likewise, a relatively small number of CPD members completed the officer survey. Still, the exercise yielded a number of anecdotal experiences that informed and reinforced the list of projects to be undertaken in 2020.

In 2020 and beyond, the Public Safety section will focus on three interrelated strategic priorities: 1) improving CPD's operational competence; 2) ensuring transparency, diligence, fairness, consistency, and timeliness in the disciplinary and accountability system; and 3) promoting constitutional policing and the protection of civil rights.

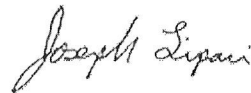


OIG plans to revise and relaunch both surveys with the goals of improving response rates from the communities most impacted by policing and ensuring wider distribution of the officer survey to CPD respondents.

To ensure that diversity and inclusion are core values guiding policing and accountability in Chicago, and consistent with the requirements of the Consent Decree, OIG hired a Diversity, Equity, and Inclusion Officer (DEIO). The operations of the DEIO are being fully integrated with the work of the Public Safety section and OIG more broadly. Internally, the DEIO will provide input on the work of the Public Safety section to ensure that published reports address issues of diversity, equity, and inclusion. Externally, the DEIO will engage and activate Chicago communities around issues of equity, poverty, and social justice through relationship building, including roundtables and public hearings. Through this position, OIG endeavors to elevate diversity, equity, and inclusion to aspects of government where services are rendered to community members.

Collectively, the Public Safety section's coordination with the Independent Monitoring Team, its focus on strategic priorities, its outreach to both community and CPD members, and its commitment to ensuring diversity, equity, and inclusion support the same goals in the coming years: to improve public safety, to build community trust and confidence in law enforcement, and to protect civil rights by ensuring the efficacy of systems of accountability.

Respectfully,



Joseph Lipari

Deputy Inspector General for Public Safety  
Office of the Inspector General

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# PUBLIC SAFETY

## THE SECTION

The Public Safety section was established to enhance transparency, accountability, and the quality of oversight of public safety operations in Chicago. Since its inception, the section has steadily worked toward inhabiting its full mandate pursuant to its enabling ordinance, and has undertaken evaluations and reviews of policies, procedures, practices, programs, and training of the agencies under its jurisdiction—the Chicago Police Department (CPD), the Civilian Office of Police Accountability (COPA), and the Police Board—as well as the inspection of closed disciplinary investigations conducted by CPD’s Bureau of Internal Affairs and COPA.

In 2019, the Public Safety section published recommendations and analyses on a broad range of topics, including: CPD’s “gang database,” a supervisory review of body-worn camera footage, and the deployment of School Resource Officers to Chicago Public Schools. Through its inspection of individual closed disciplinary investigations, the section made recommendations to inform and improve future investigations, and recommended the reopening of four materially deficient investigations. The analyses and recommendations arising from these forms of inquiry constitute the Public Safety section’s distinct and potent contribution to Chicago’s police oversight landscape. Furthermore, through its online Information Portal, OIG provides data visualization tools that allow interested parties to analyze public safety-related data. The information and tools provided there enable and support the section’s work in the service of its mandate, including specific reporting and analytical obligations.

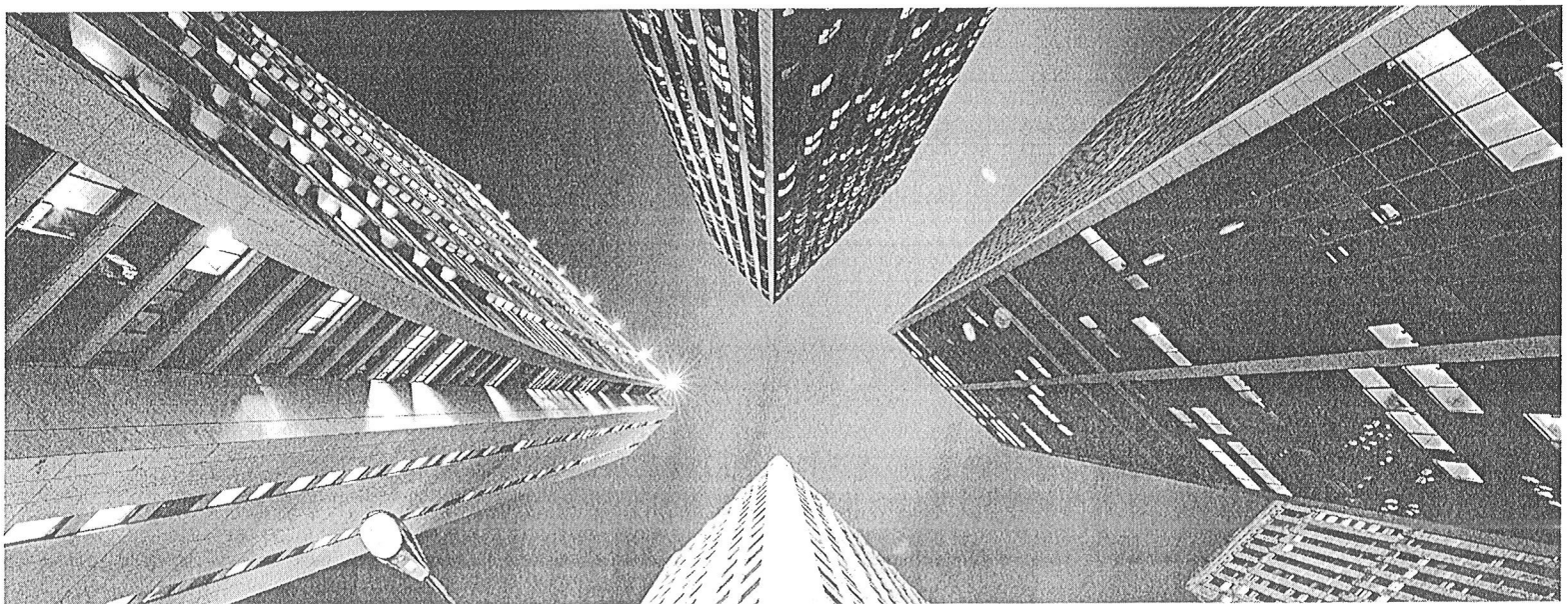
Over the course of the year, the Public Safety section has also worked toward robust, meaningful, and responsive engagement with Chicago’s communities. The work is deepened and strengthened by public outreach, direct engagement on issues of public concern, and firsthand involvement with CPD members. The Public Safety section undertakes its work alongside the Independent Monitoring Team (IMT) charged with ensuring compliance with the Consent Decree entered in *Illinois v. Chicago*, effective March 1, 2019. The Public Safety section and OIG as a whole work closely with the IMT, in the spirit of its charge under the Consent Decree to “coordinate and confer” with an eye toward OIG’s own permanent oversight functions after the period of court monitoring has ended.



# VISION & JURISDICTION

The Public Safety section works toward transforming the critical relationship between CPD and the communities it serves by promoting constitutional, community-based policing and a transparent, accessible, and fair oversight and disciplinary system. An effective, transparent, and accountable police department and police oversight system is critical to all Chicagoans, including all members of CPD. Because of this, the Public Safety section is committed to bringing about strategic improvements to the operations of CPD, COPA, and the Police Board. Based on robust community and agency engagement, and a focus on the appropriate use of data and technology, the Public Safety section will identify long-term system reform opportunities to improve the fairness and effectiveness with which services are delivered, as well as the safety of all of the City's neighborhoods.

The Public Safety section operates within OIG's Citywide jurisdiction and is empowered by ordinance to enhance the effectiveness of CPD, COPA, and the Police Board, increase public safety, protect civil liberties and civil rights, and ensure the accountability of the police force, thus building stronger police-community relations. The section reviews and evaluates the policies, procedures, practices, programs, and training of the police and police accountability agencies in the City of Chicago, inspects individual closed disciplinary investigations, analyzes civil judgments and settlements of claims against CPD members, and makes resulting recommendations.





# EVALUATIONS & REVIEWS

The Public Safety section conducts evaluations and reviews pursuant to the Association of Inspectors General Principles and Standards for Offices of Inspector General. The section's evaluations are audit-based analyses of operations, programs, policies, and the agencies under its jurisdiction, drawing on social science research methods and national best practices.

The section's reviews are research-based assessments of legal, regulatory, operational, and administrative policies undertaken to foster effectiveness and efficiency, and to reduce liability or risk. Arising from those inquiries, the Public Safety section issues resulting recommendations in various forms depending on their urgency, scope, and target agency. In 2019, the section released one full-scale review, one evaluation, two follow-up inquiries, and a management alert to address a time-sensitive issue which arose during the course of research.



JANUARY 2019

## MANAGEMENT ALERT ON THE CHICAGO POLICE DEPARTMENT'S ADMINISTRATION OF THE DISCIPLINARY GRIEVANCE PROCESS

A management alert regarding the disciplinary grievance process for sworn personnel identified four areas of concern that present significant obstacles to CPD's ability to effectively administer the process, consistently represent the Department's interest in grievance proceedings, and maintain the confidentiality of sensitive information.

Disciplinary grievances challenge the punishments sworn members receive as a result of findings of misconduct. CPD members who believe their rights—as enumerated in their collective bargaining agreements—have been violated by departmental action may grieve that action. Officers submit their grievance forms to CPD's Management and Labor Affairs Section (MLAS), which is responsible for processing both disciplinary and non-disciplinary grievances, and other departmental activities related to the various labor agreements by which CPD personnel are covered.

OIG found that:

- CPD had no formal policies and procedures for processing sworn member grievances and no agency-issued guidelines for coordination with the City's Department of Law in the resolution of grievances through negotiated settlements;
- MLAS did not have a dedicated electronic case management system for tracking grievances and no standardized and reliable way to identify and obtain preceding arbitration decisions and comparable cases;
- MLAS was understaffed and there was a vacant lieutenant position; and
- The MLAS workspace was not conducive to maintaining privacy and confidentiality.

In response, CPD acknowledged that it would review personnel and staffing levels, address the need for an electronic case management system with a short-term solution, and expedite a review of the MLAS workspace to address confidentiality concerns.<sup>[1]</sup> However, CPD disagreed with OIG's finding that CPD lacks formal policies and procedures for how MLAS processes sworn member grievances. CPD also did not directly address OIG's concern regarding a lack of guidelines for coordinating negotiated settlements with the Department of Law. OIG stood by its finding and strongly encouraged CPD to finalize and implement formal guidelines.

[1] The Consent Decree entered in *Illinois v. Chicago* requires the permanent implementation of a new electronic Case Management System.



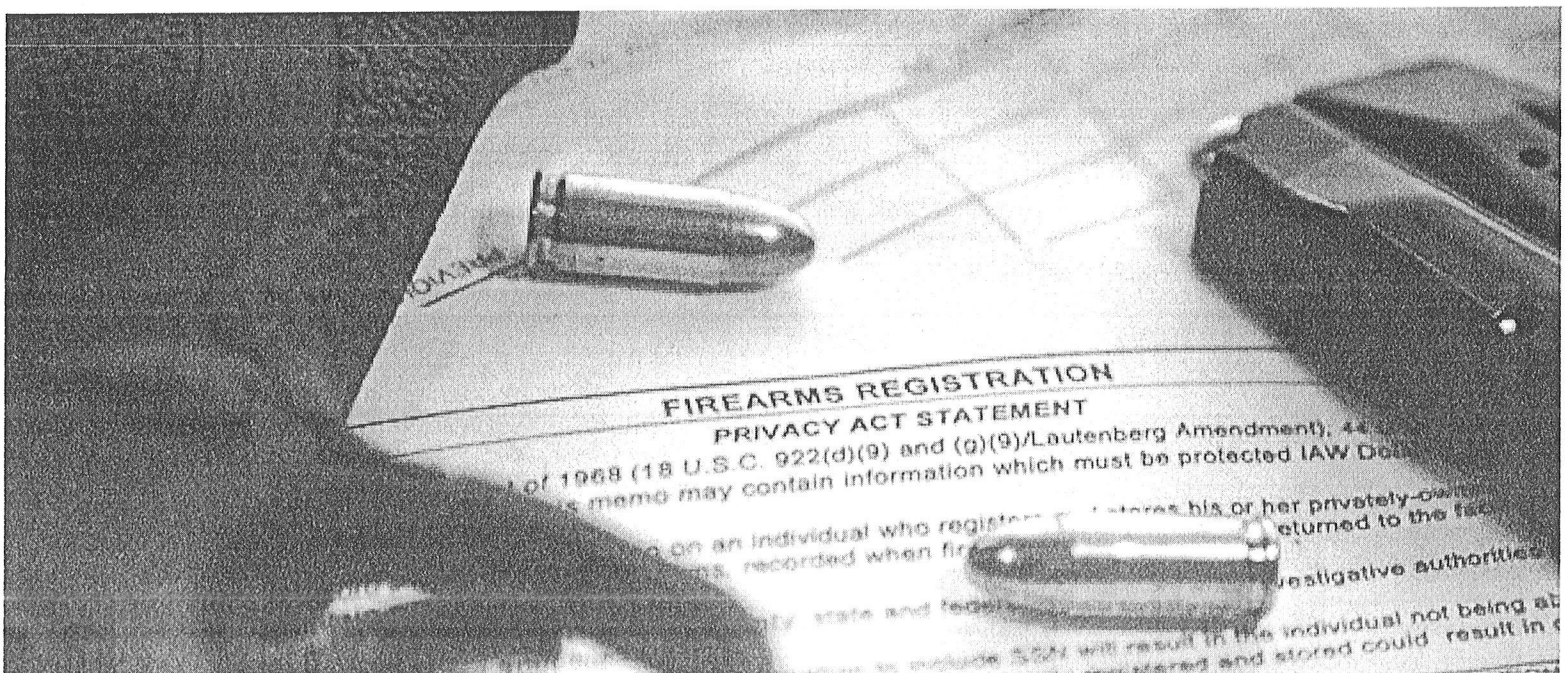
*APRIL 2019*

## THE CHICAGO POLICE DEPARTMENT'S COMPLIANCE WITH THE FIREARM OWNERS IDENTIFICATION CARD ACT FOLLOW-UP INQUIRY

A follow-up to the April 2018 evaluation of CPD's compliance with the "clear and present danger" reporting requirements for law enforcement agencies under Illinois' Firearm Owners Identification (FOID) Card Act ("the Act") concluded that CPD had fully implemented the corrective actions to which it committed to in its response to the original evaluation.

The 2018 evaluation identified a subset of situations in which it was highly probable that CPD members interacted with an individual that posed a clear and present danger, but that those situations were not reported to the Illinois State Police (ISP) via "Person Determined to Pose a Clear and Present Danger" forms, as required by law. OIG determined that CPD had not been operating in compliance with the Act, as CPD had reported only two eligible incidents between December 6, 2013, and April 7, 2017. OIG recommended that the Department institute agency directives requiring CPD members to report FOID Card holders who posed a clear and present danger to ISP within 24 hours, ensure that all members had ready access to the reporting mechanism during their shifts, create relevant curricula, and provide adequate training for current CPD members and new recruits. In response, CPD concurred with OIG's recommendations and indicated that it would follow all corrective steps to bring CPD into compliance with the Act.

As part of CPD's full implementation of corrective actions, the Department issued Special Order S06-05-04, "Person Determined to Pose a Clear and Present Danger," ensured that the "Person Determined to Pose a Clear and Present Danger" form is accessible electronically to all officers on all shifts through the Department Directives System, created relevant curricula, and provided adequate training on the Act for current CPD members and new recruits. CPD submitted 47 forms to ISP in the 10 months following OIG's report, in contrast to only 2 forms having been submitted during the evaluation's 40-month review window.





*JUNE 2019*

## REVIEW OF THE CHICAGO POLICE DEPARTMENT'S MANAGEMENT OF SCHOOL RESOURCE OFFICERS FOLLOW-UP INQUIRY

A follow-up to the September 2018 review of CPD's management of School Resource Officers (SROs) assigned to Chicago Public Schools (CPS), found that CPD fully implemented one recommendation, did not implement one recommendation, and three recommendations remained pending. The 2018 review identified that SROs were operating in public schools without a CPD-CPS Memorandum of Understanding (MOU) or intergovernmental agreement. Additionally, CPD lacked policies or procedures detailing SRO recruitment, selection, placement, training, roles and responsibilities, and evaluation, as well as sufficient controls, guidance, and standards to evaluate SRO performance. CPD also lacked current rosters of officers working as SROs and the schools to which they were assigned.

OIG recommended that CPD immediately:

- Work with CPS, juvenile justice entities, and civil rights/community stakeholders to draft and implement an MOU that meets constitutional and statutory civil rights requirements;
- Collaborate with CPS, students, families, and community stakeholders to create hiring guidelines for SROs;
- Create Department policies and procedures aligned with best practices and an MOU, both of which address SRO recruitment, selection, placement, training, roles and responsibilities, and evaluation;
- Maintain and regularly update rosters of officers assigned to CPS; and
- Designate a program coordinator to enhance coordination and accountability.

In response, CPD concurred with many of the findings and some of the recommendations detailed in the report, but did not address other crucial areas of concern. In its response to the follow-up inquiry, CPD failed to undertake action with the immediacy called for by OIG or consonant with deep community concerns over the program. Eventually, during the summer of 2019, CPD provided new training to all SROs. Additionally, the Department implemented a new Special Order governing the SRO program in June 2019, and signed an intergovernmental agreement with CPS in December 2019.



*JULY 2019*

## EVALUATION OF THE CHICAGO POLICE DEPARTMENT'S RANDOM REVIEWS OF BODY-WORN CAMERA RECORDINGS

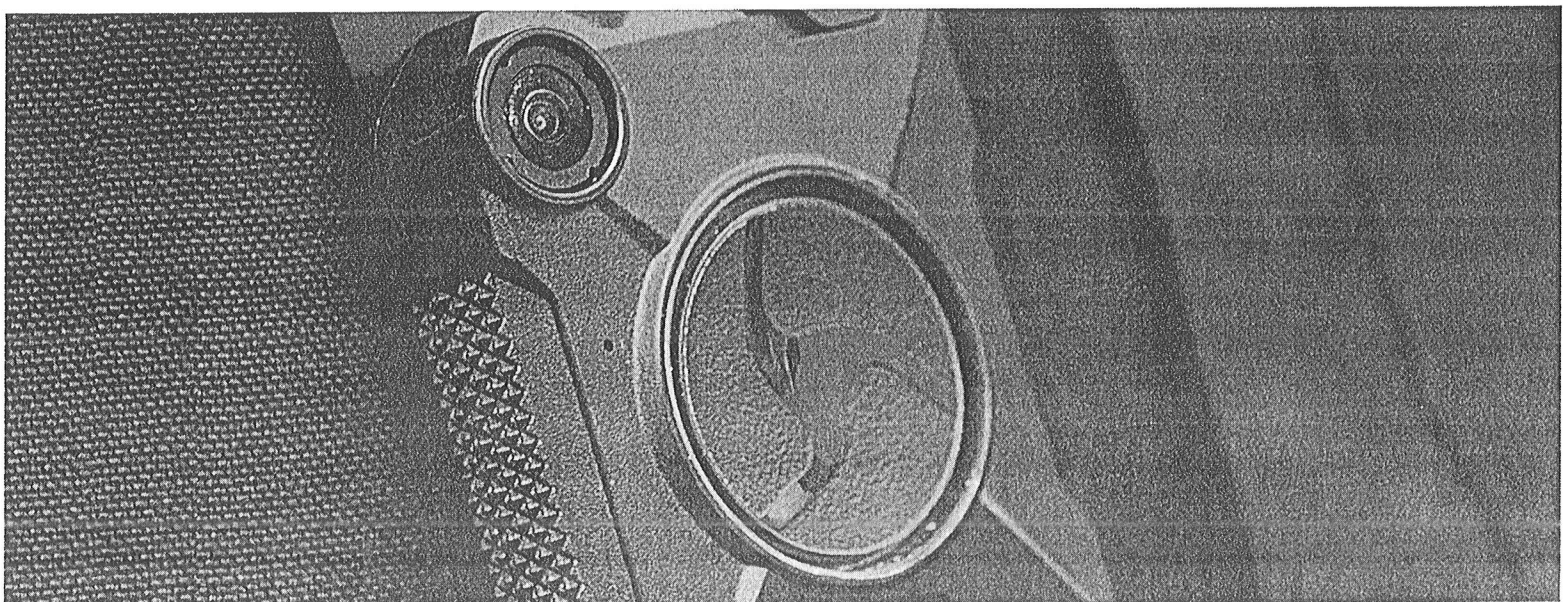
A compliance evaluation determined that CPD did not comply with its own policy requiring supervisory review of randomly selected body-worn camera (BWC) recordings. Special Order S03-14 requires watch operations lieutenants (WOLs), across all watches, to review one randomly selected recording each day, to assess, among other areas, whether certain members were properly using BWCs and conducting themselves in accordance with policy.

Specifically, OIG found that:

- CPD failed to complete all required random WOL reviews from November 2017 through March 2018 in seven districts reviewed by OIG;
- CPD failed to implement a standardized process for randomly selecting BWC recordings;
- CPD failed to effectively monitor compliance with its random WOL review requirement, using definitions of compliance that were inconsistent and that did not allow CPD to determine whether WOLs were conducting randomized reviews in accordance with the Special Order; and
- CPD's BWC Program Evaluation Committee (the Committee), tasked with ensuring policy compliance and with evaluating program effectiveness, did not hold quarterly meetings in the third or fourth quarters of 2017, as required by the Special Order.

OIG issued several recommendations, including assessing the impact of corrective measures taken by the Committee, standardizing the random review process, and developing an effective method for monitoring compliance. OIG also recommended that the Committee hold regular meetings with timely and complete reporting on random reviews.

In response, CPD acknowledged the need to improve compliance and identified steps it had taken, including: evaluating the implementation of the policy, automating aspects of the random review process, and ensuring that the Committee fulfilled its oversight responsibilities. CPD did not provide a timeline for implementing the automation of its random review process. Until said implementation, the effectiveness of random reviews and the Committee's ability to perform its role may continue to be compromised.



# REVIEWS

## CLOSED DISCIPLINARY INVESTIGATIONS

The Public Safety section's Inspections Unit reviews individual closed disciplinary investigations conducted by COPA and BIA. OIG may make recommendations to inform and improve future investigations and, if it finds that a specific investigation was deficient such that its outcome was materially affected, may recommend that it be reopened. Closed investigations are selected for in-depth review based on several criteria, including but not limited to the nature and circumstances of the alleged misconduct, and its impact on the quality of police-community relationships; the apparent integrity of the investigation; and the frequency of an occurrence or allegation. The closed investigations are then reviewed in a process guided by the standards for peer review of closed cases developed by the Council of Inspectors General on Integrity and Efficiency. OIG assesses sufficiency across several categories, including timeliness, professional standard of care, interviews, evidence collection and analysis, internal oversight, and case disposition.

In 2019, the Inspections Unit conducted preliminary examinations of 809 individual closed disciplinary investigations conducted by CPD and COPA and opened 226 for in-depth reviews. Those reviews produced recommendations to reopen, inform, and improve future disciplinary investigations, as well as identified topics for evaluative research projects.





JULY 2019

## RECOMMENDATIONS TO INFORM AND IMPROVE CPD'S INTERNAL AFFAIRS INVESTIGATIONS

In the course of its ongoing inspections of individual closed disciplinary investigations conducted by CPD's BIA, OIG identified five recommendations to inform and improve future investigations:

- CPD members assigned to investigate complaints should ensure that, whenever appropriate, case files include an Initiation Report. If there is no Initiation Report, investigators should consider explaining the origin of a complaint in their summary report or summary report digest. The consistent inclusion of information about the origin of a complaint would provide improved context for judging misconduct and determining outcomes.
- Where a disciplinary investigation is related in some way to a criminal proceeding, the assigned investigator should periodically document the status of those proceedings in a To From Report, rather than simply documenting the fact that the criminal proceedings remain pending. Doing so might serve to better explain any delays in the administrative investigation caused by the pendency of related criminal matters.
- In order to protect and promote timeliness in its investigations, BIA should take steps to avoid assigning an investigation to an investigator who is on a lengthy leave of absence or furlough, and should consider reassigning an investigator's cases, as appropriate, at the beginning of a lengthy leave of absence or furlough.
- If a BIA supervisor reviews an investigation for approval and decides to return it to the assigned investigator, the supervisor's reason for doing so should be documented. This would create a more complete case record and might prevent the same issue in an investigation from being raised at multiple review points.
- Special Order S08-01-01 sets out, in part, the steps BIA investigators must take in attempting to contact complainants. To ensure that complaints of police misconduct are appropriately received and investigated, BIA investigators should, at a minimum, follow each requirement of Section II.F of that order. Also, before approving the closure of an investigation for lack of complainant contact or lack of a sworn affidavit, BIA supervisors should verify full compliance with the provisions of that section.

In response, CPD outlined the process by which complaints come from various sources to BIA for investigation and affirmed that it is BIA's practice to document the source of a civilian complaint if it is received without an Initiation Report. With respect to OIG's remaining four recommendations, CPD noted that its new Case Management System would provide additional opportunities for assuring compliance and quality.



#19-0597

**RECOMMENDATION TO REOPEN BASED ON FAILURE TO CONSIDER VIDEO EVIDENCE**

COPA sustained an allegation that a CPD officer failed to capture an entire police encounter on their BWC during the execution of a search warrant, and recommended a one-day suspension. In reviewing the closed disciplinary investigation, OIG located a piece of BWC footage which COPA did not consider in its initial investigation, showing that the accused officer had in fact recorded the entire incident in question as required by CPD policy. OIG recommended that COPA reopen the investigation to consider all relevant evidence. COPA agreed and reversed its finding, exonerating the officer.

#19-0901

**RECOMMENDATION TO REOPEN BASED ON LACK OF EXPLANATION FOR INJURY SUSTAINED IN CPD CUSTODY**

COPA investigated allegations of excessive force against three officers following the arrest of an individual during a traffic stop. The arrestee struggled with the officers, and the officers used force to arrest and place the arrestee into custody. During transport to a CPD station, the arrestee can be observed on in-car camera (ICC) footage with what appears to be a small scrape in the center of their forehead, and no other visible injuries to their face.

COPA determined that the force used during the arrest was within policy and exonerated the officers of the allegations of excessive force. COPA's analysis of the incident continued through the arrestee's transport to a CPD station and did not include any events thereafter.

Evidence in COPA's file makes clear that the arrestee suffered an injury to the left eyebrow after exiting the CPD vehicle, while still in CPD custody. The laceration to the arrestee's left eyebrow required six stitches; the injury is visibly distinct from the small scrape on the arrestee's forehead, as visible on the ICC footage. COPA's file does not contain an investigative report, and its summary report of investigation does not offer any explanation regarding how the arrestee sustained an injury to the eyebrow.

OIG recommended that COPA reopen its investigation to address the injury to the arrestee's left eyebrow, which evidence demonstrated had occurred after the arrest and while in CPD custody. Responding after the conclusion of Command Channel Review,<sup>[3]</sup> COPA declined to reopen the investigation, asserting that the small scrape on the arrestee's forehead, visible on the ICC footage, was the same injury as the laceration to the left eyebrow which required six stitches. COPA stated that the arrestee's small scrape "could subsequently have begun to bleed and required medical attention." COPA further noted that "it is a virtual impossibility that any additional evidence COPA might obtain at this point would allow us to satisfy the requisite burden of proof."

[3] Command Channel Review is the process by which an accused CPD member's supervisors review a disciplinary investigation for the soundness of the conclusions and findings. CPD's final decision on outcome and discipline is made following Command Channel Review.

#19-1419

**RECOMMENDATION TO REOPEN BASED ON FAILURE TO  
CONSIDER A STATEMENT BY THE ACCUSED OFFICER**

COPA received a complaint alleging that during a traffic stop, a CPD officer walked toward the complainant's vehicle with their gun pointed at the complainant, ordered the complainant out of the vehicle, and placed the complainant in handcuffs without probable cause. COPA brought several allegations against the accused officer, including an allegation of excessive force arising out of the officer pointing their weapon at the complainant's face.

As part of its review of COPA's investigation, OIG reviewed the accused officer's audio interview, BWC footage, and the summary report of investigation. During the audio interview, the accused officer confirmed that they had, in fact, pointed their weapon at the complainant. COPA's summary report did not reflect this statement, nor was this statement apparently considered in COPA's analysis of the excessive force allegation.

In its summary report, COPA describes its review of available BWC footage. Based on its review, COPA concluded that the accused officer was not pointing a gun at the complainant, and that the BWC footage "refute[d]" the allegation on that point. Based on OIG's review of the BWC footage, however, the accused officer's gun is never in view of the camera; the video, therefore, is inconclusive with respect to that allegation.

COPA concluded that the allegation of excessive force was not sustained. OIG recommended COPA reopen its investigation to account in its analysis for the fact that the accused officer admitted to pointing a weapon at the complainant. COPA responded that it had "revised its Summary Report to clarify the evidentiary record supporting COPA's finding."

#19-1431

**RECOMMENDATION TO REOPEN BASED ON FAILURE TO  
ADDRESS A POTENTIAL RULE VIOLATION**

While investigating allegations of an improper traffic stop and search of a vehicle, COPA neglected to address a CPD officer's failure to provide their name and badge number when requested. BWC footage from the stop captures the complainant asking the officer for their name and badge number and the officer responding in an unprofessional manner instead of providing the information. COPA did not address this potential rule violation captured on BWC footage in its final summary report. On OIG's recommendation, COPA has reopened the investigation.

# DATA ANALYSIS

## OIG INFORMATION PORTAL

OIG's Information Portal includes a series of data dashboards which provide critical, up-to-date, and accessible information about Chicago's public safety operations and police-community interactions.<sup>[4]</sup> Therefore, OIG is uniquely well-positioned to integrate and analyze City of Chicago data and to inform public discourse.

Many City agencies and databases store data relevant to public safety services: CPD, COPA, the Office of Emergency Management & Communications, the Department of Law, and the Department of Human Resources, among other.<sup>[5]</sup> Direct access to much of the data held by City agencies allows OIG to render transparent and available analysis data, which speaks to community concerns and public safety challenges.

In addition to equipping members of the community and CPD with accurate and transparent data, OIG's dashboards enable analyses which are responsive to some of the Public Safety section's duties, pursuant to its enabling ordinance and the Consent Decree entered in *Illinois v. Chicago*.

In 2019, the following Public Safety dashboards were made available for public view:

- CPD Active Sworn Officers Dashboards, showing data about officer demographics, unit assignment, and titles
- Officer Complaint/Notification Dashboards, showing data about the complaints made to oversight agencies and notifications filed about officer actions, including the distribution of complaints by district, ward, and community area
- Investigatory Stop Reports Dashboards, showing data about investigatory stops, pat downs, and searches, including geographic distribution of investigatory stops by district, ward, and community area

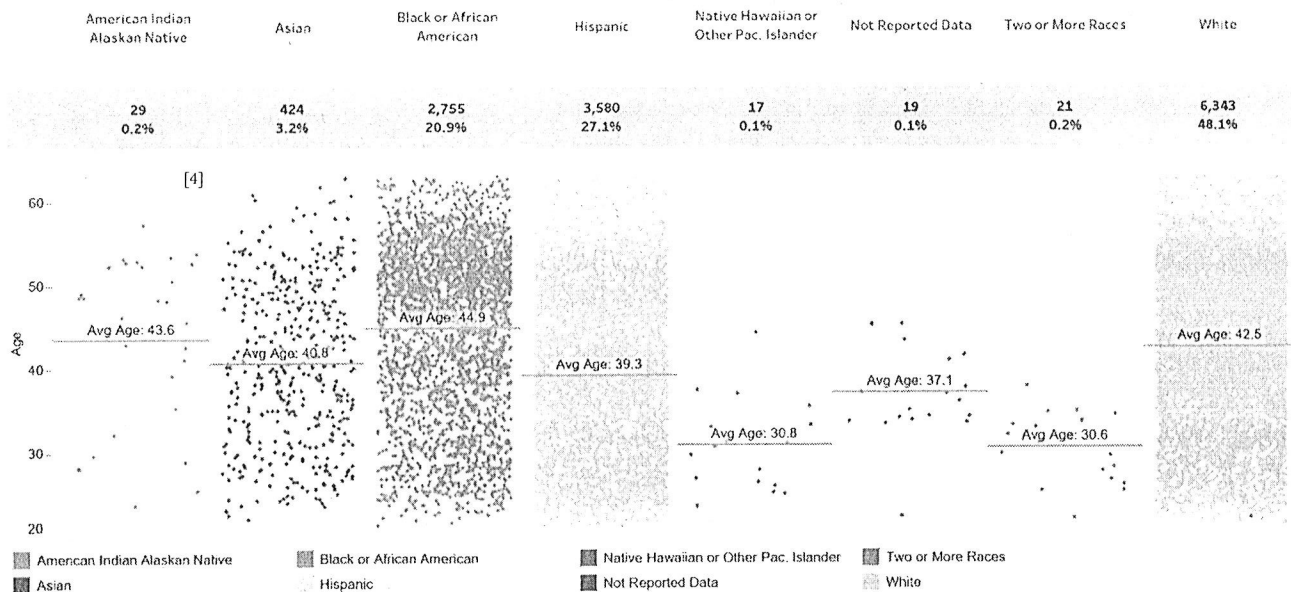
[4] This analysis is responsive to the section's obligations pursuant to §2-56-230(a) of the Municipal Code of Chicago and draws heavily on the work of OIG's Center for Information Technology & Analytics.

[5] By the end of 2019, OIG had acquired backend access to 60 CPD databases and 57 CPD applications. OIG reached a data agreement with CPD in 2016, which will eventually give OIG access to approximately 73 additional databases and 75 additional applications.

## ACTIVE SWORN OFFICERS OVERVIEW DASHBOARD

- Detailed demographic information on CPD sworn members
- Manpower assignment across all CPD units, current and change over time
- The average length of service and racial composition for CPD units

Officer Age by Race



As of December 2019, CPD's demographic composition significantly underrepresents Blacks or African Americans relative to the total population of Chicago, and slightly underrepresents Hispanics. Black or African American members make up 20.9% of CPD, while Black or African American residents make up 30% of Chicago's population. Hispanic members make up 27.1% of CPD, while Hispanic residents make up 29% of the City's population.<sup>[6]</sup>

If the recent rate of growth of Hispanic members at CPD continues, that 2% gap to the city population will likely be closed in the near term. In contrast, the significant underrepresentation of Black or African American members at CPD is likely to become more pronounced unless CPD improves its current rate of successful recruitment from that population. As of December 2019, Black or African American members are on average nearly 3 years older than the CPD-wide average (44.9 years versus 42 years) and 5.6 years older than Hispanic members (39.3 years on average). Therefore, CPD can expect higher than average rates of retirement of Black or African American members in the coming years.<sup>[7]</sup>

The White population of Chicago is overrepresented in the ranks of CPD members (48.1% of officers are White, versus 32.5% of the city's population), with an average age of 42.5 years, almost exactly in line with CPD's overall average.

[6] The race and ethnicity categories used here reflect the categories that CPD uses to collect and report its data.

[7] With this challenge in mind, an ongoing evaluation is currently looking at CPD's hiring "pipeline," from online application through successful completion of the Police Academy, and the effect that each stage in that process has on the diversity of the applicant pool.



## ACTIVE SWORN OFFICERS OVERVIEW DASHBOARD

Female members are underrepresented overall, and they are also underrepresented within each racial and ethnic group (there is no racial or ethnic group of CPD members that is close to 50% female). However, female representation does vary significantly across racial groups. It is relatively strong among Black or African American members and relatively weak among White members. As of December 2019, 23% of CPD members overall were female. Female members comprise 18.6% of White members (1,180/6,343), 35.0% of Black or African American members (964/2,755), and 23.2% of Hispanic members (830/3,580).<sup>[8]</sup>

There is significant variability in both the racial diversity and the average years of experience across different units. For example, as of December 2019, members assigned to CPD's three Detective Areas (units 610, 620, and 630) had many years of service but were overwhelmingly White. The Detective Areas together had an average of 19.8 years of service and were 64% White (versus 15% Black or African American and 18% Hispanic).

DISTRICT	HIGHEST PROPORTION RACIAL GROUP OF DISTRICT OFFICERS (DEC. 2019)	HIGHEST PROPORTION RACIAL GROUP IN DISTRICT POPULATION <sup>[9]</sup>
005 – Calumet	Black or African American (49%)	Black (93.5%)
006 – Gresham	Black or African American (47%)	Black (95.9%)
007 – Englewood	White (41%)	Black (93.0%)
010 – Ogden	Hispanic (55%)	Hispanic (62.9%)
011 – Harrison	White (50%)	Black (78.7%)
015 – Austin	White (50%)	Black (89.7%)
019 – Town Hall	White (52%)	White (74.4%)
024 – Rogers Park	White (67%)	White (42.3%)

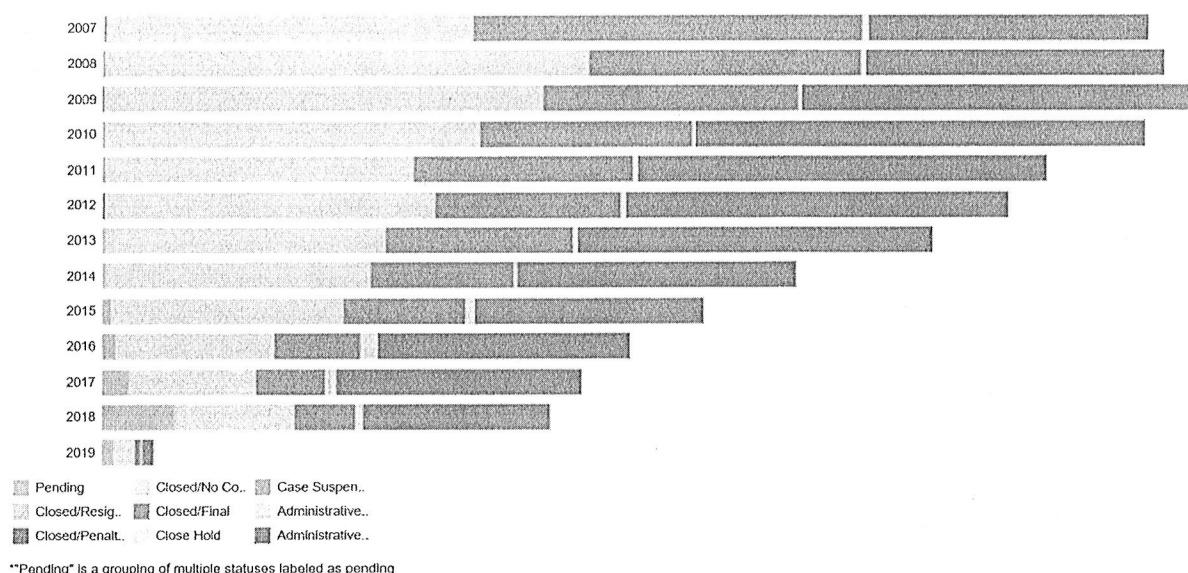
[8] The statistics relating to "Female" and "Male" reflect the categories that CPD uses to collect and report its data.

[9] Population numbers from US Census Bureau, 2017 data.

## COMPLAINT/NOTIFICATIONS DASHBOARD

- The complete complaint/notification history for individual members, current or retired, and the outcomes of complaints against those members <sup>[10]</sup>
- Aggregate data on the types of complaints/notifications and the discipline recommended for sustained findings of misconduct <sup>[11]</sup>
- Trends in the volume of complaints made and notifications generated, the outcomes of resulting investigations, and the distribution of complaints by member and complainant race and gender
- Geographic concentration of complaints and notifications by ward, district, beat, and community area

**Complaint/Notification Count by Status and Year**



The total number of complaints and notifications has been steadily decreasing since 2009, with an average annual decrease of 9% between 2009 and 2018, and an overall decline in total complaints of 59% over that period. Some cases spend many years in the investigative phase. As of December 2019, 19 cases initiated in 2013 were still “pending,” along with 475 cases initiated between 2014 and 2017, and 707 cases initiated in 2018.

Members of the public identified as Black register the most complaints against officers of all races—including 58% of complaints against White officers and 75% of complaints against Black or African American officers. Most often, officer race is not reported in a complaint, but when it is, White officers are consistently subject to the most complaints by complainants of all racial groups (47% of complaints in which officer race is identified). Across all race groups, the average age for issuing a complaint is between 30 and 40 years old, but the range of complainants' age is also very wide for all race groups.

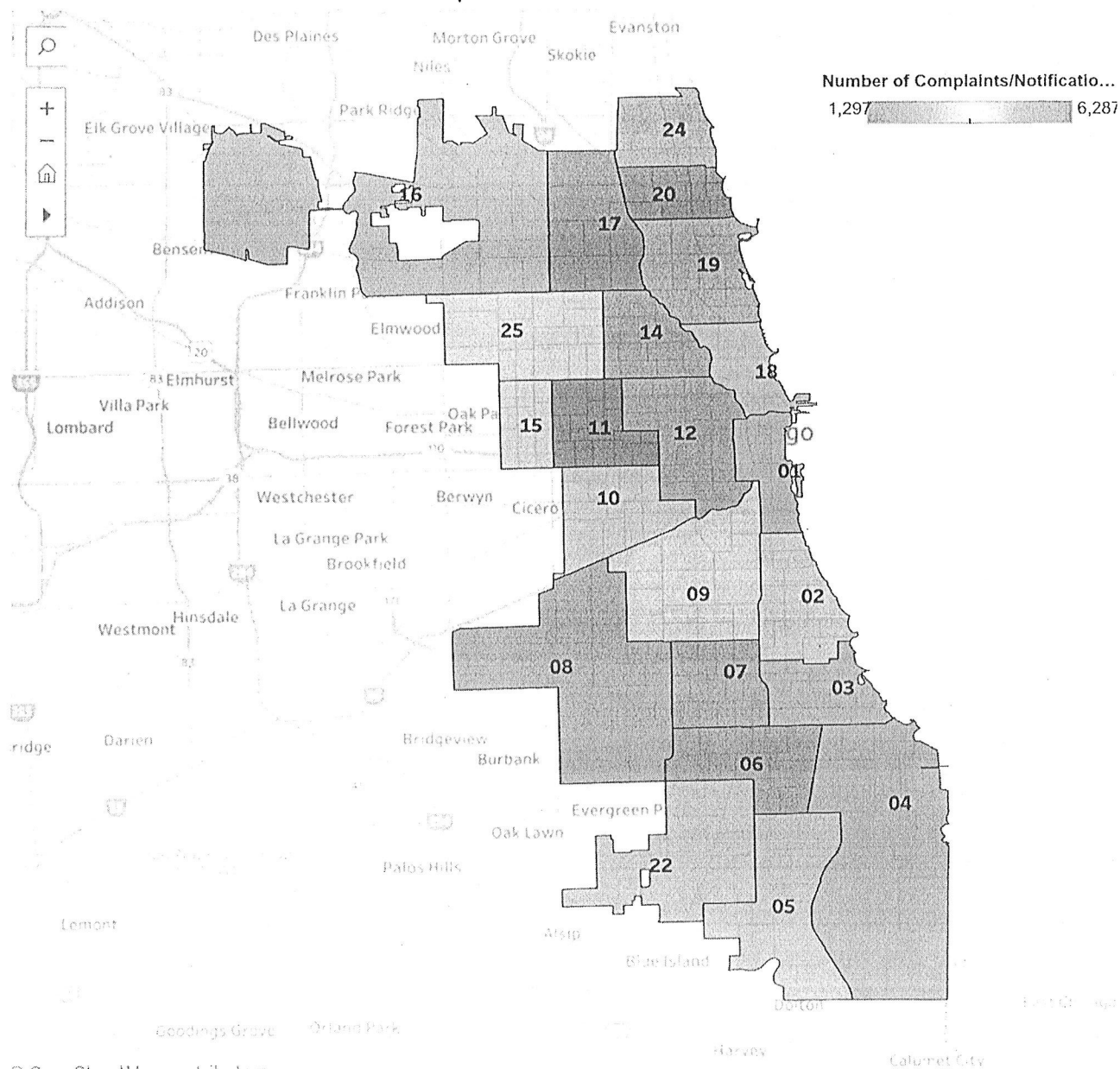
[10] The outcomes of complaints presented in the current versions of OIG’s dashboards represent the discipline recommended by the investigating body (BIA or COPA) only. The final discipline implemented may be modified through grievance processes or other types of review, appeal, or negotiation.

[11] Sustained findings occur when an allegation is supported by substantial evidence. Other finding dispositions include Not Sustained, where there is insufficient evidence to either prove or disprove the allegation; Unfounded, where the allegation is false or not factual; and Exonerated, where the incident occurred but the actions of the accused were lawful and proper.

## COMPLAINTS/NOTIFICATIONS DASHBOARD

The Complaint/Notification maps show complaint data by ward, police district, and community area. Complaints are highly concentrated in selected geographic regions of Chicago, particularly on the South and West Sides.

**Map of Complaints/Notifications by Beat and District\***  
Hover over map to see District and Additional information

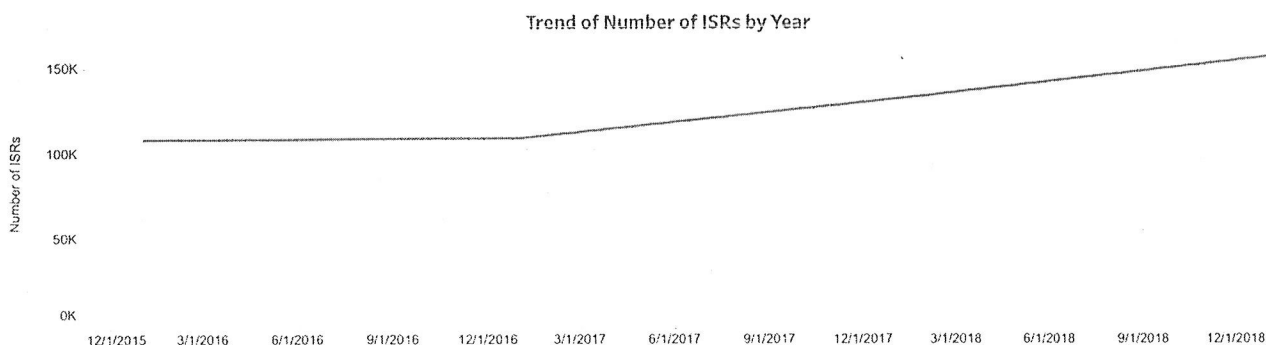


## INVESTIGATORY STOP REPORTS DASHBOARD

- Volume of investigatory stops, including trends over time
- Incident characteristics of investigative stops, including:
  - Stops by officer and subject demographic characteristics
  - Stops of juveniles
  - Factors leading to stops (i.e., the officer's specific, articulable suspicion that made the stop permissible)
  - Stops leading to pat downs, and whether the subject gave consent for a pat down
  - Stops leading to searches, and whether the subject gave consent for a search
  - Pat downs and searches by district and subject race
  - Geographic concentration of stops by ward, district and beat
  - Outcomes of stops (e.g., arrest, administrative notice of violation, personal service citation, none)

YEAR	TOTAL INVESTIGATORY STOPS	% STOPS OF BLACK CIVILIANS	% STOPS OF JUVENILES	% STOPS LEADING TO ARREST	% STOPS WITH NO RESULT
2016	108,422	70.5%	16.0%	13.3%	70.1%
2017	109,467	71.6%	15.4%	14.6%	70.9%
2018	132,299	69.1%	13.2%	12.9%	74.2%
2019	157,239	67.6%	10.9%	11.3%	78.9%

From 2016 to 2019, the total annual number of Investigatory Stop Reports (ISRs) increased by nearly 45%, from 108,422 to 157,239 stops. The large majority of stops were of Black subjects, and Black males in particular, although the percentage of stops of Black subjects decreased slightly from 2016 to 2019. The proportion of stops of juveniles dropped over the same period. As the annual number of investigatory stops has gone up, the proportion of stops leading to arrests has fallen and the proportion leading to no result has gone up.





## INVESTIGATORY STOP REPORTS DASHBOARD

In 2019, “Proximity to Reported Crime” was the specific factor most frequently cited by officers as leading to a stop, and it was cited in 14.7% of stops. The “Other” category was cited more than twice as frequently by officers (31.9% of stops).

The most frequently occurring type of investigatory stop is a White male CPD member stopping a Black male civilian. These encounters accounted for 26.5% of all investigatory stops in 2019. White members produced 50.6% of all ISRs in 2019, slightly overrepresenting their numbers in the ranks at CPD. Black members are significantly underrepresented in generating ISRs, while Hispanic officers are significantly overrepresented.

OFFICER RACE/ETHNICITY	PERCENTAGE OF INVESTIGATORY STOPS (2019)	PERCENTAGE OF SWORN OFFICER POPULATION (2019)
White	50.6%	48.1%
Black	11.9%	20.9%
Hispanic	33.0%	27.1%
Asian	3.8%	3.2%

In 2019, 29% of all stops led to pat downs and 19% led to searches. 31% of investigatory stops of Black subjects led to pat downs and 21% led to searches. The numbers for White subjects are 14% (pat downs) and 12% (searches); for Hispanic subjects, the numbers are 19% (pat downs) and 29% (searches).

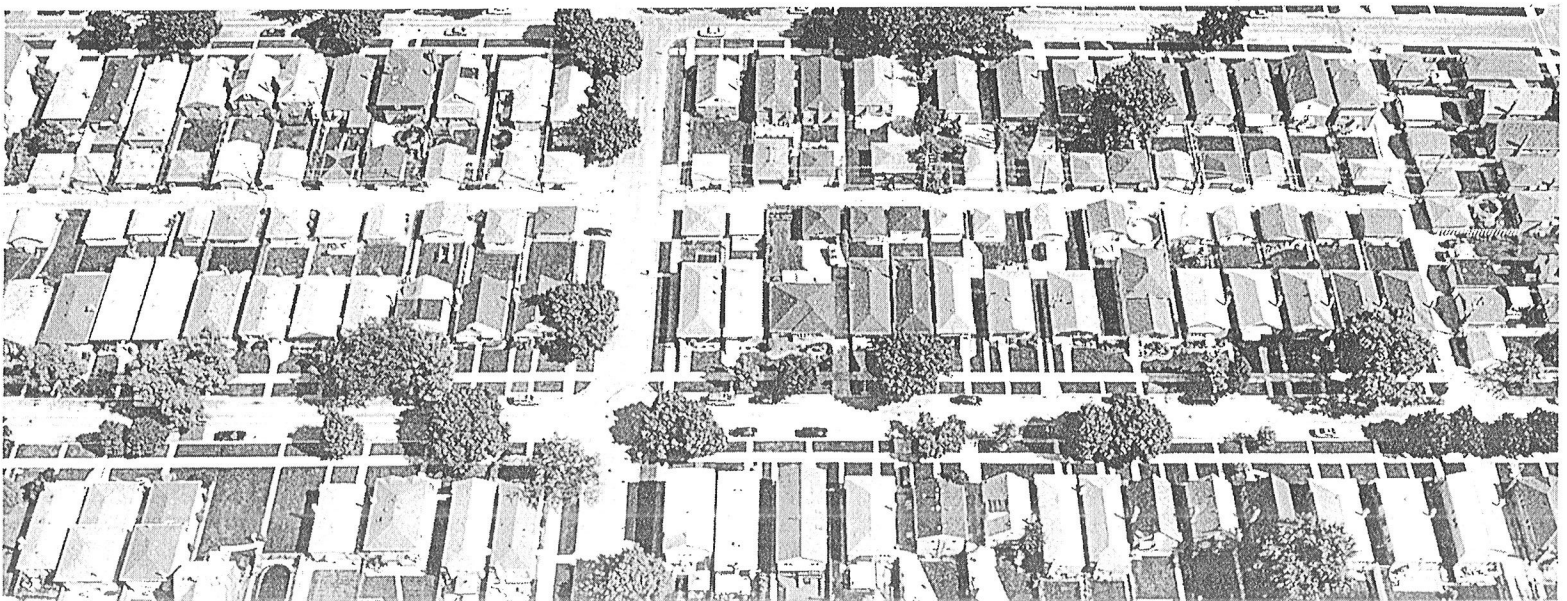
According to ISR data, the majority of searches resulting from an investigative stop are conducted without the consent of the subject. However, there is significant variability by district. The table below shows search rates and consent-to-search rates for the five districts which saw the highest volume of investigatory stops in 2019. Many searches resulted in no weapons or contraband being found (73% citywide in 2019, or 21,793 searches out of 29,677 total).

DISTRICT	TOTAL STOPS	% STOPS LEADING TO SEARCHES	% SEARCHES WITH SUBJECT CONSENT	% SEARCHES W/O SUBJECT CONSENT
Citywide	157,239	19%	36%	64%
007 – Englewood	15,482	24%	35%	65%
004 – South Chicago	14,522	21%	26%	74%
011 – Harrison	12,750	27%	28%	72%
008 – Chicago Lawn	11,904	15%	40%	60%
009 – Deering	10,155	18%	47%	53%

## DIVERSITY, EQUITY & INCLUSION

Paragraph 561 of the Consent Decree mandates that the Public Safety section “hire a full-time staff member responsible for diversity and inclusion issues, who will have specific authority to review CPD actions for potential bias, including racial bias, on any matter within the Deputy PSIG’s statutory authority. The Deputy PSIG will regularly publish reports on diversity and inclusion issues, no less frequently than on an annual basis, which will contain findings and analysis.”

OIG hired its Diversity, Equity, and Inclusion Officer (DEIO) in September 2019. Through this position, OIG has been able to insert a diversity, equity, and inclusion lens and framework across its many functions and reports. For example, the officer provides DEI-anchored feedback at the beginning stage of work in each OIG section, stays closely involved throughout the data collection and analysis process, reviews information for policy deficiencies and patterns which raise diversity, equity, and inclusion-specific concerns, and provides feedback around project scope, data sources, etc. The DEIO also monitors departments interfacing with OIG over the course of projects, as well as their official responses to OIG findings, to identify any culture and accountability trends or issues.



# SURVEYS

## COMMUNITY & CPD MEMBERS

The Public Safety section launched two public surveys to gather input from both community and CPD members. The purpose of the surveys was to identify respondents' top priorities for reform and improvement, to help inform the section's work. The surveys were available both online and in-person at community engagement events from June 12, 2019 through December 31, 2019. A total of 1,844 responses were received—1,758 from community members and 86 from CPD members.<sup>[12]</sup>

The Community Survey asked members of the public to identify subject matter areas (up to five) which they believed should be the Public Safety section's top priority. The most frequently selected responses included: Accountability for Misconduct (61%), Crime Reduction Strategies (51%), Racial Bias (50%), Mental Health Services (49%), and Use of Force (44%).<sup>[13]</sup> Respondents were also asked to identify which solutions they believe would have the strongest positive impact on CPD's relationship with the public. The most frequent responses to this question included: Changes to Department Culture and Attitudes (61%) and More or Better-Quality Training (54%).<sup>[14]</sup>

The CPD Member Survey asked active and retired members to identify the most serious day-to-day challenges to performing their professional duties. The most frequent responses were Staffing Levels (51%) and Availability or Quality of Necessary Equipment (48%).<sup>[15]</sup> When asked to indicate which aspects of CPD management were most in need of improvement, members most frequently selected Fairness in the Promotion Process (59%) and Support for Officer Wellness (50%).<sup>[16]</sup> When asked what solutions would have the strongest positive impact on CPD, members most frequently selected Better Recruitment and Hiring (48%), Better Leadership/Management (45%), and More or Better-Quality Training (41%).<sup>[17]</sup>

[12] Upon publication of the survey, OIG asked that CPD distribute it to all active members. Despite agreeing to do so, CPD has not distributed the survey.

[13] Additional survey options included: Police Staffing Levels, Honesty by Officers, Search and Seizure Practices, Privacy and Civil Liberties Protections, Public Access to Data and Information, and Other.

[14] Additional survey options included: Better Recruitment and Hiring, More Officers on Patrol, Better Supervision of Officers, More or Better-quality Equipment, Changes to Department Policies, More Effective Oversight Agencies, and Other.

[15] Additional survey options included: Effectiveness of CPD's Policing Strategies, Effectiveness of Policies or Regulations, Availability or Quality of Supervision, and Other.

[16] Additional survey options included: Deployment and Assignment Decisions, Development of Effective Policing Strategies, Fairness in Disciplinary Systems, Accountability for Job Performance, Availability or Quality of Training, Transparency Regarding Department Decisions, and Other.

[17] Additional survey options included: More Officers on Patrol, More or Better-Quality Equipment, Changes to Department Policies, Changes to Department Culture and Attitudes, More Effective Oversight Agencies, and Other.

# COMMUNITY ENGAGEMENT & OUTREACH

## COMMUNITY EVENTS

Chicago Public Schools Back-to-School Bashes  
Community Conversations  
Daley Plaza & Neighborhood Farmers Markets  
Educational Workshops  
International Delegations  
OIG Open Houses  
Presentations to Community Organizations & Nonprofits

## STAKEHOLDER ENGAGEMENT

Aldermanic Briefings  
CompStat Meetings  
COPA Training Academy  
CPD Academy Class Presentations  
CPD Ride Alongs  
Police Board Meetings  
Public Safety Committee Meetings

## CONFERENCES & PANELS

Chicago Council of Lawyers Annual Police Accountability Forum  
DePaul Legal Clinic DACA and Immigration Roundtable  
International Association of Chiefs of Police Annual Conference  
National Association for Civilian Oversight of Law Enforcement  
Public Health Institute of Metropolitan Chicago Conference  
Road to Resilience Conference  
Superintendent Speaker Series



# CONCLUSION

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The work of the Public Safety section in 2019 accrues to its continuing growth and the ongoing deepening of its impact. The section's analyses and recommendations published over the course of the last year have given shape to its distinct and potent contribution to the critical work of improving Chicago's police and police accountability agencies. The section looks forward to working with its internal and external partners to continue these vital and urgent efforts.

