



## Chicago Consent Decree Scorecard: Key Implementation Priorities November 2024

This Scorecard identifies six key implementation priorities based on their potential impact, their likelihood to spur additional reforms in the Consent Decree, and their potential to address concerns about policing from community members and organizations, enhancing the safety and trust of Chicago communities.

Tracking Misdemeanor Arrests and Tickets				
Description	Importance	Current Status	Challenges	Actions Needed
CPD must keep records of how often they charge people with misdemeanor arrests and administrative violations and document the race and gender of those charged. CPD is required to publish this data, analyze it, and identify any changes needed based on the analysis. <sup>1</sup>	Understanding how and when CPD uses its power to issue tickets and make arrests is a crucial prerequisite to ensuring that CPD uses fair and impartial policing practices in everyday interactions with Chicagoans.	<b>Not started.</b> CPD has not completed the first step to develop an approved methodology for collecting, managing, and analyzing this data. <sup>2</sup> CPD has not reached full compliance with any requirements in the Impartial Policing section of the Consent Decree, which includes this requirement. <sup>3</sup>	CPD has identified a lack of reliable data and staffing availability as challenges related to the lack of progress on this requirement. <sup>4</sup> Additionally, compliance requires the multiple City agencies that track data related to misdemeanor arrests and tickets to share it.	The City must start by developing a comprehensive plan for tracking and assessing information related to misdemeanor arrests and administrative violations and submit it for approval by the overseeing the Consent Decree.

Improved Response to Behavioral Health Crises				
Description	Importance	Current Status	Challenges	Actions Needed
<p>CPD must respond to all calls involving a person experiencing behavioral health crises with a crisis intervention trained officer. This requires CPD to collect data and analyze the need for crisis trained officers and produce a plan to implement appropriate response in each police district.<sup>5</sup></p>	<p>Proper crisis intervention emphasizes care over punishment for those experiencing a mental or behavioral crisis. Having a trained officer to respond in these instances when called can prevent unnecessary escalation, violence, arrest, and other harms.</p>	<p><b>Not completed.</b> CPD is not responding to all crises calls with a trained officer and has yet to develop an approved Crisis Intervention Trained Officer Implementation Plan.<sup>6</sup> Half the officers currently responding to crisis calls have not received training since before the Consent Decree was established in 2019.<sup>7</sup></p>	<p>CPD cites unreliable data and a lack of a robust strategy as barrier to developing an implementation plan for crisis response.<sup>8</sup> Generally, progress on crises intervention has stalled and, in some cases, regressed. CPD’s Crisis Intervention Unit (CIU) is severely understaffed and currently has half of the officers it had in 2021.<sup>9</sup></p>	<p>The City must develop a strategy to appropriately ensure that Chicagoans in a behavioral health crisis receive timely and appropriate responses. CPD must develop a strategy that overcomes the data and staffing barriers and work to gain the agreement of the Independent Monitor Team (IMT) for its plans.</p>

Automatic System for Identifying Potentially Dangerous Officers				
Description	Importance	Current Status	Challenges	Actions Needed
CPD must create and implement an automated early intervention system (EIS) that allows supervisors to spot early warning signs of at-risk behavior by officers and empowers them to intervene to address the issue effectively. <sup>10</sup>	Monitoring officer behavior through an early intervention system helps identify officers who are most likely to engage in misconduct and allows CPD to intervene before harm is committed.	<b>A narrow pilot has been created.</b> CPD has piloted an Officer Support System in the 5 <sup>th</sup> and 6 <sup>th</sup> police districts. Its next steps are to expand the pilot to the 4 <sup>th</sup> district, conduct an evaluation of that district, and make appropriate changes before rolling out the system department-wide. <sup>11</sup>	According to the IMT, CPD needs to properly evaluate the pilot, expand training to officers and supervisors about use of the data, and build out a dataset. <sup>12</sup>	If CPD is relying on a phased pilot approach to implementation, it must diligently work with the IMT to incorporate feedback to develop a comprehensive EIS that can easily identify and address at-risk officers before harm occurs.

Improvement of Data Systems				
Description	Importance	Current Status	Challenges	Actions Needed
CPD must create and implement a data systems plan to address CPD’s information collection and management needs. <sup>13</sup>	Improving the City’s data system ensures implementation is accurately tracked, shows if reforms are working, and ensures the City meets the requirements of the Consent Decree.	<b>No plan has been created.</b> While CPD has made some progress by assessing its current data system, it has yet to produce a plan that addresses the issues with data collection. This plan must be created before CPD can move forward with implementation of it. <sup>14</sup>	The work of drafting a plan must be done in order for implementation to move forward.	CPD must translate the assessment into a data plan that addresses any issues and inconsistencies identified in the data assessment, creates a timeline and a plan for overhauling its data systems, and implement that plan. <sup>15</sup>

Gathering Feedback from Communities Throughout Chicago				
Description	Importance	Current Status	Challenges	Actions Needed
<p>CPD is required to solicit and respond to feedback from a broad section of community members about policing and develop procedures to annually evaluate the effectiveness of the CPD’s efforts to build collaborative community partnerships.<sup>16</sup></p>	<p>CPD must serve communities in ways that meet the needs of the people who live there. This requires that CPD constantly evaluate whether it is using the best methods to work with all community members.</p>	<p><b>Not yet.</b> During the most recent reporting period, CPD reached the second level of compliance by providing a revised community engagement plan. To reach full compliance, CPD must demonstrate that this plan garnered feedback from a broad section of the community, particularly marginalized communities, and was evaluated comprehensively.<sup>17</sup></p>	<p>While CPD has attempted a number of methods for engaging with community, according to the IMT these efforts have thus fallen short, particularly in marginalized communities.<sup>18</sup></p>	<p>CPD should employ a broader range of tools to collect regular community input, like surveys and feedback forms, and establish an annual evaluation of that input process, including feedback from community partners. Where possible the CPD should incorporate District Councils, which are tasked with engaging their communities on public safety and police accountability issues, into its efforts to expand the pool of community feedback.</p>

**Investigating Officer-Involved Deaths**

Description	Importance	Current Status	Challenges	Actions Needed
<p>All criminal investigations into CPD officer-involved deaths must comply with the Police and Community Relations Improvement Act (PCRIA) by being conducted by an external law enforcement agency with substantial expertise in homicide investigations.<sup>19</sup></p>	<p>Officer-involved deaths should be investigated by a third party rather than CPD investigating its own officers in order to garner trust and ensure fairness and accountability. Compliance would also bring CPD in compliance with state law.</p>	<p><b>Not completed.</b> CPD and the City have not produced any documentation demonstrating efforts related to this requirement across multiple reporting periods, and no policy or actions to meet compliance with the requirement have been developed to date.<sup>20</sup></p>	<p>CPD lacks documented effort or progress. CPD has not coordinated with external agencies as required, and there is an absence of a clear policy framework or resources to address the logistical and legal complexities of compliance with PCRIA.</p>	<p>There are a number of potential policy remedies to reach compliance, including but not limited to, creating a regional task force from neighboring law enforcement agencies or enlisting the Illinois State Police for these investigations. CPD and the City must take the initiative to address this issue.<sup>21</sup></p>

## **BACKGROUND**

In August 2017, the Illinois Attorney General filed a lawsuit against the City of Chicago in response to the U.S. Department of Justice's findings of widespread unconstitutional conduct by the Chicago Police Department (CPD). This lawsuit led to a court-enforced agreement, known as the Consent Decree, that mandates extensive reforms across hundreds of police practices. A Consent Decree requiring effective, lasting reforms is one way to begin to build trust between Chicago's residents and police.

Since the Consent Decree took effect in 2019, the City and CPD have been working on its implementation. However, only 9% of the required reforms have been integrated into CPD's daily operations.<sup>22</sup> This slow progress raises serious concerns about the City and CPD's commitment to implementing these important reforms.

This Scorecard is updated as of Independent Monitor Report 10, the most recent evaluation by the Independent Monitoring Team (IMT) that is appointed by the federal court to monitor CPD's progress on the Consent Decree. The IMT's twice-annual reports provide an evaluation of each paragraph of the Consent Decree for which there is an update in that time period. All Independent Monitor Reports and the Consent Decree can be found on the IMT's website, [www.cpdmonitoringteam.com](http://www.cpdmonitoringteam.com).

## REFERENCES

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- <sup>1</sup> *State of Illinois v. City of Chicago*, Case No. 17-cv-6260 (N.D. Ill) at ¶¶ 79-82 (“Consent Decree”); Independent Monitoring Report 8, Appendix 2 at page 69.
- <sup>2</sup> Independent Monitoring Report 8, Appendix 2 at page 71.
- <sup>3</sup> Comprehensive Assessment II at page 13; Independent Monitoring Report 10 at pages 5, 25.
- <sup>4</sup> Independent Monitoring Report 8, Appendix 2 at pages 70-71.
- <sup>5</sup> Consent Decree, ¶¶ 106-112; Independent Monitoring Report 8, Appendix 3 at pages 52-65.
- <sup>6</sup> Independent Monitor Report 8, Appendix 3 at page 54.
- <sup>7</sup> Independent Monitoring Report 9 at page 31.
- <sup>8</sup> Independent Monitoring Report 8, Appendix 3 at pages 53-65.
- <sup>9</sup> Independent Monitoring Report 9 at pages 29-30.
- <sup>10</sup> Consent Decree, ¶¶ 583-591.
- <sup>11</sup> Independent Monitoring Report 8, Appendix 10 at pages 44-47.
- <sup>12</sup> Independent Monitoring Report 8, Appendix 10 at pages 44-47; Comprehensive Assessment Part II at page 51 (The IMT recommended amending paragraph 588 include “specific criteria for the automated electronic system for the early intervention system).
- <sup>13</sup> Consent Decree, ¶607.
- <sup>14</sup> Independent Monitor Report 8, Appendix 10 at pages 97-98.
- <sup>15</sup> Independent Monitoring Report 9 at page 76.
- <sup>16</sup> Consent Decree, ¶¶ 46-47
- <sup>17</sup> Independent Monitoring Report 10, Appendix 1, at page 5; Independent Monitor Report 10 at page 22
- <sup>18</sup> Independent Monitoring Report 8, Appendix 1 at pages 74-75.
- <sup>19</sup> Consent Decree, ¶492.
- <sup>20</sup> Independent Monitoring Report 7, Appendix 9 at page 216; Independent Monitoring Report 9, Appendix 9 at page 60 (The IMT noted that “this is arguably one of the most important requirements of the Consent Decree”).
- <sup>21</sup> Comprehensive Assessment II at page 35.
- <sup>22</sup> Independent Monitoring Report 10 at page 3.