

## **COMMENTS:**

**These are the comments that we received during the Town Hall held on August 9, 2022 at 6:30 PM at the Beck Recreation Center. All comments have been transcribed verbatim from the comment cards submitted during the Town Hall or comments received via [auroramonitor.org](http://auroramonitor.org).**

- 1) Overall I feel they are high.
- 2) Behaviors:
  - a. Judgment
  - b. Racism
  - c. Lack of empathy
  - d. Lack of humanity
  - e. No change can occur if little to no training has occurred
  - f. Bias
  - g. Privilege
  - h. Entitlement
  - i. Fear of residents
  - j. Racial targeting
- 3) Seems to be some sort of apathy from APD. Maybe the lack of enough law enforcement on the ground is the issue. It is hard to get the police to come to a crime scene unless it is a question of life or death situation.
- 4) There has been police interaction with community interim Chief Oates outreach.
- 5) I can't have a conversation without reading the report, therefore we spent the time reading. #19 should be red.
- 6) Confidence- I'm seeing changes in how the APD are training new recruits. The cadets are required to listen to the community members about their lives experience. Darnesha Montgomery has done incredible work in this space. Concerns- lack of City Council support for crime by funding key youth focused organizations, the abrupt termination of Chief Wilson raised a lot of concerns, no substantive changes in the direction of the department.
- 7) Confidence- having meetings like this Town Hall; Concerns- continued racial bias with those who are directly impacted by incarceration/police involvement; need more bridge building between police and specific marginalized communities
- 8) Officers at public meetings seem to be very honest- of course I'm white.
- 9) Racial profiling has not stopped. It concerns me that the overall culture has not changed.
- 10) It would have been helpful for everyone to have the report with the report card. There were not enough to go around.
- 11) I haven't had any negative interaction with the APD in the past few years. I haven't had any direct interaction at all with APD except at community event. They have been positive.

- 12) Concerns- rights violations were conducted CRS 13-21-128 Sec. 242 of Title 18; First Amendment rights violation, freedom of press, officer shined spotlight on citizen journalist.
- 13) I'm not aware of the details of the consent decree so I can't answer this question.
- 14) On August 8, a homicide occurred at Colfax and Beeler. APD announced they will step up driving patrols including armored vehicles. This is counter to a survey of citizens who preferred walking patrols. I am not confidence with this development.
- 15) I believe we have more work to do! Get the report out to the Black community. The community that is most affected!
- 16) Some scores are higher than they should be.
- 17) Apathy- police have seen it all so their lack of empathy when a vehicle is stolen or fraud is happening. Citizens do not believe police care about them. Citizens need to know the police is there to help, even if the police do not have a constitutional obligation.
- 18) Not enough granularity in progress circles.
- 19) Failure to enforce the laws! Too many auto thefts, for example, Police are too timid in enforcing the law.

## **QUESTIONS:**

**These are the questions that we received during the Town Hall held on August 9, 2022 at 6:30 PM at the Beck Recreation Center. All questions have been transcribed verbatim from the cards submitted during the Town Hall or questions received via [auroramonitor.org](https://www.auroramonitor.org).**

- 1) Question: A report card is incomplete if the data is not up to date or being reported in a timely manner. Currently there is no data on the web for 2021 or 2022, Can this group work to ensure data is at least 3 months current?
  - a. Answer: We are working on improving APD's data collection and analysis. That work is ongoing. APD's efforts to improve its data systems are detailed in the most recent report and will be updated in the upcoming report. Monthly police statistics from August 2020 through December 2021, can be found here: [https://www.auroragov.org/residents/public\\_safety/police/annual\\_public\\_reports](https://www.auroragov.org/residents/public_safety/police/annual_public_reports).  
In the meantime, we will follow up with APD on publishing its data.
- 2) Questions: Explain how a yellow and red "Harvey ball" can be partially complete. Does that mean it is ½ red or ½ on the way to being improved? This is very confusing. If it's fully red is it relatively in compliance? This is not intuitive.
  - a. Answer: The color of the circle indicates whether or not the efforts directed at achieving the specified goals are going in the appropriate direction. A green circle means that the efforts are on the right track (in line with the Monitor's

expectations), a yellow circle means efforts are on cautionary track (at the time, it is uncertain if the Monitor's expectations will be met), and a red circle means that the efforts are on the wrong track or unacceptably overdue (the expectations of the Monitor are not being met). The circles are empty if 0-24% of what needs to get done has been achieved, quarter-filled if 25-49% of what needs to get done has been achieved, half-filled if 50-74% of what needs to get done has been achieved, and three-quarters filled if 75-99% of what needs to get done has been achieved. It is possible to have yellow or red circles that reflect some level of progress yet are still on a cautionary or wrong track.

- 3) Question: What do the circles that are not filled in mean, even if they have a color? What do the different circles mean under each topic? For example, the summary dots are confusing. The report itself is clear because there is an explanation, but the circles still aren't helpful.
  - a. Answer: The color of the circle indicates whether or not the efforts directed at achieving the specified goals are going in the appropriate direction. A green circle means that the efforts are on the right track (in line with the Monitor's expectations), a yellow circle means efforts are on cautionary track (at the time, it is uncertain if the Monitor's expectations will be met), and a red circle means that the efforts are on the wrong track or unacceptably overdue (the expectations of the Monitor are not being met). The circles are empty if 0-24% of what needs to get done has been achieved, quarter-filled if 25-49% of what needs to get done has been achieved, half-filled if 50-74% of what needs to get done has been achieved, and three-quarters filled if 75-99% of what needs to get done has been achieved. It is possible to have yellow or red circles that reflect some level of progress yet are still on a cautionary or wrong track.
- 4) Question: How will those who are not willing to comply or follow the directives in place going to be kept accountable? Why are the issues seen as being "individual" rather than being "systemic," since the community experiences these issues? This is of itself is an issue.
  - a. Answer: In the first report, we detailed systems to ensure best practice policing. Accountability is at the core of all of those systems. Ensuring accountability will be a priority for the Monitor for the entirety of the monitorship. We welcome the community to inform of us of incidents where officers who have not complied with the directives are not being held accountable so we can properly assess how APD and/or AFR as a whole is holding itself accountable. Please reach out to us on our website [auroramonitor.org](http://auroramonitor.org), and/or email us at [connect@auroramonitor.org](mailto:connect@auroramonitor.org) if you have any helpful information.
- 5) Question: The report cites/reflects significant gaps in policy and use of force in general. What operational changes and policy changes are being made in light of this report? What best practices, external organizations, and community-based feedback/information are guiding this process?

- a. Answer: The Consent Decree lists specific policies that must be created or revised. During the first reporting period, the Monitoring Team offered its technical assistance in creating the Documentation of Contacts policy for APD. Currently, the Monitoring Team is working with APD on creating a policy to guide the officers on a legal basis when conducting contacts, encounters, and investigatory stops. The Team is also assisting APD in revising its use of force policy, which will be the anchor in revising related policies. These policies will then drive efforts to revise and/or create officer training materials as necessary. Once the trainings are completed, the Monitor will assess the impact of those revised policies and trainings on how they are implemented on the streets. Our findings will be communicated to the community in future reports. The Monitoring Team consists of nationally recognized experts in best practices in policing and have been offering technical assistance in creating and revising these policies with APD. As for use of force, there were multiple community focus-groups that were conducted by the Crime and Justice Institute in 2021 that were incorporated into ongoing efforts to revise the use of force policy.
- 6) Question: What will continuity look like in light of the appointment of a new Chief of Police?
  - a. Answer: The decision regarding who serves as Chief of Police for the City of Aurora is a matter which rests solely with the City Manager. However, the Monitor has received assurances from the City that the selection of a permanent Chief will be made with all due deference to a continued commitment to the Decree and the reform process. The Monitor and his team will work with whomever is in the Chief's seat to ensure that all is being done to bring the required reforms to the Department and to the people of Aurora.
- 7) Question: When you speak of past "community engagement" efforts, who made up the community? Were those who were/are incarcerated interviewed? What about those who are a part of pre-trial, diversion, or probation?
  - a. Answer: In the first six months of the monitorship, the Monitor has held two public Town Halls. These events were widely advertised and broadcasted on local media outlets, inviting all residents of Aurora to participate and be informed about the monitorship and the findings from the first report. Moreover, the Community Advisory Council (CAC) was created in March 2022 by the Monitor to provide community input and guidance regarding the reform efforts of the City. The membership of the CAC will promote diversity of thought and information exchange for the duration of the Consent Decree. Essentially, the CAC will be the Monitor's eyes and ears in the community providing community perspectives and insight to the Monitor on matters related to each of the areas covered by the Decree. This will include reviewing the Monitor's findings on compliance for each of the Decree's mandates, raising Decree-related concerns from the community, and providing perspectives on whether the mandated reforms are being felt on

the streets of Aurora. The CAC is led by three prominent members of the Aurora Community: Pastor Reid Hettich, Omar Montgomery, and Jeanette Rodriguez. While the Monitoring Team has engaged with the formerly incarcerated population in Aurora, as well as the Public Defender of Aurora, we have not yet engaged with those who are pre-trial, diversion, or probation. We will discuss with the CAC how to engage with those community members going forward.

- 8) Question: Why are there so many gaps in reporting, especially in the areas of racial bias and use of force?
  - a. Answer: The Methodologies to Aid in the Determination of Compliance indicated when each of the mandates will be assessed throughout the monitorship. Not all of the mandates can be assessed during the first reporting period because, for some, there are other mandates that must be completed before they can be assessed. For example, training mandates can't be assessed until policies on which they will be based are revised or created. During the monitorship, all mandates will be assessed. The gray circles in the first report card indicate which ones will be assessed in the second reporting period.
- 9) Question: My neighbor was part of a citizen review board a few years ago. It was "disbanded." Why?
  - a. Answer: The Community Police Task Force was established in June 2020 to evaluate, discuss, and develop recommendations to improve effective and transparent communication between APD and the community. The Task Force had twelve members from the community, was led by the Community Relations Section Manager, and issued a report with recommendations in March 2021. It is our understanding from those who served on the Task Force that the Task Force fulfilled its mission and objectives with the publication of its final report. The Task Force's final report can be found here: [https://cdn5-hosted.civiclive.com/UserFiles/Servers/Server\\_1881137/File/News%20Items/Community-Police-Task-Force-report.pdf](https://cdn5-hosted.civiclive.com/UserFiles/Servers/Server_1881137/File/News%20Items/Community-Police-Task-Force-report.pdf).  
This Task Force was formed and completed its mission before there was a Consent Decree.
- 10) Question: Why is Accountability and Transparency not visited yet?
  - a. Answer: The mandates that fall under that section will be assessed during the second reporting period, and the Monitor's efforts will be described in the upcoming report. Accountability is at the core of all of those systems. Ensuring accountability will be a priority for the Monitor for the entirety of the monitorship. We welcome the community to inform of us of incidents where officers who have not complied with the directives are not being held accountable so we can properly assess how APD and/or AFR as a whole is holding itself accountable. Please reach out to us on our website [auroramonitor.org](http://auroramonitor.org), and/or email us at [connect@auroramonitor.org](mailto:connect@auroramonitor.org) if you have any helpful information.
- 11) Question: How does the scorecard map/reflect actual results? California is a crime ridden mess. How does this report make us feel hopeful? How does this move the ball forward?

- a. Answer: The scorecard is a tool to capture the City's efforts during the first reporting period. The color of the circle indicates whether or not the efforts directed at achieving the efforts are going in the appropriate direction. A green circle means that the efforts are on the right track (in line with the Monitor's expectations), a yellow circle means efforts are on cautionary track (at the time, it is uncertain if the Monitor's expectations will be met), and a red circle means that the efforts are on the wrong track or unacceptably overdue (the expectations of the Monitor are not being met). The circles are empty if 0-24% of what needs to get done has been achieved, quarter-filled if 25-49% of what needs to get done has been achieved, half-filled if 50-74% of what needs to get done has been achieved, and three-quarters filled if 75-99% of what needs to get done has been achieved. The first report highlights the willingness of the City, APD, AFR, and the Civil Service Commission to commit to reforming and continuously improving its practices. The reforms and mandates as envisioned by the Consent Decree cannot happen overnight, but the City's willingness and dedication to improving itself is a critical component of moving the ball forward. The Consent Decree process provides oversight to ensure that the City actually follows through on its commitments and holds the City accountable. The Monitor's main function is to audit, monitor, and ensure that those agencies are meeting each of the mandates of the Decree. In essence, the Monitor's task is to provide integrity assurance relative to mandates of the Decree.
- 12) Question: How does the score card map the trends in public safety (i.e. positive or negative), and are those trends tracked or managed?
- a. Answer: The report card is designed to track the City's efforts in achieving the specific mandates of the Consent Decree, and the Consent Decree doesn't explicitly mention public safety as a mandate. However, we have seen firsthand that constitutional, best-practice policing as represented by the Consent Decree can not only co-exist with crime reduction efforts, but can enhance and foster crime reduction efforts. We have seen how monitorships have increased public trust, which has translated into officers feeling better about themselves and the jobs they are doing. That in turn has translated into reduced crime and increased fairness.
- 13) Question: I have experienced a feeling of confidence in the future of the Aurora Police Department since the return of Interim Chief Oates. However, what happens after he leaves?
- a. Answer: The decision regarding who serves as Chief of Police for the City of Aurora is a matter which rests solely with the City Manager. However, the Monitor has received assurances from the City that the selection of a permanent Chief will be made with all due deference to a continued commitment to the Decree and the reform process. The Monitor and his team will work with whomever is in the Chief's seat to make certain that all is being done to bring the required reforms to the Department and to the people of Aurora.

- 14) Question: How is the public being informed of the status of the report through mainstream outlets?
- Answer: Upon its initial publication, the Monitoring Team has shared several press releases regarding the report and its findings. The Team has also shared further information during the second Town Hall, which was dedicated to the findings of the first report. The Monitoring Team has conducted four interviews with mainstream outlets in Aurora, including Denver 7, 9News, Sentinel Colorado, and Law Week Colorado. Most importantly, the Monitoring Team has not declined any requests from any media outlets to be interviewed about the first report or the status of the monitorship.
- 15) Question: What is the difference between a yellow 0% and a red 0%? Will we have to wait until the next update before we see a red? How trigger-happy are you to issue red circles?
- Answer: The scorecard is a tool to capture the City's efforts during the first reporting period. The color of the circle indicates whether or not the efforts directed at achieving the specified goals are going in the appropriate direction. A green circle means that the efforts are on the right track (in line with the Monitor's expectations), a yellow circle means efforts are on cautionary track (at the time, it is uncertain if the Monitor's expectations will be met), and a red circle means that the efforts are on the wrong track or unacceptably overdue (the expectations of the Monitor are not being met). The circles are empty if 0-24% of what needs to get done has been achieved, quarter-filled if 25-49% of what needs to get done has been achieved, half-filled if 50-74% of what needs to get done has been achieved, and three-quarters filled if 75-99% of what needs to get done has been achieved. The Monitor is absolutely comfortable issuing red circles when they are appropriate, based on our assessments.
- 16) Question: If we can't trust that the Independent Monitor will answer an email, how can we trust this Monitor with the task of overseeing this Consent Decree?
- Answer: The Monitoring Team makes the best effort to respond to all correspondence received from the community. We will continue to do our best to be responsive and communicative. If there are any correspondences to which we have not responded, please forward them to [connect@auroramonitor.org](mailto:connect@auroramonitor.org) and we will respond immediately.
- 17) Question: I believe these scores do not reflect what is actually happening on the streets, especially in the use of force. If no change has been made (i.e. Mandate #24) in what world does that NOT garner a red designation?
- Answer: Mandate 24 requires that all changes made to the Force Review Board prior to the creation of the Consent Decree remain in place. The Monitor found that no reversals of enumerated changes in Section IV(C) had taken place, which is what is required under the Consent Decree. The Monitor issued a yellow circle due to concerns regarding the need for the Force Review Board to continue to improve its reviews and to have them looked at with a more critical eye.



- 18) Question: How much does all this cost? How much will it cost? Is there state and/or federal money? How much involvement at the state and federal level is there or should there be? Does state or federal law/regulation hinder or support this effort?
- a. Answer: The cost of the monitorship is discussed at length in this article: <https://www.thedenverchannel.com/news/local-news/we-saw-trust-increase-auroras-consent-decree-monitor-looks-to-past-experience-for-future-goals>. The Monitor is not aware of whether there is any state or federal funding. This Consent Decree came about following the Attorney General's investigation of Aurora Police Department's and Aurora Fire Rescue's policies and practices. The resultant Consent Decree mandates are aimed at correcting the policies, training, and systems of accountability that were found not to be operating properly in Aurora. The appointed Monitor is responsible for primarily reviewing and ensuring compliance with the Consent Decree, and the Attorney General may consult with the Monitor on any aspect of the Consent Decree.
- 19) Question: Why doesn't the "community" feel the way you all do about this scoring of the Consent Decree?
- a. Answer: The CAC will be the Monitor's eyes and ears in the community, providing community perspectives and insight to the Monitor on matters related to each of the areas covered by the Decree. This will include reviewing the Monitor's findings on compliance for each of the Decree's mandates, raising Decree-related concerns from the community, and providing perspectives on whether the mandated reforms are being felt on the streets of Aurora. Most importantly, we encourage the community to reach out to the Monitoring Team with any issues or concerns so we can incorporate them into our overall findings. Please feel free to reach out to [connect@auroramonitor.org](mailto:connect@auroramonitor.org) with any concerns or issues.
- 20) Question: Why are the training and policies not being addressed at this time? The other mandates can improve if use of force and racial bias are addressed as soon as possible. What are the consequences if the Aurora Police Department fails to improve?
- a. Answer: The Methodologies to Aid in the Determination of Compliance indicated when each of the mandates will be assessed throughout the monitorship. The Consent Decree listed specific policies that must be created or revised. During the first reporting period, the Monitoring Team offered its technical assistance in creating the Documentation of Contacts policy for APD. Currently, the Monitoring Team is working with APD on creating a policy to guide the officers on a legal basis when conducting contacts, encounters, and investigatory stops. The Team is also assisting APD in revising its use of force policy, which will be the anchor in revising related policies. These policies will then drive efforts to revise and/or create officer training materials as necessary. Once the trainings are completed, the Monitor will assess the impact of those revised policies and trainings on how they are implemented on the streets. Our findings will be communicated to the community in future reports. During the monitorship, all mandates will be



assessed. The gray circles in the first report card indicate which ones will be assessed in the second reporting period.

21) Question: How many citizens did you interview? Did you record these interviews? Did you record the ethnicity of the interviewees? Did you record the economic status of each interviewee? Did you graph each of these variables?

a. Answer: The Monitor will conduct public surveys in order to understand the sentiments of the community relative to its public safety agencies and the reform measures to which the City has agreed and undertaken. The results of those surveys will be provided in our public reports and on the [auroramonitor.org](http://auroramonitor.org) website. Our first survey was conducted at the close of our first reporting period, from May 25, 2022 to May 28, 2022, and surveyed 1,164 residents from age 18 and older. Respondents were recruited via text messages sent to randomly selected cell phone numbers. The click-through rate of the text message was 4.22% and the completion rate was 64.5%. Sex, age, race, education, Ward, and citizenship information were factored in when the survey was conducted. The full details of the survey are attached as Appendix G of the First Report. Moreover, the Community Advisory Council (CAC) was created in March 2022 by the Monitor to provide community input and guidance regarding the reform efforts of the City. The membership of the CAC will promote diversity of thought and information exchange for the duration of the Consent Decree. Essentially, the CAC will be the Monitor's eyes and ears in the community providing community perspectives and insight to the Monitor on matters related to each of the areas covered by the Decree. This will include reviewing the Monitor's findings on compliance for each of the Decree's mandates, raising Decree-related concerns from the community, and providing perspectives on whether the mandated reforms are being felt on the streets of Aurora. The CAC is led by three prominent members of the Aurora Community: Pastor Reid Hettich, Omar Montgomery, and Jeanette Rodriguez.

22) Question: This may be covered but I wanted to ask whether there are and will be ongoing efforts to support the APD officers and other first responders while they adapt to new policies and procedures.

a. Answer: There is a significant support system in place for the officers through both APD and its fraternal organizations. The Monitor is not directly involved in those efforts. That being said, the implementation of the reforms will provide changes that hopefully will make the work of officers easier by promoting more trust within the community along with a better understanding of the position of the community and officers. It is the Monitor's belief that the vast, vast majority of officers want to do the right thing, and will benefit by the reforms and oversight of the Consent Decree.

23) Question: At the meeting the other evening, you said the answers to the questions we passed in would be online soon. Is this on track? If so, where will be we able to read those answers?

- a. Answer: It was posted on Tuesday, August 16th, a week after the Town Hall. It can be found on [auroramonitor.org](http://auroramonitor.org).