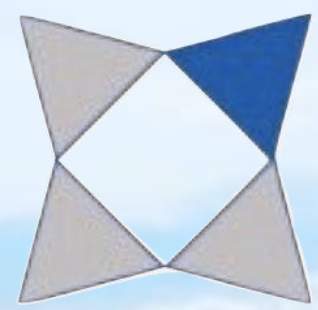




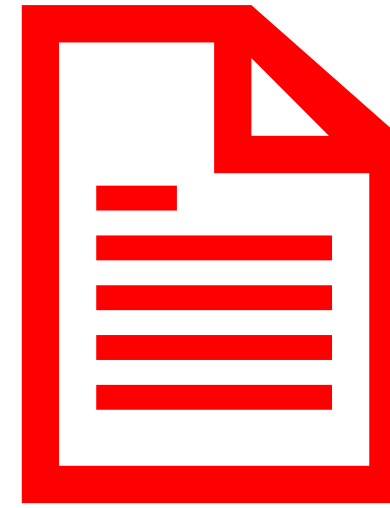
IntegrAssure

OFFICE OF THE INDEPENDENT CONSENT DECREE MONITOR FOR THE CITY OF AURORA

The Consent Decree; The Monitor and The Community Advisory Council

November 2024

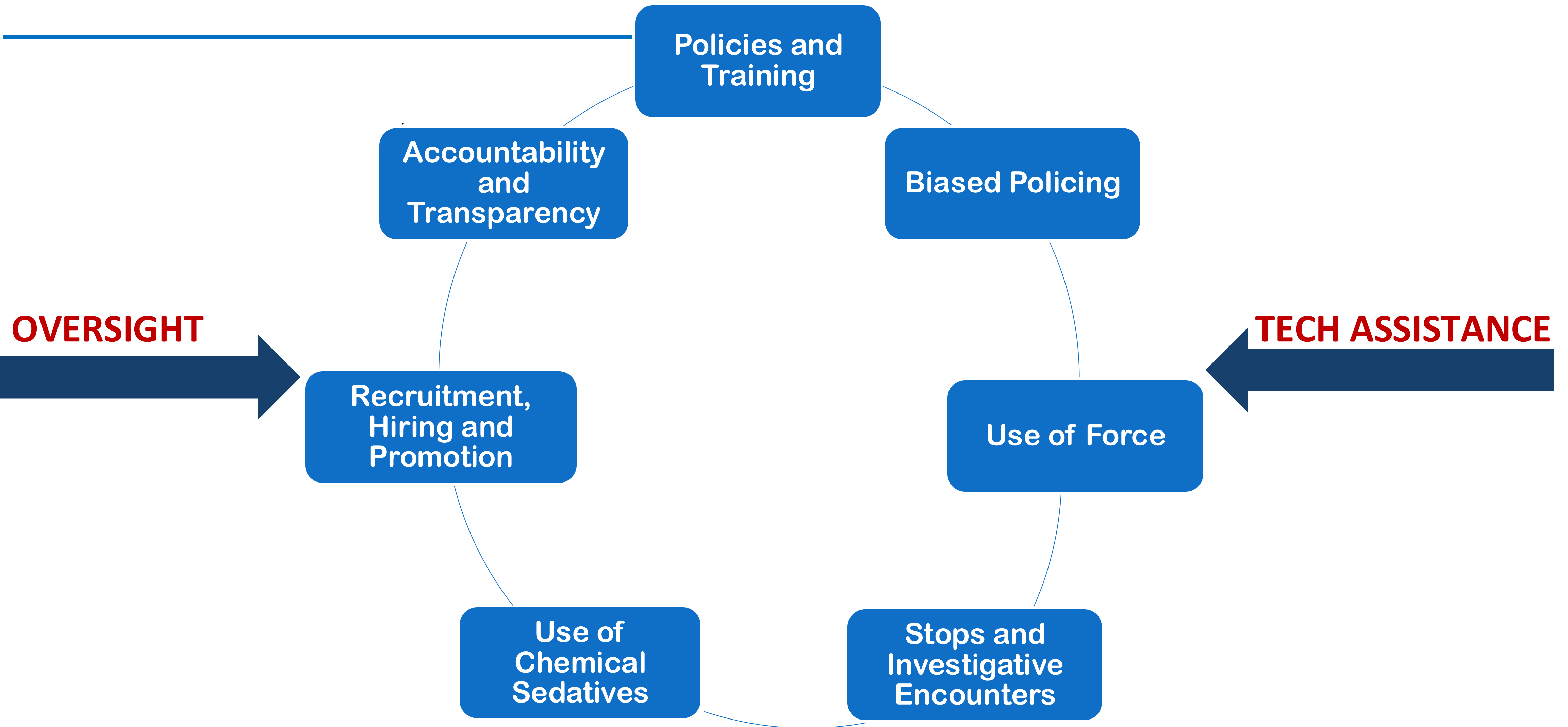
What is the Consent Decree?



THE CONSENT DECREE

- On September 15, 2021, the Attorney General concluded its investigation and found that the Aurora Police Department, Aurora Fire Rescue, and Civil Service Commission needed to reform in various areas including biased policing, use of force, investigative encounters, use of chemical sedatives, recruitment, hiring and promotion, and accountability and transparency.
- On November 16, 2021, the Attorney General and the City of Aurora announced that they had reached an agreement on how the city would reform these areas of public safety. This agreement is called a Consent Decree.

Areas of the Consent Decree

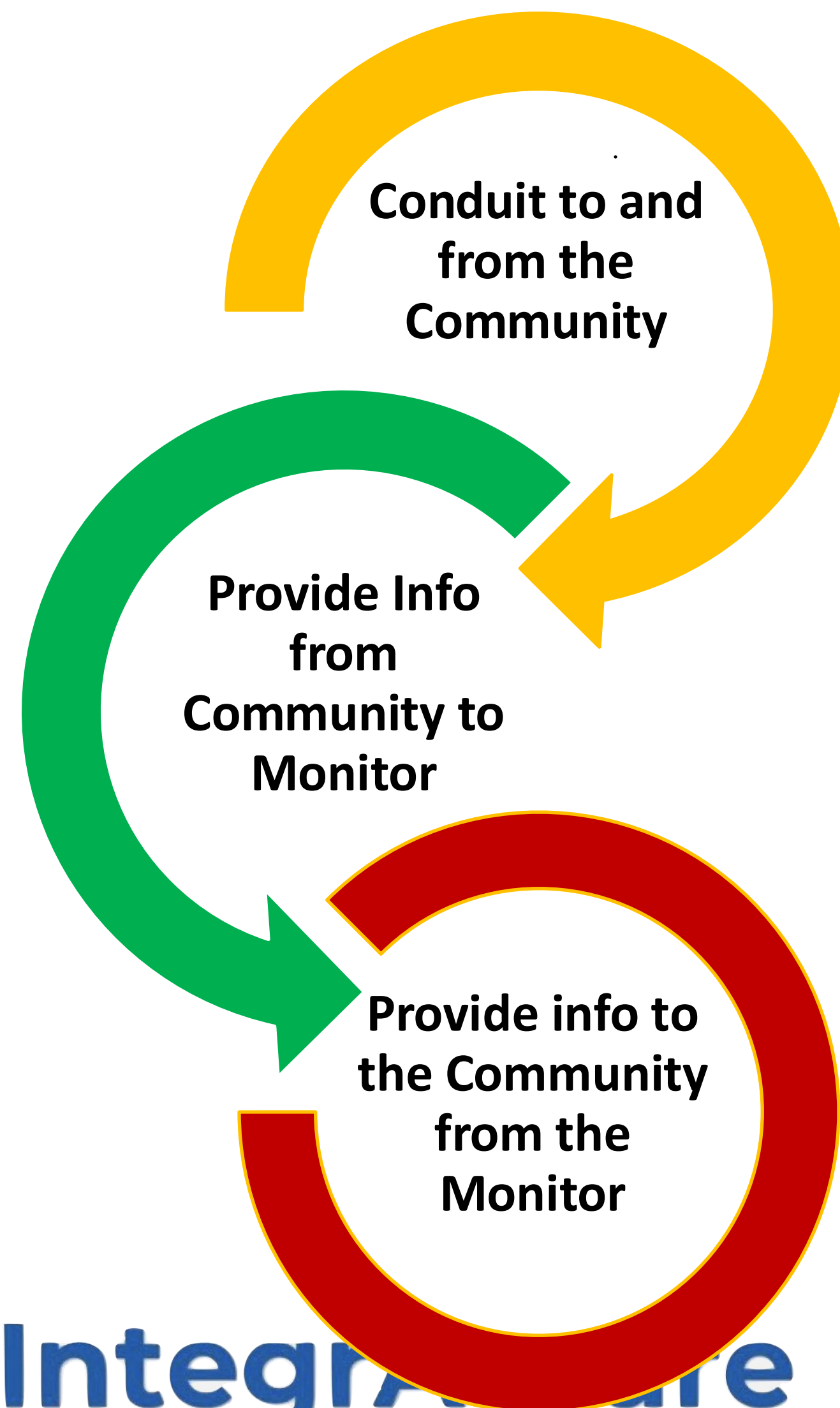


What is the Role of the Monitor?



The Consent Decree requires compliance with its mandates which are overseen by an Independent Consent Decree Monitor. In addition, the Monitor and his team provide technical assistance, engages with the community and reports on the progress of the City to the Court, the parties and the public.

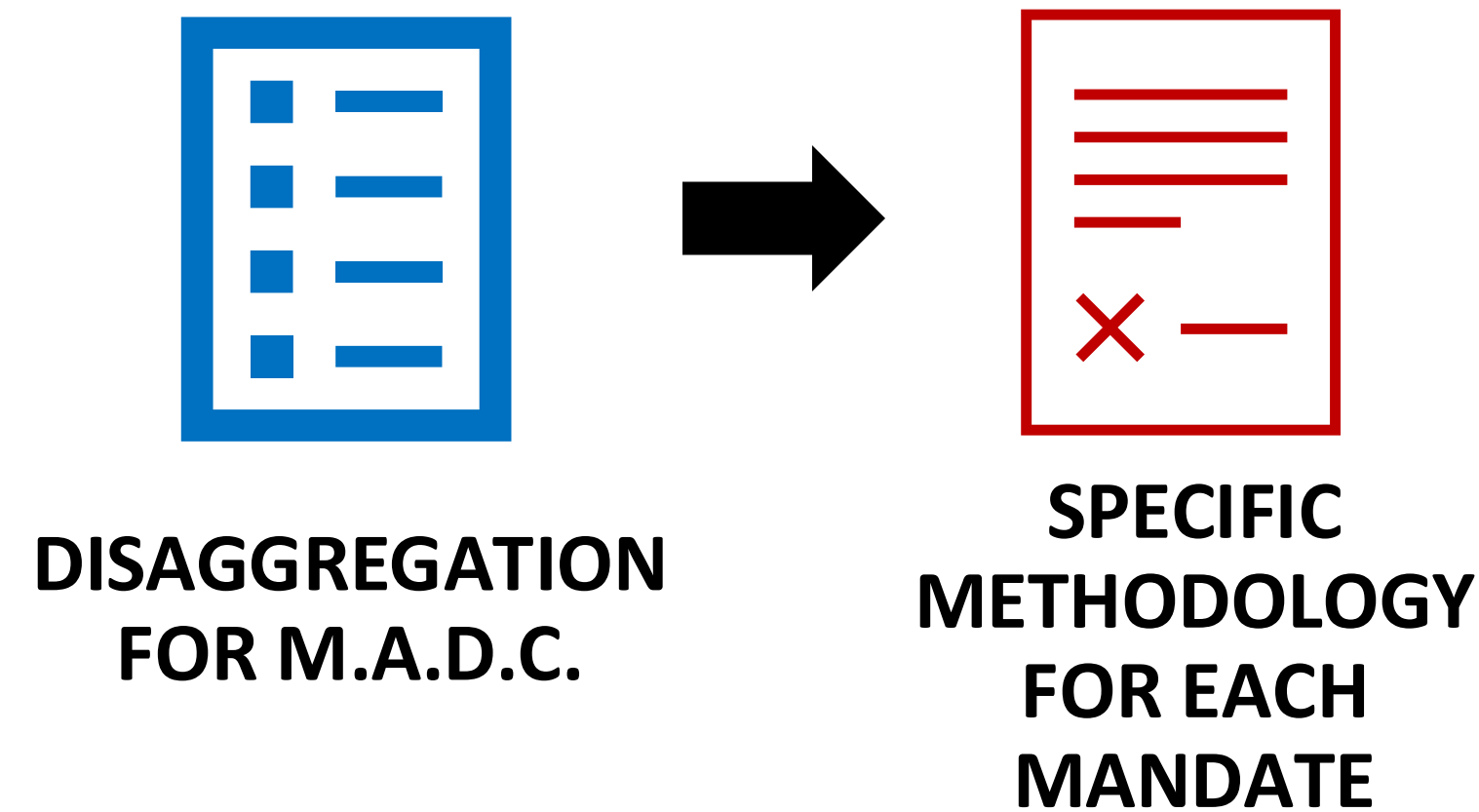
What is the Community Advisory Council?



The Monitor established the Community Advisory Council in early 2022, to act as a conduit between the Community and the Monitor. Today it is comprised of 15 members of the Community selected by the Monitor.

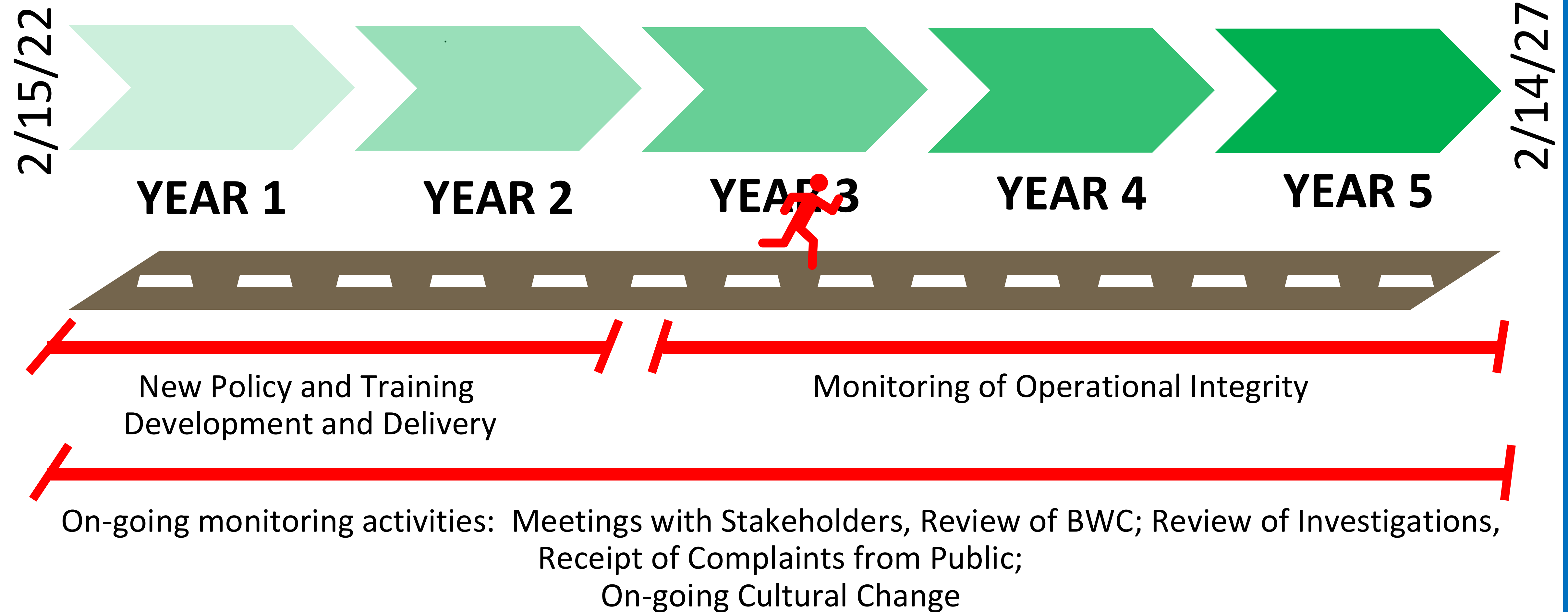


How is Compliance with the Consent Decree Measured?



The Monitor created the Methodologies to Aid in the Determination of Compliance (MADC) which is a roadmap for the City on how to achieve compliance under the Consent Decree. Each of the 78 Mandates of the Consent Decree has a separate methodology which was agreed on with the City. The methodology for each Mandate provides detail on how the Monitor will assess that mandate and outlines when and how the Monitor will determine compliance status of that particular Mandate, including the specific data will use in measuring compliance.

The Consent Decree Timeline: A Marathon



How Progress is Communicated

<u>LEGEND (REV)</u>	ESTIMATED 0-24% COMPLETE	ESTIMATED 25-49% COMPLETE	ESTIMATED 50-74% COMPLETE	ESTIMATED 75-99% COMPLETE	SUBSTANTIAL COMPLIANCE
RIGHT TRACK (IN LINE WITH MONITOR EXPECTATIONS)					
CAUTIONARY TRACK (AT THIS TIME UNCERTAIN IF MONITOR'S EXPECTATIONS WILL BE MET)*					
WRONG TRACK OR UNACCEPTABLY OVERDUE (EXPECTATIONS OF MONITOR ARE NOT BEING MET)					
NOT EVALUATED IN THE INDICATED REPORTING PERIOD	[CELL IN CURRENT OR PAST REPORTING PERIODS INTENTIONALLY LEFT BLANK]				
TO BE EVALUATED IN THE NEXT REPORTING PERIOD					
*OR, DEADLINE MISSED BUT MONITOR EXPECTS THAT IT WILL BE MET WITHIN A REASONABLE PERIOD					

Current Status – Status of Mandates

			CURRENT PERIOD ASSESSMENTS													
S E C T I O N		***	RIGHT TRACK					CAUTIONARY/MISSED DEADLINE TRACK				WRONG TRACK				T O T A L
	AREA OF THE CONSENT DECREE (APD unless otherwise indicated)															
		100%	100%	75-99%	50-74%	25-49%	0-24%	75-99%	50-74%	25-49%	0-24%	75-99%	50-74%	25-49%	0-24%	
1.	Policies & Training Generally (APD)	0	2	3												5
	Policies & Training Generally (AFR)	0	4	1												5
	Policies & Training Generally (CSC)	0	2													2
2.	Addressing Racial Bias in Policing	2	6		3											11
3.	Use of Force	5	4	6	2											17
4.	Documentation of Stops	5			1				1							7
5.	Use of Ketamine & Other Chemical Sedatives (AFR)	0	9													9
6.	Recruitment, Hiring & Promotion (APD)	4		1												5
	Recruitment, Hiring & Promotion (AFR)	4			1											5
	Recruitment, Hiring & Promotion (CSC)	5	5													10
7.	Accountability & Transparency	0			2											2
	TOTAL	25	32	11	9				1							78
***PREVIOUSLY IN SUBSTANTIAL COMPLIANCE; NO LONGER NEEDS TO BE ACTIVELY MONITORED																

Current Status – Operational Integrity Status

CD Section	Summary Assessments of Operational Integrity
Policies & Training Generally	 Operational integrity fully achieved
Addressing Racial Bias in Policing	 Right track: 50-74% aligned with operational integrity criteria
Use of Force (“UOF”)	 Right track: 50-74% aligned with operational integrity criteria
Documentation of Stops	 Cautionary track: 50-74% aligned with operational integrity criteria
Use of Ketamine & Other Chemical Sedatives	 Operational integrity fully achieved
Recruiting, Hiring & Promotion	 Cautionary track: 50-74% aligned with operational integrity criteria
Accountability & Transparency	 Right track: 50-74% aligned with operational integrity criteria

RP7 Focus Items

Kylin Lewis Fatal Shooting: Reviewing adherence to policies and accountability after an officer-involved shooting, emphasizing investigation integrity and continuous improvement. Call for certain questions to be answered by APD processes.	Data Systems Improvement: Overcoming outdated data management through temporary workarounds and planned systems upgrades.
New Police Chief Appointment: Addressing the impacts of leadership stability on reforms, focusing on the commitment of Chief Todd Chamberlain to the Consent Decree.	Enhanced Customer Communications: Improving community relations via SPIDR Tech updates and community sentiment monitoring with Zencity.
Operational Integrity & RISKS Reviews: Assessing reformed policies and training implementation through RISKS meetings and 360-degree reviews.	Hiring Process Developments: Evaluating progress in diversifying APD and AFR staff while maintaining equitable hiring practices. Separate Hiring Comparison Report Issued.
Data-Driven Crime Reduction: Enhancing crime fighting via APD's AuroraStats meetings and targeted analytics.	Bias Training Completion: Completed tailored bias training for APD, incorporating community feedback and practical de-escalation examples. On-going training will continue.
Quality Assurance Unit: Establishing a unit to sustain reforms in APD,Äôs operations and public transparency post-Consent Decree.	

SUBSTANTIAL COMPLIANCE = SUCCESS

Working together, no doubt that we will get to the finish line of this marathon achieving that ecosystem we all want and having a public safety departments that are the model for the rest of the country



- Quality of contacts and arrests up
- UOFs down
- Crime down
- Officer safety up
- Public Trust and Confidence up

Questions

