CHANGE REFORM INITIATIVE

60-DAY REPORT

Progress Update

AUGUST 25, 2020
### POLICY RECOMMENDATIONS: NEXT STEPS

**Aurora Police Department Review of Community Recommendations**
- Internal review of the 60 key recommendations
- Specify actionable items
- Align timelines, priorities to actionable items
- Issue public report on actionable items at City Council on September 22.

**Mayor’s Executive Actions on Key Recommendations**

4. Implement Equity and Inclusion Initiative for City
29. Make annual Use of Force Analysis public (in process)
37. Implicit bias training for APD and all City staff
44. Plan for HBCU visit as part of recruitment plan
46. Conduct regular police & community listening sessions
54. Publish policies & procedures in Spanish (in process)
57. Plan annual Expungement Seminar w/ partners
CIVILIAN REVIEW BOARD

August 25
- Assembled the internal team
- Continued with research and concept development

September 8
- Include aldermen and community members (processed announced this week)
- Guidance from outside legal counsel

September 22
- Presentation for City Council
- Introduction of resolution

Oct./Nov. Dec.
- Oct – Publish request for members
- Nov – Interviews
- Dec. – Resolution for appointment of members
BODY CAMERAS

August
- Stakeholders’ Review of responses

Sept.
- RFP
- Demonstrations

October
- Vendors submit final proposals

Nov. & Dec.
- Pilot Period
- Vendor selection
- Contracting
DIVERSITY, EQUITY AND INCLUSION (DEI) INITIATIVE

September
- Review DEI Municipal Initiatives across the nation
- Review local DEI Initiatives Locally (i.e. school districts, park district, companies)

October
- Local DEI leaders virtual community conversation
- Continue conversations with DEI experts on options for Aurora
IMPLICIT BIAS TRAINING

- Review of Implicit Bias training at CoA
- Engage with IB trainers at colleges and universities

September

October

- Review of Implicit Bias training at CoA
- Engage with IB trainers at colleges and universities
RECRUITMENT PLAN FOR HBCUS

August

- Top HBCUs for Criminal Justice grad focused on policing
- Direct communication with CSU President for collaboration

September

- Work with AAHAB to convene HBCU grads in and from Aurora
- Make direct connections with Mayor to HBCU Presidents

October

- Make connections with APD and appropriate HBCU faculty
- Review options for Spring recruitment and job fairs
- Make connections for DEI Leaders at school districts and appropriate HBCU faculty for college recruitment
EXPUNGEMENT SEMINAR & HOUSE

- September: Planning discussions with community partners
- October: Virtual Conversation on the Expungement Process
- November-December: Expungement Seminar and Open House
COMMUNITY LISTENING SESSIONS

September

- Set, publish and promote Community Listening Sessions with City & APD
- Meetings will take place after APD Report of Recommendations

October

- Host a series of neighborhood-based meetings that are for open conversations
- West, East, Far East, Downtown
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