

# Austin Police Department



Response to City Council Resolution 20160505-027 concerning APD's evaluation of its policies and training to improve how transgender and gender-nonconforming individuals are identified by APD in its internal and external communications.

# History

- January 22, 2016 – Monica Loera, aka David Loera, is murdered in North Austin. She became the first known transgender murder victim in the United States in 2016.
- The Austin Police Department misidentified Monica as David in its public documents and news releases.
- This misidentification creates a delay for neighbors and community members to be made aware of Monica's death.

# History

- May 5, 2016 – City Council passes Resolution 20160505-027 directing the City Manager to evaluate new policies and training to potentially improve how transgender and gender non-conforming individuals are identified by the Austin Police Department in its internal and external communications, and to present the results of that evaluation, along with any proposed changes in policy and training, if any, to the Council by no later than August 4, 2016.

# History

- The resolution further directs the City manager to initiate a community stakeholders process for the purpose of receiving input on potential improvements to Austin Police Department policy and training regarding identification of transgender and gender-nonconforming individuals; to invite participation in that process by appropriate organizations and individuals, including without limitation, the Transgender Education Network of Texas, Equality Texas, Allgo, the Office of Community Liaison, the Office of the Police Monitor, Lesbian and Gay Peace Officers Association-Austin, University of Texas School of Law Trans Name and Gender Marker Project, Anti-Defamation League, Hate Crimes Task Force and representatives from the Human Rights Commission and the Public Safety Commission.

# History

- The Austin Police Department held several meetings with the following members of the community:
- Transgender Education Network of Texas, (TENT), the office of the Community Liaison, the Office of the Police Monitor, representatives from the Lesbian and Gay Peace Officers Association, the University of Texas School of Law Trans Name and Gender Marker Project, the Anti-Defamation League, the Hate Crimes Task Force, the Human Rights Commission, Equality Texas, the Public Safety Commission, the Austin Police Department Victim Services Division, the Austin Police Department PIO Division, the Travis County District and County Attorney's Office and City of Austin Legal Division.

# Committee's recommendations

1. That the Austin Police Department adopt a policy of using a victim neutral affidavit which does not identify any victim in arrest or search warrants or the corresponding affidavits that establish probable cause for these warrants.
2. The Austin Police Department will adopt a practice of identifying transgender and gender-nonconforming individuals by their legal names in entities section of their reports to meet their legal requirements on reporting but will reference the individuals preferred name and pronouns in the narrative section of the report.

# Committee's recommendations

3. The Austin Police Department should adopt a media reference guide similar to the one used by the Gay & Lesbian Alliance Against Defamation, (GLAAD).
4. The Department would conduct a departmental wide training to educate officers about the transgender and gender-nonconforming community so officers interactions with the community continue to be in line with the Departments Vision Statement of being trusted and respected by all segments of Austin's Diverse Community. This training would also incorporate educating officers on how to identify transgender and gender-nonconforming individuals are identified in our internal and external documents.

# Implementation Timeline

- Currently working with the Austin Police Department Training Academy to develop department-wide training.
- Anticipated roll-out date is mid- to late-March 2017.
- Once officers and detectives have been trained, affidavit use will begin in April 2017.



Questions?