

AMENDMENT NO. 1 (ALTER)

[Line 136] The evaluating entity will issue a final report no later than December 6, 2021, that details any patterns of systemic racism, racist behavior, and other forms of discrimination found in all the above areas of focus, to include recommendations to remedy and prevent patterns of bias, including but not limited to:

- An actionable plan, measurable benchmarks, and appropriate timeline for eliminating racial disparities in APD stops, searches, arrests, and use-of-force incidents
- A framework for regularly recurring reporting to the Public Safety Commission and Council on APD's progress towards achieving the fair administration of justice, an indicator in the Council-adopted five-year strategic plan
- Reporting to the Public Safety Commission and Council on the plan to address and remedy any weaknesses and threats for APD as may be identified in the Equity Office's equity assessment tool
- Continuing education for active APD personnel as part of the required biennial recertification process on topics including implicit bias, racial and ethnic bias, gender bias, de-escalation, the history of policing and its intersection with race in our community, cultural competency, and other topics as recommended by the Equity Office and Office of Police Oversight
- Reputable leadership training that would benefit APD organizational culture
- Establishing clear, published standards as it relates to the qualifications required for appointment to Assistant Chief as consistent with state law
- Creating measurable benchmarks for enhancing diversity at all levels of the department
- Improving background checks and screening of incoming cadets as well as active officers being considered for promotion as it relates to topics such as explicit and implicit bias, racism, homophobia, gender bias and other forms of discrimination

- Creating a regular reporting structure to Council detailing cadet academy class sizes, attrition rates and demographics as well as active officer attrition rates and demographics

The report to Council should include options for a mechanism to incorporate the aforementioned recommendations and accountability metrics into the performance standards for the APD executive team,

The City Manager is directed to work with and incorporate results from any relevant work that has been conducted or is being conducted by the Equity Office, the Office of Police Oversight, and the Innovation Office as it relates to APD.

AMENDMENT NO. 2 (ALTER)

[Line 158] Separately from the independent third-party investigation that is to be completed no later than December 6, 2021,⁵ the City Manager shall initiate an audit of Austin Police Department's training materials, course/section descriptions and duration, and description of any other procedures (e.g. detailed descriptions of scenarios) administered to cadet classes and to active officers related to training on communication strategies, cultural competency, acknowledging and addressing bias, use of force, de-escalation, search, proactive policing, mental health response, protocols for non-English speaking persons, protocols for disabled persons, recognizing resistance, and their evaluation protocols, as well as the course/section content and duration of all other coursework required at the cadet academy and their evaluation protocols. The City Manager may work with and incorporate results from any review of APD hiring and training protocols that has been conducted or is being conducted by the APD's training specialist, the Equity Office, ~~or~~ the Office of Police Oversight, and the Innovation Office.

AMENDMENT NO. 3 (ALTER)

[Line 224] Following the start of the cadet class scheduled to begin in February 2020, the City Manager shall ensure that no new cadet classes are to be initiated until this audit is completed, revisions to the curricula per the milestones above and new training materials, if necessary, are implemented, in order to resume cadet

classes no later than September 2020. If the aforementioned revisions have not been implemented at least 30 days ahead of the start date for the anticipated June 2020 cadet class, the cadet class may be rescheduled as deemed appropriate by APD so long as the revisions have been implemented by the new start date. When classes resume, space will be made available for an independent party to audit classes and instruction.