

- Review and Strategic Plan by Dr. Sara Villanueva (May 2020)
- APD Training Academy Curriculum Review by Dr. Miguel Ferguson (June 19, 2020)
- Community + APD Equity Assessment Series: APD Training and Recruiting Divisions, The Peace Mill Research and Communications (December 14, 2020)
- Racial Inequities and Institutional Racism, Joyce James Consulting (November 2020)
- Community Report: Video Review Panel (January 18, 2021)
- Community Video Review Panel (CVRP): APD Training Academy Videos, Final Report (January 14, 2021), and CVRP Summary Reports from July 2020 to November 16, 2020 (noting APD's concurrence with CVRP's recommendations); and

WHEREAS, on November 12, 2020, the Council approved Resolution No. 20201112-039, which authorized a contract with Kroll Associates, Inc. to provide an assessment of the APD Training Academy, the preliminary findings of which were presented to City Council on March 2, 2021; and

WHEREAS, the preliminary Kroll report includes 22 short-term and 10 long-term recommendations, all of which APD has concurred with or has already started to implement; and

WHEREAS, The Kroll report recommends: "The City should require an ongoing, independent review of the academy by an outside monitor once the 144th cadet class begins to ensure implementation of the above recommendations and to help ensure that further adjustments and improvements are made moving forward. Kroll understands that many would like to see a completely revised training program

that has addressed all issues before another class starts. We caution, however, that until instructors are actively training recruits, it will be difficult to fully assess whether the changes and recommendations currently being made or adopted are sufficient;” and

WHEREAS, the City Manager has proposed a defined pathway forward for creating a reimagined APD cadet academy as set forth in the document titled “Blueprint for a Reimagined Police Cadet Training Academy” attached to this Resolution, that is designed around the following core objectives:

- Addressing the concerns about APD cadet academy curriculum, training techniques, and overall learning objectives that have been identified in both the Resolutions listed above and by community members;
- Incorporating recommendations made to date from both the Kroll Report and the APD’s own reviews of the academy under the Resolution No. 20191205-066;
- Acknowledging the work of, and incorporating input from, the Community Video Review Panel, the City-Community Task Force on Reimagining Public Safety, and other important community voices, as well as from the City’s Equity Office and Office of Police Oversight;
- Creating a launching point for real reforms to cadet academy learning objectives, curriculum, and training that align with the public safety expectations of the Council and the residents of Austin;
- Addressing the City’s need to maintain adequate staffing within APD to account for the effects of attrition and to ensure the safety and welfare of the public; and

