

APD RESPONSE TO KROLL INTERIM REPORT

Chief Joseph Chacon, Austin Police Department

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OVERVIEW

- Academy Culture
- Diversity, Equity and Inclusion
- Community Engagement
- Preliminary Recommendations

Successes:

- ▶ Adult Learning
 - ▶ Progress has been made and areas to improve have been identified
- ▶ Perceptions of Instructors
 - ▶ Overall favorable impressions in the survey on cadet's perceptions of instructors commitment to respecting community and members of diverse populations
- ▶ Learned Skills Unit

Areas of Focus:

- ▶ Performance Accountability
 - ▶ Moving towards the phase of individual accountability
 - ▶ Ensuring time is built in for potential PAs and study sessions for the first 14 weeks of subsequent academies
- ▶ Conceptual clarity of Reimagine
 - ▶ Instructors support tenets, but some challenge the term

ACADEMY CULTURE

Successes:

- ▶ Groundwater Analysis Training
- ▶ History of Race and Policing in Austin
- ▶ Victim Services

Areas of Focus:

- ▶ Some courses were highlighted as successful (ex. Spanish and Interacting with Transgender Individuals), while others were identified as needing subject matter experts (ex. Racial Profiling and Sexual Harassment)

DIVERSITY, EQUITY, AND INCLUSION

Successes:

- ▶ Community Connect
- ▶ New Courses and Community Engagement Hours
- ▶ Academy Curriculum Committee

Areas of Focus:

- ▶ More Lived Experiences and Subject Matter Experts
 - ▶ Part-time community engagement specialist has been reaching out to Austin community partners and universities to strengthen the relationships
- ▶ Community Video Review Committee (CVRC)

COMMUNITY ENGAGEMENT

RECOMMENDATIONS, RESPONSES AND TIMELINES

Recommendation	Response	Timeline
Use of Instructional Videos	Agree	CVRC is working on helping academy staff refine the process so instructors can select videos and evaluate utilizing a community lens
Administering Performance Accountability	Agree	Moving to individual accountability phase. Future classes will have appropriate scheduled time.
Adjustments to Community Connect	Agree	Future classes will start with an initial week of introduction academy classes before Community Connect.
Adding Ride-Outs	Under Consideration	This will be considered as a high priority for future academy classes in consideration in overall academy timeline.

RECOMMENDATIONS, RESPONSES AND TIMELINES

Recommendation	Response	Timeline
Authority of Division Manager	Agree	Will define authority/role in Academy SOP by Dec 2021
Scheduling Coordination	Agree	Weekly team meetings, pending LMS to facilitate
LSU Staffing Needs	Agree	Early 2022 for staffing of 145 th .
Needed Improvement to Facilities	Agree	Funding for Scenario-based training facility is identified and needs council approval.