



# Austin Police Department

## Kroll Report

Evaluation of Austin Police Department:  
Use of Force / Public Interactions /  
Recruitment, Selection, and Promotions

Kroll Recommendations & APD's Responses

# Recruitment, Selection, and Promotions

- Increase recruitment and hiring to represent the diversity of Austin, particularly for Hispanics and Females. In addition to APD achieving a higher-than-proportionate representation of Blacks in APD as compared to the general population.

## 145<sup>th</sup> Cadet Class Demographics (March 28 – Nov. 18, 2022)

- Hispanic representation is 48%, majority group of the class.
- Female representation is 17%. APD as an organization is at 11%.
- Black representation is 10%, a greater rate than the percentage of Black residents in Austin – which is at less than 8%
- Black applicants comprise 18% of current applicants, a rate or representation substantially higher than the proportional representation of Black residents in Austin's general population.

# Recruitment, Selection, and Promotions

## 145<sup>th</sup> Cadet Class Demographics (March 28 – Nov. 18, 2022)

- 41 – Hispanic
- 29 – White
- 8 – Black
- 5 – Asian
- 1- Other

Recently signed the 30x30 pledge and featured a different female officer for 30 days on social media for Women's History Month.

Currently working with Joyce James Consulting to implement a similar program focused on recruiting Black applicants.

# Recruitment, Selection, and Promotions

- Kroll agrees with APD's plans to reinstitute and expand the internship program, as historically this program has attracted a diverse pool of applicants, provides an opportunity for APD and the intern to mutually evaluate the fit, and helps prepare interns for the selection process. APD should also continue expanding partnerships with local schools, colleges and universities, community organizations, faith-based organizations, and social service agencies, particularly those with a focus on historically underrepresented populations.
- Explorer Program will be reinstituted once staffing allows.
- Our internship program specifically targets students at Huston-Tillotson University.
- Working toward adding Prairie View A&M and Texas State University to the internship program.

# Recruitment, Selection, and Promotions

- APD should retain an independent consultant to conduct a formal validation study of its physical fitness requirements at (1) pre-hire, (2) during the Academy, and (3) in the job of a police officer to ensure that the pre-hire physical ability test measures the correct level of physical fitness while minimizing disparate impact against women and persons of color.
  - The Recruiting Division in conjunction with the Research and Planning Division recently modified the physical fitness testing process and qualification criteria.
  - The qualifications are based on national performance data and five years of performance data from academy cadets, and are age and gender specific.



# Use of Force

- Policy Revisions Completed
  - 202.1.3 (Shooting At) Moving Vehicles
  - 202.1.1 Firearm Discharge Situations
  - 200.3. Response to Resistance (chokehold & neck restraint defined)
  - 200.2.1 Assessment and De-Escalation (Definitions of resistance levels)
  - 200.1.3 Duty to Intervene

# Use of Force

- 20 Use of Force cases identified by Kroll with concerns
  - One case was classified as a Level 1 and was reviewed by Special Investigations Unit (SIU).
  - 19 cases were re-reviewed by Force Review Unit (FRU).
  - All were objectively reasonable and within law and policy based on the totality of the circumstances.
  - 3 of the 19 cases were reviewed by the Force Review Board (FRB).
  - 16 of the 19 cases were reviewed through the Incident Review Process (COC). Many of the issues mentioned by Kroll were addressed by the COCs in the IRPs (Incident Review Process) and handled through formal or informal training and/or counseling.



# Questions?