

YOUTH TO POLICE:

How might we create **tools and opportunities** for **Chicago Police** to better understand **youth experience?**



The Mikva Challenge Mayoral Youth Commission (MYC) is a diverse group of students who come from all over the City of Chicago. Our goal is to bridge the gap between decision makers and youth by providing a voice where one lacks. In the past, we have worked on issues such as transportation, violence, employment, and access to technology.

This year, youth-police relationships is a relevant and important issue because it affects everyone in Chicago.

OUR METHODS:

- Met with experts
- Surveyed over **200 youth**
- Read and researched articles
- Researched National models

OVERVIEW & RESEARCH METHODS

REC 1

Create a Youth Council for the Civilian Police Investigative Agency that is being created to replace IPRA.

ISSUE: There is a lack of youth voice in the accountability process of police.

SOLUTION: The new Civilian Police Investigative Agency that is being created to replace IPRA should have a dedicated **Youth Council to include young people on the oversight and accountability process**. The Youth Council's responsibilities would include:

- Promoting youth awareness and accessibility: The new Civilian Police Investigative Agency will produce quarterly reports so that the public is aware of ongoing cases of misconduct. The Youth Council would review these reports for youth-friendly language and accessibility. Youth Council members will:
- Promote understanding through social media such as facebook, instagram, etc. The Youth Council will also publish the report on Rap Genius to allow public comment and annotations.
- Host meetings/hearings quarterly at different public spaces to promote community dialogue and feedback on report findings. In addition, youth council members will hold monthly meetings in their own schools. Attending students would receive community service credits.
- Review CPD district budgets: Youth Council will include their analysis and recommendations for the CPD budget in their regular reports. If they disagree with a budget they have the right to speak on it and enforce proper change. Youth Council members will be trained on participatory budget practices.
- Review/evaluate leadership of the Civilian Police Investigative Agency: We recommend that the leadership of the new Civilian board be elected, with the Youth Council having a 25% vote on board decisions to reflect the demographics of Chicago (25% of Chicago's population are youth, aged 16-24 years old).
- 11 diverse youth across the city hired by CPIA and Mikva Challenge, and be supported by two adult facilitators appointed by the youth council.

SUPPORTING RESEARCH:

- Takes 2+ year for current CPD misconduct complaints to process (source: <http://bit.ly/2es4H1D>)
- IPRA had no youth input, and a lack of diversity. (source: <http://www.iprachicago.org/ipra/homepage/about/leadership.html>)

REC 2

Expand CPS civic education curriculum to inform students on their rights and relationship to police as citizens.

ISSUE: Youth are both uninformed and misinformed about their rights

SOLUTION: CPS schools' civic education curriculum should inform students on their rights and relationship to police as citizens. Recently civic education was declared as a graduation requirement for CPS. Although the course mainly focuses on government functions, we recommend that it include a focus on citizen rights, the complaint and affidavit process in cases of police misconduct, and miranda rights.

Starting the summer of 2016, CPS is implementing Participate: A Civics Course for Chicago's Youth, requiring the 2016 incoming class to fulfill a civic education requirement to graduate. The McCormick foundation has already pledged one million for three years of teacher training, offering free courses to teachers to implement this curriculum in the class room.

During the academic year of 2016-2017, the Mayoral Youth Commission will develop a recommended curriculum to include citizen rights, the complaint and affidavit process in cases of police misconduct, and miranda rights. The curriculum will be drafted with input from ACLU, FDLA, and CPD. The Mayoral Youth Commission would look into partnerships with outside organizations that would be willing to come to into the classroom and present their own know your rights workshop to further inform the youth. (Ex. A.C.L.U has presentation on knowing your rights on their website as well as programs in other states such as, Wisconsin, New York and Minnesota.) Jessica Marshall, (Director of Social Science and Civic Engagement at Chicago Public Schools), has shown interest with working with Mikva's Mayoral Youth Commission on the course as well as the revision of it once the 2016-2017 school year ends. We'd also try to see if there is possibility of expanding the curriculum, making it a year long course instead of a half a year requirement. It will make scheduling easier for students because they wouldn't have to transition mid-semester to another curriculum.

Problem this Addresses:

- This bridges the informational gap between the rights of citizens and the power of police authority
- A more informed public makes it easier to to identify police misconduct.
- This would help prevents citizens from having a false sense of the law
- Supporting Research:

SUPPORTING RESEARCH:

- In our survey we found that only 11% or 12-25 year olds "feel informed about issues regarding policing."

REC 3

CPS students should review their assigned CPD officers: through school-based student review boards.

ISSUE: Many CPS high schools have an assigned CPD officer present in the building, but the officer's role is unclear.

SOLUTION: CPS should have students review boards in all CPS schools. These boards would be made up of students from all grades and oversee relationship between the student body and assigned CPD officers. Currently, there are 75 CPS schools with a CPD officer stationed at their building.

How this recommendation could be implemented:

- MYC creates a guidelines for principals and counselors. Then, each school's Principal and counselor in CPS will choose 4-8 students from their school to make up a student board.
- The student board from each CPS school will create expectations that the CPD officer and students will follow.
- The CPS student board and the officer will attend bi-monthly board meetings.
- Bi-monthly meetings will allow communication between the officers and the student board. Topics might include:
 - Incidents the officers have had to deal with. Students can provide officers with any background on the students that the officer might not have known about, for example any personal problems the student involved in the incident might be going through.
 - What the students are doing well what the officer is doing well, and solutions for any problem that comes up. A report will be submitted by the officers before each meeting.
- Quarterly meetings will allow CPS student boards and officers to exchange new ideas and ways to approach common problems. The district wide meetings will be led by the district commander. Notes from these meetings will be emailed to all officers and board members as a way to share best practices and keep everyone on the same page if unable to attend the meeting.

SUPPORTING RESEARCH:

- Police presence in schools can lead to heavy handed discipline that contributes to the school to prison pipeline. (<https://www.aclu.org/feature/school-prison-pipeline>)
- Only 12 states mandate that officers learn to interact with students. (<http://www.theatlantic.com/education/archive/2015/11/why-do-most-school-cops-have-no-student-training-requirements/414286/>)

REC 4

Expand youth-police engagement programs by highlighting successful programs and offering grants to police districts.

ISSUE: Youth and police interactions are mostly negative.

SOLUTION: We recommend the access, advertisement, and expansion of events/ gathering opportunities where communities have an active interaction with their local police department. Neighborhoods with a lot of successes will be used as models and can assist other communities with little or no success.

We recommend that the mayor give grants out to police districts in neighborhoods with high rates of crime:

- Auburn Gresham: 6th and 22nd districts
- Austin: 15th, 11th, 25th
- North Lawndale: 10th, 11th
- Humboldt Park: 11th and 25th

In our research, we called each district to ask about their youth programs and how successful they are. Only six out of the 25 districts answered their phone to give us information and only three districts had more than one program (6th, 11th, and 15th). When asked about success, all said moderate and there was a lot of room for improvement. They are also very open to new ideas.

A grant would be used to build or jumpstart CPD & Community programs. Grant funds will be given to districts to start or build on their youth programs since these districts represent neighborhoods with the highest crime rates, and can be used as a model in creating a toolkit that will be replicated citywide. According to Cook County Clerk of Circuit, the cost of hosting a Peer Jury is minimal.

Mikva, assisted by the police districts' community relations unit, will review the applications and allocate the grant money to the districts.

MYC will also be able to assess the success of the programs. To do this, we will interview participants and facilitators of the programs as well as surprise sit-ins.

SUPPORTING RESEARCH:

- Successful models of community engagement exist:
 - Englewood Baseball
<http://www.foxsports.com/other/story/chicago-police-officers-start-youth-baseball-league1-080515>
 - 12th District Basketball
<https://www.dnainfo.com/chicago/20160305/university-village/teen-basketball-tourney-hosted-by-cpd-could-become-citywide-model-mayor>
- 89% of the 200 surveyed Chicago Youth believe that Comm and Police interaction are important
- In our survey, we asked participants to rate on a scale of 1-5, "Members of my community have strong positive relationships with the police." The average rating was 2.32.

REC 5

Cultural Competency Training (CCT) for all police officers starting at the academy level

ISSUE: Officers do not understand different community, cultural, and youth experiences

SOLUTION: Cultural Competency Training (CCT) should be required for all police officers starting at the academy level. Officers should be trained on community awareness and youth-interactions. We recommend that officers at the Academy level participate in trainings that build empathy between police and youth:

Workshop 1, Youth Connect: Officers should spend a minimum of 15 hours of training in empathy building activities such as role reversals, where youth can explain their daily lives and struggles/setbacks and explain their interactions with police from their perspective. This will create a feedback loop where police also have the opportunity to share their experiences. Facilitators will be selected from organizations that have a strong background in youth work. MYC would recruit young people as participants. Because some youth may feel unsafe in meeting with the police, MYC would collect youth experiences through social media and electronic platforms where youth can call, leave a voicemail, text, or use online tools.

Workshop 2, De-escalations Tactics: Officers will learn how to de-escalate a situation without the use of force or weapon. Officers should spend a minimum of 20 hours of training in real-life simulations practicing de-escalation.

Workshop 3, Youth Development: Officers will attend a 2 hour session on youth-development. MYC would recommend an organization to facilitate the stages of youth development and best practices for interacting with young people.

We also recommend that Community Competency re-certifications be required alongside mandatory CPD firearm recertifications. This way, officers are trained with the most current and innovative means of mediation and conflict management skills.

SUPPORTING RESEARCH:

- A 2015 survey of 1,200 Chicago residents, ages 16 and older, found significant racial disparities in the number of police-initiated stops and the perception of abusive police behavior:
 - almost 70% of young African-American males reported being stopped by police in the past 12 months, and 56% reported being stopped on foot. The survey found that "[most people stopped by Chicago police are not ticketed, arrested or taken to a police station."
 - 15% of Blacks and 17% of Hispanics reported being shoved or pushed around, in contrast to 6% of Whites.
 - [Blacks] were twice as likely as whites to be threatened by a weapon. Compared to whites, all other groups were at least twice as likely to have been subjected to some form of force before being released.
- "No Hands On" was implemented in the context of a series of reforms that included training on treating people with respect and dignity at all times, reality-based training that used actual scenarios where department members had struggled, and refresher training to help officers act effectively with mentally ill suspects.²⁸ Use-of-force reports in Las Vegas dropped from 1,400 in 2005 to 842 in 2012 and 734 in 2013.
(http://www.policylink.org/sites/default/files/pl_police_use%20of%20force_111914_a.pdf)

REC 6

Support reform to the complaint system: Make the process more accessible through different platforms and allow for anonymous complaints to have power in courts.

ISSUE: Youth don't know how to file complaints and anonymous complaints are not permitted:

- A national survey of US DOJ's bureau of statistics found that nearly 84% of people the target of force or threat of force by the police thought the officers' actions were unreasonable. However, only 14% of people filed an official complaint. This is because people feared for retaliation and feared for losing their employment.
- State law requires a person to sign an affidavit when filing a complaint against a police officer.
http://www.cityofchicago.org/city/en/depts/ipra/provdrs/investigate/svcs/report_an_incidentagainstachicagopoliceofficer.html
- Individuals can only remain anonymous in cases of criminal conduct residency violations
<http://ipraportal.iprachicago.org/pls/htmldb/f?p=1503:12:156156022769616>
- "Several veteran Chicago lawyers said there's good reason not to sign the affidavits. Many of those who file complaints face criminal charges in connection with the same incident, the lawyers said, and it is an unwise strategy to let defendants give statements to police that could be used against them in the criminal case."
<http://www.chicagotribune.com/news/ct-chicago-police-citizen-complaints-met-20150613-story.html>
- Collective Bargaining Agreements (CBAs) discourage reporting complaints because they require an affidavit which usually favors the police officer by providing them with the complainant's names
https://chicagopatf.org/wp-content/uploads/2016/04/PATF_Final_Report_Executive_Summary_4_13_16-1.pdf

SOLUTION: Amend the complaint process to enforce that resources for filing a complaint are available for everyone when needed, especially young people, minorities, and immigrants. Also have the creation of an easier step-by-step process for understanding how to file a complaint correctly as well as the tools to file an affidavit.

Improve accessibility: Change the process and make it more accessible so that the website and opportunity to file complaint is not just having it on the police website, but also on CPS websites or in libraries.

Allow for anonymity: We recommend that decisionmakers come out publicly in support of removing the affidavit requirement at the state level.

Chicago City Council should remove the affidavit requirement from the Fraternal Order of Police (FOP) contract so when the state law is overturned there is no barrier (the Fraternal Order of Police Union contract is up for review in summer 2017).

SUPPORTING RESEARCH:

- Seattle has a complaint system that allows for anonymity. (source: <http://www.seattle.gov/opa/file-a-complaint-about-the-seattle-police>)

YOUTH TO POLICE:

How might we
create **tools and
opportunities** for
Chicago Police
to better
understand
youth
experience?

Mikva Challenge
Mayoral Youth Commission
Summer 2016

For updates or inquiries visit:
<http://mikvamyc.tumblr.com/>

Or contact Lisa See Kim:
lisa@mikvachallenge.org

1. **Create a Youth Council for the Civilian Police Investigative Agency** that is being created to replace IPRA.
2. **Expand CPS civic education curriculum** to inform students on their rights and relationship to police as citizens.
3. **CPS students should review their assigned CPD officers:** through school-based student review boards.
4. **Expand youth-police engagement programs** by highlighting successful programs and offering grants to other police districts.
5. **Cultural Competency Training (CCT)** for all police officers starting at the academy level
6. **Support reform to the complaint system:** make the process more accessible through different platforms and allow for anonymity when filing a complaint.