



MEMORANDUM

TO: Mayor and Council Members

FROM: Farah Muscadin, Director, Office of Police Oversight

DATE: March 24, 2021

SUBJECT: Update regarding Resolution 66, No. 20191205-066 – Comprehensive Evaluation of the Austin Police Department

The purpose of this memo is to provide an update and timeline on Resolution No. [20191205-066](#), which directed the City Manager to initiate a comprehensive, multipronged investigation and evaluation of the extent to which forms of bigotry and discrimination are present in protocol, practices, and behaviors of the officers of the Austin Police Department (APD).

On November 12, 2020, the City Council approved the contract for Kroll & Associates (Kroll) services to conduct the first phase of Resolution 66. The first phase includes the review and assessment of the APD Training Academy, review of the use of force and public interactions between officers and the public, review of recruitment and promotion practices to ensure racial, ethnic, and gender diversity; and the review of bias and discriminatory complaints from the last ten years.

A. Training Academy Assessment

On March 2, 2021, Kroll presented their preliminary analysis of the APD training academy. The report included several short-term and long-term recommendations that APD has accepted and is currently implementing. Kroll will continue to monitor APD's implementation of the recommendations and include their assessment of them in their final report.

The assessment of the training academy is ongoing. Kroll will conduct further analysis on the training academy curriculum, including the Texas Commission of Law Enforcement (TCOLE) required courses, de-escalation training, community engagement and community policing curriculum, the review of the potential disparate outcomes of women and cadets of color, interviews with TCOLE representatives, APD staff, and recent academy graduates, and City Council's feedback from the work session. Kroll will also identify police academies and evidence-based best practices in training curriculum that have resulted in a reduction in use of force incidents.

By April 1, 2021, Kroll will complete the following assessments:

- Assessment of up-to-date Diversity, Equity, and Inclusion curriculum (11 courses)
- Status of community engagement programming
- Assessment of Critical Incident Training and Mental Health Awareness training
- Assessment of ICAT and de-escalation training
- Data analysis of cadet injuries – demographic breakdowns / disparate outcomes (women/cadets of color)
- Assessment of Field Training Officer program
- Assessment of Protocols for non-English speaking residents and persons with disabilities
- Assessment of APD's efforts on the implementation of the short-term recommendations to date
- Completion of best practices research

Their final report will be completed and released on April 16, 2021, and we will schedule a City Council briefing at that time.

i. Independent Evaluator

Kroll has recommended that the City retain an external evaluator to conduct an independent review of the academy once the 144th cadet class begins to ensure implementation of the recommendations and to help ensure that further adjustments and improvements are made by APD moving forward. City staff is currently drafting a scope of work that will extend Kroll's contract to perform this work given their extensive experience in regulatory and consent decree compliance monitoring and auditing. The independent evaluator will provide weekly progress and evaluation updates directly to the City Manager.

ii. Community Engagement

As there has been significant community interest in the training academy, on March 23, 2021, City staff organized a community presentation and feedback session with Kroll & Associates on their preliminary analysis. The feedback received from this event will be included in Kroll's final report. We are also seeking community feedback on the training academy on the Reimagining Public Safety SpeakUp Austin website. Community members can provide feedback [here](#).

B. Use of Force/Public Interactions Review

The second part of this comprehensive evaluation of APD includes reviewing and assessing all use of force incidents between June and November 2019. There was approximately 2900 use of force incidents during this timeframe. Kroll will review all reports, videos, and applicable APD general orders/policies of these incidents. The evaluation will also include an analysis of the aggregate data of police-individual interactions with a breakdown of the race, ethnicity, and gender of the parties involved. The final report will be completed and released on September 30, 2021.

C. Additional Areas of Review

As part of this phase of Kroll's scope of work, they will also review and assess the recruitment and promotion practices to ensure racial, ethnic, and gender diversity. Additionally, they will review bias and discrimination complaints from the last ten years. Kroll will complete these two additional components by September 30, 2021.

In conclusion, as Kroll finalizes each phase of their work, staff will continue to provide updates to City Council.

cc: Spencer Cronk, City Manager
Nuria Rivera Vandermyde, Deputy City Manager
Rey Arellano, Assistant City Manager
Chief Brian Manley, Austin Police Chief
Chief of Staff Troy Gay, Austin Police Department
Assistant Chief Joseph Chacon, Austin Police Department