

Colorado Springs Police Department Update on Use of Force Study Recommendations

Recommendations	April-June 2022
General Progress	<ul style="list-style-type: none">• Received report April 22nd.• Hosted public presentation of findings by Transparency Matters, LLC at Stargazers Theatre.• Released full report, recording of presentation, and associated information on CSPD website.• CSPD Command Staff began meeting weekly on the recommendations.• Chief assigned Command Staff leads to each recommendation.• Facilitated a presentation from Transparency Matters, LLC to City Council.• CSPD liaisons attended Law Enforcement Transparency and Advisory Commission (LETAC) meetings to hear its presentations on recommendations.• Began identifying sworn members of officer and sergeant working groups that will be engaged in recommendations.

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<p>1. Enhance agency culture that emphasizes, reinforces, and rewards the use of de-escalation tactics and skills by officers through systematic documentation, continual reinforcement of policies and training, and development of accountability and oversight mechanisms.</p>	<ul style="list-style-type: none"> • Identified potential external stakeholders. • Began research on best practices, model policies, practices of other agencies around de-escalation. • Addressing the data collection and analysis action item under the same leaders as Recommendation 7 to evaluate data and information related recommendations together.
<p>2. Continue the processes established for the CSPD's Use of Force Committee for comprehensive and routine reviews and updates to policy.</p>	<ul style="list-style-type: none"> • Began development of a policy related to the use of force committee's responsibilities and attendees. • New policy will address how the committee's work will be communicated. • Began research on common and best practices in use of force narrative reporting. • Addressing the annual use of force report portion of action item under the same leaders as Recommendation 7.
<p>3. Review and update the documentation, policy, training, and supervisory oversight related to the pointing of firearms at a person.</p>	<ul style="list-style-type: none"> • Began researching current training, legal procedures, and processes related to pointing of firearms. • Held meetings on the Early Intervention Program, discussing work done on the EIP prior to the study. • Addressing the data collection and analysis action item under the same leaders as Recommendation 7 to evaluate data and information related recommendations together.

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<p>4. Conduct an independent audit of CSPD use of force training to ensure content, quality, and duration of use of force training is meeting industry best practices.</p>	<ul style="list-style-type: none"> • Determined department will use the City’s established procurement process to contract with a vendor to complete the review. • Invited two members of LETAC to participate in this recommendation, with one being part of the selection committee. • Selected internal subject matter expert (SME) training group to review CSPD’s current training procedures and requirements. • Met with CSPD Fiscal Services to determine possible methods of funding the external use of force audit.
<p>5. Enhance transparency through the timely release of information to the community to improve public confidence and trust.</p>	<ul style="list-style-type: none"> • Identified internal SME and external stakeholder groups to provide input on how information should be disseminated publicly and to review legal considerations in any public information release. • Addressing action item on making use of force data and summary data reports readily available to public under Recommendation 7.
<p>6. Continue to enhance supervision, accountability & oversight related to use of force.</p>	<ul style="list-style-type: none"> • Met with sworn members of officer through commander ranks. • Gathered information on supervisors’ concerns. • Began developing guidance on coaching.
<p>7. Review and make appropriate changes to use of force data collection to meet best practices.</p>	<ul style="list-style-type: none"> • Addressing all data collection and analysis action items under the same leaders as Recommendation 7 to evaluate data and information related recommendations together. • Began research to find examples of data collected on de-escalation by other agencies. • Updated use of force data on CSPD Data Hub.

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	<ul style="list-style-type: none">• Began evaluating additional data fields that can be provided regarding force on the CSPD Data Hub (e.g. type of force).• Identified potential internal and external stakeholders.
8. Continue to work internally and externally to continually monitor and reduce racial/ethnic disparities in use of force.	<ul style="list-style-type: none">• Began identifying potential external stakeholders.• Began researching use of procedural justice internally and externally.• Addressing action item involving sharing data under the same leaders as Recommendation 7.