OUR PLAN TO RESTORE TRUST

OPERATIONS
- Comprehensive, external review of the Aurora Police Department by national experts in the areas of civil rights and public safety is underway
- Review will inform and influence changes in the department, such as practices regarding use of force, and recruiting, hiring and retention

LEADERSHIP
- Commitment to community-focused and community-oriented policing
- Refocused department mission and vision
- More diverse leadership team
- Civilian (non-sworn officer) additions to the chief’s leadership circle

SERVICE
- Training will include voices of the community, with panels of residents sharing their fears and hopes and past interactions with police
- Implicit and unconscious bias and cultural competency training
- Incident reviews to reinforce good policing and address areas for change

ACCOUNTABILITY
- Expanded roles for Force Review Board and Independent Review Board
- Community voices on Chief’s Review Board and key contracts
- Learning from and adopting recommendations of ongoing reviews
- Increased transparency in IA reports and body worn camera videos

ENGAGEMENT
- Community Police Task Force review of oversight on critical incidents
- Changes to Civil Service role in hiring and discipline in pursuit of a department that better mirrors the demographics of our diverse city
- Increased mentoring opportunities with community leaders

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