

# Village of River Forest

A commitment to a culture of equity  
and inclusion


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SEPTEMBER 2020




# Discussion: Equity and Inclusion

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- ❖ The Village of River Forest is committed to providing an equitable and inclusionary environment for its employees as well as for the members of the local and greater community.
  - ❖ The foundation of these values are affirmed in the Village's Welcoming Resolution (#17-15)
  - ❖ While the genesis of the Resolution was focused on immigration, it set an expectation on how as an organization we treat people and ensure these principles are a culture in our organization.
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# Welcoming Resolution

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- ❖ The Village has long welcomed and embraced individuals and families of diverse racial, ethnic, religious and national backgrounds, recognizing that these individuals are valued members of our community and a source of strength and security of our nation.
  - ❖ The Corporate Authorities recognize and praise the efforts of the Village Police Department to build relationships of trust and respect between the Department and the community...
  - ❖ In acknowledging and reaffirming our commitment to the rights of all individuals, regardless of immigration status, it is important to reassure Village residents and all visitors that the Village...presently conducts itself according to the principles of equal, respectful and dignified treatment for all individuals...
  - ❖ As a matter of policy, the Village affirms that it promotes policies and programs to foster inclusion for all...
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# Equity and Inclusion

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- ❖ The Welcoming Resolution sets a strong foundation for equity and inclusion in the organization, and allows for the continual improvement and development around those values.
- ❖ Further, Staff is recommending that the Welcoming Resolution be affirmed and updated to reflect the recent contemporary issues.
- ❖ Even with a strong foundation – how do we continue to improve? Where do we focus our efforts and attention?
- ❖ The discussion will focus in two areas:
  - ❖ Internal – areas of focus and development inside the Village of River Forest Governmental Organization.
  - ❖ External – areas of focus with the community and our neighbors.

# Internal: Equity and Inclusion

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## ❖ Goal

- ❖ Build upon the positive culture of our community by continuing our commitment to inclusion and equitable treatment in all aspects of civic life.

## ❖ Who will lead this effort?

- ❖ Create advisory group of 10-12 community & staff members to provide guidance, feedback, and advise the Village Board & Village Administrator to equity and inclusion.

## ❖ What will this group do?

- ❖ The advisory group will work with Staff to create an action plan that focuses efforts on all Village operating departments.
  - ❖ Develop proper data points to measure equity and inclusion.
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# External: Equity and Inclusion

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## ❖ Goal

- ❖ Begin a larger community conversation & interaction centered on equity & inclusion.

## ❖ Who will lead this effort?

- ❖ Create a community advisory group to liaison and engage with Dominican University and the Village of Maywood (Twin Villages)

## ❖ What will this group do?

- ❖ Partnership with Dominican University Using their framework: Truth, Racial Healing & Transformation (TRHT).

- ❖ Vision: The Dominican University community will resist white supremacy and its influence over policies and practices without rancor or recrimination. In dynamic and ongoing partnerships with the communities we serve, Dominican will empower our community to eliminate racial and ethnic bias and to heal from its harmful and long-lasting effects.
- ❖ Mission: The Dominican TRHT Campus Center is a hub for innovative programs, effective coalitions, and new initiatives that empower students, staff, and faculty to eliminate racial inequities on our campus. In partnership with the communities we serve, TRHT will promote a greater understanding of the global history of racial oppression, take action to eliminate its contemporary effects, and strive to transform the world.

# Governance

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The two advisory groups will report back to the Village Board for updates, feedback and recommendations for changes to policies, ordinances, etc.

# Follow-Up from Police Department Forums

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# Department Policies

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The Department and personnel operate under policies, referred to as General Orders.

- ❖ The General Orders are reviewed regularly and updated as needed.
- ❖ The Village has requested the resources of a consultant to assist with update and review of existing General Orders.
- ❖ The Department has long-standing orders regarding:
  - ❖ Mission and Values
  - ❖ Honor Code
  - ❖ Use of Force and Force Review
  - ❖ Standards of Conduct
  - ❖ Harassment
  - ❖ Victim-Witness Assistance
  - ❖ Impartial Policing

# Training

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The Department has a robust training program including:

- ❖ Crisis Intervention Team
  - ❖ Elderly Service Officer
  - ❖ Child Passenger Safety Technician
  - ❖ Evidence Technician
  - ❖ Lead Homicide Investigator
  - ❖ School Resource Officer
  - ❖ Rescue Task Force Instructor
  - ❖ CPR Instructor
  - ❖ Rapid Deployment Instructor
  - ❖ Less-Lethal Instructor
  - ❖ RAD (Rape Defense) Instructor
  - ❖ MACTAC Instructor
  - ❖ NARCAN Instructor
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# Training

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## Annual Training

- ❖ Procedural Justice
  - ❖ Crisis Intervention
  - ❖ Implicit Bias & Cultural Competency
  - ❖ Civil Rights
  - ❖ Constitutional Proper Use of Law Enforcement Authority
  - ❖ Hate Crimes
  - ❖ Racial Profiling
  - ❖ Sexual Assault/Trauma Informed Response
  - ❖ Use of Force Training
  - ❖ De-escalation/scenario based training
  - ❖ Human Rights
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# Staffing & Recruiting

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The Board of Fire and Police Commissioners are responsible for:

- ❖ Testing and Screening of Entry-Level Police Officer Applicants.
  - ❖ Appointment of new personnel to the Police and Fire Departments.
  - ❖ Conducting competitive testing for promotional exams for positions of Sergeant with the Police Department and Lieutenant for the Fire Department.
  - ❖ Conducting entrance and promotional exams – in conformity with the IL Compiled Statutes.
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# Staffing & Recruiting

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Outreach efforts have been made and enhanced in recent years by the Board of Fire and Police Commissioners to increase recruitment in under represented groups.

- ❖ Job Boards

- ❖ Facebook (new this year)

- ❖ Instagram (new this year)

- ❖ theblueline.com

- ❖ Policeone

- ❖ National Testing Network

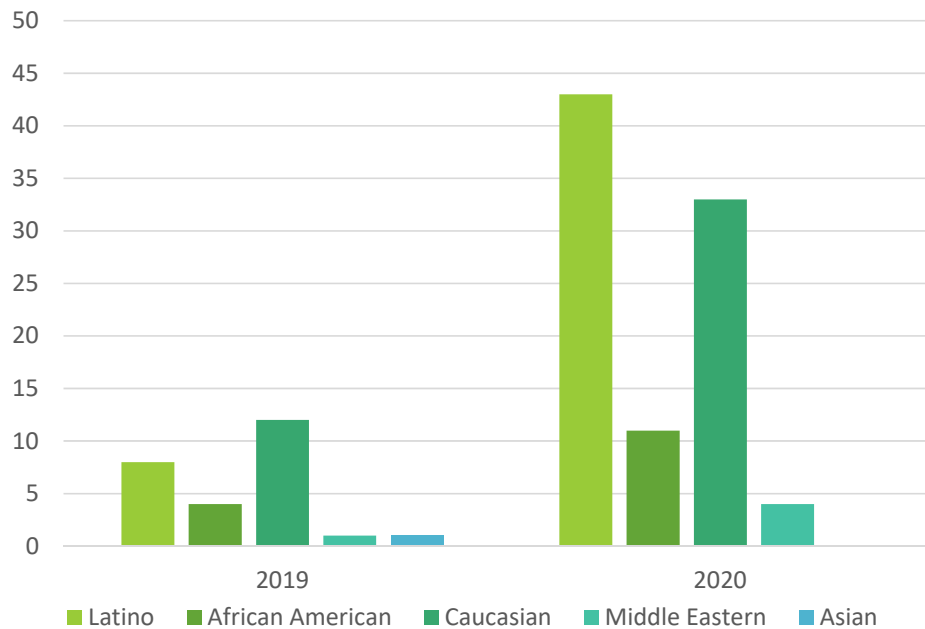
- ❖ National Minority Update

- ❖ Establishment of partnerships with college career service directors

# Career Recruiting

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BOFPC Police Applicants-2019 & 2020

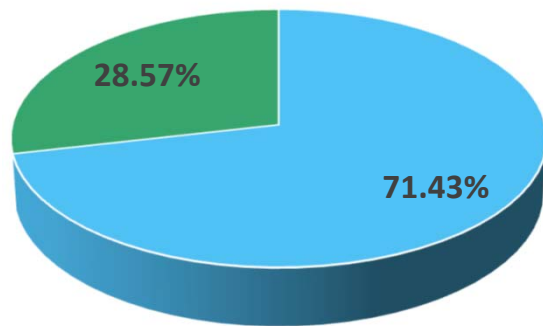


Enhanced outreach netted positive results with increases:

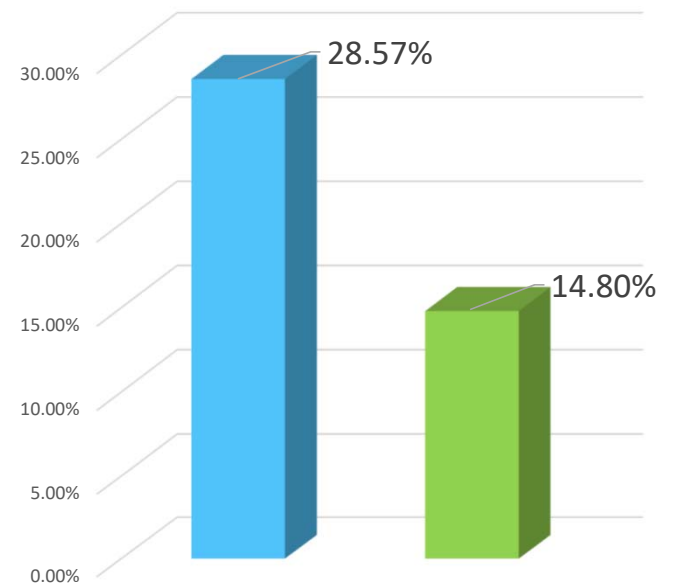
- Total- from 26 to 91 applicants
- Latino- from 8 to 43 applicants
- African American- from 4 to 11 applicants
- Middle Eastern- from 1 to 4 applicants

# Department Demographic

Sworn-Minority/Caucasian

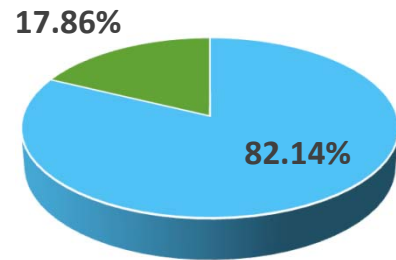


RFPD compared to Nationwide-Minority Sworn



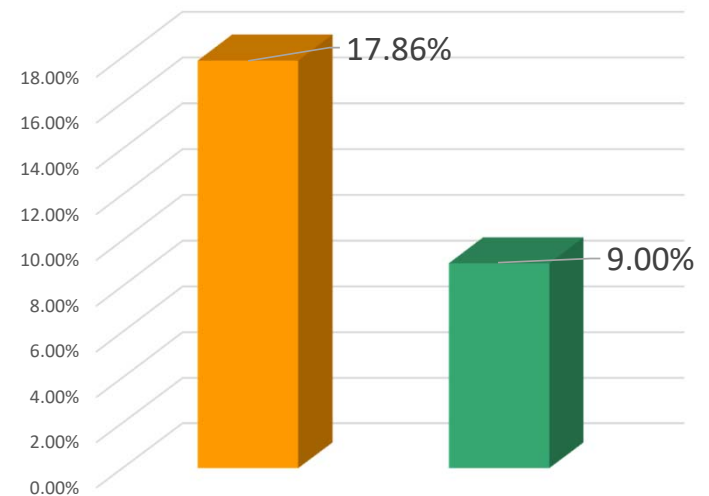
# Department Demographic

Sworn-Female/Male



- Twenty-Eight (28) Sworn Officers
- Twenty-Three (23) Male
- Five (5) Female

RFPD compared to Nationwide-Female Sworn





# Technology


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The River Forest Police Department, with the support of the Village Board of Trustees, has always implemented technology as an important public safety resource.

- ❖ Vehicle Mounted Mobile Video and Recording Systems

- ❖ Department implemented original system in 2000
- ❖ Current system provides HD Quality Video, automatic upload and digital storage, and livestreaming capabilities
- ❖ Examples

- ❖ River Forest Street Camera Program

- ❖ Camera system strategically deployed throughout the Village
  - ❖ System is scalable and sustainable through strategic planning
  - ❖ Examples
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# Technology

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The Department has conducted research on Body Camera systems in the interest of continuing the development of technology systems.

- ❖ Body Cameras are a resource that are becoming a standard tool for law enforcement
  - ❖ Systems allow for increased public and police accountability, as well as transparency.
  - ❖ Considerations
    - ❖ Budgeting for equipment, installation, storage, maintenance, and staff resources
    - ❖ Functionality with existing systems
    - ❖ Policy development and implementation
  - ❖ Examples of some available systems
  - ❖ Look to budget in FY2021-2022 depending on resource availability