Strengthening Civilian Oversight in Oak Park

FINAL REPORT SUMMARY & RECOMMENDATIONS

Pivot Consulting Group

Evaluation Process

OVERVIEW

5 Phase Evaluation Process

Phase 1 - Needs Assessment & Document Review
Phase 2 - Identify Best Practices (Benchmarking Study)
Phase 3 - Consultation and Collaboration
Phase 4 - Recommendation Development
Phase 5 - Report and Presentation

Methodology

- Stakeholder centered design

- Mixed method that blends qualitative (interviews, open responses, public comments) and quantitative (surveys, data review)

- Across the 5 phases, Pivot conducted:
  - 33 interviews with stakeholders
  - document review
  - research on best and effective practices
  - a comparative analysis of the different models of overisght
  - surveys
  - a community meeting
  - feedback sessions

PHASE 1

Needs Assessment

Strengths

- Functional complaint review process
- Increasing access to police materials
- Organizational legitimacy
- Trustee Liasion provides a direct line to the Board

Weaknesses

- Limited scope & unclear processes
- Update needed of governing authorities
- Capacity constraints
- Lack of stakeholder agreement

Opportunities

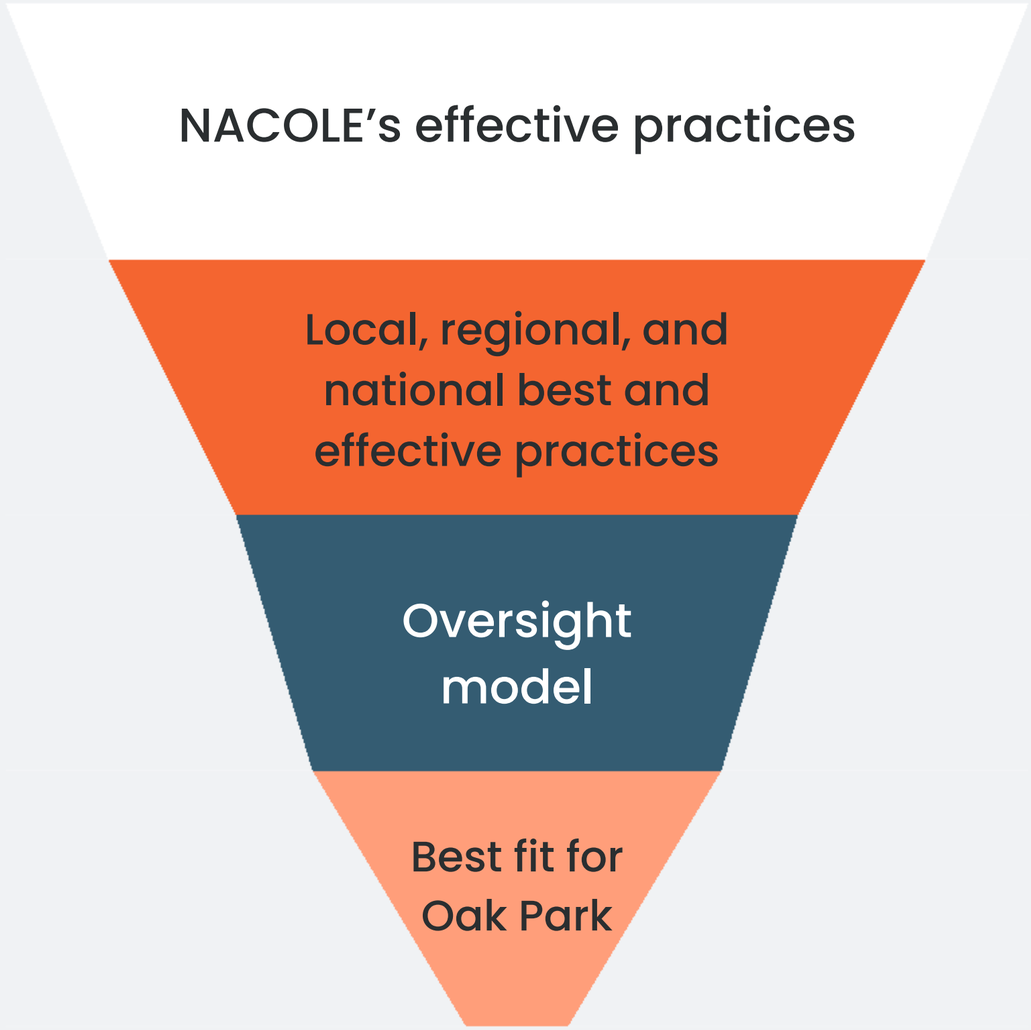
- Increase communication and collaboration
- Clarify CPOC jurisdiction
- Capacity constraints
- Codify authority and build framework to evaluate police practices

Threats

- Independence is limited by restricted access and unclear processes
- Lack of formal communication mechnaism and structure
- Perceived political influence undermines legitimacy

PHASE 2

National Best Practices & Models



PHASE 3

Community & Stakeholder Engagement

PHASE 4

Recommendations Framework

Current ⟶ Proposed

Current	Proposed
1. All volunteer	1. Increase capacity with a full-time staff position
2. Limited complaint review function	2. End-to-end complaint process
3. Limited data analysis	3. Mandated access to data
4. Informal communication function	4. Formal communications, recommendations, and review
5. “Special items of concern”	5.Systemic review of surveillance technology, policies, procedures, and training
6. Limited community outreach	6. Robust community outreach

ELEMENTS OF THE

Cambridge Review Model

FOR OAK PARK

- Professional Staff
- Policy Review
- Data Analysis
- Collaborative Relationship with Police
- Issue Public Reports

RECOMMENDATION THEMES:

Building a Custom Oversight Framework

1. Governance & Legal Structure
2. Membership & Appointments
3. Scope of Oversight
4. Access to Information
5. Staffing and Resources
6. Training and Capacity Building
7. Communication and Transparency
8. Police Engagement and Feedback Loops
9. Data Systems and Access Protocols
10. Performance Metrics and Evaluations
11. Ongoing Structural Review

Governance & Legal Structure

RECOMMENDATION 1

Pivot recommends that the Village of Oak Park consider adopting a review model like the Cambridge, Massachusetts Police Review and Advisory Board for restructuring the CPOC.

RECOMMENDATION 2

Pivot recommends that the Village undertake a comprehensive update of both the CPOC's enabling ordinance and Procedural Rules to clarify its mission, expand its oversight authority, and ensure consistency between policy and practice.

RECOMMENDATION 5

Pivot recommends formally defining "special items of concern" within the CPOC's governing authorities.

RECOMMENDATION 6

Pivot recommends that the Village implement formal bylaws on the internal operations, communication protocols, and interagency relationships of the CPOC.

Scope of Oversight

RECOMMENDATION 3

Pivot recommends that the Village expand the CPOC's authority and operational framework to support robust, end-to-end complaint oversight and enable proactive, evidence-based evaluation of systemic policing practices.

RECOMMENDATION 4

Pivot recommends expanding the scope of the CPOC to include formal authority to review and provide guidance on the future proposed use of of surveillance technology by OPPD through amending the Law Enforcement Surveillance Oversight ordinance.

RECOMMENDATION 8

Membership Appointments, Staffing, & Training

Pivot recommends that the Village strengthen the CPOC's capacity, credibility, and long-term effectiveness by investing in professional staffing, implementing structured and recurring training for members, and reforming the appointment and onboarding process.

RECOMMENDATION 9

Access to Information

Pivot recommends that the Village modernize OPPD's data infrastructure and establish structured, consistent protocols for information access to enable timely, informed, and independent oversight by the CPOC.

RECOMMENDATION 6

Police Engagement & Feedback Loops

Pivot recommends that the Village implement formal bylaws on the internal operations, communication protocols, and interagency relationships of the CPOC.

RECOMMENDATION 7

Communication & Transparency

Pivot recommends that the Village enhance the visibility, accessibility, and community value of the CPOC by implementing a coordinated strategy centered on public engagement, education, communication, and recognition.

RECOMMENDATION 10

Performance Metrics & Evaluations

Pivot recommends that the Village implement a formal framework to assess the effectiveness and budget allocation of the CPOC's oversight functions on an ongoing basis.

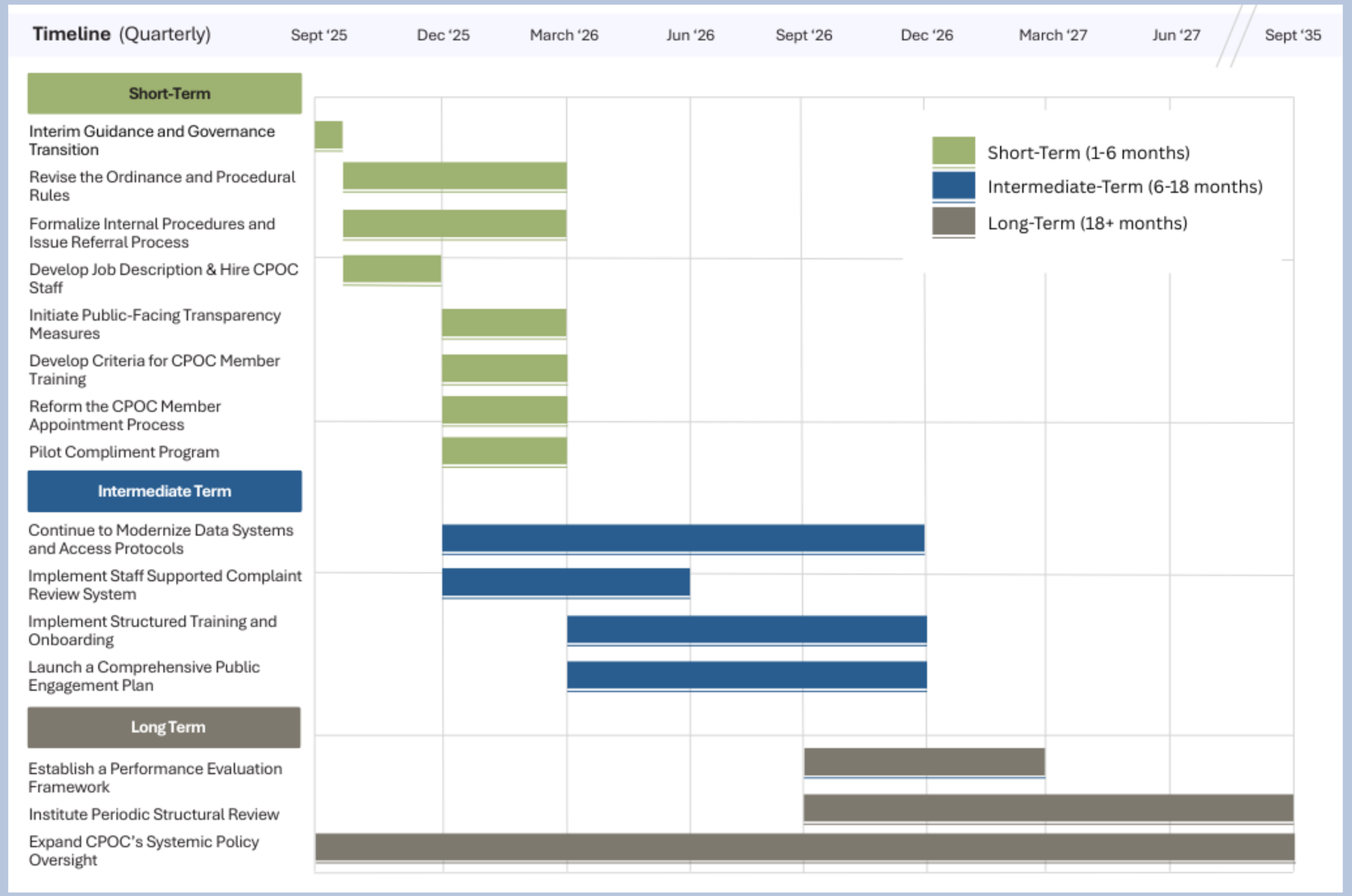
RECOMMENDATION 11

Ongoing Structural Review

Pivot recommends that the Village institutionalize a process for periodic assessment of the CPOC's structure, performance, and alignment with evolving community needs.

LOOKING AHEAD

Implementation Phase



Final Thoughts

Q&A