



A New Way

*Our Plan for Rebuilding Trust in the
Aurora Police Department*



A New Way of OPERATING

- 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



A New Way of 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



A New Way of 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



A New Level of 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



A New Way of 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



Learn more at AuroraGov.org/ANewWay