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