



**City of Dallas**

# **Dallas Police Department's Commitment to Transparency and Continuous Improvement**

**Public Safety Committee  
December 11, 2023**

Eddie Garcia, Chief of Police  
Dallas Police Department  
City of Dallas

# Overview



- DPD's Historic Commitment to Transparency
- Community Oriented Policing Services (COPS) Office Recommendations for the Internal Affairs Division (IAD)
- Purpose of the Department's New Constitutional Policing Unit
- Executing a Strategic Implementation Plan
- Proposed Timeline and Next Steps



# DPD's Historic Commitment to Transparency



- Body-Worn Cameras (BWCs)
  - Expansion of BWCs to include every *officer* in the Department
  - Requirement that Task Force Officers and Off-Duty Job Officers wear a BWC
  - Release of BWC videos within 72 hours following a Critical Incident-Officer Involved Shooting and Death in Custody
  - Upgraded in-dash cameras
- Training
  - **A**ctive **B**ystandership for **L**aw **E**nforcement Training
  - Tactical Training Group for unified training
  - Rampart dialogue for DPD senior leadership
  - History of Policing Course
- Expansion of RIGHT Care Program to include additional teams
- Establishment of a Community Advisory Board



# DPD's Historic Commitment to Transparency



- R.E.A.L. Change Transparency Efforts
  - Crowd Control and Less Lethal policies revisited after the George Floyd demonstrations
  - Creation of a dedicated Special Response Group for demonstrations
  - CS (Tear) Gas may only be deployed following the approval of the Chief of Police
  - Implicit Bias Training
  - Published General Orders on the Department's website



# DPD's Historic Commitment to Transparency



- Office of Community Police Oversight (OCPO)

- Joint OIS response with the IAD and OCPO Monitor
- Recurring meetings with the IAD
- Chief of Police has personally attended board meetings
- Assisted with drafting the Positional Asphyxiation General Order

- Internal Affairs

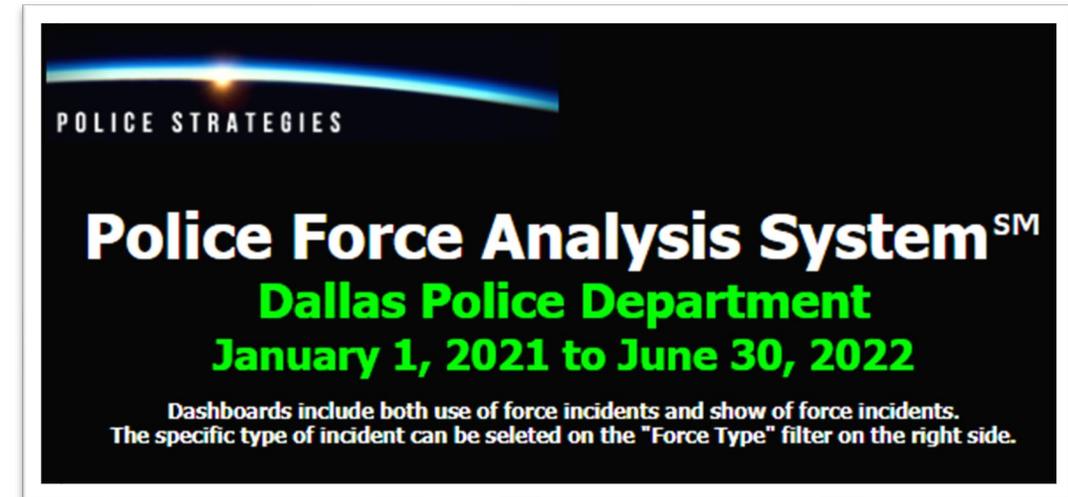
- Misconduct investigations must be completed within one year
- Chief of Police reviews and assigns discipline on all investigations with a criminal nexus



# DPD's Historic Commitment to Transparency



- Internal Affairs continued
  - Leveraged independent subject matter experts
    - Use of Force Analysis
    - Racial Profiling Analysis
  - Published the Use of Force Dashboard
  - Added an IAD Investigation summary to the Public Safety Dashboard
- Implemented Focused Deterrence strategies
- Creation of the Constitutional Policing Unit



# Accountability Discipline Summary



Discipline issued from January 1, 2021- December 1, 2023

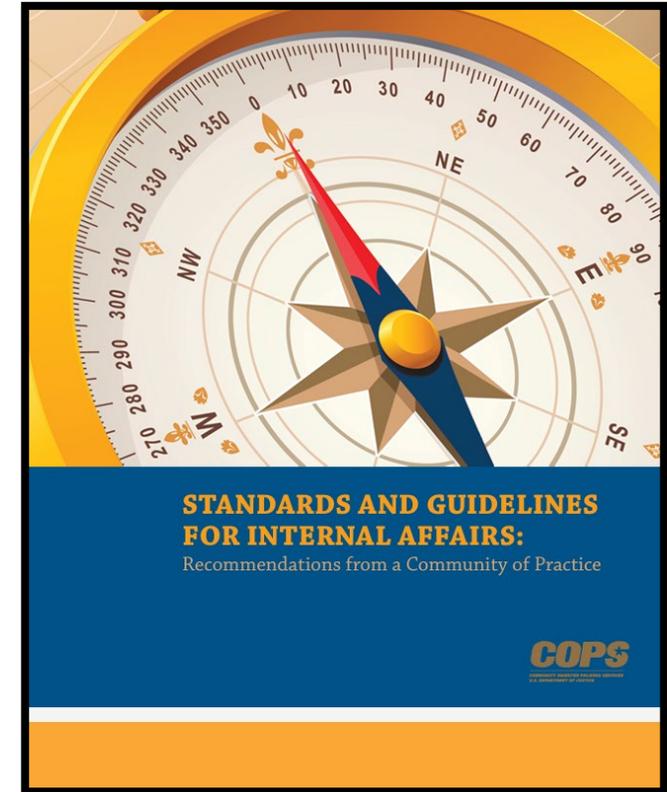
Discipline Category	Count
Total Terminations	29
• Use of Force Terminations	3
Demotions	5
Suspensions	152
Written Reprimands	117
Supervisor's Reports	302
Documented Counseling	359
Advice & Counseling	297



# COPS Recommendations for the IAD



- In 2009, COPS published a “...set of **general principles and guidelines**...that articulate the ...role of Internal Affairs in contemporary American policing.”
- Guidelines were created for the time period
- DPD has carefully reviewed the general principles and guidelines released by COPS in 2009
- DPD is committed to continuous improvement and upholding the highest standards of policing



# COPS Recommendations for the IAD



## Use of Force Complaint Intake

- Subject matter expert (SME) reviews the incident

## Prosecutor Consultation

- The Public Integrity Unit is in regular communication with the District Attorney's Public Integrity Unit and the Federal Bureau of Investigation's Public Corruption Squad

## Use of Officer's Complaint History

- The officer's disciplinary history is considered in the disciplinary portion of the investigation

## 24-Hour Complaint Hotline

- Multiple avenues exist to file a complaint *at any time*



# COPS Recommendations for the IAD



## Prior Investigative Experience Requirement

- Prior investigative experience is not required to join IAD, but IAD has a variety of collective investigative experience

## Recording All Interviews

- In progress

## Officer Statement and Evidence Comparison

- IAD verifies the validity of the officers' statements and issues False or Misleading Statement allegations, as appropriate

## Audits of Internal Affairs Investigations

- The City Auditor audits IAD at the request of the City Council, and the OCPO Director monitors external complaint investigations



# Purpose of the New Constitutional Policing Unit



- Create a framework for ongoing self-assessment and self-correction
- Proactively ensure the Department is upholding the highest standards of policing - legal, moral, ethical
- To streamline departmental operations, maximize efficiency, and promote additional data-driven decision-making
- To preserve the integrity of the Department
- Reinforce the Department's reputation as a national leader



# Why now?



Our goal is to build on the Department's recent successes and commitment to transparency.

“

It is my hope that in the future it becomes standard across all law enforcement agencies to have a compliance bureau charged with bringing in constitutional policing with a direct line to the chief or commissioner of the agency and that is responsible for ensuring the department does not lose its way.

”

**-James Bredar**  
U.S. Chief District Judge  
Baltimore Consent Decree



# A New Constitutional Policing Unit



## What is Constitutional Policing?

- Law enforcement practices that emphasize accountability, transparency, and a commitment to upholding the constitutional rights of citizens
- The creation of this unit is innovative, historic, and unprecedented



# Executing a Strategic Implementation Plan



- **Phase 1: Assessment and Analysis**

- Leverage external Subject Matter Experts (SMEs)
- Create a Best Practices Database – policing standards outlined in applicable legislation and court decisions

- **Phase 2: Implementation**

- Deliver recommendations for improvement for the review and approval of the Chief of Police
- Assign unit personnel to ensure approved best practices are implemented (e.g., General Order changes, SOP updates, training creation, etc.)

- **Phase 3: Ongoing Evaluation**

- Monitor for demonstration of successful implementation



# Strategic Communications



- Effectively engaging the Department's internal and external stakeholders is essential to the success of the unit
- Leverage 5 communications strategies
  - Website
  - Newsletter
  - Employee/Expert Roundtables
  - Stakeholder Engagement
  - Annual Accountability Report



# Proposed Timeline and Next Steps



- **December 2023:** Phase 1 implementation
- **February 2024:** Initial best practice recommendations delivered to the Chief of Police
- **Q1 2024:**
  - Website launch
  - Newsletter distribution
  - Host employee/expert roundtables
- **Q2 2024:** Best Practices Database launch
- **Q3 2024:** Begin drafting the Annual Accountability Report
- **Q4 2024:** Public Safety Committee follow-up





**City of Dallas**

# **Dallas Police Department's Commitment to Transparency and Continuous Improvement**

**Public Safety Committee  
December 11, 2023**

Eddie Garcia, Chief of Police  
Dallas Police Department  
City of Dallas