

Police Oversight Implementation Work Group

Quarterly After-Action Report

Date Posted: 12/1/2025

About APO: The mission of Austin Police Oversight (APO) is to provide impartial oversight of the Austin Police Department's conduct, practices, and policies to enhance **accountability**, inform the public to increase **transparency**, and create **sustainable partnerships** throughout the community.

Meeting Overview:

Date	November 12, 2025
Location	Austin Permitting & Development Center
Facilitators	Austin Police Oversight
Agenda	<ul style="list-style-type: none">• Presentation of Q3 2025 complaints data• Overview 2024 Annual Report• Community Safety Listening Session
Meeting Materials	<ul style="list-style-type: none">• Quarterly Complaints Data (July –Sept. 2025)• Nov. 12th Meeting Presentation Deck• Nov. 12th Meeting Recording

Community Safety Listening Session Recap

Key Discussion Topic: Where should APO focus its efforts over the next 2 years (2026-2027)

Community Feedback Summary

Community members participated in engagement activities that provided feedback on how Austin Police Oversight can strengthen its impact over the next two years. Building trust and expanding intentional outreach emerged as top priorities across the discussion. The sections below summarize the key focus areas identified by participants.

Austin Police Oversight
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1. Community Trust & Relationship Building (Top Priority)

- Strong desire for deeper trust between the community and the oversight office.
- Emphasis on **listening to diverse, intersectional identities** and ensuring all perspectives feel seen and valued.
- Interest in **roundtables, community liaisons, and representative voices** to guide oversight work.
- Request for **more tangible materials** (print handouts) to support understanding.
- Community wants opportunities to **hear directly from APD officers** on improvements.

2. Equity & Inclusion in Oversight (Tied for 2nd Priority)

- Ensure policies, practices, and engagement efforts account for **equity across identities and communities**.
- Address systemic inequities and ensure inclusive implementation of oversight work.

3. Policy & Training Recommendations (Tied for 2nd Priority)

- Focus policy recommendations on **public safety**.
- Use **data-driven evidence** that speaks to training that leads to improved policing
- Explore partnerships such as **EMCOT** and other community-based models.
- Consider how oversight recommendations can support **recruitment and retention**.

4. Community Engagement & Public Awareness (Tied for 3rd Priority)

- Need for significantly **more outreach**, including targeted outreach and engagement in trusted community spaces.
- Desire for **more frequent events**, including on weekends, and increasing quarterly meetings to six per year.
- Expand engagement to **youth**, with a focus on early intervention and the school-to-prison pipeline.
- Encourage both **positive and constructive feedback**, including amplifying stories of compassion.
- More **officer–community interactions** and collaboration with places of worship or “safe spaces” for community members.

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5. Youth & Early Intervention (Tied for 3rd Priority)

- Address the **school-to-prison pipeline** and ensure young people understand their rights.
- Support early intervention programs to prevent harm and rights violations among youth.

APO Action Plan

APO Leadership is reviewing all feedback gathered through this and prior Work Group meetings, along with insights from broader community engagement efforts. These perspectives will inform the development of APO's goals and priorities for 2026. The office will share updates on its strategic direction and planned initiatives in the new year.

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