



**Effective
Law Enforcement**
for ALL

**Because
Everyone Wants
to Get Home
Safely.**

Our 'WHY'

Breaking down *ELEFA in Louisville*

EFFECTIVE LAW ENFORCEMENT

2025 Safe Louisville Plan +
LMPD's Strategic Plan

*"Violence is a complex issue that requires a comprehensive solution. It is intertwined with public health, public infrastructure, and the **efficacy of the justice system.**"*

Source: Safe Louisville Plan Executive Summary



FOR ALL

2023 DOJ Investigation Findings of the LMPD
and LMG

"Nearly half of LMPD's reported uses of less-lethal force from 2016 to 2021 were against Black people—twice the overall percentage of Black residents in Louisville Metro"

Source: US DOJ Civil Rights Division Report of Findings Mar 2023



Louisville's Past, Present, and Future

What will Public Safety in Louisville look like over the next century?

1914

Racial zoning laws forced Black residents into segregated neighborhoods.



1975

Court-ordered school desegregation



2020

LMPD officers shot and killed Breonna Taylor



2025

Louisville moves forward with Community Commitment without federal oversight



1921-1923

First Black and female Louisville Police officers appointed, but restricted to policing their "own race"

1999

Desmond Rudolph (18) shot 22 times; police chief fired for giving officers awards

2021-2025

DOJ investigation uncovers pattern of unconstitutional policing, but doesn't go forward with court oversight

The Future of Public Safety in Louisville

The Community Commitment covers topics that will help to shape a future Louisville where everyone gets home safe.



USE OF FORCE

COMMUNITY-BASED
PUBLIC SAFETY

AGENCY
MANAGEMENT AND
SUPERVISION

RESIDENTIAL
SEARCH WARRANTS

PROTESTS AND
DEMONSTRATIONS

FAIR AND IMPARTIAL
ENFORCEMENT

STREET
ENFORCEMENT

INDIVIDUALS WITH
BEHAVIORAL HEALTH
DISABILITIES

SEXUAL
MISCONDUCT,
SEXUAL ASSAULT,
AND DOMESTIC
VIOLENCE

MISCONDUCT
INVESTIGATIONS AND
DISCIPLINE

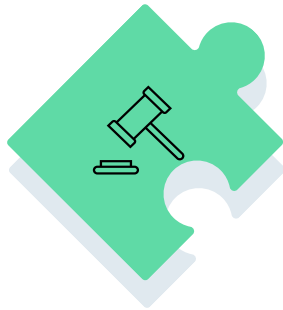
OFFICER AND
EMPLOYEE
ASSISTANCE AND
SUPPORT

RECRUITMENT AND
HIRING

Who does ELEFA partner with?

Government Leaders

ELEFA coordinates with officials who set City priorities and oversee agency operations



**Effective
Law Enforcement**
for **ALL**

Louisville Residents

ELEFA collects feedback on policy and training so that community experiences directly shape reform.



Police Officers

ELEFA learns from LMPD officers working on the front lines. Lasting reform is built with community and officer input.



The Community Safety Commission (CSC)

ELEFA regularly reports on reform progress to the commission; sharing audits and evaluations of reform efforts



How does change happen?

ELEFA works with many partners to shape Louisville's future.

Turning the Community Commitment into real, lasting change.



Understand the Law

ELEFA reviews the Community Commitment's legal requirements and what policing must look like under federal and state law.



Policy Reviews

ELEFA assists agencies with revising their policies and procedures to meet new standards that more reflect community values.



Training Reviews

ELEFA evaluates training to ensure content aligns with new policies and to ensure reforms take root in public safety personnel performance.



Assess Progress on Key Objectives

ELEFA audits and assesses records, data, performance trends, and community feedback to determine if the key objectives of reform are being met.

How does ELEFA work with partners?



Educate

What does the Law Require?

What has worked in other Cities?

Toolkit

- Sharing National Best Practices with LMPD
- Turning complex requirements into clear guidance everyone can understand
- Semi-annual reporting



Empower

What are the systems of accountability and transparency?

How do we build lasting community capacity and responses?

Toolkit

- Data Sharing
- Audits and evaluation
- Community capacity-building
- Regular reporting to Community Safety Commission



Engage

Are all necessary perspectives at the table?

What community-based assets are critical to reform?

Toolkit

- Community Meetings
- Surveys
- Focus Groups
- Asset Mapping
- Assisting LMPD to engage more effectively

What else has ELEFA been doing in Louisville?



Public meetings and listening sessions:

- December 2025 – Passport by Molina Health Care & The Bishop's Table
- February 2026 – Newburg Community Center
- April 2026 – South Central Regional Library



Direct observations of LMPD Activities

- January 2026 – ELEFA observed 2026's planned in-service training curriculum for officers along with LMPD command members
- February 2026 – ELEFA Officer Liaison completed several “ride-alongs” with patrol officers



Collaboration with LMPD on Use of Force Topics

- ELEFA Policy Review process began to align Use of Force policies with Community Commitment requirements
- ELEFA Reviewed and provided feedback on of Firearms Qualification and Critical Decision-Making Training Lessons related to Use of Force

ELEFA has established monitoring protocols



Monitoring Protocols for Oversight of the Louisville Community Commitment

April 2026

The **Community Commitment** (§40-42) requires the Monitor to establish **Monitoring Protocols** in coordination with Louisville Metro that clearly define the structure and functioning of the monitoring team, including **roles, leadership responsibilities, and delegated authority.**

The protocols establish formal processes for **communication, engagement, and problem-solving** with **both Louisville Metro/LMPD and the public.**

This includes creating mechanisms for **regular community input**, such as **quarterly in-person meetings** across Louisville, to ensure **transparency, responsiveness, and alignment with community** perspectives while advancing progress toward substantial compliance.

Available to view online at ele4a.org/Louisville

Year 1 Implementation Plan has been approved

The Implementation Plan outlines the process for revising **policies**, then **trainings**. Once these foundational steps are completed, ELEFA will then review performance **data** and departmental **audits** to complete an overall assessment of compliance for each section of the CC

Implementation Schedule Overview	Year 1 (2026)				Year 2 (2027)				Year 3 (2028)				Year 4 (2029)				Year 5 (2030)			
CC Section	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Agency Management & Supervision																				
Community Based Public Safety																				
Use of Force																				
Residential Search Warrants																				
Protests & Demonstrations																				
Fair & Impartial Enforcement																				
Street Enforcement																				
Behavioral Health																				
Sexual Misconduct / SA / DV Invest.																				
Misconduct & Discipline																				
Officer & Employee Assistance																				
Recruitment & Hiring																				

Source: LMPD & LME 2026 Implementation Plan (page 15)

Color Key:	Policy Review Process	Training Review Process	Data/Audit Review Process	Sustained Compliance
------------	-----------------------	-------------------------	---------------------------	----------------------

What is the status of Implementation?

ELEFA's 1st semiannual report will align with the start of LMPD's Implementation Plan **(January 1, 2026 – June 30, 2026)** which was been recommended by ELEFA and approved by LMG

Policy
Reviews
(Year 1)

Training
Reviews
(Years 1-3)

Data and
Audit
Reviews
(Years 2-4)

Compliance
Assessments
(Years 3 – 5)



We are here

The Louisville Community can play an active role in Year 1 by **providing feedback on revised policies that are posted online** by LMPD on their website

[Link to Website](#)

ELEFA Key Observations of LMPD and LMG so far:

Strengths

- Highly developed systems to track compliance (Smartsheets)
- Proactive efforts to stand up capacity for audits and data collection
- Active engagement by LMPD personnel in observed trainings
- New facilities for HQ and Wellness Center
- Ongoing collaboration between ELEFA and LMPD/LMG to ensure productive and clear feedback on policy and training requirements

Challenges

- Implementation Plan and Training Plan are limited in scope to Year 1 (2026) activities
- Training has limited evaluation and assessment tools and does not fully incorporate adult learning techniques
- Resource and staffing constraints may limit the ability to meet all Implementation Plan goals on the current timeline
- Limited progress on policy reviews so far in Year 1

Looking ahead for the next 3 months

Policy Review Process

- Establish a schedule for all of Year with priority on:
 - Street Enforcement
 - Fair and Impartial Policing
 - Agency Management and Supervision
 - Individuals with Behavioral Health

ELEFA to Hold Meetings

- LMPD Training Division
- LMG stakeholders on behavioral health
- Community members, Local Leaders, and CSC members

1st Semi-Annual Report

- ELEFA will complete draft of covering period Jan – June 2026
 - Submission to LMG for review by July 14
 - Submission to CSC by August 11

Questions?



**Effective
Law Enforcement**
for ALL

Contact us for:

General questions:

ELEFA Team

LVL_Outreach@elefalvl.org

Community Liaison:

Brian Corr

Brian@elefalvl.org

Lead Monitor:

Sheree Briscoe Stewart

Sheree@elefalvl.org