

IN THE UNITED STATES DISTRICT COURT
NORTHERN DISTRICT OF ILLINOIS
EASTERN DIVISION

STATE OF ILLINOIS,) Case No. 17 C 6260
)
Plaintiff,)
)
v.)
)
CITY OF CHICAGO,) Chicago, Illinois
) March 11, 2025
Defendant.) 5:04 p.m.

TRANSCRIPT OF PROCEEDINGS - PUBLIC HEARING
BEFORE THE HONORABLE REBECCA R. PALLMEYER

APPEARANCES:

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1 APPEARANCES CONTINUED:

2 Also Present: CHIEF ANGEL NOVALEZ
3 SUPERINTENDENT LARRY SNELLING

4 Public Comments By: PROF. VINCE DAVIS
5 AREWA KAREN WINTERS
6 ELIZABETH ROCHFORD
7 JAMES LEW
8 MICHAEL MORRIS
9 ALEES EDWARDS
10 JOI IMOBHIO
11 ROXANNE SMITH
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21 Court Reporter: HANNAH JAGLER, RMR, CRR, FCRR
22 Official Court Reporter
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24 PROCEEDINGS REPORTED BY STENOTYPE
25 TRANSCRIPT PRODUCED USING COMPUTER-AIDED TRANSCRIPTION

1 (Proceedings heard via videoconference:)

2 THE COURT: Okay, everyone. I think we'll get
3 started. Good afternoon, or evening for some of you. We're
4 going to be hearing from a number of members of the public this
5 evening, beginning right now and beginning in a few minutes.

6 I just want to make two very quick announcements.
7 One, I want to remind everybody that there's a prohibition on
8 your making any recording or broadcast or photograph of our
9 proceeding this afternoon. The record is made by our Court and
10 the monitor has been good enough to always order those
11 transcripts and get them posted in the -- on the Monitor's own
12 web page. You can get the information there. She provides it
13 to the public. And access to the transcript is an exception to
14 the Court's ordinary rule that ordinarily the transcript's not
15 available to the public for 90 days, but for this case, we've
16 made an exception and I want you to know that that is in return
17 for honoring of course the requirement that other individuals
18 are not involved in making their own transcript or posting
19 information about the hearings on their own.

20 All right. I think we are ready to begin, though, and
21 I'll hear first from Ms. Hickey on behalf of the Monitoring
22 Team.

23 MS. HICKEY: Thank you, Your Honor. And thank you for
24 convening this monthly status hearing. My name's Maggie Hickey
25 and I am the Independent Monitor for the Consent Decree.

1 Today's public hearing is about hearing directly from the
2 members of Chicago's communities. This is the first time this
3 hearing is being held after 5 p.m., in the hopes that some
4 people who may not be able to observe or speak during the work
5 hours will be available to participate.

6 Fortunately, we have received a significant amount of
7 interest in today's hearing and a full lineup of speakers. As
8 a result, we have asked the parties to keep their opening
9 remarks brief and I will do the same.

10 As we move forward, the Court, the parties, and the
11 Independent Monitoring Team will continue to consider ways to
12 ensure that a cross section of Chicago's communities can
13 participate in these important hearings. This might include,
14 for example, scheduling hearings during the lunch hour or even
15 on a weekend.

16 I look forward to hearing from the speakers today.
17 And for anyone who is unable to speak today or who will not be
18 able to fit their remarks into the five minutes, I want to
19 provide a quick reminder that the Court is still accepting
20 written comments through 4:30 p.m. this Friday, March 14th.

21 There are instructions on how to submit comments in
22 the Court's order setting this hearing as well as on our
23 website CPDMonitoringTeam.com.

24 In addition to these public hearings, the Independent
25 Monitoring Team will continue to seek out and hear from Chicago

1 communities in many other ways. For example, I recently
2 presented at the 18th District CCPSA council meeting in
3 February. And in late January, the IMT co-hosted a community
4 meeting with the Safer Foundation.

5 If you or any organizations that you know would like
6 to connect with the Independent Monitoring Team or CPD, I know
7 both would be happy to meet with you.

8 And as always, our website contains information on how
9 community members may contact the IMT regarding feedback or
10 questions. You can e-mail us directly at
11 Contact@CPDMonitoringTeam.com.

12 Again, I thank the parties, the Court, and the
13 community members for their time and attention to the Consent
14 Decree and the safety and wellbeing of the people of Chicago.
15 Thank you, Your Honor.

16 THE COURT: Thank you, Ms. Hickey, and thank you for
17 the really excellent job I think you've done of making -- of
18 providing access to the community, to members of the community,
19 both online and in person to be involved in this process, which
20 is critical to its success.

21 All right. We're going to hear next from Mary Grieb
22 of the Office of the Attorney General; correct?

23 MS. GRIEB: Your Honor, my colleague Bill Lowry will
24 be speaking for the office today.

25 THE COURT: Thank you, Mr. Lowry, if you wouldn't

1 mind, go right ahead.

2 MR. LOWRY: First, thank you. Good evening, Your
3 Honor and the members of the community. My name is Bill Lowry,
4 Jr. I'm an assistant attorney general for the Civil Rights
5 Bureau of the Office of the Attorney General. I'm also one of
6 the members of the office who directly works with the Community
7 Policing section and Impartial Policing section of the Consent
8 Decree every day.

9 So for those who may not be familiar, though, I want
10 to just make sure I explain this. Those are the sections of
11 the Consent Decree that typically are most likely to directly
12 involve you or people you know or members of the community, day
13 in and day out, the people living in Chicago.

14 So this evening, I wanted to deliver brief comments,
15 but again, I want to thank the Court and the community members
16 for your willingness to hold and attend this meeting after
17 work, after a long day at work, or even school for those of you
18 who attended school today.

19 As you probably notice, this is the first time doing
20 this. We're trying this out. So our hope is that by having
21 this, as the Monitor already said, instead of just in the
22 middle of the day, could have more folks be able to come out,
23 chance to attend, to learn, and if they desire, and if you
24 desire, whether it be today or in the future, to participate
25 and provide feedback to us and the monitoring team and the

1 Court.

2 And that's important to us. And the reason that's
3 important is because at the end of the day, what we know is no
4 matter what changes or improvements happen under the Consent
5 Decree and that come out of this process, they will only take
6 root and only matter and only really mean something if the
7 people most impacted by the policing in Chicago are aware and
8 knowledgeable about what's going on. Because we know
9 perception is reality. And if you don't know that something
10 good's happening, then is it really even happening? It's
11 important to be here, to be informed, to be knowledgeable for
12 the people.

13 And for those reasons, it's also important so that the
14 people can know and that you all can know the benefits that are
15 directly now available to you that have been designed to help
16 the people, so that when you are in these situations and in
17 your communities, you are taking full advantage of the
18 resources provided by the CPD, the City, and others as well.
19 And so that ideally you can share feedback to us, if something
20 is either working or not working. So we appreciate having all
21 of you here.

22 And so for the public, please know that there are many
23 ways for you to give feedback besides just hearings like this.
24 For instance, the Independent Monitoring Team offers chances
25 for you to give feedback or input. The Chicago Police

1 Department drafts and posts public policies for you to give
2 input on. You have your CCPSA, Commission for Community Public
3 Safety and the Accountability, meetings. They have local
4 meetings for your different districts or whatever the case is.
5 There are a plethora of opportunities for you to give your
6 voice and give your input and we want to hear those.

7 But we do hope that having this hearing in the
8 evening, you will go home and you will share with your friends,
9 with your families, with your communities your experience
10 tonight. And hopefully, we want to see more of you every time
11 that we have one of these, hear more voices, get more impact as
12 we move forward. So please feel free to share this and invite
13 some folks along next time as well.

14 With that said, I want to briefly highlight a couple
15 of key developments from the Community Policing section and the
16 Impartial Policing section over the last six to eight months
17 that kind of highlight some of the work that we've been doing
18 that, again, you can feel free to share.

19 Number one is there's been increased and improved
20 training to provide better and more personalized interactions
21 and collaborative relationships with community groups and CPD
22 members. So as you all know, Chicago is different neighborhood
23 to neighborhood, block to block. So it's important to have
24 specific relationships for those community members on that
25 block in that neighborhood and not just general rules or

1 whatever the case may be that fit to everybody. These are very
2 unique situations, so we are happy that there's been more
3 training on that.

4 There's been more work with advocacy groups to develop
5 directly informed training to provide resources and services
6 and accommodations for people who may have disabilities.
7 That's something that continues to be developed and work with
8 groups who have that knowledge.

9 We also have been working with service providers in
10 community groups including the Department of Family and Support
11 Services, DFFS, to put together a pilot deflection and
12 diversion youth program to make sure that youth are not
13 unnecessarily becoming part of the judicial court system when
14 really what they need more engagement with is services,
15 opportunities, and things of that nature. So that is something
16 that's been in development and is continuing forward.

17 Lastly, CPD has put together their new Office of
18 Equity and Engagement, which is designed and dedicated solely
19 to doing the real day in, day out, on-the-ground type of work
20 that's needed to ensure that the department as a whole, Chicago
21 Police Department, is not just talking the talk, but following
22 through on its duty to treat every person in this city fairly
23 and equitably under the law.

24 And while this work does take time and patience as
25 most good things do, this work is happening. I can let you

1 know that this work is happening day in and day out. So I hope
2 that you enjoy what you hear here tonight but also that you
3 feel free to share, and let you know that we will be listening,
4 we will be taking your input, we will be taking your stories,
5 your feedback, and your experiences and continuing to apply
6 those every day to try to get the best outcome possible.

7 And again, as we move further into these warmer months
8 hopefully, fingers crossed, and summer starts to get here, we
9 want to also just continue to say that we look forward to
10 working with the City, with CPD, with the Monitor, the
11 Coalition, CCPSA, the different beat districts, and you all as
12 well.

13 This is -- remember that this work, this reform work
14 is still key and crucial as one of the supporting things to
15 prevent violence. We got to do our day-to-day work, but these
16 things are long-term sustainably meant to help prevent
17 violence. So let's continue to push this work forward as we
18 move forward with the summer months and prioritize it.

19 And with that, Your Honor, I would look forward to
20 hearing from the people, the community members who have signed
21 up today. Thank you.

22 THE COURT: Thank you very much, Mr. Lowry. We
23 appreciate that.

24 I know that Mr. Slagel has a presentation he's going
25 to make that I think is important to the members of the public

1 as well, so I'm going to turn to him next.

2 MR. SLAGEL: Yeah. Your Honor, I'm going to actually
3 have Chief Angel Novalez from CPD present it. It will come up
4 on the screen here momentarily.

5 THE COURT: Great. Chief Novalez, thanks for joining
6 us and we'll take a look at your screen in just a moment.

7 MR. NOVALEZ: Thank you very much, Your Honor. Thank
8 you to the IMT, the OAG, and everybody that showed up to this
9 public hearing. It's incredibly important to hear from the
10 voices in the community.

11 So what we wanted to do is extend an invitation to
12 everybody that's on the call, members of the Coalition, ACLU
13 members that blanket that all corners of our city, to provide
14 comment to policies that we've opened up, to get that public
15 input.

16 So I'm just going to go briefly through them. These
17 policies are going to be posted from the 11th of March and the
18 31st of March. These are incredibly important policies for us.
19 We'd like to get them over the finish line and ensure the
20 training is available and ensure that our officers are
21 operating with these policies in mind.

22 So the first one is going to be the interactions with
23 persons who are deaf, deaf-blind, and hard of hearing. This is
24 special order 02-07-03. So anybody who's interested in making
25 comments on those policies, we would love to hear from you.

1 And we look forward to it.

2 Second policy is S03-22. That's firearm pointing
3 incidents. That as well will be posted on 11th of March to
4 31st of March of this year.

5 Next is S02-08. This is the community engagement in
6 policy and training development. So these three are posted all
7 the way through the 31st of March. And once again, we ask that
8 everybody that's on this call to please comment. We'd love to
9 hear from you. And if there are people around you that are not
10 present here, to please get the word out so we can get as much
11 engagement as possible.

12 Next slide, Allan.

13 Your Honor, same thing for everybody on the call, you
14 know, we're very excited to offer a unique opportunity for
15 Chicagoans to gain firsthand understanding of our inservice
16 training through a new innovative program. In this program,
17 participants will observe the instruction officers received on
18 critical topics, including deescalation, mental health crisis
19 intervention, each of these topics a part of the 2025 inservice
20 training program for sworn officers.

21 This initiative is designed to foster transparency,
22 strengthen police community relations, and provide valuable
23 insight into the training standards that drive professional and
24 accountable policing to the folks that live in our city.

25 Our community training observation days, as we call

1 it, CTOD, will be offered on two days. It will be at a Public
2 Safety Training Center at 701 North Kilbourn. They will occur
3 the 12th of April, from 8 a.m. to 4:30 p.m., and on April 19th,
4 8 a.m. to 4:30 p.m. We use these Saturday dates because we
5 know these are dates that folks may have the most opportunity
6 to participate.

7 So what we want folks to do is, one, you can scan the
8 QR code on the screen right now and save that QR code. That
9 will take you directly onto the website where you can register
10 to participate in this event. Based on the amount of folks
11 that we will get, we will add additional training dates to
12 ensure folks that signed up have an opportunity to come.

13 We also will create another opportunity the same as
14 this to introduce two of our other classes that will be part of
15 our 40-hour training for our officers for this year.

16 Next slide, please.

17 MR. SLAGEL: That's the only two slides, sir.

18 MR. NOVALEZ: All right. Let me just add one more
19 thing. If you cannot or you do not capture the QR code, you
20 can go to the Chicago Police Department website at
21 www.ChicagoPolice.org. On the main page, there is a toggle
22 button that you can hit. It's labeled Community Training
23 Observation Days. You can also use that as a second avenue to
24 sign up to participate at these CTODs or these community
25 training observation days.

1 We extend the invitation because we believe it's
2 incredibly important that we are transparent with the public
3 and that we offer to anybody in this city an opportunity to
4 come and see what we're doing, especially those communities
5 that, you know, are subject to what we do. We want you to see
6 how well we're training our officers, how our mindset is
7 keeping communities in mind. And we invite you to participate,
8 so please take us up on the offer. We appreciate it.

9 Your Honor, thank you very much for the time to allow
10 me to extend this invitation.

11 THE COURT: Thank you very much, Chief Novalez. That
12 was helpful, and I know those slides are going to be useful so
13 I'm happy you gave us a link. And we'll probably try to
14 mention that link again at the end so that people who would
15 like to be involved and to maybe observe some of these
16 trainings and get a sense of what the police are doing and how
17 they're working on this on these problems will have that
18 opportunity. So that's great.

19 All right. I think we are ready to turn to public
20 comments, beginning with comments from the Coalition from Imani
21 Thornton. So if -- I saw Imani Thornton a moment ago. There
22 you go. Okay. I'm going to mute myself.

23 MS. THORNTON: Good evening. My name is Imani
24 Thornton. I am an attorney at the ACLU of Illinois and one of
25 the lawyers for the Coalition. Thank you for the opportunity

1 to speak with the Court, the parties, and the community
2 tonight.

3 The Coalition consists of 14 civil rights and
4 community organizations representing thousands of diverse
5 Chicagoans. The Coalition members have been fighting for the
6 Chicago Police Department to change its unconstitutional and
7 discriminatory practices since before the Consent Decree was
8 entered in 2019.

9 We appreciate the Court trying an evening time slot
10 for members of the community to provide input at this public
11 hearing. However, we want to acknowledge and address the fact
12 that 21 speakers have signed up tonight. Although 21 signed-up
13 speakers is an increase from the six speakers signed up for the
14 December public hearing, it pales in comparison to the 63
15 speakers who signed up for the June 2024 hearing.

16 We think that the issue goes beyond the time slot.
17 There are broader reasons why participation in these hearings
18 is diminishing. Your Honor, the members of the Coalition and
19 the community at large are exasperated, disheartened, and
20 disillusioned with the Consent Decree process. We have held
21 nine public hearings since November 2022. The Court has heard
22 dozens of community members come forward for specific changes.
23 These are important opportunities for the Court to hear
24 community sentiments and we want them to continue.

25 But we need it to be a two-way street. Chicagoans

1 want to know that CPD is listening. Community members,
2 including the Coalition, want to know that their lived
3 experiences which they have shared time and time again have
4 resulted in CPD improving how officers treat youth, people with
5 disabilities, black, and Latino/a people every day.

6 We can see, for example, in the Monitor's third
7 community survey report released on January 27th that the
8 community doesn't have faith in its Consent Decree process at
9 this time. 85 percent of service respondents do not feel well
10 informed about the Chicago police reform efforts over the last
11 12 months. Only about a quarter of respondents are confident
12 that any reform to CPD would have a lasting and positive
13 effect. If the Consent Decree were working, you would expect
14 to see these figures change positively over time, but they have
15 worsened since the previous survey two years ago.

16 This is an unfortunate signal. Instead of the
17 community becoming more invested and excited to see positive
18 results, the survey showed the opposite. We believe that this
19 frustration with the Consent Decree process results from CPD's
20 lack of meaningful community engagement. The third community
21 survey found that generally, Chicagoans considered the CPD to
22 be less effective in developing relationships with
23 organizations than in 2020. Young black men had an even more
24 opinion of CPD's ability to develop relationships with
25 organizations and other Chicagoans.

1 It's important to emphasize the racial ethnic
2 disparities that the Monitor survey results highlighted. While
3 62 percent of white respondents considered the relationship
4 between CPD and community residents to be good or very good,
5 only 45 percent of Latino/a respondents and 42 percent of black
6 respondents felt the same way.

7 We'll give another example of CPD community engagement
8 failures. As the Court remembers, the Coalition counsel -- the
9 Coalition's counsel was surprised to learn in January that the
10 City of Chicago had engaged the Civic Consulting Alliance to do
11 focus groups and a survey on a variety of consent decree topics
12 and this process apparently had been going on since
13 November 2024.

14 On January 26th, the Coalition attended one of these
15 focus groups facilitated by the Alliance and the experience was
16 disappointing at best. The focus group asked six very basic
17 questions regarding policing practices. Coalition members have
18 been providing detailed and nuanced answers to the types of
19 questions that were asked during the focus group for close to a
20 decade now. Many of those answers resulted in the substantive
21 requirements of the Consent Decree entered in 2019. But none
22 of that prior work was acknowledged or incorporated in the
23 framing of the focus group questions.

24 Although some of the participants made use of the
25 focus group, many expressed that the meeting felt unproductive,

1 repetitive, and disrespectful of the time the members have
2 already spent informing CPD of these issues.

3 This whole focus group process begs the question of
4 whether the City has actually been listening to the Coalition
5 during the hundreds of hours members have shared stories of
6 trauma, given input as to how they should be best served by the
7 City at times in of crisis, and attended countless meetings
8 regarding police practices.

9 A recent report titled Reimagining Public Safety in
10 Chicago featured the results of a focus group conducted by the
11 authors. When asked to explain the greatest threats to public
12 safety, the most common response was guns, followed closely by
13 the police. People said that not only were police unable to
14 protect them from crime, they were a threat to residents in and
15 of themselves. People consistently reported that police were a
16 greater threat to people of color in neighborhoods inhabited by
17 black and brown people, and that police presume people of color
18 are guilty.

19 Five years into the Consent Decree, many Chicagoans
20 still believe that CPD is an active threat to their personal
21 safety.

22 In closing, the Coalition appreciates the
23 opportunities to participate in this public hearing today and
24 to participate in the city's focus group process. But we
25 strongly urge the parties and the monitor to carefully consider

1 how to improve these processes in the future so community
2 members actually feel heard and acknowledged.

3 Our clients have expertise born of both deep personal
4 experience and community involvement. In multiple public
5 hearings and in court filings, we have recommended various ways
6 to improve CPD's engagement with the community. The community
7 including the Coalition deserve to play a real role in
8 achieving the changes required by the Consent Decree. Thank
9 you.

10 THE COURT: Thank you, Ms. Thornton. I just want you
11 to know that you are -- you're not alone in being concerned
12 about the results of the surveys that have been done and the
13 fact that there's -- whether a perception or reality, a sense
14 on the part of the public that things aren't changing, I know
15 that your concerns are very important and I hope that you and
16 your colleagues will not give up on us, and that you will do
17 your best to remain involved, even when it seems slow,
18 frustrating, and nonproductive, because we need your voice and
19 we need your involvement and we definitely need the expertise
20 that you and your colleagues bring to the table. I hope you'll
21 continue to be involved in that, not give up on this process,
22 because I personally continue to have confidence that it's
23 going to make a difference, but only with your assistance in
24 that and the cooperation of everybody, everybody who's involved
25 in this.

1 MS. THORNTON: Thank you.

2 THE COURT: Thank you.

3 And I think we're ready then to turn to the community
4 speakers who -- many of you have signed up for tonight and I'm
5 very pleased to see that. We're going to give each of you
6 about five minutes to speak. With recognition that there are a
7 lot of people who want to be heard from, and they're entitled
8 to be heard from, I hope you'll be very respectful of the time
9 limits that we place on you and you won't mind if we have to
10 cut you off at some point.

11 We're going to begin this evening with Vince Davis.

12 PROFESSOR DAVIS: Hello. This is Professor Vince
13 Davis. Hello?

14 THE COURT: Hello. How are you, Professor Davis? Go
15 right ahead.

16 PROFESSOR DAVIS: Yes. I'm a member of the criminal
17 justice community with the NAACP. And I have spoken recently
18 with you, with you, Honorable Rebecca Pallmeyer, about my
19 concerns in light of what I presented to you in the e-mail as
20 to Ms. Maggie Henry [sic]. Ms. Henry, you were hired by the
21 City of Chicago to correct the wrongs by CPD. And presently I
22 have documents that you refuse to look at.

23 I spoke in front of the city council, and the mayor at
24 this point is aware of the -- my concerns of this fraudulent
25 contract with a full signature of Mayor Daley as well as two

1 Federal Department of Health Human Service certifications.

2 In light of Deborah Winkley [phonetic], OIG, she
3 reported concerns about -- concerning the Department of Law as
4 well as using the defense of attorney-client privilege. And
5 her concerns is that the Office of Inspector General and
6 Department of Law is not helping in their investigations in
7 terms of wrong that was done to individuals within the police
8 department.

9 I'm asking you again, Ms. Hickey, not to be my
10 attorney, but I'm asking you to look into the concerns that I
11 have right now. The NAACP at this time is looking at it as
12 well. So I'm asking for directions in terms of who I need to
13 talk to in terms of you acting as you were supposed to be doing
14 in your hiring process.

15 So, again, as I said, Ms. Hickey, I'm not asking you
16 to be my attorney. I'm asking you to correct the wrongs,
17 because considering it's still going on, obstruction of justice
18 still going on, and over -- as, again, over \$2 million was
19 stolen. So, again, Ms. Hickey, I'm asking you to look into it.
20 I'm not asking you to be my attorney. Okay. Thank you very
21 much.

22 THE COURT: Thank you, Professor Davis. I appreciate
23 your comments.

24 I think the next speaker we have scheduled is Arewa
25 Winters. Is Ms. Arewa Winters with us?

1 MS. WINTERS: Yes. I'm here.

2 THE COURT: Great. Go ahead.

3 MS. WINTERS: Thank you. Thank you, Your Honor.

4 Arewa Karen Winters, community organizer and leader with the
5 Consent Decree Coalition, Campbell plaintiff.

6 And what I wanted to talk about tonight is the working
7 groups. So I was a coach here for the Use of Force working
8 group along with Former Chief Cato, several years. That's
9 shortly after we came into the Consent Decree. Because this is
10 one of the things that I believe Maggie Hickey was in support
11 of, of us having working groups around 14 of the areas that's
12 listed in the Consent Decree, like Community Policing,
13 Impartial Policing, Crisis Intervention, and others.

14 And for whatever the reason, the department, after the
15 Use of Force working group, they declined having any more
16 working groups, and they started resorting to like community
17 conversations and focus groups. And I -- it feels like I'm
18 beating a dead horse, but I think this horse just kind of needs
19 some life support here. Because -- and I understand that the
20 department wants to hear from -- you know, like many voices in
21 the community, which they still have opportunity to do,
22 especially now that they are opening, you know, the public
23 comment periods and now that they're having the community, you
24 know, coming in for the trainings. But at the end of the day,
25 I don't know what's coming out of all the activity, other than

1 activity.

2 But I can speak to what came out of the Use of Force
3 working group, because it was a concentrated effort by a
4 diverse group of community members where we were able to make
5 recommendations to the department. We made quite a few
6 recommendations. They didn't take many, but when they did
7 take, they changed the name of the policy from Use of Force to
8 Deescalation, Response to Resistance, and Use of Force because
9 language is important.

10 And we also had an opportunity to attend the use of
11 force training, and we did a report after the training, and
12 some of the things that we listed in that report, they were in
13 support of. But I cannot tangibly see what is coming out of
14 any of these other things that they are undertaking. The
15 working groups can also be considered forms of community
16 engagement. We are now six years in. If we have done two
17 working groups a year, we would have touched on all of the
18 areas that were lifted up in the Consent Decree that should
19 have had a working group.

20 And so I'm throwing myself on the mercy of the Court,
21 because I don't know, like, what else can be done. I mean, I
22 know we can't make them do it because it seems like either
23 they're going to come up with -- either they don't have
24 resources or it's going to be something that comes up. But in
25 terms of Coalition members and community members, it is a very

1 productive use of people's time and intellectual property to
2 have a concentrated effort on one of their policies.

3 And so I don't know, like, do we need to meet with the
4 monitor and CPD to kind of unpack, you know, how we can start
5 forming another working group? Especially -- I'm mostly
6 concerned right now with two areas. One is Community Policing,
7 because this is where the strategic plans are housed and the
8 district councilors have been complaining about the strategic
9 plans. They just come out and get information from community
10 members and then there's never any implementation that comes
11 out of these community -- which is also community conversation.

12 And I'm also concerned with, if pretextual stops are
13 to land in the Consent Decree, that I'm very concerned about it
14 not getting the attention that it should warrant because it was
15 such a hot topic for the community at large that it also
16 deserves a working group.

17 So I don't know what we do as community Coalition
18 members. Like do I get a petition going? Do I file a
19 complaint? I don't know, but I'm not giving up on working
20 groups and I think they need to be revisited and reconsidered.
21 They found resources to host all these community conversations
22 and we're still wondering like, where are these conversations
23 going to land? What's going to come out of these
24 conversations? And I think they can do the same thing around
25 working groups. We have a blueprint now. And I would

1 definitely -- I'll work with the department on, you know,
2 reconstructing, you know, the things we went through to make
3 that group successful.

4 But that's what I'm pushing for, Your Honor. Like I
5 said, I don't know what to do here, but we need more working
6 groups. So yeah, that's all I have for now. And thank you for
7 listening.

8 THE COURT: Thank you, Ms. Winters. And thanks for
9 the comments about the value of working groups. We'll
10 certainly be considering that. That's important to know.

11 I think our next speaker is Elizabeth Rochford. Is
12 she still with us?

13 MR. SEPULVEDA: Yes, Your Honor, she's joining now.

14 THE COURT: Great. Good. Ms. Rochford, I think you
15 might be muted.

16 MS. ROCHFORD: Okay. Now is that better?

17 THE COURT: Yes.

18 MS. ROCHFORD: Okay. Thank you. My name is Elizabeth
19 Rochford and I'm a leader with ONE Northside that is a part of
20 the Coalition and one of the 17th District councils.

21 Thank you for the opportunity to address the Court. I
22 am concerned about the slow progress of the Consent Decree and
23 particularly around the lack of progress around the Crisis
24 Intervention training.

25 Some of the work of the City is now being done by the

1 CARE teams, but the majority of time that crisis calls come to
2 911, it's still CPD who is responding. We need to be ensured
3 that these calls are being responded to by officers who are
4 appropriately trained. This is what I hear from my
5 constituents and from other district councilors across the
6 city.

7 I participated in several of the listening sessions
8 with the Civic Consulting Alliance. And in these sessions,
9 most people expressed that they wanted trained nonpolice
10 responders to be answering these calls. These sessions were
11 important but insufficient for gathering meaningful community
12 input.

13 There were only two sessions on the north side of the
14 city. We were told that the community partners would be doing
15 the gathering of the information and holding these sessions. I
16 was at one where it was the community partners that ran it, but
17 at the other one, CPD was actively involved in the session,
18 which has the ability to limit what some community members will
19 feel free to express. It is unclear what the exact purpose of
20 the sessions were and where the information that will -- was
21 gathered will go.

22 I have been told that these sessions were part of the
23 Workforce Allocation study, but they began before that was even
24 in place so I'm not sure that's correct. I have been told that
25 they were part of community engagement, and according to the

1 superintendent's goals with the CCPSA, they would inform their
2 plan to revise this district strategic planning process. But
3 none of the questions were remotely related to the strategic
4 plans.

5 On the topic of these plans, they are currently
6 inadequate in the process for gathering meaningful community
7 input and the product which has few metrics for valuation, and
8 there's no clear follow-through with information to the
9 community on the progress they are making towards their plan.
10 It is mostly a box-checking exercise and they should not be
11 given credit for meeting compliance with this current iteration
12 of plans. I urge you to take action to push them into real
13 meaningful reform.

14 It's nice when they present how they are going to
15 train their leadership on being professional and acting with
16 humility. But still, homeless residents in my district are
17 threatened and traumatized at 5 o'clock in the morning because
18 the commander gives an order to clear the area based on
19 misinformation and not knowing the difference between an AME
20 and a cleaning event.

21 They need to do better for all people of this city.
22 And the Court needs to push them to do it. Thank you.

23 THE COURT: Thank you very much, Ms. Rochford. I
24 appreciate your comments.

25 I think we're ready then to hear from Juanita Ariola.

1 MR. SEPULVEDA: Your Honor, we currently do not see
2 her present in the attendee list. It's possible that Speakers
3 4, 5, 6, and 7 are joined using a different username. However,
4 at this point, we can't identify them unless they perhaps raise
5 their hand to be called on.

6 THE COURT: Okay. The individuals in question would
7 be Juanita Ariola, Don Williams, Kristil Hayes, and Teresa
8 Henning. If any of you are with us, please let us know and
9 we're happy to call on you. I think beyond those four
10 individuals, the next individual who's listed is James Lew,
11 L-e-w. Oh, Mr. Lew, if you're with us, please do join us and
12 make your comments. I see he is with us. Good.

13 MR. LEW: Hello.

14 THE COURT: Hello.

15 MR. LEW: First of all, I'm delighted to see
16 Chief Novalez with us. He is probably number one on my list of
17 the department personnel that I feel like I can relate to,
18 because he listens. And the other thing that I really respect
19 is when I am able to participate in -- I'm a member of CPAP,
20 the Community Policing Advisory Panel to the superintendent.
21 And so I've been involved with the police department, oh, since
22 1993, because I was one of the three consultants chosen by the
23 City to write the CAPS program under Deputy Chief Ramsey. So I
24 have been with the police department and a volunteer for I
25 guess 32 years now. So I'm probably the oldest volunteer in

1 the City.

2 And we are reassured by Glenn Brooks, director of
3 Community Policing, that this Consent Decree cannot go forward
4 without CPAP putting its stamp of approval on the Consent
5 Decree. And yet again and again -- we are a panel of very
6 dedicated volunteers, but I really don't feel like we've had
7 much of an impact on this Consent Decree.

8 Number one, none of us are well trained in evaluation.
9 And if you're not trained in evaluation, it's really somewhat
10 irresponsible for us to be sharing our opinions about whether
11 this Consent Decree is advanced or not, because in some ways,
12 we're not speaking the language the government needs to hear in
13 order to say, "Yes, that sounds real and we're willing to lift
14 this Consent Decree."

15 And so again and again, I and other members of the
16 CPAP committee have said, "Please bring in an evaluator, get us
17 some training." I've been part -- you know, I was a corporate
18 consultant for years and years, and so I worked in evaluation.
19 I -- you know, usually we are given templates by which we
20 evaluate, because we're not professional evaluators, but we can
21 go gather information.

22 In this case, we really are in some ways just going by
23 what we read, and I, as a professional consultant, in the
24 corporate world, I've been trained never to trust language over
25 observation. And when I actually drop in on -- when I read

1 changes in strategic plans and I drop in on a district and say,
2 "How are we doing on this?" I kind of get a shrug of a
3 shoulder. You know, I'm not going to name any commanders that
4 I visited because I actually go all over the city and drop in
5 on situations. But I really -- I think most of our districts
6 are so overworked that no matter how well we write a strategic
7 plan, it's very, very hard for them to really execute those
8 plans in detail.

9 We are in some ways an undermanned police department.
10 And one of my issues is, we don't know how to use volunteers.
11 Like I said, I've been a volunteer for 32 years. I was a
12 facilitator for executives in Fortune 500 corporations, met
13 with CEOs. And every time a group of leaders in our department
14 retires and moves on, I try to contact the new ones and I say,
15 "Look, let me in the room, I'm one of the best facilitators
16 you'll ever have. I can recognize when an executive group is
17 on track and I work for free." You know, I never thought in my
18 consulting days that I would say, "Yeah, I'll be happy to work
19 for free," but I don't trust organizations that don't let me
20 into the backroom to see how meetings are held, because my
21 suspicions are, not many meetings are facilitated well. It's
22 just my experience, whether it's in the corporate world or in
23 nonprofit organizations or civic organizations.

24 And so one of the problems that I have with the City
25 of Chicago and the police department is we don't know how to

1 onboard volunteers. There are many people like me that are
2 retired, that have had really positive, powerful experiences at
3 facilitating groups, working with organizations, and yet, it's
4 almost impossible for us to get through those doors into those
5 meetings to actually watch the process. So I don't trust the
6 process because I don't get to see the process.

7 And what a shame that we sometimes end up hiring
8 people from expensive consulting organizations. And the truth
9 is, there were a bunch of volunteers who are paid a thousand
10 dollars a day from corporate consultants willing to work for
11 free. Nobody opens the door for us. Nobody says, "Wow, we can
12 really use your resources." Probably because we don't have a
13 system that knows how to onboard and manage volunteers.

14 I listened to Mrs. Arewa, was talking about our
15 community conversations. These community conversations
16 originally were supposed to be something called Open Space.
17 Open Space technology says that not only do you get opinions
18 from the citizens of a city, but you then onboard them, to take
19 leadership in the suggestions that they contributed.

20 And it wasn't -- it was after a number of these
21 meetings that I went into the headquarters and I said, "Where
22 are those notes that we take?" Because we have not been
23 onboarding the volunteers that speak up at the meetings. We
24 just say "Thank you for your ideas" and we'll act on them. And
25 one of the people that I worked with said, "Yeah, they're kind

1 of rolled up in a big roll on the fifth floor in a closet
2 somewhere." And I go, "Excuse me, you invite people from the
3 community to take the time, to make suggestions, and to share
4 information, and then you roll them up and stick them in a
5 closet on the fifth floor? Excuse me? That's not --" First
6 of all, technically, the concept of Open Space is that you're
7 there to onboard leadership. You're not there to take
8 suggestions.

9 THE COURT: Mr. Lew, we really appreciate -- I just
10 want to make sure that we don't run out of time here. I very
11 much appreciate those comments. And I want you to know, we
12 don't roll up the comments made by people at these hearings or
13 otherwise and ignore them. I know progress is slow. And we
14 also know that there is a lot of people out there in the
15 community that would like to help us, including you, and that's
16 very, very helpful. But I appreciate your comments and if you
17 have more to say in writing, you're certainly welcome to do
18 that. The comment period ends, as our monitor mentioned, at
19 the end of the week.

20 MR. LEW: Right. And I set a timer so I know my time
21 is up. By the way, my greetings to Chief Novalez. I always
22 try to bend his ear whenever I see him and he's one of the few
23 people that actually listens. So thank you for your time, and
24 thank you for listening to my comments.

25 THE COURT: Thank you, and I want you to know that I'm

1 in the Novalez fan club as well, as many of us are, so that's
2 good to know that.

3 All right. I think I understand the next speaker
4 that's with us is actually Number 12, Michael Morris.

5 Mr. Morris, if you would like to unmute yourself, we'd be happy
6 to hear from you. I think you're still muted.

7 MR. MORRIS: Hello?

8 THE COURT: Okay. Good afternoon, Mr. Morris. Please
9 make your statement. We'd like to hear from you.

10 MR. MORRIS: Thank you for having me. I just -- well,
11 again, I'm Michael Morris, the director of public relations in
12 the Roseland area for the Big Homie Club LLC. And I just
13 wanted to state that I'm sort of in the same frame of mind as
14 Mr. Lew and him speaking. And if we really want to truly get
15 any results in the city as far as the community and the police,
16 I believe we need to actually come together and try different
17 pilot programs in which we can actually start implementing
18 things that actually will help and bring results, rather than,
19 you know, meetings and hearings and things of that nature. And
20 we not getting no results we looking for.

21 So I'm also in works with Eric Wilkins of the Broken
22 Wingz Foundation, and if possible, we would like to sit down
23 with the commander in the Roseland area and implement a pilot
24 program to where the community engaged along with all law
25 enforcement, not just the police, the Courts, the juvenile

1 detention center, the county jail, because all -- it's going to
2 take everybody in the city. We all residents of the city. And
3 it's our city. So why aren't we all working together to solve
4 our issues and problems? And that's pretty much what I wanted
5 to say.

6 THE COURT: Thank you, Mr. Morris. We appreciate your
7 comments and thank you for joining us this evening.

8 I want to make sure that -- I think the next person up
9 might be Edward -- I'm sorry, Alees Edwards. And I see that
10 person's with us, so if you want to get started, go ahead.

11 MS. EDWARDS: Hello?

12 THE COURT: Yes.

13 MS. EDWARDS: Can you hear me?

14 THE COURT: We can.

15 MS. EDWARDS: Hello.

16 THE COURT: You sound very clear. Thank you.

17 MS. EDWARDS: Can you hear me better?

18 THE COURT: No problem at all.

19 MS. EDWARDS: Oh, okay. So my name is Alees Edwards.
20 I am a Block Club president. I am a faith-based community
21 organizer. I am also one of the elected district councilors in
22 the 11th Police District. I was very pleased to hear a lot of
23 what I was going to talk about tonight has already been talked
24 about, but I will take the time to say this. One of the things
25 that I did want to raise awareness of and some concern around

1 is the community conversations with the district strategic
2 plan. For me, it has been maybe six or seven years that, you
3 know -- well, maybe five years, excuse me, five years that I've
4 known about the strategic -- district strategic plan.

5 I have participated multiple times within the first
6 couple years and I saw that this was a time-waster. This was
7 something that was just checking a box. I made a suggestion to
8 CPD, which I'm now going to -- I'll make it to you. Sorry, I'm
9 getting a call, I'm trying to...

10 (Pause.)

11 MS. EDWARDS: Hello? Can you hear me?

12 THE COURT: Yes. We can hear you.

13 MS. EDWARDS: Okay. I'm sorry. A call came in and it
14 dropped me. Anyway, I don't know where I dropped off at.

15 But anyway, the district strategic plan, the community
16 conversations, I participated two years in a row, and I found
17 out very quickly that, you know, it was just checking a box.
18 And I made the suggestion, and I want to make it to you all is,
19 that in order for us to track and, you know, have some
20 accountability with our strategic plan within the district, is
21 to have a one-year, three-year, and a five-year plan. And it's
22 something that when you have your community conversation,
23 you're not just coming up with new goals, you know, something
24 brand new that you're not going to do. You can kind of stick
25 to what you talked about last year and what worked, what did

1 not work, and what else can we do. That would be very
2 beneficial.

3 Number two, I wanted to talk about the community
4 engagement. So I have, Your Honor, talked to the monitor,
5 Independent Monitor Maggie Hickey before, concerning some
6 retaliation that I have endured myself and my Block Club from
7 the 11th Police District. It has been many years, and even
8 though some attention has been given to it, there's -- the
9 behavior still remains.

10 Just recently I did a prayer walk. I said I'm going
11 to just try to engage the 11th Police District again. I put
12 them on all my e-mails, asked them to show up, texted several
13 people, gave them the flyer, and there was never any response
14 for months. And it started at 12. They did not show up at
15 12 o'clock. They showed up at 1, you know, when it was
16 supposed to be over. Luckily for us, we were running late. So
17 we had the 10th District, a neighboring police district, to
18 have to come in and help us because they have to, you know,
19 help us walk down the street and across major streets and
20 things of that nature.

21 It is important that when you have complaints with CPD
22 that you have people that you can actually escalate these
23 things to. And how I see it now, that there is no
24 accountability when you escalate it to, you know, whoever their
25 superiors are. There's no response.

1 And while I actually do like Chief Novalez, I do, I
2 really do, I'm a good -- I do think he listens. That even for
3 him and everyone else that I'm escalated some of our complaints
4 to, it's maybe a one-off that you address it and never pay any
5 other attention after that. And so a lot of the CPD leadership
6 will give you their phone numbers like popcorn, like candy, but
7 they will not respond. They will not answer your call. They
8 will not acknowledge your text messages. So it's -- you know,
9 it's futile. It really doesn't amount to anything.

10 So my ask for you all is, number one, for the
11 strategic plan, is to make it, you know, a little bit
12 trackable. Let's do a one-year, three-year, five-year plan.
13 And the other thing is, for the community engagement with CPD
14 and the community, there has to be a pipeline where if you're
15 not getting the results that you're looking for, that someone
16 has to take accountability to sort of make it happen. And it's
17 been years that I've gone through this, Your Honor. Thank you
18 for listening.

19 THE COURT: Thank you, Ms. Edwards. Those are very
20 helpful comments. I appreciate it. I understand the concern
21 about strategic planning and that there ought to be some
22 accountability on and to make sure that we are meeting our
23 goals over a period of time.

24 I think we -- that was -- let's see. The next person
25 on our list would probably be Ms. Joi Imobhio. It looks like

1 you're with us. Yes, I see Joi Imobhio. Great. If you could
2 get started, you're welcome.

3 MS. IMOBHIO: Thank you so much, Your Honor. Good
4 evening, everyone. My name is Joi Imobhio. And I am the
5 policy strategist at Impact for Equity. We are a public
6 interest law and policy center, combatting racial, economic,
7 and social injustice for and with communities most
8 disadvantaged by systematic inequalities.

9 The implementation of the Consent Decree is not just
10 about compliance. It's about transforming a policing system
11 that has historically harmed our communities. Without real
12 progress, the same cycles of misconduct, racial bias, and lack
13 of accountability will continue to endanger black and brown
14 Chicagoans. This is why we are closely monitoring CPD's reform
15 efforts and are determined to hold them accountable every step
16 of the way.

17 While CPD claims to be making progress on reform, the
18 reality on the ground tells a different story. Over the past
19 several months, Impact for Equity has conducted listening
20 sessions with community members to assess and progress and
21 areas of CPD's implementation of the Consent Decree.

22 Through these sessions, three consistent things
23 emerged: The need for accountability, the lack of trust, and
24 the demand for meaningful community partnerships. These
25 priorities informed us of our focus on six key reforms tracked

1 in the Consent Decree scorecard we released last month.

2 The six key deliverables, if implemented, would
3 establish a foundation for broader compliance and police
4 accountability. They are, one, tracking misdemeanor arrests
5 and tickets, paragraph 79 through 82. CPD must document and
6 publish data on misdemeanor arrests, including racial and
7 gender breakdowns. As of the end of 2024, this work has not
8 started.

9 Number two is crisis intervention response, paragraph
10 106 through 112. CPD must ensure that all calls involving
11 behavioral health crises receive a response from a crisis
12 intervention-trained officer. CPD is failing to meet this
13 requirement and its crisis intervention unit is critically
14 underfunded.

15 Number three is early intervention system for at-risk
16 officers, paragraph 583 through 591. CPD must implement an
17 automated system to identify officers engaged in high-risk
18 behaviors. While a narrow pilot exists in two police
19 districts, no department-wide implementation plan has been
20 developed.

21 Number four, improvement of CPD's data systems,
22 paragraph 607. CPD must create and implement a data management
23 plan that ensures reforms are tracked and progress is
24 transparent. No plan has been created.

25 Number five, community engagement and feedback,

1 paragraph 46 and 47. CPD must engage a broad range of
2 community members and assess the effectiveness of its public
3 strategy, public safety strategies annually. While some
4 efforts exist, engagement remains inadequate, particularly
5 among marginalized communities.

6 And lastly, number six is independent investigations
7 of police-involved deaths, paragraph 492. CPD must comply with
8 state laws mandating that external law enforcement agencies
9 conduct these investigations. CPD has not met this requirement
10 and has made no documented progress.

11 Despite the mandates of the Consent Decree, CPD
12 continues to stall meaningful reform efforts, often citing data
13 collection challenges or internal resistance. According to the
14 community members we spoke with, the issue with this Decree
15 isn't just CPD's failure to act, but the perceived lack of
16 urgency by the Consent Decree parties to do all that is within
17 their power to hold them accountable. Without real
18 accountability, CPD progress will continue to be both
19 frustratingly slow and harmful policing practices will continue
20 to cause suffering in black and brown communities.

21 The system designed to track compliance is
22 insufficient. While we recognize the IMT's interest in
23 producing shorter, more reader-friendly reports, we believe
24 that excluding paragraphs where the City has failed to make
25 progress leaves the public in the dark about what, if any,

1 efforts have been made to push towards compliance. As a
2 result, advocates do not have the access to the data needed to
3 analyze CPD's progress, or a lack thereof, on critical
4 projects.

5 CPD cannot hold itself accountable. This is why
6 strengthening the still independent police oversight system in
7 Chicago is essential. With the power of the police board
8 diminished, the Civilian Office of Police Accountability, also
9 known as COPA, plays an even more critical role in
10 investigating police misconduct and providing recommendations.

11 As the CCPSA searches for a new chief administrator,
12 we urge this Court and the parties to ensure that Consent
13 Decree paragraphs related to COPA remain intact and that CPD
14 and COPA are actively collaborating to facilitate robust and
15 timely investigations.

16 The presence of a white supremacist ideology within
17 CPD is another crisis that demands immediate action. The
18 Consent Decree was intended to eliminate the racist, violent,
19 and unconstitutional practices embedded in CPD, yet officers
20 with ties to supremacist groups remain on the force today. If
21 CPD aims to build trust, it must demonstrate a zero tolerance
22 philosophy for officer connections to white supremacist
23 ideologies. We believe that an independent agency should
24 conduct these investigations and stronger recruitment and
25 screening processes should be implemented to prevent

1 individuals with extremist beliefs from joining the force.

2 Finally, CPD continues to utilize pretextual traffic
3 stops as primary policing -- as a primary policing tool,
4 despite evidence showing that they are ineffective,
5 inefficient, and creating lasting harm. The Free2Move
6 Coalition has advocated for data-driven, community-focused
7 reforms to include policy language that directs CPD to focus
8 traffic stops on public safety. This would ensure that CPD's
9 strategy shifts from making excessive stops for non-safety
10 related violations to making traffic stops for dangerous
11 driving behaviors or suspicion of criminal activity.

12 It would also prioritize enforcement of serious
13 violations. This would direct officers to enforce only traffic
14 infractions that pose an immediate public safety risk, rather
15 than stopping drivers for non-safety issues like expired
16 registration or a single nonfunctioning light. It would
17 require criminal suspicion to search as well. This would
18 mandate that officers only conduct vehicle searches during
19 traffic stops when there is probable cause or reasonable
20 suspicion.

21 We recognize that the Community Commission for Public
22 Safety and Accountability has taken the lead to draft a traffic
23 stop policy with CPD. At some point, the Consent Decree
24 parties will weigh in on the final policy. This is a defining
25 moment, not just for a policy reform, but for the safety and

1 dignity of black and brown communities who bear the brunt of
2 discrimination and unnecessary stops.

3 Let's be clear. Pretextual traffic stops do not make
4 our communities safer. They fuel cycles of criminalization,
5 erode trust, and place our residents at the risk of violent
6 encounters. The time for vague promises is over. Tonight, we
7 really need real commitments.

8 We call on the Independent Monitoring Team and the
9 Office of the Attorney General as well as the Court to take
10 decisive action to provide a clear timeline for when community
11 members can review and get feedback on traffic stop policies,
12 ensure that any new traffic stop policy is data driven and
13 community focused before approving it, publish all community
14 feedback received, and explain how community input has been
15 incorporated into the policy, and if any feedback was not
16 included, provide a rationale for those decisions; and then
17 lastly, hold CPD accountable for swift action by preventing
18 unnecessary delays in compliance with the Consent Decree
19 through meaningful court decisions.

20 Impact for Equity and the Free2Move Coalition are open
21 and available to assist in moving these important reforms
22 forward. Chicago cannot afford more delays. The community has
23 spoken. The research is clear, and now is the time for action.
24 Thank you.

25 THE COURT: Ms. Imobhio, thank you very much for your

1 very well informed comments. I very much appreciate your
2 thoughtfulness and your consideration of the specifics of the
3 Consent Decree. Very helpful.

4 I believe the next speaker is Roxanne Smith.
5 Ms. Smith, I see you're with us, so unmute yourself and go
6 right ahead.

7 MS. SMITH: Good afternoon, Your Honor. I'm Roxanne
8 Smith. I don't know if you can see me or not.

9 I'm an African American mother of three beautiful
10 children from the Austin community. I've seen you several
11 times before. And I am a leader and board president at
12 Communities United, which is part of the Coalition.

13 My family has been directly impacted by police use of
14 force towards both of my sons, Seneca Smith and Roget Smith.
15 My son Roget just recently passed away in March of 2023.

16 I'm here today because I refuse to give up. And I
17 will continue to advocate not just for my sons but for every
18 black and brown person who has lost their life at the hands of
19 police or who faces daily harassment and intimidation. And
20 also the fact that there are still officers that have lied
21 under oath and they're still on the payroll. For example, the
22 one who shot my son in 2004, six times, and he's still serving
23 time for something he didn't do.

24 In my community, we continue to witness an
25 overwhelming amount of police officers responding to everyday

1 incidents. For example, when my son had an anxiety attack in
2 2008 -- Roget was born with Fragile X syndrome. I believe I
3 talked about this before, but somebody needs to know again. It
4 wasn't necessary for eight officers to come with guns. It
5 wasn't necessary for six ambulances and five fire trucks. For
6 what?

7 I called because he came over to the church where I
8 went to support group, along with bible study, and he came
9 outside, mid winter, with house shoes, jogging pants on, and a
10 T-shirt, and it was freezing. So I knew something was wrong.
11 My response was to call for help.

12 Instead, the EMT, the police, and the whole crowd,
13 like it was -- my God, there was somebody in there that was --
14 how do you call it -- just terrible. Too many officers for one
15 person. And I explained over the phone that he had a panic
16 attack and he was born with Fragile X syndrome, which is a form
17 of autism, if no one knows.

18 These type of things, where multiple police cars come
19 and everybody and then they handcuffed him, put him on the
20 floor. Had to tell him he had special needs. This wasn't
21 necessary. One of the officers put a gun to his head. I'm
22 remembering all these things. It's not really good to review
23 this in my head, not right now. But we regularly see multiple
24 police officers responding to simple traffic stops or a simple
25 "I need your help" or for crisis intervention. Instead, they

1 overdo their part.

2 And in my community and even in the Roseland
3 community, it's common to see a crowd of officers everywhere,
4 shouting conflicting orders towards one another, which is not
5 solving the problem. Somebody has to deescalate.

6 But then, you know, it makes it impossible to know who
7 to listen to. Right? This is becoming our reality. That's
8 not good. That's why I'm back again. We've been going over
9 this for, my God, almost six years.

10 Same thing. And there has been no reform. It was
11 promised, but we are only 9 percent compliant. How does that
12 work? Let me repeat that again. We are only 9 percent
13 compliant. I've seen your face several times. I've come here
14 with tears in my eyes asking to get the help done, to make
15 progress and move forward, Your Honor.

16 And my anniversary of my son's passing is coming up,
17 March 21st. This is not good. Have things changed how police
18 respond to calls in our communities? No. As a matter of fact,
19 I don't even see them coming around in the area of my block,
20 like they said they were going to do, when we have a, you know,
21 block clubs or, you know, just community meetings. They don't
22 come. We need CPD not only to hear us but to be actively
23 engaged in meaningful dialogue.

24 THE COURT: Thank you, Ms. Smith. We appreciate your
25 comments and your time. And I know that the anniversary of

1 your son's death will be a painful one and I'm sorry about that
2 loss. I'm sure it is -- it's a very hard loss.

3 MS. SMITH: Thank you, Your Honor. I just wanted them
4 to hear and make sure that these things are set forward, you
5 know, taking our feedback seriously, explaining their
6 perspective when they disagree, and making real changes based
7 on community recommendations, Your Honor.

8 THE COURT: Right.

9 MS. SMITH: That's what matters. We're part of a
10 focus group. And the focus group goes downhill. All of
11 those -- I just came from the focus group about two weeks ago,
12 to say the same thing over again. Something's got to --

13 THE COURT: Thank you for sticking with this and I'm
14 committed to working hard to make the changes that you're
15 looking for. So thank you.

16 MS. SMITH: Thank you.

17 THE COURT: I believe that -- I believe that
18 Ms. Juanita Ariola may also be with us at this point. Oh, I
19 can see that she's with us. Okay, Ms. Ariola, if you'll --

20 MS. ARIOLA: Can you hear me?

21 THE COURT: Yes, I can.

22 MS. ARIOLA: Okay. So good evening, Your Honor, and
23 members of the Court. My name is Juanita Ariola and I'm here
24 on behalf of the Helen & Joe Community Organization, which
25 serves families affected by domestic violence and violent

1 crimes in the Little Village, North Lawndale, South Lawndale,
2 some of Rogers Park, and across the City of Chicago.

3 The Consent Decree is an essential tool for ensuring
4 accountability and building trust between law enforcement and
5 the communities they serve. However, I urge the Court to
6 consider stronger protections and enforcement mechanisms for
7 survivors of domestic violence, particularly those in
8 underserved communities. Many of the families we work with
9 have experienced barriers to reporting crimes, lack of language
10 access, and inconsistent support sometimes from law
11 enforcement. Without proper implementation and oversight,
12 these systematic issues will persist.

13 I also would like to mention that our agency does a
14 lot of work with the Chicago Police Department, with the crime
15 victim services, the family liaisons. The 24th District has an
16 excellent domestic violence committee. The 8th District and
17 the 6th District also has an excellent domestic violence
18 committee. So we would like to say thank you for those
19 partnerships in the community to better serve the victims of
20 domestic violence and violent crimes. Thank you very much.

21 THE COURT: Thank you very much, Ms. Ariola, and thank
22 you for bringing the attention -- to our attention where, you
23 know, things are going right, because those can be good models
24 for other districts and it's very useful to hear that
25 information.

1 MS. ARIOLA: Yes. The Chicago Police Department has
2 an excellent team of crime victim services, with advocates both
3 on DV and crime -- and violent crimes that actually do respond
4 within the 24-hour timeframe, to come out and help the
5 families. The family liaison officers also are very good with
6 implementing services and connecting the families with the
7 services needed within the timely fashion.

8 THE COURT: Excellent. Thank you again, Ms. Ariola.

9 MS. ARIOLA: Thank you.

10 THE COURT: I appreciate it.

11 All right. I believe Ms. Tuwani is with us, and Ms.
12 Tuwani, if you'd like to speak up, you can. I understand if
13 you'd also like to provide written comments. That's also fine.
14 Whichever you'd like to do, but we're welcome to hear from you
15 right now. I see you're with us. If you want to unmute
16 yourself, that would be great. I can see that you're not muted
17 anymore, but you're welcome to speak up right now.

18 Okay. Maybe some difficulties, if you want to work on
19 that. Sometimes it helps to drop off and drop back in. Not
20 sure about that.

21 While we're waiting for Ms. Tuwani to join us, I think
22 what I should do at this point is, I'm just going to walk back
23 through some of the names that we skipped over so that if
24 anybody is here, you're welcome to let us know and we'll hear
25 from you.

1 The people that -- whose names are on the list for
2 today, we haven't heard from, including Don Williams, Kristil
3 Hayes, and Teresa Henning. Also Harley Martin, Ephraim Lee,
4 Leonard McGee, William Desmond, Tony McCoy Smith, Rabbi Michael
5 Ben Yosef, Deirdre O'Connor, and Maretta Brown Miller. So if
6 any of those individuals is here, let us know. We're here to
7 hear from you this afternoon, or this evening, I should say.

8 MS. HICKEY: Your Honor, if you would ask them to
9 perhaps raise their hand, because a lot of times, different
10 things don't have their names or their names may be different.
11 I see a Deirdre O'Connor just --

12 THE COURT: I see Deirdre O'Connor. Ms. O'Connor, if
13 you would like to speak right now, why don't you unmute
14 yourself and we'll hear from you.

15 MS. HICKEY: She has been promoted and I can see her
16 name here. She's unmuted now. Perhaps...

17 THE COURT: Ms. O'Connor?

18 MS. O'CONNOR: Can you see me?

19 THE COURT: Yes.

20 MS. O'CONNOR: Thank you so much.

21 THE COURT: Okay. Good.

22 MS. O'CONNOR: Thank you, Your Honor, and attendees.
23 My name is Deirdre O'Connor and I'm a district councilor
24 elected to represent the 20th Police District for the Community
25 Commission on Public Safety and Accountability. For over two

1 years, we have heard from countless neighbors about the lack of
2 progress with the Consent Decree. Neighbors who show up
3 stressed lack of police response times, discriminatory stops,
4 and an overall desire for better interaction with our officers.

5 One of the core functions of my role is to bridge the
6 gap between the community and the police, to help rebuild the
7 years of distrust at the hands of bad police and failed police
8 policy.

9 We are seeing progress. As we speak, the City is
10 conducting a Workforce Allocation study. But even with that,
11 CPD's community engagement plan is lacking and isn't inviting
12 district councilors to help contribute.

13 As mentioned this evening, CPD's DSPs lack active
14 participation from the community and the district officers. We
15 heard a commitment from Superintendent Snelling that change is
16 happening amongst the ranks, but this does not do enough. We
17 need this body to progress at a much faster pace.

18 As we saw yesterday, the City continues to pay out
19 exorbitant amounts of taxpayer dollars for excessive force and
20 police misconduct settlements. Not only does this further
21 damage the relationships we are working so hard to mend, it
22 continues to re-harm the Chicagoans impacted.

23 I believe in the work that Maggie Hickey and her team
24 are doing. I ask that Superintendent Snelling and top brass do
25 the work needed to meet the requirements of the Consent Decree.

1 I want to echo what my fellow district councilors said on the
2 call this evening.

3 The 20th District is committed to doing the work, to
4 engage with our constituents, and we ask that Chief Novalez and
5 Superintendent Snelling work with us to get this done. Thank
6 you.

7 THE COURT: Thank you very much, Ms. O'Connor.
8 Helpful comments.

9 I think we still -- I know that Ms. Tuwani is with us.
10 And, again, if she -- if you're back with us and you want to
11 give it a try again, please do speak up.

12 MS. HICKEY: Your Honor, at this point, I think I
13 would ask that if anyone that would like to speak, they perhaps
14 have -- their names are different. You know, when iPhones come
15 up, they sometimes come up as a family member or other thing.
16 But anyone that wishes to speak that is in the audience today,
17 if they would raise their hand, we can work to promote them to
18 be able to speak.

19 THE COURT: Right. Good. Good suggestion.

20 MS. HICKEY: It will just take a minute or two to see
21 about that, and then, you know, allow for promotions. I'm in
22 touch with my tech team, trying to solve things behind the
23 scenes the whole time, so. If we wait a minute or so.

24 THE COURT: We'll wait another minute. If we do have
25 time, I want to again invite Mr. Slagel to again present the

1 information about, you know, opportunities that the public has
2 to participate and observe CPD training and other activities.
3 Let's wait for our speakers.

4 MS. HICKEY: We do have two hands raised.

5 MR. SEPULVEDA: We have three raised at the moment.

6 THE COURT: Great.

7 MS. HICKEY: So we will bring them one at a time.

8 THE COURT: Yeah.

9 MS. HICKEY: This is -- if they can identify
10 themselves.

11 THE COURT: Ariel Reboyas? Let's see. I'm not sure.
12 I don't see you on the list, but maybe it's a different name.

13 MS. HICKEY: Yes. Your iPhone identifies as "FrAriel
14 Reboyas." But if you just had your hand up and you would like
15 to speak, if you would take yourself off mute and just tell us
16 who you are.

17 THE COURT: Yeah.

18 MR. REBOYRAS: Hi, can you hear me?

19 THE COURT: Yes.

20 MS. HICKEY: Yes.

21 THE COURT: Great.

22 MR. REBOYRAS: Thank you all for having this community
23 hearing. First of all, Judge Pallmeyer and the cast that's
24 present, I'm a former --

25 THE COURT: Can you tell us your name? Please tell us

1 your name.

2 MR. REBOYRAS: I'm Ariel Reboyras. I'm a former
3 government employee for 44 years. The last 20 years, I was the
4 alderman of the 30th Ward. I was also a past chairman of the
5 police department.

6 I'm involved with the 25th District. And I see, when
7 I sit in with the meetings, when I go to events, I see
8 Community Policing at a high level. I can only speak about the
9 25th District, because that's where I live and those are the
10 meetings that I attend.

11 I heard Jim Lew, who's one of the members of CPAP, I
12 too am a member of CPAP, and I -- you know, and I enjoy doing
13 the work that we do as a working group. But most importantly,
14 I see a good change in Community Policing in our 25th District.
15 Now this could be because of our leaders that we have there,
16 and this can be because we have some folks that want to work
17 with the community and the police department.

18 I've heard some negative stuff. I've heard some good
19 things. But I think we're making progress. I know we still
20 have some time. But as a former government employee, I see
21 this Consent Decree going in the right direction. Thank you,
22 Judge Pallmeyer, for allowing me to speak.

23 THE COURT: Thank you very much, Mr. Reboyras. I
24 think I got your name correct. That's -- it was good to hear
25 from you. Appreciate your comments.

1 MR. REBOYRAS: Thank you very much.

2 THE COURT: I think, Mr. Bielecki, would you like to
3 be heard, sir?

4 MR. BIELECKI: Yeah. Can you hear me now, Judge?

5 THE COURT: Yes I can.

6 MR. BIELECKI: I wasn't going to speak tonight. I was
7 mostly going to listen. But after listening -- I'm a retired
8 Chicago Police sergeant. I'm also the elected district
9 councilor for the 22nd District as a part of the Community
10 Commission for Public Safety and Accountability.

11 I had the opportunity to listen, attend the last
12 listening session in the 8th District recently where over
13 99 percent of the constituents voiced their opinion and said
14 that they want the police to be able to continue to do their
15 job. Recent FOIA that I obtained showed that the Chicago
16 Police Department in 2023 and 2024 has recovered over 8,000
17 guns on traffic stops.

18 I listened to Joi Imobhio talk about percentages. I
19 talked about -- and I listened to these traffic stops, I've
20 reviewed the traffic stops studies presented by the Illinois
21 Department of Transportation that shows that 96 percent of all
22 these traffic stops in the black and brown community result in
23 no -- in no citation whatsoever.

24 Traffic stops are a crucial part of policing, when
25 they're rooted in reasonable suspicion and their observations,

1 officers' observations. These guns -- I started to make a
2 collection of the photos that are posted by the districts
3 around the city, of some of the high-powered rifles that have
4 been recovered on traffic stops. It stuns me to think that
5 these weapons are out there. And if we continue to take tools
6 away from police officers, you know, then the trauma that these
7 weapons are going to cause is life shattering to the black and
8 brown communities.

9 I listened to the young lady from the Austin district.
10 I believe they lead the city in homicides this year. I think
11 it was six that I saw reported in the Tribune today. We have
12 to partner with the police and we need the community to be
13 understanding of how public safety is framed. The district
14 strategic plans are a guide, and I know that many of my
15 co-district councilors want to be involved in drafting and
16 participation of these district strategic plans. But having
17 been a policeman for 27 years, these are fluid types of
18 reports.

19 I mean, crimes -- crime moves. You know, it doesn't
20 stay in one place. So, you know, I think that the CCPSA is on
21 the right path for having these listening sessions. The next
22 one's coming up next week on the 19th in Tilden. I plan to
23 attend that one as well.

24 But I think a lot of these organizations could make a
25 positive inroad by partnering with the police instead of trying

1 to be a divisive force. And that's what I see from some of
2 these folks that show up at these listening sessions. If I
3 haven't attended, I've watched them on YouTube. And I just see
4 the negativity.

5 I understand the frustration that comes along with
6 being stopped by the police. I probably participated in at
7 least a thousand search warrants in my career when I was in
8 narcotics. So, I mean -- and obviously nobody likes to see
9 their door knocked down by the police. Nobody likes to get
10 stopped by the police. I don't like to get stopped by the
11 police. But when I am stopped, I put my hands on the wheel.
12 And when the officer comes up and says, "Can I see your license
13 and your proof of insurance?" I say, "Gladly." I don't call
14 them names. I don't swear. I don't create a disturbance. I
15 don't roll my window up. I listen and respect the person who
16 is talking to me.

17 And I think that's where a lot of community education
18 needs to come from. A lot of these interactions would be a lot
19 more positive if the community and some of these organizations
20 that criticize the police would participate in education for
21 how to interact with the police as well. Not just the -- and
22 the training also that the police have to -- have obtained and
23 must continue to obtain, to interact with the public. It has
24 to be a two-way street. It just can't be one way. Thank you.

25 THE COURT: Thank you very much, Mr. Bielecki. We

1 appreciate your comments and your insight here.

2 Okay. Do we have -- I think we have a couple of
3 additional speakers, is that right? Anybody else want to --
4 again, if you raise your hand, we'll call on you. Let us know
5 that you're here and we'll put you in as a panelist.

6 MR. SEPULVEDA: Your Honor, we have one more person
7 with their hand up who I'm trying to promote.

8 THE COURT: Okay. It's Dr. Block; is that correct?

9 DR. BLOCK: That is correct, Your Honor.

10 THE COURT: You're welcome to speak. Go ahead, sir.

11 DR. BLOCK: My name is Dr. Leslie Block and I'm also
12 the chair of the district supervisor committee for 012 and I
13 think 012 has a really strong district advisory committee.

14 But what I want to talk about today is a quick
15 followup to some of the wrongful conduct of police officers. A
16 study was done by Stanford University looking at how much money
17 has been paid out by municipalities for misconduct of police.
18 They took Chicago out of it, with a little asterisk, and they
19 said, if we kept Chicago in, it would skew the data.

20 I recommended sometime ago at headquarters, how can we
21 reduce that recently 100 million, and all the others that have
22 happened prior to, how can we incentivize it? If we collect
23 data on which district has the most misconduct, and we can have
24 a goal of reducing that by 50 percent, that money should be
25 given back to that district so the police officers can buy

1 vests or other things. It's the same type of strategy that is
2 used at major universities, when they go off and get -- so I
3 want to incentivize and reduce that amount of money of
4 taxpayers out for wrongful conduct.

5 Again, 012 is -- I've been on the -- I've been chair
6 on 012 for 15 years, member of it for at least 18 years. I've
7 gone through at least six or seven commanders. And we have an
8 active board. I have an active relationship with everyone over
9 there. And I will continue to. That's all I have to say.
10 This is just a suggestion.

11 THE COURT: Well, thank you very much, Dr. Block. And
12 thank you for being part of this process this afternoon, this
13 evening. Thanks.

14 Okay. Do we have -- I'm just looking to see whether
15 there's anybody else. It looks like what I'm hearing is that
16 that's -- that accounts for everybody who is here and able to
17 speak. If there is anybody else, you should let us know.

18 But there is just a few minutes, there are a few
19 minutes left, so I want to ask Mr. Slagel to, one more time,
20 bring up the slides that show anybody who wants to know about
21 them, what they -- how they can become observers or involved
22 and see what CPD is doing with respect to training.

23 MR. SLAGEL: I will do so, and Chief, do you want
24 to --

25 THE COURT: I see the superintendent is with us.

1 That's great. Superintendent Snelling, you're always welcome
2 to make statements and we'd love to hear from you.

3 MR. SNELLING: Your Honor, how are you?

4 THE COURT: I'm great. Happy to have you with us
5 again, Superintendent Snelling.

6 MR. SNELLING: And I'd like to say to hello to
7 everyone on the call. And yeah, I would really appreciate a
8 moment to address a few things, and then close it out with the
9 information, because I would like for that to be the last thing
10 that everyone sees.

11 The one thing that -- the reason that I wanted to say
12 something is because, you know, we talk about listening, and I
13 want people to know that I'm actively listening. It's one of
14 the reasons that I'm on this call right now.

15 And I just want to address a few things. And forgive
16 me if I'm, you know, a little -- kind of all over the place
17 because I wrote down a bunch of notes and some names of some of
18 the speakers. And what I would like to start out by addressing
19 is, we've heard from several people. I recently met with the
20 Coalition, right in my office because, again, want to give them
21 a voice, I want to hear what it is that they have to say, and I
22 want to hear what they've been working on, because I know these
23 people are dedicated to the cause and what they're doing.

24 And I just want to be clear on a couple of things.
25 One of the things -- and I know Arewa. She's always front and

1 center with everything, and I always appreciate the information
2 that she brings. And I wanted to address one of the things
3 about the working group. One of the things that we're
4 constantly hearing over and over is that nothing is happening
5 with the Consent Decree, that there's no progress, things
6 aren't working.

7 So my -- the way that I process these things as a
8 trainer is, why continue to do the same thing over and over,
9 without trying different things, to bring other people into it
10 to bring more people into it, to hear more opinions, to hear
11 more information from our communities? And it's important to
12 establish a new foundation so that we get to the bottom of what
13 everybody is expecting us to do. And if we're expected to move
14 this Consent Decree forward and the complaint is that we
15 haven't been doing so, then that means that what we're doing
16 isn't working, or that would be the assumption.

17 So for me, the most important thing to do now is to
18 try different things, not to just hear a small number of people
19 who are thinking about things. But I want to hear the
20 community as a whole. I would love to hear that information
21 coming from everybody.

22 For our district council members, the work that you're
23 doing can be great work, being their conduit between the police
24 department and our community members, and we would like to
25 see -- I mean, I know that you're speaking for those community

1 members, but we would like to see more of those community
2 members coming into the fold.

3 The reason that we opened up training goes back to
4 something that I heard Jim Lew, and also some great comments
5 from Michael Moore, that we listen to things, we read things,
6 and we interpret those things the way we want to interpret
7 them, or sometimes people write things the way they want you to
8 interpret those things.

9 But I've opened the doors to the academy. I've opened
10 the doors so that people can now come in and see, we're
11 welcoming you into our home, so that you can see and make
12 comments on what it is that we're doing, the training that
13 we're developing, to show you how serious we are. We're taking
14 your feedback, and we can show you in the training how we've
15 incorporated that feedback.

16 It's important for us to have the voice of as many
17 people in these communities as we possibly can, because we want
18 to make sure that it's not just one agenda. We want to make
19 sure that when we're addressing and we're reforming a
20 department, that we're doing it according to the needs of our
21 community as a whole, and not just one group.

22 So it's -- we come in contact with many people with
23 many different views. It's not our job as police -- as a
24 police department to judge those people. Our department --
25 what we're supposed to be doing as police officers and a police

1 department is serving those people, regardless of their views,
2 their thoughts, their beliefs, their race, their religion. We
3 should be addressing the entirety of the city fairly, we should
4 be doing it in an equitable fashion, and we should be doing it
5 constitutionally.

6 And to hear the voices of the people on this call -- I
7 just wanted to address everything that I possibly can. Now
8 there was a Ms. I believe -- I'm sorry, Ms. Roxanne Smith. You
9 know, just to hear the story about her son, and, you know, I
10 can never talk about how painful that must be to have to bury a
11 child. My mother did so with two of her sons, my two older
12 brothers. And I know the kind of pain, that that stays with a
13 person when that happens.

14 But I did hear her say, "We would love to work with
15 the police, we want the police to listen to what we have to
16 say." That's what we're doing by opening our doors. This
17 is -- this is why it's important for us to allow people in, so
18 that we can hear those voices and they can actually see what
19 we're doing, as opposed to just reading about it.

20 You know, I've often said that I can tell you, I can
21 tell you how terrible it is to see a child that has been
22 murdered, a baby whose life has been taken violently. But to
23 see it and to witness it is a completely different thing. And
24 it drives home a point that I can't write about. So the
25 experience is always a lot different than what you read. So we

1 just -- we want people to know that we're serious about it.

2 When we talk about our district strategic plans,
3 here's what I've tasked our district commanders with, and we
4 addressed this in CompStat. We want that plan to be
5 comprehensive. We want it to address the needs of the
6 community and the immediate needs of the community. And the
7 biggest part about that and what we got from the meeting with
8 the Coalition is the lack of feedback from the department. So
9 that is now a priority, to make sure that when we hear from our
10 community members, we are giving them feedback on what it is
11 they're giving us. So we want to make sure that we get that
12 taken care of.

13 Ms. -- I believe it was Ms. -- from Impact for
14 Equity, Ms. Joi Imobhio. I hope I said that the right way.
15 You mentioned something about the leadership at COPA. As the
16 head of the Chicago Police Department, I would love to
17 collaborate with COPA. I understand one thing: Collaboration
18 with everybody is how we get to the finish line. Community
19 members, all -- all agencies across this entire city, the
20 Federal Government, I've seen success with that type of
21 collaboration, where we all come to the table and talk about
22 solutions and how we get there. So that's a major focus for
23 me, to make sure that we're collaborating with whoever we can
24 collaborate with. That feedback loop is going to be very, very
25 important.

1 Speaker Michael Moore who said that he just wants to
2 work with the police, he knows that we have to have a
3 partnership in order to get to the bottom of things. He's
4 100 percent right. I want to partner with any community member
5 I can, which is why I'm willing to meet with the Coalition.
6 Everything that we're talking about here is extremely
7 important.

8 There was something else brought up by District
9 Councilwoman Deirdre O'Connor who talked about lawsuits. The
10 lawsuits that you're seeing right now, yes, there's a history
11 where those lawsuits came into play. Some of them are
12 extremely old. We're seeing a reduction in lawsuits filed
13 against the Chicago Police Department currently. So what I'm
14 trying not to do is live in the past, but I'm learning from it,
15 and we want to make sure that we don't forget about that.

16 When we're talking about trust, and I've heard people
17 on the call say, "We want to see that trust happen
18 immediately," there's no way that trust is going to happen
19 immediately. When you're talking about a century of mistrust
20 of the Chicago Police Department, people are not going to
21 automatically roll over and say "We trust the police" because
22 we've done one or two good things. This is something that's
23 going to have to be ongoing. It's slow moving. They're going
24 to have to see the progress that we're making. We're going to
25 have to show it to them and we're going to have to continue to

1 feed back to these individuals.

2 So there are other people that I wanted to address on
3 the call, but I don't want to continue to drag this out. But I
4 want everyone to understand that from the top down, as a police
5 department, that is going to be the effect. We're looking at
6 our leadership to drive the message all the way down to our
7 police officers. If we want a better police department, if we
8 want reform, we're going to have to start at the top.

9 Lastly, I'll say this about the Consent Decree. The
10 Consent Decree is a document, a guideline, a baseline,
11 something that's foundational. It's not the changing factor of
12 a police department. What it is is a start. You don't change
13 a police department with a Consent Decree. You change the
14 police department when you focus on changing culture. And the
15 Consent Decree drives that. So we're not just looking to
16 simply gain compliance in the Consent Decree. We're looking to
17 bring meaningful reform to the department. We're looking to
18 equip our officers the best way we can possible so that they
19 can serve the community in the best most equitable and
20 constitutional manner.

21 If we are not focused on developing our officers,
22 giving them the best possible training, and investing in them
23 and their development, then we're failing the community. And
24 that's why the focus has to be there. It has to be on
25 training, it has to be on equipment, it has to be on resources

1 so that we can address all of the issues that have been brought
2 up on this call.

3 So I just want to say that I've heard everyone. I've
4 listened to every aspect of what it is that we're doing. We
5 want to educate everybody so that we know and you understand
6 some of the things that we as a police department lawfully,
7 legally can and cannot do and some of the things that affect
8 us.

9 Some things we have control over, and those things
10 that we do, we're going to make sure we use it to the best of
11 our ability. Some things are outside of our control, but we
12 will never use those as excuses for not progressing through
13 this Consent Decree.

14 So with that, I just want to say thank you to everyone
15 on the call. I have to lastly say thank you from the OAG's
16 office, Bill Lowry, who pointed out the importance of community
17 engagement and trying to bring more people in and inviting more
18 people in, because the more people we get in, the more voices
19 we hear, the better it's going to be for everybody.

20 So I want to thank the IMT, the OAG's office, and I
21 have to thank our team who -- they've been working like crazy
22 on this Consent Decree. Even though people believe that we're
23 not, we're working like crazy behind the scene.

24 And lastly, Judge, I really have to thank you for your
25 leadership and guiding us in the right direction and the

1 collaboration with everyone involved with the Consent Decree.
2 So I'd just like to say thank you to everybody.

3 THE COURT: Well, I want to thank you, Superintendent,
4 for being with us this afternoon and for obviously carefully
5 listening to the concerns that were raised by so many speakers.

6 I know that the city is working hard on this. I know
7 that the community, many members of the community are
8 frustrated by the pace. But that is not -- that is not a --
9 does not tell me that there's no commitment on the part of your
10 department and you personally, Superintendent, to making sure
11 that there's a change.

12 And I think it's important to point out, as you did,
13 that the Consent Decree isn't going to be -- it's not a magic
14 wand. It's not going to turn things over. It really requires
15 change at every level. And that's what I think the department
16 has been working on now, certainly since -- in the years that
17 you've been here, and I know that Chief Novalez has been very
18 committed to all of this as well.

19 Okay. Mr. Slagel, if you have a moment, I would love
20 for you to again invite every member of the community to be
21 part of the training. And if you want to put your slides up
22 one more time, I'd love to see them.

23 MR. SLAGEL: Sure, I will do that. And Chief Novalez,
24 I also can put up at the end the website and show people where
25 they can sign up on the website, so when you're ready for that,

1 sir --

2 MR. NOVALEZ: Absolutely. Absolutely, Allan.

3 For everybody on the call, once again, the invitation
4 goes out to everybody that's on the call. When you see what we
5 have to offer, please ensure that you invite your neighbors as
6 well, the more voices that we get, the more information we get
7 to guide what our training is going to look like, what our
8 policies look like.

9 Just as for this slide here, what we're having is our
10 community training days. It's an opportunity for us to show
11 communities that we're being transparent with what we're
12 training, give you some insight on how we're training our
13 officers, so you have an expectation on how they're going to
14 perform.

15 So if you can, if you can copy this QR code, you can
16 use this QR code it will take you to a registration site. You
17 can register to attend on April 12th or April 19th. This is
18 open to everybody. If we have a large number of folks that
19 want to come in, we will add a third day to help cover
20 everybody that's in there.

21 We will -- as the superintendent stated earlier, he
22 has directed us to do this more often and bring folks into our
23 house. We are going to have additional days when we introduce
24 two other trainings. So if you can grasp this QR code, that
25 way you can sign up.

1 If you don't have that technology -- Allan, if you can
2 hit the next slide -- you can go to the Chicago Police web
3 page. On the main web page, you are going to see that says
4 community training observation days. You can also use this to
5 sign up, to be able to participate with us on the community
6 observation days. And you would just go in here, fill out the
7 necessary stuff. All the instructions will be provided on this
8 page and we will be able to get you in there. We are looking
9 forward to seeing names on that list.

10 Lastly, what I want to do before I close is a reminder
11 that we do have policies that opened up for public comment from
12 the 11th of March to the 31st of March. That's going to be
13 Special Order 02-07-03, interactions with persons who are deaf,
14 deaf-blind, and hard of hearing, an incredibly important
15 policy. S03-22, which is firearms pointing incident, another
16 important policy.

17 And lastly, S02-08, community policy and training
18 development. Please, we're looking forward to getting your
19 input. We want input from all four corners of the city to
20 better shape our department.

21 And I want to close with this, Your Honor. Progress
22 is moving on our end, and Superintendent's right, we are
23 working very hard, but the superintendent's been that last
24 ingredient that we needed, that support, that involvement, that
25 has helped push us forward. And to have him in that position

1 has been incredibly helpful, Judge Pallmeyer. And you will see
2 and hopefully communities will start to feel that change in the
3 police department in its culture is coming. Thank you.

4 THE COURT: Great to hear. Thank you very much.

5 Any further final comments from the monitor?

6 MS. HICKEY: No, Your Honor. I just want to thank
7 everyone for taking their time out of their evening and the
8 opportunity to hear the important words that they shared with
9 us.

10 THE COURT: We will have -- we will continue the
11 process of these public hearings as we have been, and I
12 understand at least that the one that we expect to conduct in
13 June will be in person. You'll get notice about that. And
14 we're going to try to do it, as the monitor, indicated earlier,
15 different times of the day to make sure that anybody who has --
16 who wants to make a statement has that opportunity.

17 All right. I think that concludes our process for
18 this evening. And, again, thanks everyone. I know it's
19 getting to be time for dinner for some of you and I hope you'll
20 get a chance to share that with friends and loved ones. Thank
21 you.

22 MS. HICKEY: Thank you, Your Honor.

23 MR. SNELLING: Thank you, Judge. Have a good night.

24 THE COURT: You too.

25 (Concluded at 6:50 p.m.)

◦ ◦ ◦ ◦ ◦ ◦ ◦ ◦ ◦ ◦ ◦ ◦

I certify that the foregoing is a correct transcript,
to the extent possible, of the record of proceedings in the
above-entitled matter, given the limitations of conducting
proceedings remotely.

/s/ Hannah Jagler

April 7, 2025

Hannah Jagler, RMR, CRR, FCRR
Official Court Reporter