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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
)	December 9, 2025
Defendant.)	1:00 p.m.

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

APPEARANCES: (Via Zoom videoconference)

For the State: OFFICE OF THE ATTORNEY GENERAL
BY: MR. WILLIAM ANDRE LOWRY, JR.
MS. SHAMOYITA DASGUPTA
100 West Randolph Street, 11th Floor
Chicago, Illinois 60601

For the City: TAFT STETTINIUS & HOLLISTER LLP
BY: MR. ALLAN T. SLAGEL
111 East Wacker Drive, Suite 2600
Chicago, Illinois 60601

For the Monitor: ARENTFOX SCHIFF LLP
BY: MS. MARGARET A. HICKEY
MR. ANTHONY-RAY SEPULVEDA
233 South Wacker Drive, Suite 7100
Chicago, Illinois 60606

Also Present: Superintendent Larry Snelling, CPD
Monica Reyes, CPD
Dr. Aaron D. Chatman
Laura Kunard
Mike Milstein, CPD

Court Reporter: JENNIFER COSTALES, CRR, RMR, CRC
Official Court Reporter
219 S. Dearborn Street, Room 1714
Chicago, Illinois 60604
Telephone: (312) 435-5895
jenny.uscra@yahoo.com

1 (Proceedings commenced by videoconference:)

2 THE COURT: Our court reporter makes a record. It is
3 the record she makes is the official record of the proceeding.
4 Any effort to broadcast or record would be prohibited by our
5 court rules.

6 But I think that we're ready to hear as an
7 introduction from the Independent Monitoring Team from either
8 the monitor, Maggie Hickey, or the subject matter expert,
9 Laura Kunard.

10 MS. HICKEY: Thank you, Your Honor. And good
11 afternoon to all who are joining us for our monthly status
12 hearing today. My name is Maggie Hickey. I'm the Independent
13 Monitor for the consent decree.

14 To begin, Your Honor, we would like to take a moment
15 to acknowledge the passing of one of our beloved team members,
16 Steve Rickman, who served on the Independent Monitoring Team
17 as the associate monitor for community policing since the
18 beginning of the Consent Decree.

19 Steve was an engaged leader across the country who
20 not only served in important federal DOJ and local government
21 roles, but also helped to develop the concept of Strategic
22 Management and Alternative Response Tactics Policing, also
23 known as SMART Policing, which police departments across the
24 country have embraced.

25 He will be missed by many, and we are thankful to

1 have had him for as long as we did for his work, his
2 friendship, his kindness and all of the work he did in the
3 community. We send our admiration, appreciation and love to
4 his family, friends and colleagues.

5 Denise Rodriguez, the Independent Monitoring Team's
6 associate monitor for impartial policing will be stepping up
7 to fulfill our responsibilities for the community policing
8 section.

9 I would also like an opportunity to thank Chief
10 Cassandra Deck-Brown, who recently stepped down from her role
11 as the Independent Monitoring Team's associate monitor for
12 officer wellness and support. We are grateful for her
13 contributions and her ongoing dedication to police reform and
14 officer wellness.

15 Associate monitor for data collection, management and
16 analysis, Dr. Laura Kunard, who you will hear from in a
17 moment, will be fulfilling our responsibilities in the Officer
18 Wellness and Support section.

19 During today's public hearing you will hear from the
20 parties, the City of Chicago and the State of Illinois
21 Attorney General's office about the Officer Wellness and
22 Support section of the Consent Decree and ongoing policy and
23 training efforts related to the community policing and
24 impartial policing sections.

25 Specifically for the latter topic, we will hear from

1 the parties regarding the policies and trainings related to
2 the CPD's interactions for people with disabilities and from
3 the OAG regarding CPD's interactions.

4 The parties met this morning to confirm a schedule
5 for the 2026 monthly public hearings, and the City will
6 provide a more thorough presentation regarding CPD's
7 interactions with youth in April of 2026. Barring holidays or
8 special circumstances, the Court will continue to host public
9 hearings through 2026 at 1:00 p.m. on the second Tuesday of
10 every month.

11 Given the many important topics there are to discuss,
12 the Court will also be extending the length of the public
13 hearings in 2026 on specific dates and times from the usual
14 hour to ensure specific time.

15 The full schedule of dates, times and topics for the
16 2026 public hearings will be made available on our website,
17 cpdmonitoringteam.com at the end of December.

18 The Court has also generously agreed to allow the
19 Independent Monitoring Team to post the transcripts of
20 previous public hearings on our website when they become
21 available.

22 And before we hear from the parties, I would like to
23 briefly point out again, as I did at last month's hearing,
24 that we filed our latest report, Independent Monitoring Report
25 12, which covered compliance efforts between January 1st and

1 June 30th of 2025.

2 Here we provided our latest compliance assessments
3 related to today's topics, including compliance efforts in the
4 community policing and impartial policing sections related to
5 the Chicago Police Department interactions with people with
6 disabilities and youth.

7 Here we noted that the Chicago Police Department has
8 made significant efforts towards achieving additional levels
9 of compliance related to its development of policies regarding
10 the interactions of people with disabilities.

11 Today we will hear more about what the City and the
12 CPD have done to reach those levels of compliance in the
13 current reporting period IMR 13.

14 I would now like to introduce our associate monitor,
15 Dr. Laura Kunard, on CPD's progress towards compliance with
16 the Officer Wellness and Support section of the Consent
17 Decree.

18 MS. KUNARD: Thank you, Maggie.

19 We have a full schedule for today's hearing, so I'll
20 be brief. The Officer Wellness and Support section of the
21 Consent Decree is crucially important to Chicago and to
22 constitutional policing. Simply put, healthy well-supported
23 officers are in the best position to ensure that every
24 interaction meets the expectations of the Chicago Police
25 Department and of our communities.

1 This section importantly acknowledges that
2 psychological and emotional wellness is critical to officers'
3 health, relationships, job performance and safety, and that
4 the City and the CPD have an obligation to help CPD members
5 cope with the consequences that come with their service to the
6 public.

7 The Officer Wellness and Support section addresses
8 the systems that the City and the CPD must put in place and
9 maintain not only for its officers, but for all of its
10 employees.

11 As reflected in Independent Monitoring Report 12,
12 during the last reporting period the City and the CPD made
13 progress towards compliance with the requirements of this
14 section. The CPD has significantly expanded its mental health
15 and wellness program, improving access to counseling support
16 services for all personnel, including placing counselors in
17 district stations, which is important not only for access, but
18 also to fight the stigma of seeking mental health treatment.

19 The CPD wellness program includes 21 mental health
20 clinicians, 6 drug and alcohol counselors and 6 chaplains.

21 The workforce allocation study now under way will
22 shed important light on whether current CPD staffing resources
23 are sufficient to meet the demand for services. We look
24 forward to the CPD establishing a consistent data-informed
25 process to determine staffing needs, because meeting the

1 support needs of all CPD employees in a timely fashion is
2 critically important.

3 The Independent Monitoring Team continues to be
4 concerned about the Chicago Police Department's data regarding
5 timeliness in the provision of support services. For example,
6 the CPD has only recently begun to track data on external
7 referrals for support services and continues to struggle to
8 ensure that officers who experience traumatic incidents
9 receive timely follow-up.

10 We look forward to the CPD continuing to improve the
11 quality of its data collection and analysis regarding the
12 safety and wellness of its employees.

13 Since the inception of the Consent Decree, Chicago
14 has faced unique challenges, many of which have required CPD
15 officers to be at the forefront of these challenges. This
16 year is no different. As we head into the holiday season, we
17 would like to highlight the efforts the City and the Chicago
18 Police Department have made to our officers, the wellness
19 resources available and the work remaining. Thank you.

20 THE COURT: Thank you very much.

21 Any questions for Ms. Kunard or for the monitor?

22 Okay. I think we can turn then to the City,
23 Mr. Slagel or Ms. Thompson, to speak to us about the officer
24 wellness and support, or perhaps it will be the police
25 representatives.

1 MR. SLAGEL: It will be in a second. As we've been
2 doing for each of these hearings, we want to make sure the
3 public knows of opportunities to provide comments and ongoing
4 efforts by CPD. So I'll turn it over to Executive Director,
5 Allyson Clark Henson.

6 MS. HENSON: Good afternoon Your Honor. Good
7 afternoon, everyone.

8 Yes, we just wanted to make sure that we took this
9 opportunity to encourage all who are interested in scanning
10 that QR code to the right there. That will bring us to our
11 public posting page. We do currently have a number of
12 policies up for public posting.

13 As you can see, our Police Encounters and Fourth
14 Amendment suite is currently up for public posting. That
15 includes four distinct policies listed there.

16 In addition we have our Interactions with Persons who
17 are Deaf, Deafblind or Hard of Hearing also up for public
18 hearing.

19 These policies will remain up for comment through
20 December 23rd. And, again, we encourage and appreciate anyone
21 who has an opportunity to provide some feedback for us. Thank
22 you.

23 MR. SLAGEL: Well, Your Honor, we'll turn it over to
24 Dr. Aaron Chatman, who, along with Monica Reyes, will be
25 presenting on officer wellness. Dr. Chatman.

1 MR. CHATMAN: Yes, thank you. And good afternoon,
2 Your Honor, and all that are on the call.

3 I'm Dr. Chatman, director of wellness for the Chicago
4 Police Department. As Allan mentioned, I'm joined by Sergeant
5 Monica Reyes from the Professional Counseling Division, and
6 we'll be providing an overview of the officer wellness
7 achievements connected to the Consent Decree for 2025.

8 We'd like to begin by offering a definition to center
9 our conversation around wellness. Wellness can be seen as
10 holistic lifestyle choices that essentially promote mental
11 health and well-being and decrease disease and illness. For
12 example, exercise, healthy food options and nutrition,
13 spiritual engagement and healthy social engagement are all
14 lifestyle choices. Collectively they promote health and
15 well-being and decrease illness.

16 So our next slide captures essentially our work with
17 the Consent Decree. And much of our wellness actually begins
18 with our needs assessment. And so the needs assessment is
19 actually a requirement of the Consent Decree that is captured
20 in paragraphs 382 and 383. And by conducting a needs
21 assessment, it allows for CPD to identify the mental health
22 needs of our department members. And we use that information
23 to construct what's called the Office of Wellness Support
24 Plan, which is another Consent Decree requirement covered
25 under paragraph 384.

1 So for 2025 I'm happy to report that the Chicago
2 Police Department has achieved full compliance with paragraphs
3 382 and 383 and secondary compliance with paragraph 384.

4 Next slide, please.

5 Now, we understand here at CPD that merely developing
6 a strategy which is captured in the Office of Wellness Support
7 Plan, merely developing a strategy to meet our officers' needs
8 is not enough. We have to come up with a strategy to ensure
9 that those members have access and knowledge surrounding those
10 services that we're providing to meet their needs.

11 And so we developed the 2025 Office of Wellness
12 Communication Strategy, which is a comprehensive report that
13 captures the communication methods that CPD will utilize and
14 has utilized to inform department members of the clinical and
15 nonclinical services that we have available to meet their
16 mental health and wellness needs.

17 I'm also happy to report that in IMR 12, CPD
18 achieved -- I'm sorry, we actually are under full assessment
19 for full compliance with paragraphs 385 and 386, which capture
20 the communications strategy.

21 Next slide, please.

22 So if a law enforcement agency is really serious
23 about wellness, they ought to put it in writing, and that's
24 exactly what the Chicago Police Department has done. We now
25 have written department policies surrounding several of our

1 wellness initiatives to include the clinical services that are
2 provided by our Professional Counseling Division. We have
3 written policies: a written policy for our traumatic incident
4 and stress management program, we have a written department
5 policy for our voluntary mental health and wellness check-in
6 program, and we now have a written policy for traumatic
7 events. So CPD is serious about officer wellness and we have
8 formalized our commitment in department policy for all to see.

9 Next slide, please.

10 So I just went over in the initial slides some of our
11 achievements, wellness achievements for 2025, and so now I'd
12 like to take a step back and provide a discussion of the
13 methodology in which the CPD uses to meet the mental health
14 and wellness needs of our department members.

15 And to do that, on the screen you can see that we
16 actually provide services to promote wellness across eight
17 different wellness dimensions: Emotional wellness and
18 psychological wellness, spiritual wellness, physical wellness
19 and the other dimensions that you see here.

20 Now, on this particular call, Sergeant Monica Reyes
21 from the Professional Counseling Division will discuss how the
22 Professional Counseling Division provides clinical services to
23 meet the needs of our department members. And I'll come back
24 and discuss how the department uses nonclinical supports to
25 meet those needs.

1 So Sergeant Reyes.

2 MS. REYES: Good afternoon, Your Honor,
3 Superintendent, and everyone.

4 The Professional Counseling Division Employee
5 Assistance Program continues to grow in both reach and impact
6 across the department. We've expanded our network adding more
7 clinicians, substance abuse counselors, peer support members
8 and chaplains and have the traumatic stress management
9 program.

10 Participation in the annual voluntary wellness check
11 program continues to increase each year, showing that both
12 sworn officers and civil members are becoming more proactive
13 about their health and resilience.

14 We have also expanded our support groups giving
15 members and their families more opportunities to connect,
16 share experiences and access resources together.

17 We have grown from one to three locations, and our
18 clinical team has expanded from 3 to 24 members, with 3
19 additional hires pending.

20 Overall engagement continues to rise, reflecting
21 steady progress in how members and their families are
22 utilizing EAP and wellness resources across the department.

23 That concludes the EAP update. Dr. Chatman, I'll
24 turn it back over to you.

25 MR. CHATMAN: Thank you, Sergeant Reyes.

1 So Sergeant Reyes just really talked about our
2 clinical support systems and services. As you can see,
3 they're very robust. So I'm going to provide an overview of
4 nonclinical supports and services beginning with the supports
5 that we provide for physical wellness.

6 Now, the Chicago Police Department now has 22 gyms,
7 one located in every police district, and each one of those
8 gyms have been outfitted with new or refurbished gym
9 equipment. Some of these gyms are actually on the scale of
10 what you would see at an LA Fitness.

11 Now, I would also like to state that we also have
12 gyms in both of our academies, our Homan Square location and
13 here at headquarters. And we also secured, and for our
14 efforts as it relates to paragraph 418, which captures this
15 particular item, secondary compliance in IMR 13. We're
16 seeking full compliance for paragraph 418.

17 Now, physical wellness as it is reflected in exercise
18 is not the only form of wellness. Nutrition is also very
19 important. And so the Chicago Police Department partnered
20 with the Farmer's Fridge Corporation, and we placed Farmer's
21 Fridges, which is healthy vending machines that contain
22 healthy food items like salads and vegan wraps, protein packs
23 and nonsugary drinks, we've placed these vending machines in
24 all 22 police districts, giving our officers access to healthy
25 food choices, a departure from the candy bars and potato chips

1 and sugary sodas that we typically find in law enforcement
2 facilities.

3 Yoga has long been known for its wellness benefits,
4 and so now the Chicago Police Department offers yoga for first
5 responders. This initiative is designed to introduce
6 department members to yoga as a form of promoting emotional
7 wellness, physical wellness and spiritual wellness.

8 Next slide, please.

9 Environmental wellness. Now, CPD understands that
10 our department members are routinely exposed to high stress
11 situations, oftentimes human trauma, life-threatening
12 situations. And so we partnered with the Chicago Police
13 Memorial Foundation to put quiet rooms, which are spaces of
14 respite, in all 22 police districts.

15 These quiet rooms are used to help officers recenter
16 themselves. They can practice meditation, mindfulness and
17 deep-breathing exercises. These spaces are available to
18 officers before their tour of duty, during their tour of duty
19 and after their tours of duty.

20 Financial wellness. So financial literacy is a very
21 important part of wellness. And so the Chicago Police
22 Department partnered with the National Police Federal Credit
23 Union to offer financial literacy training to not only all of
24 our department members, but family members as well. And so in
25 2025, the topics included budgeting, retirement planning,

1 estate planning, investing, and even insurance planning.

2 Occupational wellness is where we truly shine,
3 particularly as it relates to training. So the Chicago Police
4 Department now offers officer wellness training, resilience
5 training, recruit wellness training. We offer peer support
6 training. And in 2026, we'll be offering suicide prevention
7 training as well.

8 Next slide, please.

9 Another form of occupational wellness is our Cordico
10 Wellness app. Now, the Cordico Wellness app is a health and
11 well-being app that's downloadable onto an iPhone or Android,
12 and it's a repository of mental health and resources services
13 and supports. It offers crisis intervention, crisis hotlines,
14 like suicide prevention hotline 988. But it also offers
15 videos on exercise and mindfulness and meditation, officer
16 support tips and various other officer wellness topics like
17 nutrition.

18 The app also has all of the contact information for
19 all of our clinicians, all of our peer support members, our
20 alcohol and substance abuse counselors and even our chaplains.
21 This app is available to all department members, sworn and
22 civilian. It's operational 24/7, it's completely
23 confidential, and of course it's free of charge. So we are
24 very happy about adding the Cordico app to our overall
25 wellness approach.

1 Our suicide prevention strategy is also a very
2 important part of occupational wellness. Now, our suicide
3 prevention strategy is designed to reduce the risk factors
4 associated with suicide thinking and suicide behavior. It's
5 divided into three categories: Prevention, intervention and
6 postvention.

7 Now, throughout this presentation we've already
8 covered some of the prevention strategy techniques to include
9 trainings, written policies and nonclinical supports. In
10 addition to our large reports, like our communication
11 strategy, intervention strategies are provided by our
12 professional counseling divisions in the form of therapy, and
13 those are clinical supports.

14 And postvention is the department's organized
15 response to an unfortunate loss. It includes immediate
16 support for department members that have been impacted by the
17 loss. It also includes messages from leadership, messages of
18 support. It includes training, if necessary, and also
19 recognition ceremonies like the one you see captured here in
20 this photo.

21 You can see that this recognition ceremony was held
22 at dawn, and it was attended and led by the Superintendent of
23 Police and his entire command staff. This is just one example
24 of a recognition ceremony.

25 Next slide, please.

1 So how do we measure our success in wellness? Well,
2 there are many ways to measure success, but one way is
3 actually through our Consent Decree compliance levels. As you
4 can see, CPD has achieved preliminary compliance for all 36,
5 100 percent of its officer wellness performance paragraphs.
6 We've achieved secondary compliance for 92 percent of our
7 officer wellness paragraphs. And we've achieved full
8 compliance for nearly 40 percent of our officer wellness
9 paragraphs.

10 Now, we understand that there is more work to be
11 done. We look forward to that work. But we believe that our
12 Consent Decree compliance levels alone is a good reflection of
13 the progress that we've made in wellness.

14 So finally, questions may arise as to whether or not
15 the Chicago Police Department has actually fully integrated
16 officer wellness into our operations, and the answer is yes.
17 Currently our Superintendent of Police lead from the front,
18 and they provide support and wellness to department members
19 even at our large scale events like the one that is captured
20 here.

21 This is our Mexican Independence Day. But it's not
22 just our leadership that's out there providing support to
23 members, it's also our clinical staff on the left. You can
24 see we have our clinical staff out there. So that means that
25 our clinicians, our peer support members, our alcohol and

1 substance abuse counselors, even our chaplains are boots on
2 the ground at all large scale events. They are there to
3 provide an ear, a shoulder, to hand out bottled water or a
4 healthy snack to our department members as they perform their
5 police duties. They're building trust, they're building
6 credibility, and they're connecting with our department
7 members even in the field.

8 So we are very proud of what we're doing here with
9 wellness, and we believe that this demonstrates how we have
10 integrated wellness into police operations.

11 Your Honor, that concludes my presentation.

12 And I'd like to thank Sergeant Reyes and the rest of
13 the team. Thank you.

14 THE COURT: Thank you.

15 Well, I think we're ready to hear from the Attorney
16 General's office, unless somebody has questions about what we
17 just heard.

18 Okay. So would somebody from OAG like to speak up.

19 MS. DASGUPTA: Yes, Your Honor. Good afternoon. And
20 may it please the Court.

21 My name is Shamoyita DasGupta, and I'm an Assistant
22 Attorney General.

23 On behalf of the State of Illinois, I would like to
24 provide the following updates regarding the Officer Wellness
25 and Support section of the Consent Decree, paragraphs 377 to

1 418.

2 Many thanks to my colleague Abigail Durkin, our
3 team's lead for the officer wellness section, for her
4 leadership and work on this issue. Ms. Durkin is currently on
5 parental leave, so I am speaking in her place.

6 Current and former department members and their
7 families face a unique set of challenges that are known to
8 substantially impact one's mental and sometimes physical
9 health. This includes routine exposure to various types of
10 trauma, violence and abuse.

11 As a city, we ask the department to be on the front
12 lines of all major societal problems and to handle these
13 problems with professionalism, grace and compassion. This is
14 an incredible amount of responsibility and pressure to put on
15 the department's shoulders.

16 Called the Officer Wellness and Support section of
17 the Consent Decree, the department has taken significant steps
18 to address the health and wellness of all department members,
19 not just those who are sworn officers.

20 The Consent Decree makes clear that the purpose of
21 this section is to set forth specific tools and obligations to
22 help department members cope with the stress and emotional and
23 physical toll that comes from their work.

24 As we have informed this Court before, when the
25 members suffer, so does the public.

1 Today I would like to discuss three different areas:
2 staffing, the suicide prevention initiative and the
3 department's use of technology to improve officer wellness
4 services.

5 Turning first to staffing, paragraphs 390 and 391 of
6 the Consent Decree require the department to expand its
7 capacity to provide adequate levels of wellness services to
8 the department. It is undisputed that significant progress
9 has been made since the start of the Consent Decree.

10 CPD began with three licensed mental health
11 professionals. As of November of 2025, there are at least 21.
12 In addition to licensed clinicians, the department also has a
13 large peer support network, drug and alcohol counselors and
14 chaplains.

15 The department has collected data that demonstrates
16 that the need for care is there and that individuals are doing
17 the work. For example, as of October 30th, year to date,
18 there have been nearly 12,000 department and family members
19 served by clinicians, 11,800 department and family members
20 served by peer support, over 23,000 department and family
21 members served by chaplains, and over 8,300 department and
22 family members served by the alcohol and substance use
23 counselors. That's over 55,000 contacts for the Professional
24 Counseling Division for the first 10 months of this year.

25 While our office is encouraged by the department's

1 significantly increasing capacity and staffing to meet the
2 department's needs, we continue to have concerns about
3 appropriate staffing levels, which impact an individual's
4 ability to access the right care and quickly.

5 What we do not know from this data is whether the
6 Professional Counseling Division is sufficiently staffed to
7 accommodate these numbers of individuals in need. We want to
8 ensure that those doing the work of providing the care are
9 also cared for and prevent against burnout that could
10 potentially have significant implications.

11 The City has conducted a workforce allocation study
12 which is also focused on the wellness services and staffing of
13 the same. We look forward to seeing these results and
14 strongly encourage the department to heed their
15 recommendations.

16 Ultimately, the potential need for additional
17 staffing signals something important, that the department's
18 efforts to eradicate the stigma in seeking vital mental health
19 care is working and is resulting in department members seeking
20 and receiving these important resources that are available to
21 them.

22 I'd next like to discuss the suicide prevention
23 initiative. Under paragraph 388, the department is required
24 to develop and implement a comprehensive suicide prevention
25 initiative. As the department knows and as we as a city feel,

1 the loss of any officer or department member to suicide is
2 tragic and has a lasting impact not only on the individual's
3 family, but on the department as a whole.

4 When we were last discussing officer wellness and
5 support before this Court, we urged the department to make its
6 suicide prevention initiative a priority.

7 We are happy to report that in June of this year, as
8 required by paragraph 388, the City produced its suicide
9 prevention strategy, for which they should be commended. The
10 suicide prevention strategy is important and necessary work
11 and is a specific requirement of the Consent Decree.

12 We continue to suggest that CPD adopts the
13 recommendations set forth in the strategy, including with
14 respect to the creation of additional trainings.

15 The suicide prevention strategy is a significant step
16 in continuing to change the narrative and to ensure that
17 people have access to care before it is too late.

18 Separate from the plan though is that the culture and
19 stigma around seeking help and resources when someone is
20 struggling with their mental health must continue to change.
21 We are hopeful that that is happening.

22 Lastly, I'd like to turn the Court's attention to the
23 department's use of technology to improve services. As is the
24 case with many sections of the Consent Decree, the department
25 has struggled to incorporate technology to better serve its

1 members in the wellness space. Through its required reforms,
2 the department is unable to do this without overhauling its
3 technological capacity.

4 For example, under paragraph 395A and B, the Consent
5 Decree requires that members have access to services within 24
6 hours if the situation is emergent and within 14 days for
7 nonemergencies. However, the department has long struggled to
8 track whether this was occurring.

9 Fortunately, the department has made significant
10 strides and investments in improving its ability to use
11 technology, which in turn increases its ability to provide
12 department members with services and resources including
13 through the Column Case software.

14 While we have not yet seen the full picture of how
15 this data will impact the department, we commend the
16 department for its efforts.

17 The department also continues to use and promote the
18 Cordico Wellness application, which is similarly available for
19 members and their families. This app provides individuals
20 with information, including contact information for internal
21 and external resources at their fingertips in a completely
22 anonymous fashion.

23 Finally, the department has also taken significant
24 steps to solicit feedback about the services they provide,
25 including through a new QR code survey process. We encourage

1 the department to critically review this feedback to ensure
2 that the services provided to the members are sufficient and
3 are meeting their needs.

4 In conclusion, it is imperative that wellness remains
5 a priority for reform efforts as the well-being of the
6 department is intricately connected to the broader goals of
7 the Consent Decree.

8 The department has made significant progress and
9 looks markedly different than it did a few years ago. But
10 there is still substantial work to be done, specifically with
11 regard to ensuring that the size and capacity of the
12 counseling division is sufficient, providing our office and
13 the IMT with the necessary relevant data, and improving how
14 the department incorporates the use of technology with officer
15 wellness.

16 Our office looks forward to continued collaboration
17 with the IMT and CPD and looks forward to continuing to expand
18 resources for all of the department's members.

19 Thank you for your time.

20 THE COURT: Thank you, Ms. DasGupta.

21 Does anybody have questions about that presentation?

22 I just want to say I appreciate your sensitivity to
23 where there is progress we're making in addition to the areas
24 where we still need to work on it. That was helpful.

25 And the next item on the agenda is again from the

1 City, comments on interactions with people who have
2 disabilities and policies and training surrounding that issue.

3 Is it, Mr. Slagel, will you be presenting? Well,
4 tell us who is presenting for the City.

5 MR. SLAGEL: It will be Director Mike Milstein. I
6 see the screen is up, Your Honor. So I'll turn it over to
7 Mike.

8 THE COURT: Yes, great. I see it as well.

9 Good afternoon, Mr. Milstein. Thanks for putting
10 this together.

11 MR. MILSTEIN: Good afternoon. Yes, thank you so
12 much, Your Honor. Thank you all for being with us today this
13 afternoon. Appreciate your time.

14 My name is Mike Milstein. I'm the deputy director
15 for the Office of Equity and Engagement for the Chicago Police
16 Department. It's an honor today to just give an update on
17 where CPD is at in our policy development and our progress to
18 support individuals with disabilities.

19 But just to start, I always want to share our guiding
20 principles within the impartial policing section, just to
21 remind folks that our guiding principles within the equity
22 office and within impartial policing is that CPD provides
23 services to all members of the public without bias, and we'll
24 treat all persons with courtesy and dignity, which is
25 inherently due to every person as a human being without any

1 regard to their background or their identity. So this guiding
2 principle always drives all of the work that we do in the
3 impartial policing section.

4 Move on to the next slide.

5 Just to kind of kick off an update on where we are at
6 within our ADA compliance officer position, this role was
7 required by paragraph 70, and we did hire someone back in
8 2021. That individual is still in this position, and this
9 role does currently remain filled.

10 Our ADA compliance officer is required to do a
11 handful of different duties, but primarily, as here on the
12 screen, to often review our effectiveness and efficiency of
13 CPD policies, trainings and other bulletins as they relate to
14 individuals with disabilities.

15 They serve as a resource and a liaison between CPD
16 and individuals with disabilities, and they help to draft
17 recommendations or just to look at CPD's efforts to be in
18 compliance with the Americans With Disabilities Act and our
19 Consent Decree requirements. Again, this role is currently
20 filled.

21 If anybody on the call needs to get in contact with
22 the CPD ADA compliance officer, you can reach out to them
23 through this email on the screen or the phone number or you
24 can go to the website for our ADA services at the link below
25 or at the QR code in the bottom right corner.

1 The next slide.

2 To shift now to where CPD is at in revising and
3 reviewing our persons with disabilities policies. We've had a
4 policy in place regarding officer interactions with people
5 with disabilities for quite some time. However, it was last
6 updated back in 2016. That policy was just a one-page policy
7 that covered really high level guidance for how CPD will
8 support and accommodate individuals with disabilities.

9 It was, you know, pretty standard; however, we did
10 believe that it was important to review that policy along with
11 our Consent Decree requirements, and we began reviewing that
12 policy in 2021 with both internal and external entities as
13 part of that review process.

14 Recognizing the complexity of that topic, we did
15 conduct or began conducting engagement with communities
16 through a handful of different mechanisms over the course of
17 several years.

18 Moving on to the next slide.

19 So with our community engagement starting back in
20 2021, we conducted many different types of engagements. This
21 includes small group discussions, meetings with organizations,
22 collecting written feedback that folks were providing to us.
23 We did focus groups and surveys.

24 And on the screen we have a list of a handful of
25 different organizations that were part of this process at some

1 point and have at some point throughout the review process
2 provided feedback to CPD on ways that we can enhance and
3 improve these policies.

4 But I want to take a moment here just to highlight
5 that part of the reason why this policy has taken four years
6 to get to where it is today is just because of how complex it
7 is and how much community engagement really was needed to go
8 into this policy.

9 The disability community is a very complex space, and
10 we wanted to recognize that how you would interact with one
11 person with a disability may be very different with another
12 person with a different type of disability. And it was
13 important that we learn from the community to make sure that
14 however we drafted our policies was reflecting how we can best
15 interact and support someone with a different type of
16 disability. So that's part of the reason why this work has
17 taken as long as it has to get to where we are today.

18 The next slide.

19 Through that process and through working with
20 community, we recognize that it was important that it may not
21 just be one policy that's needed but actually multiple
22 policies that go into the more nuances and more details behind
23 different types of disabilities.

24 So what we did this year -- I'm sorry, last year and
25 into this year is we added basically three additional policies

1 in addition to the initial umbrella interactions policy. Now
2 we have a total of four policies that give officers guidance
3 on interacting with people with different types of
4 disabilities.

5 We have S0-02-07, umbrella interactions with persons
6 with disabilities. That's broken down into S0-02-07-01, which
7 is interactions with persons with physical disabilities, and
8 another, S0-02-07-02, interactions with persons who have
9 nonvisible disabilities.

10 In addition, we also did a lot of work around policy
11 for individuals who are deaf, deafblind and hard of hearing.
12 We recognize that sometimes that's not always considered a
13 disability, so it's not part of our disability suite, but it
14 was created through this process and was relevant just to
15 incorporate into here. So there is another policy that's
16 specific for individuals who are deaf, deafblind and hard of
17 hearing.

18 All these policies can be found on our ADA services
19 web page. Again, you can go to the link below or scan the QR
20 code on the screen to see more about those policies.

21 Next slide.

22 Again, this is just a highlight, how we took one
23 policy and actually broke it down into three new policies for
24 a total of four policies.

25 What I think we learned throughout this process and

1 looking at other agencies across the country is that we
2 believe that we actually may have the most comprehensive and
3 robust disability policies compared to most other police
4 departments across the country.

5 We see most other agencies only have one, maybe two
6 policies that don't really go into the nuances between
7 nonvisible disabilities and physical disabilities. So that's
8 unique for CPD. That can't be said for many other police
9 departments across the country.

10 The next slide.

11 The current status of these policies, the three
12 policies, interactions umbrella policy and physical disability
13 and nonvisible disability policy, those have all concluded.
14 They have gone through community engagement. They've gone
15 through the Independent Monitoring Team and the Attorney
16 General's process and have received no objections. And we
17 have posted those policies for publication last month. So
18 they are now in place currently.

19 And then the last policy on interactions with people
20 who are deaf, deafblind or hard of hearing, that policy is in
21 the final stages of being completed. We anticipate publishing
22 that policy before the end of this year. As shared earlier,
23 that policy is now up for its final 15-day public review
24 before we can finalize it and publish that policy.

25 Next slide.

1 Just some updates on training. Recognizing that
2 these are very complex topics that require a lot of different
3 training, in 2026, next year we will be training on these
4 policies through a handful of different mechanisms. There
5 will be six training bulletins, which we'll talk about a
6 little bit more on the next slide.

7 We also will have four e-learning modules. This will
8 be focused primarily on training on the policy, what is the
9 language of the policy, how can officers best understand those
10 policies. There will be an e-learning for each of the four
11 policies. And then in 2026 there will also be a three-hour
12 in-person training. That training will be to help
13 operationalize those e-learnings.

14 So training officers now that we have these new
15 policies, how do you actually operationalize them? How do you
16 actually practice them in your day-to-day settings? So all of
17 that training will be occurring starting early next year.

18 A little more on the training bulletins. This was
19 another requirement of the Consent Decree, to have additional
20 training bulletins. At this time we've created six training
21 bulletins. Again, these are all included in community
22 engagement process. These will be bulletins that will live on
23 CPD documentation, on CPD publications permanently so that
24 officers always have these training materials available to
25 them that they can refer back to when they need.

1 And this is just a list of the policies that we have.
2 They touch on the basics of disabilities, interacting with the
3 deaf community, autism and police response, supporting
4 individuals with service animals, understanding diabetes and
5 Alzheimer's disease and related dementias.

6 We're always happy to include or create additional
7 bulletins if folks have interest. They can always reach out
8 to us, and we're happy to discuss that with them as well.

9 The next slide.

10 Just to close out, again, more information about this
11 work and our progress can be found on our website on the
12 equity office website. You can go again to the link on the
13 screen or scan the QR code. We will also produce an annual
14 report from all the work from the equity office starting
15 probably spring of 2026.

16 Any additional questions or if folks want to work
17 with us or collaborate with us, please feel free to reach out
18 to us on the email engage@chicagopolice.org or give us a call
19 at (312)745-5011.

20 That concludes my update. I appreciate the time
21 today.

22 THE COURT: Well, Mr. Milstein, thank you.

23 Questions for Mr. Milstein?

24 All right. Well, thanks. I think we're ready then
25 to hear a response on this issue from the Attorney General.

1 MR. LOWRY: Yes, Your Honor. Good afternoon, Your
2 Honor, members of the community. My name is William A. Lowry,
3 Jr. I'm an Assistant Attorney General of the Civil Rights
4 Bureau of the Office of the Illinois Attorney General.

5 Your Honor, I want to express my Office's
6 appreciation to both you and the community members for holding
7 and attending this hearing this afternoon.

8 Now, I am here to speak today about two very
9 important topics for the community which have been as
10 previously mentioned the subject of ongoing work over the last
11 several years.

12 First, I want to speak about the community policing
13 section of the Consent Decree. And I will provide comments
14 regarding CPD's ongoing work on policies and trainings that
15 relate to interactions with persons with disabilities as
16 required under that section.

17 I will also provide comments regarding CPD's work on
18 policies and trainings related to interactions with youth
19 under the community policing section of the Consent Decree.

20 Now, the Chicago Police Department's interactions
21 with people with disabilities is outlined in paragraph 68
22 through 70 of the Consent Decree. Our key benchmarks for
23 determining how effective officers are as public servants is
24 based on their care and treatment of members of the community
25 who are most aligned with them.

1 Now, I've previously discussed with the Court last
2 year CPD's ongoing development of updated policies and
3 procedures with emphasis on best practices, current health
4 guidance and community expertise. I want to highlight CPD's
5 extensive work over the past year and share a couple of things
6 with the community.

7 Now, first I want to say thank you to Director
8 Milstein for everything he shared. I'll try as much as I can
9 not to piggyback on all the good information he shared.

10 A couple other things we want to highlight. Again,
11 besides this being close to finishing, a suite of four related
12 policies, related to officers' interactions with people with
13 disabilities, the three specific policies that are shared,
14 again, physical disabilities, nonvisible disabilities, which
15 are all finalized, and as mentioned, the deaf, deafblind,
16 hard-of-hearing policy, which was just posted for public
17 review and comment.

18 These four policies replace a single-page policy from
19 2016 -- a single five-page policy, excuse me. We commend
20 CPD's recognition that this could not be a one-size-fits-all
21 solution or something where a single label could be applied to
22 such a diverse group, require different types of
23 accommodations, considerations, communications and services.

24 The complexities and diversity of individuals with
25 different disabilities required a more detailed policy process

1 that provided officers with adequate guidance so when they are
2 out on the street and they are dealing with these situations,
3 they know how to navigate and provide the appropriate
4 accommodations that meet this communication.

5 Now, we also appreciate that in order for CPD to
6 effectively create these policies, they engage extensively
7 with community and advocacy groups that have expertise on the
8 specific disabilities and how law enforcement can best
9 interact with folks with those disabilities.

10 Now, it's key to have these voices in the world.
11 It's key to have those voices to give feedback and make sure
12 of the guidance under the ADA and things of that nature, but
13 more importantly, they reflect people's real-world experiences
14 with Chicago police officers today.

15 Additionally, beyond just the policies, CPD has taken
16 steps to put together multiple trainings, as you saw earlier,
17 on these policies which are being finalized as we speak, and
18 they're going to be delivered to officers over the next few
19 months.

20 Our office looks forward to these trainings to give
21 CPD members the knowledge and skills to ensure officers'
22 interactions with people with disabilities are effective,
23 informed, lawful and conducted in a way that will ensure that
24 if a person with a disability is arrested or questioned, their
25 constitutional rights will be protected.

1 As always with good, there are a couple things we
2 want to highlight for improvement, our concerns going to the
3 next calendar year.

4 While CPD has made major steps in the right
5 direction, there are still a couple key challenges to address.
6 First, CPD and the Office of Equity Engagement must continue
7 to establish and show evidence of a more developed system for
8 consistently obtaining and tracking, including across the
9 department, and then utilizing both data and community
10 feedback in the future development or revisions of these
11 specialized policies or trainings.

12 Your Honor, that's because this is an ongoing area of
13 development, whether it be best practices, science, medicine,
14 law, all those things. So this is not the be-all end-all
15 right here. This is a marked improvement. They will continue
16 to advance, continue to be updated.

17 Second thing, Your Honor, it would be critical for
18 the department to analyze data and community input about
19 whether their officers are carrying out these policies and
20 practice. As an example, the coalition has recently raised
21 serious concerns about the use of force against people with
22 disabilities, including people in crisis and against those in
23 enforcement.

24 The Attorney General expects based on these policies
25 and these trainings that are forthcoming that CPD will

1 continue to work with the coalition and larger disability
2 ranks, community organizations in order to address these
3 concerns and adequately implement these new policies and
4 trainings.

5 Your Honor, I also am going to speak briefly
6 regarding interactions with youth. Now, we want to give an
7 update to the public because this is obviously something that
8 is very important and affecting many Chicagoans.

9 Now, interactions with youth as well is covered
10 primarily, Your Honor, under paragraphs 32 and 36 of the
11 Consent Decree and are requirements that are especially
12 crucial to build the community trust and the ultimate success
13 of the Consent Decree as a whole.

14 It was the shooting of 17-year-old Laquan McDonald in
15 2014 and the subsequent release of the video footage in 2015
16 that directly led to this Consent Decree and the efforts to
17 achieve constitutional police reform in not only one of the
18 largest police departments in the nation, but also the entire
19 world. And that is why this work regarding youth, and our
20 youth, our kids, is even more exponentially important in terms
21 of the Consent Decree.

22 Your Honor, members of the Chicago Police Department
23 interact with the youth on a daily basis. So improving those
24 relationships and trust between the department and youth is an
25 essential requirement of the reforms required by the Consent

1 Decree.

2 Now, back last year during the May 2022 public
3 hearing, we reported on CPD's finalization of the updated
4 youth interaction policy G02-04, it's on the website, and the
5 advancement of paragraphs 32 to 33 in the Consent Decree.

6 Now, since then CPD continued to progress by moving
7 that policy forth from paper to practice. In August, CPD
8 produced evidence, the Independent Monitor and the Attorney
9 General's office showing that at least 95 percent of the
10 entire department has been trained on that policy and its
11 application. This is a mandatory step to achieve secondary
12 compliance, it must happen, 95 percent compliance.

13 But more importantly, it's important and mandatory to
14 assure officers again have the knowledge and skill, practical
15 knowledge and skill when they are out on the street
16 interacting with the youth to carry out the policy and serve
17 effectively.

18 My office eagerly anticipates receiving initial data
19 and information showing CPD's all around changes and
20 improvements based on interactions with youth in the City.

21 While we can acknowledge the complete and holistic
22 change to long-standing culture and outcomes does take time,
23 we also want to be clear the Attorney General's office expects
24 to begin seeing consistent real-world improvement.

25 Your Honor, another thing we want to highlight is we

1 continue to see CPD progress and proof of training on their
2 related arrestee and in-custody communications procedures to
3 support compliance with paragraphs 31 and 34 of the Consent
4 Decree.

5 Now, this training will allow for things such as more
6 timely access to phone calls for individuals detained, easier
7 access to legal counsel, quicker and more effective procedure
8 with intake and improved protections for youth who are in
9 custody.

10 We want to also highlight a couple areas where we
11 want to see some more progress. Now, first we hope and expect
12 to see CPD continue to improve youth engagement overall.
13 Community engagement is fundamental obviously in terms of
14 performing effective, just and service-oriented police work
15 while assuring public safety and crime prevention.

16 Engagement with youth in Chicago is no different.
17 CPD must continue to adapt its policies and outreach efforts
18 to make sure that youth are encouraged to participate in
19 programs, community events, Know Your Rights sessions, which I
20 spoke to the Court about last time I appeared, and Youth
21 District Advisory Committee meetings if the department wants
22 participation enough to meet the youth where they already are
23 and clearly show them how their ideas and feedback directly
24 influence future outcomes for CPD themselves and
25 their interactions.

1 The second program we want to highlight is CPD
2 deflection and diversion pilot program. This program is
3 intended to give police officers guidance about when to employ
4 alternatives to putting youth into the criminal justice system
5 either through arrest or subsequent prosecution.

6 The pilot program also gives officers the tools to
7 connect youth professionals, professionals who have expertise
8 to address and respond to what may be causing a youth to
9 interact with law enforcement in that manner in the first
10 place.

11 Our office is looking forward to getting some new
12 updates, which we have not gotten in the last couple of months
13 as this is an ongoing pilot program and seeing advancement of
14 this program.

15 We also want to acknowledge for CPD that this pilot
16 program is not their sole responsibility. There are many
17 other departments that CPD is working with and that are
18 responsible for putting this program on and in pushing it
19 forward. So we encourage the City overall and all those
20 partners of the City who are working with CPD to make sure the
21 department has the resources necessary to implement this
22 program effectively because it is key.

23 We are hopeful that in 2026 the City and CPD can
24 provide additional updates to the public on the status of that
25 pilot program and its advancements.

1 In conclusion, Your Honor, again, my office, the
2 Attorney General's Office appreciates the opportunity to
3 provide updates to you today as well as to the community.
4 These changes would not be possible without you and your
5 engagement at all levels of this process, as well the
6 community engagement at every single step of the way.

7 We encourage community members to continue to engage
8 with feedback, participation, observing trainings which CPD
9 puts on to, come in and observe the trainings and take
10 advantageous of all of the new programs and resources being
11 offered by CPD and the City, because they are there for your
12 benefit. Take advantageous of those, use those programs and
13 make sure that we all play a role in helping bring this
14 Consent Decree forward.

15 Your Honor, the Court, members of the community,
16 thank you for your time again.

17 THE COURT: Thank you very much, Mr. Lowry.

18 Any further comments or questions for him?

19 All right. I believe that we will be hearing from
20 someone from the coalition, correct?

21 MS. HICKEY: That's correct, Your Honor.

22 Jessica, I see her on the screen and is available.

23 THE COURT: Great. I would love to hear from you.

24 MS. GINGOLD: Your Honor, good afternoon. My name is
25 Jessica Gingold. I'm the attorney for the community

1 plaintiffs and community coalition.

2 The original complaint that our clients filed back in
3 2017 centered on CPD's pattern and practice of using force
4 against Black and Latino Chicagoans in crisis and with
5 disabilities.

6 Also, importantly, I work at Equip For Equality, the
7 protection and advocacy agency for the State of Illinois that
8 is the government mandated organization dedicated to
9 advocating for the human and civil rights of individuals with
10 disabilities in our state. Thus, the Chicago Police
11 Department's treatment of people with disabilities has long
12 been a top priority for our clients, for our organization, and
13 of our advocacy. And we are happy today that there is a
14 policy that has been published, and we're happy to talk about
15 our initial reactions to the newly published policies.

16 I do want to note that we only learned that the topic
17 was changed yesterday to be about the new policies, and so we
18 haven't had adequate time to fully review it and analyze the
19 changes to the policies and compare them to the feedback that
20 we have given over the last several years. And so we do hope
21 that there will be another hearing on this topic in the new
22 year, once we've had more time to review the new policies and
23 once there has been some implementation of the training that
24 was just discussed.

25 But today I do want to highlight three main points.

1 First, we do applaud the police department as others have
2 today in the vast improvements from the prior versions. The
3 new policies make it clear that officers must make reasonable
4 accommodations and modifications for individuals with
5 disabilities at any point during a police interaction and
6 regardless of whether an officer has knowledge of a specific
7 disability diagnosis. This is a big improvement and it will
8 result in better policing for people with disabilities on the
9 street.

10 Second, the draft version of this policy did not
11 require training opportunities. It only required a training
12 bulletin, and we repeatedly asked for actual training to be
13 part of the policy. The latest version, as we just heard from
14 Mr. Milstein, does require in-person training communities,
15 e-learning along with the training bulletins, and that is
16 crucial on these complex issues and it's crucial for the fair
17 treatment of people with disabilities.

18 So we applaud the decision and would welcome the
19 opportunity to give feedback on the training materials as well
20 as to observe any training that is conducted as we all know
21 that the training will be key to the policies actually being
22 implemented on the streets.

23 And third, while these policies do represent big
24 advancements for the department, we do still have some
25 concerns that we have cited along the way that have not been

1 addressed. So we do plan to follow up directly with a more
2 detailed response. But perhaps most pressing is the continued
3 underemphasis of people with mental illness within the people
4 with disabilities policy.

5 Now, it is imperative that officers understand that
6 interactions with people with mental health disabilities are
7 not limited just to crisis situations. We understand that
8 there is a crisis intervention policy. However, mental
9 illness as a disability should be understood through the lens
10 of interacting with people with disabilities policy.

11 People with mental illness are protected by federal
12 and state law, and they are entitled to needed modifications
13 in how police interact with them even when they are not in
14 crisis. Yet, mental illness is barely mentioned in the
15 disability policy. Shockingly, the section of nonvisible
16 disabilities policy that is titled "Commonly Encountered
17 Nonvisible Disabilities" only lists autism and dementia, both
18 very important disabilities that we agree the police should be
19 trained on and that there should be policy around. But by
20 only mentioning those and not mental illness, officers may
21 miss that people with mental illness are also entitled to
22 accommodations under the law.

23 Ultimately, we understand that the effectiveness of
24 these policies will come down to the training and the
25 reporting that OAG Lowry also spoke about so that the

1 department can actually track what is happening when officers
2 are interacting with individuals with disabilities and the
3 outcomes of those encounters.

4 As a result, the lack of provisions in these policies
5 about data collection is another hole. We believe that the
6 parties and the monitor have all recognized the need to
7 improve officer reporting in order to achieve the Consent
8 Decree requirements for data collection and analysis.

9 Given the prevalence of individuals with disabilities
10 in our community, it's almost certain that the annual use of
11 force report published by the CPD underreports the use of
12 force on people with disabilities. It is essential that while
13 protecting confidentiality concerns, CPD is accurately
14 capturing to the best of their ability when an officer has
15 interacted with someone with a disability and the outcomes of
16 those encounters.

17 And we encouraged in the implementation of these
18 policies thoughtful reflection on how to make sure that data
19 is captured, analyzed and then informs any adjustments to the
20 policies and informs training and course correction for
21 officers in the field.

22 Finally, we'd also have brief comments on the police
23 interactions with young people. That was placed on the agenda
24 for today as police interaction with young people has also
25 long been a top concern for the coalition.

1 The primary goals of the CPD when it comes to youth
2 interactions should be deflection and diversion as the number
3 one. We want fewer encounters overall between police and
4 youth, and when encounters happen, those encounters should
5 divert away from the criminal legal system whenever possible.

6 The coalition has repeatedly raised concerns that the
7 CPD policy on youth interactions doesn't require officers to
8 deflect and divert young people from the criminal legal
9 system. We do appreciate that there is language in that
10 policy that encourages officers to exercise discretion, and we
11 recognize that the CPD has been implementing its youth
12 intervention pilot program that the OAG spoke about. Still,
13 that program addresses post-arrest diversion only.

14 We are really urging the CPD to take a hard look at
15 how many of their encounters with young people such as street
16 stops and traffic stops are initiated by officers and whether
17 those types of interactions are necessary or effective for
18 public safety and to encourage those to be reduced.

19 And the second top goal of the youth interactions
20 policy has to be reduction of force. As we have now raised at
21 several hearings, force against Chicagoans is rising. Use of
22 force against Black male youth has nearly doubled between 2022
23 and 2024. And each time that a young person is harmed by an
24 officer, that creates lasting trauma not just for them
25 individually, but for their friends, their school community,

1 their families, their home community.

2 And we have heard the Chicago Police Department blame
3 the so-called teen takeovers for the rise in force, but we
4 have not seen any data to support that claim.

5 And last month the Chicago police presented a
6 use-of-force update to this Court without presenting hard data
7 or analysis about the traumatic increases in police use of
8 force against residents over the past three years.

9 We are asking today for that conversation to be the
10 primary one, that we are focused on bringing down the use of
11 force on young people and investing more resources into the
12 safe spaces that young people need to thrive rather than
13 blaming young people for the harm that they are receiving.

14 Thank you, Your Honor, for giving us the time today.

15 THE COURT: Thank you very much, Ms. Gingold. I
16 appreciate your comments. I know that one of the things you
17 specifically pointed out was you had not had a chance to
18 review this material before quite recently. I will be
19 determined to give you that opportunity at a later hearing
20 during the course of the next year. So thanks.

21 MS. GINGOLD: Thank you, Your Honor. Appreciate it.

22 THE COURT: Any comments or questions?

23 I understand based on what I heard earlier that the
24 Superintendent is with us. I know that we're nearing the end
25 of our meeting here, but I want to make sure he gets an

1 opportunity to make a statement, if you'd like to do that.

2 MR. SNELLING: Good afternoon, Your Honor.

3 THE COURT: Good afternoon.

4 MR. SNELLING: I believe Allyson Clark Henson or
5 Attorney Slagel were going to close out with some statements.
6 I'll let them start and then I'll just close it out.

7 THE COURT: That's great. Thanks.

8 MR. SLAGEL: Good afternoon, Your Honor. Allan
9 Slagel on behalf of the City of Chicago. We appreciate the
10 presentations today by both the Office of the Attorney General
11 and the coalition.

12 With regard to youth, there was a mixup on whether
13 that was going to be a topic for today or not. We will have,
14 as we've discussed with you in another forum, our presentation
15 early in 2026.

16 With regard to issues on uses of force, against
17 either persons with disabilities or youth, we continue to
18 believe that the department has been and continues to move in
19 the right direction on both of those areas and that the data
20 supports the continued improvements in policies and training,
21 and that it will begin to see that in the future on
22 operations.

23 I don't know, Superintendent, if you wanted to add
24 anything further on any of those topics?

25 MR. SNELLING: Yeah, just real quick. I just wanted

1 to make a point. Excuse me, I'm a little under the weather.
2 I just wanted to make a point with the terminology that CPD
3 claims that teen takeovers have something to do with the
4 levels of reporting on use of force when it comes to young
5 people.

6 We should look back to two weeks ago when a teenager
7 was murdered at the age of 14, a 13-year-old girl shot in the
8 chest, multiple people shot in the downtown area, fights
9 breaking out all over downtown. These are real incidents that
10 occurred. And our officers are often tasked with dealing with
11 these incidents. And if our officers are not down there to
12 deal with these incidents to break up the multiple fights, the
13 gun recoveries from these locations, more young Black
14 teenagers will die.

15 It is important and imperative that we understand
16 that we can no longer ignore what's happening in the streets
17 of our young Black teenagers, if we are taking this seriously,
18 we're looking at the data and not trying to make it something
19 that it's not.

20 So it is important to me that we do something about
21 what's happening (inaudible). So when we record our data, we
22 have it. And if there is any time where we need to show that
23 data, we're willing to do that.

24 But at the forefront right now are the lives of these
25 young people who are losing their lives every single day. So

1 teen takeovers are a real thing. They're really happening.
2 The lost lives at these locations are a real thing. They're
3 really happening. And some of the teenagers who arrive at
4 these, these aren't teenagers who don't necessarily have
5 anything else to do. They go down for this intended purpose.
6 So we have the information. We have the background. And any
7 time the coalition or anyone else would like to see what's
8 going on and watch some of the video footage from these teen
9 takeovers, I would be more than happy to sit down and have
10 those conversations.

11 So I'd like to thank everybody on the call. I'd like
12 to thank everyone for their input. We always welcome
13 information that can be provided to us so that we can be
14 better. We're not closed off to any type of criticism or any
15 information. That's how we move forward. That's how we're
16 all going to move forward.

17 So really I want to thank IMT for the work that we've
18 done together, the Office of Attorney General, just amazing,
19 and my team, the work that my team is doing day in and day out
20 to get this done.

21 You know, effective progress is slow, it really is.
22 We would like to be able to snap our fingers and change it
23 instantly, but it's slow and it's steady. And we want to keep
24 this moving in the right direction.

25 So I thank everyone on the call. I thank members of

1 the public and everyone else who is listening in and everyone
2 who is contributing to making sure that we're all working
3 together for one common goal: to keep everyone safe, to
4 protect everyone's rights, and to make sure that the City of
5 Chicago is a better place for everyone to live.

6 And that's all I have right now, Judge. Thank you.

7 THE COURT: Well, thank you very much,
8 Superintendent, for your time and for your continued
9 commitment. And I know that you're not feeling a hundred
10 percent today, and for you to be with us was really an honor.

11 You're right, progress is slow. Progress is slow and
12 it isn't easy. It's harder than anybody would have expected.
13 But I guess the longer I'm involved in it the more determined
14 I am to see that we make a change and make a difference in
15 spite of the fact that it is hard and slow and sometimes feels
16 like two steps forward and one and a half steps back. But we
17 really do need to keep it moving, and I know everybody on this
18 call feels exactly the same way. So that's encouraging to me.

19 All right. Is there anything further we need to go
20 over this afternoon?

21 MS. HICKEY: I just have some housekeeping things to
22 close us out, Your Honor.

23 THE COURT: Okay, great.

24 MS. HICKEY: I want to thank you and everyone today
25 who participated and all of those that attended virtually.

1 Next month's hearing will be on Tuesday, January 13th
2 at 1:00 p.m. And the parties will be addressing unit of
3 command, span of control and the Bureau of Internal Affairs.

4 The parties will continue to confirm the full
5 schedule of dates, times and topics for 2026 public hearings,
6 and once they are available we will post that information on
7 our website cpdmonitoringteam.com. And we expect to post that
8 by the end of the year, which is in only 22 days. Hard to
9 believe.

10 THE COURT: Incredible. It's just amazing.

11 All right. Anything else?

12 MS. HICKEY: No, Your Honor.

13 THE COURT: Well, thank you all. I'll be looking
14 forward to seeing you in January. And I hope everyone has a
15 very safe, healthy and happy holidays.

16 MS. HICKEY: Thank you, Your Honor.

17 (Proceedings concluded at 2:19 p.m.)

18 * * * * *

19 I certify that the foregoing is a correct transcript from
20 the record of proceedings in the above-entitled matter.

21 /s/Jennifer Costales

January 30, 2026

22 Jennifer Costales
23 Official Court Reporter

Date

24

25