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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,)	
)	
- vs -)	
)	
CITY OF CHICAGO,)	Chicago, Illinois
)	February 21, 2026
Defendant.)	1:04 p.m.

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

APPEARANCES:

For the State:	OFFICE OF THE ATTORNEY GENERAL BY: MS. MARY GRIEB 115 South LaSalle Street Chicago, Illinois 60603
For the City:	TAFT STETTINIUS & HOLLISTER, LLP BY: MR. ALLAN T. SLAGEL 111 East Wacker Drive, Suite 2600 Chicago, Illinois 60601
for the Monitor:	ARENTRFOX SCHIFF, LLP BY: MS. MARGARET A. HICKEY 233 South Wacker Drive, Suite 7100 Chicago, Illinois 60606
Also Present:	Dr. Theron Bowman, CPD Monitoring Team Superintendent Larry Snelling, CPD Captain Jake Alderden, CPD

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PROCEEDINGS REPORTED BY STENOTYPE
TRANSCRIPT PRODUCED USING COMPUTER-AIDED TRANSCRIPTION

1 (Proceedings heard via videoconference:)

2 THE COURT: Good afternoon, everyone. Happy to see
3 many of you are able to participate this afternoon. The key
4 goal of the consent decree process is that we do involve
5 members of the public to the extent that we possibly can.
6 That's one of the reasons that the decision was made that we
7 would have it -- would have these public hearings at different
8 times during the day, not just on a Tuesday afternoons but
9 also, as in this case, on weekends; so those of you who might
10 find it hard to participate during standard business hours are
11 nevertheless welcome and we'd like to hear your views and we're
12 happy you're with us.

13 Just as a reminder this afternoon, this is a hearing
14 of the federal court. You are not permitted to make a
15 recording of it, to broadcast it in any way, or to make your
16 own transcript. The independent monitoring team has been very
17 faithful about developing those transcripts and making them
18 available for us, but that is not the appropriate role for any
19 of the participants here otherwise.

20 So I think we're ready to get started. I have a full
21 agenda and a number of people that have indicated they would
22 like to make statements this afternoon. I'm happy to hear from
23 all of you. I think we will first hear from Ms. Hickey, our
24 monitor, and perhaps the associate monitor, Dr. Bowman.

25 MS. HICKEY: Thank you very much, Your Honor. Good

1 afternoon to all of you who are joining us today for our
2 monthly status hearing. My name is Maggie Hickey and I'm the
3 independent monitor for the consent decree.

4 During today's public hearing, we will hear from the
5 public, who have been invited to share their thoughts about
6 recent events and interactions with the Chicago Police
7 Department, along with any other topic of their choosing. I'd
8 also like to thank the Court, the City of Chicago, the CPD, and
9 the Office of the Attorney General for scheduling this hearing
10 on a Saturday in hopes that we have increased participation
11 from people who might not otherwise be able to participate
12 during the workweek.

13 We will also hear from the parties regarding CPD's
14 recent and ongoing training efforts. As a reminder, the
15 consent decree requires the CPD to enhance its recruit
16 training, field training, in-service training, and pre-service
17 promotional training so that they are sufficient in duration
18 and scope to prepare officers to comply with the CPD directives
19 consistently, effectively, and in accordance with the law, CPD
20 policy, best practices, and this consent agreement.

21 To provide some additional comments about the CPD's
22 progress towards that goal, my team, the independent monitoring
23 team's associate monitor for training, Retired Chief
24 Dr. T. Bowman will provide brief remarks on training progress
25 since our last public report, Independent Monitoring Report 12,

1 known as IMR-12. And Chief Bowman, I turn it over to you, now.

2 MR. BOWMAN: Thank you, Maggie. CPD is making
3 measurable progress in building a more accountable training
4 system. Let me highlight a few examples from our most recent
5 reporting periods. The consent decree mandates that CPD build
6 a professional, evidence-based, adult-learning training system
7 that is grounded in constitutional policing, accountability,
8 and community trust. Now that includes revising curricula,
9 ensuring qualified instructors, and implementing meaningful
10 evaluation systems, strengthening recruit and field training,
11 and documenting everything in a structured training plan.

12 Now, over the past reporting periods through IMR-12,
13 as you mentioned, Maggie, CPD has made measurable structural
14 progress in this area:

15 First, CPD has built a more formalized training plan
16 framework consistent with consent decree paragraph 272. Rather
17 than operating through loosely connected lesson plans, the
18 department has worked to align its curricula with clearly
19 articulated learning objectives and policy requirements. This
20 includes incorporating adult-learning principals and
21 scenario-based instruction, which the consent decree
22 specifically requires.

23 Second, consistent with paragraph 286, CPD has
24 expended mechanisms to review and assess training content and
25 delivery. The department has moved towards systematic

1 evaluation tools to gather feedback and to measure whether
2 training is meeting learning objectives. That infrastructure
3 is critical because reform requires, not just delivering hours
4 of instruction, but assessing effectiveness.

5 Third, improvements have been made in recruit training
6 under paragraph 294. IMR-12 noted progress in aligning recruit
7 evaluation criteria with required technical and tactical
8 skills, critical thinking, problem solving, and interpersonal
9 skills all on the basis of safe and effective policing.

10 Now scenario-based exercises and written materials
11 have increasingly reflected updated use-of-force requirements
12 and deescalation principles.

13 Finally, CPD has continued strengthening its
14 field-training and evaluation program under paragraphs 298
15 through 316. Field training is where academy learning is
16 reinforced or undermined. IMR-12 documented steps toward clear
17 evaluation standards and more consistent oversight of
18 probationary officers during this critical phase.

19 Now, I want to be clear, progress does not equal
20 completion. Systems are being built but durability must still
21 be demonstrated, implementation must be consistent, and
22 cultural change takes longer than mere policy change. But from
23 a monitoring perspective, there has been tangible, structural
24 movement in the training domain in the past two years
25 especially.

1 Policies have been rewritten. Evaluation frameworks
2 have been developed and instructor standards are being
3 formalized. Recruit and field training have been more closely
4 aligned with what the consent decree requires. The consent
5 decree is designed to produce durable reform, not just symbolic
6 reform. Our role as monitors is to continue testing whether
7 these changes are sustained, measurable, and reflected in
8 practice. Thank you, Maggie. Back to you.

9 MS. HICKEY: Thank you. And, Your Honor, we now turn
10 it back to the Court.

11 THE COURT: Thank you so much for those comments,
12 Dr. Bowman. I was taking some notes, and it sounds promising.
13 So thank you very much.

14 I'd like to hear now from the City and I think
15 Mr. Slagel and perhaps Captain Alderden will be reporting to us
16 on training.

17 MR. BOWMAN: Captain Jake Alderden will give the
18 report on behalf of the City and CPD.

19 THE COURT: Great.

20 MR. ALDERDEN: Good afternoon, Your Honor, and
21 community members. Can everyone see the PowerPoint?

22 THE COURT: I can, yes.

23 MS. HICKEY: Yes.

24 MR. ALDERDEN: I'm Captain Jake Alderden from the
25 education and training group. I'm here today to provide an

1 overview of CPD in-service training. Training at the
2 department is primarily bucketed into three groups. You have
3 recruit training so the training that our recruits receive
4 prior to graduating from academy. Pre-service training, the
5 training members receive prior to promotion, and in-service
6 training, the training that all of our trained members receive
7 annually.

8 The consent decree mandates that members receive
9 40 hours of training annually, 24 of those hours must be in
10 person. Today I will be providing an overview of last year's
11 and this year's in-service training classes. So in both 2025
12 and 2026, CPD exceeded that 24-hour requirement with 32 hours
13 of in-service in-person training. The remainder of those were
14 satisfied through the online E-learning. What you see on this
15 graph is, this is the E-learning that members completed in
16 2025.

17 This is not, you know, by any means an exhaustive list
18 of all the E-learning our members completed. This just
19 represents the E-learning that counted towards that 40-hour
20 consent decree requirement.

21 So I'll be providing a brief overview of each of these
22 classes. Of note, we've an annual use-of-force class that was
23 mentioned. The top one in both of these in 2025 and 2026.
24 That annually includes use-of-force policy updates and always
25 includes deescalation, communication, and focus of the sanctity

1 of human life.

2 Prior to me going through individually each of these
3 classes, I want to provide a little context on our LEMART
4 program, LEMART stands for Law Enforcement Medical and Rescue
5 Training. LEMART is fully integrated into our classes,
6 particularly during the scenario elements. LEMART started in
7 2014. In 2019 it was actually made mandatory in the consent
8 decree. In 2020 there was a distribution of IFAKs, those are
9 Individual First Aid Kits, and by 2021 we had 95 percent of our
10 department trained in LEMART. All of our recruits go through
11 LEMART while in the academy. As I mentioned this is now fully
12 integrated through our in-service training classes.

13 So LEMART was originally designed as self-aid or
14 partner aid. What they found though is if they gave officers
15 the tools and the training, they'll treat everyone that needs
16 treatment. This graph on the left depicts the different
17 interventions that our members have done. Then on the right,
18 these are the years -- the number of interventions per year.

19 As you can see this is, you know, continuing to
20 increase. Of note here, the vast majority of these
21 interventions are officers treating community members, not
22 officers treating other officers or community members that the
23 officer used force on. These are -- you know, if you think
24 about just the nature of patrol, officers are dispatched to
25 shots fired calls, not EMS. CPD is very often the first

1 responder, the first person on scene to a call of a person
2 shot; and because of this LEMART program, our members are able
3 to respond and intervene with emergency medical treatment
4 without delay when time matters most.

5 So the first 2025 course I'll go through is the -- was
6 the deescalation response or resistance use of force course.
7 This was, as I mentioned, the annual use-of-force class. So it
8 was a review of policy, specifically a review of use-of-force
9 policy, and then a heavy emphasis on communication,
10 deescalation, sanctity of life, and impartial policing.

11 In 2025, the additional focus was traffic stops. Our
12 objective with this course was really to make sure that members
13 left here understanding had the tools and skills to ensure that
14 every traffic stop had the safest outcome for everybody, not
15 just for the department member making the stop but also the
16 driver and the vehicle occupants.

17 The goal of this class was also to ensure that our
18 members are using every interaction with the community as an
19 opportunity to build trust and displaying the highest degree of
20 professionalism at all times.

21 The second 2025 course was the crisis intervention and
22 wellness class. So all members, both sworn and non sworn,
23 attended this class. This was a refresher on both recognizing
24 the signs of those in crisis along with essential communication
25 skills to ensure the best outcome. Examples of this would be a

1 lead officer being the only one communicating with the
2 individual in crisis as opposed to multiple officers issuing
3 commands possibly confusing the individual. Making sure that
4 our communication is concise, clear, and courteous. We also
5 educated members on resources available for those in crisis.
6 And then what we did is we put this all together, as you can
7 see from the picture on the right there, that is a role player,
8 playing an individual crisis. Our officers would respond to a
9 simulated call and they would then at this time utilize those
10 communication skills to deescalate the situation and make sure
11 that the individual in crisis received the treatment that they
12 needed.

13 The next course was the constitutional policing
14 foundation course. This was really a review of caselaw and
15 applied examples really specific to traffic stops. This also
16 touched on recognizing that policing is a profession. It is
17 not simply a job as evidenced by the extensive education
18 required at the recruit level and the in-service commitment to
19 continuing education. This is also a reminder that we're
20 committed to professional standards that extend beyond
21 constitutional minimums.

22 And then finally it touched on public trust as being
23 essential for the department to be successful. It's imperative
24 that we are not only legitimate in our actions as a department
25 but that the community perceives our actions to be legitimate.

1 And also there was a heavy emphasis on professionalism.
2 Specifically language, demeanor, making sure that we're
3 reinforcing that public trust by treating every interaction
4 with the public as an opportunity to reinforce that legitimacy
5 through all of our actions.

6 And then the final 2025 course was ABLE. ABLE stands
7 for Active Bystandership for Law Enforcement. We had a policy
8 refresher in here and then CPR. So what's ABLE? ABLE trains
9 officers to intervene effectively with other officers or
10 possibly even supervisors to prevent misconduct and mistakes.
11 It empowers officers to intervene and it also trains members to
12 accept that intervention should they find themselves in this
13 situation.

14 The policy refresh covered two different trainings.
15 First the policies for the response to crowds, First Amendment
16 assemblies, and civil disturbances. That S06-06 suite was
17 overhauled prior to the DNC in 2024. So we took this
18 opportunity in 2025 to reinforce those changes due to the
19 amount of content that had changed, particularly the
20 coordinated multiple arrest updates and use-of-force training.
21 And then also there were -- we covered professional
22 interactions with the LGBTQ+ community and then finally CPR.
23 We recertified all of our members in infant CPR using the Red
24 Cross model.

25 That brings me to 2026. So this is up and running

1 now, this training. This is -- actually, so we have three
2 classes in 2026. As I mentioned though, we have 32 hours of
3 training. This first training is actually a two-day training
4 so members come and, you know, it's Day 1, Day 2, they're
5 always simultaneous. So it's active threat, integrative
6 response. It is the annual use-of-force class. It covers
7 policy updates, essentials of communication, deescalation,
8 sanctity of life. This class really just starts off by getting
9 back to basics. We talk about safe weapon handling, making
10 sure we are always cognizant of where we're pointing our
11 firearms, slowing things down when appropriate, using time when
12 we have it, re-clearing both solely and with a partner.

13 This class alternates between classroom, drills, back
14 to classroom, back to drills, with scenarios mixed in between.
15 It's really a crawl, walk, run progression. The objective here
16 is to give out members the training confidence to respond to
17 and mitigate an active threat incident. And the goal here is
18 pretty simple for our members. It's -- if they are responding
19 to an active threat, the goal is to stop the killing. So
20 they're going to quickly locate, isolate, and neutralize
21 threat. Stop the dying. We talked earlier about the LEMART
22 program. They'd be using their LEMART interventions as well as
23 working with Fire to make sure that everyone receives the
24 treatment that they need and then start the healing through
25 trauma identification.

1 That brings me to the second 2026 course, so this is
2 crowd management. We all know that large gatherings often
3 involve long hours and high tensions. Sure, we are providing
4 training to reduce stress, to keep our members calm, to control
5 their breathing, effectively giving them the ability to make
6 good decisions in high-stress, unpredictable situations.

7 There's a very strong emphasis here on the essentials
8 of professionalism and constant communication with crowds and
9 organizers of those crowds. This also really gets into the
10 challenges associated with a planned versus spontaneous event.
11 A preplanned event like Lollapalooza with an identified command
12 post, assigned members, backup teams, additional resources in
13 place is completely different from a spontaneous gathering at
14 2:00 a.m. where officers are responding from all over the city
15 attempting to restore order.

16 This training objective here is to ensure our members,
17 if they do find themselves in a situation like this, they are
18 all working together to formulate a coordinated response under
19 identified direct supervision to ensure the safety of everybody
20 involved. And then finally, again, as Dr. Bowman was talking
21 about, this includes, you know, scenario-based elements, both
22 of these classes do. So we put it all together, we take the,
23 you know, PowerPoint and lecture from earlier and we put it
24 together in a scenario-based training environment really
25 stressing communication, deescalation, as well as appropriate

1 enforcement when necessary.

2 And then the final class for 2026 is the gender-based
3 violence, active bystandership for law enforcement and persons
4 with disabilities class. So this is -- we'll be enrolling both
5 sworn and non sworn in this class. The persons with
6 disabilities portion covers the disability policy suite as well
7 as, you know, ensuring our members are responding appropriately
8 when interacting with persons with disabilities. The
9 gender-based violence training covers domestic violence,
10 stalking, sexual assault, and strangulation. The active
11 bystandership for law enforcement. I talked about this
12 earlier. Reinforcing that culture of peer intervention when
13 appropriate. And CPR again, annual refresher on CPR, both of
14 the infant and adult.

15 So that concludes the 2025 and 2026 training. Lastly
16 I want to talk about the 2025 and upcoming 2026 community
17 training observation days. As Your Honor is aware, you
18 attended these last year. We took our 8 hour in-service
19 training classes, we condensed them to four hours, and then we
20 invited the community to attend. This truly was an
21 unprecedented transparent view of Chicago police in-service
22 training. This training was the exact same training our
23 members received, we just condensed it from eight hours to
24 four hours. The PowerPoint slides that we used in the training
25 were the same ones our members received. The scenarios are the

1 same one our members go through. What we found here on all of
2 these dates, there really were just great conversations. We
3 had people from all over the city attending representing
4 different groups or just people that were entered in seeing and
5 learning more about CPD training. People really brought
6 different perspectives, community members appreciated assuming
7 the role of an officer conducting a traffic stop. They related
8 to me that while they had no idea -- or they thought they were
9 going to have an idea of what it would be like to be an officer
10 making a traffic stop, it was entirely different when you
11 actually are assuming the role of a police officer, wearing a
12 duty belt, and you have absolutely no idea what the people in
13 the car are doing. How many people are in the car, what their
14 intent is; and especially when you start issuing verbal
15 direction and they're not responding. That creates a lot of
16 stress and uncertainty, so both the feedback from surveys as
17 well as everything we received in person was really just
18 overwhelmingly positive. This was a great program and we look
19 forward to sustaining it in 2026. So on that note, the first
20 one we're going to do is April 11th. This will be instead of
21 covering in-service training, the focus is going to be a day in
22 the life of a recruit. So we're inviting community members to
23 attend. You can come for a half day or the entire day and
24 really see for yourself what recruit training entails. There
25 are going to be three blocks. The first is that reality-based

1 training block you see on the left. This will use role players
2 and virtual reality systems. We replicate calls for service
3 that recruits may respond to.

4 Again, this sort of training is designed to provide a
5 safe forgiving space where mistakes become learning
6 opportunities. The goal here, obviously, is more confident and
7 capable police officers. So participants here will take part
8 in either, the reality-based training will be vehicle stops,
9 calls for service, and the virtual reality simulator. The.

10 Second block there is the law firearms physical
11 skills. This really explores the legal foundations of policing
12 with a course on law instruction that covers use of force and
13 the Fourth Amendment. This block includes physical skills
14 demonstrations and scenarios. We have opportunities for
15 participation from the audience and an overview of the recruit
16 firearm training program and a tour of the academy range. And
17 then finally that last block would be it introduces the
18 standardized field sobriety tests to community members. So
19 you'll receive this training in the form of classroom
20 instruction, and then you learn how to administer the
21 standardized field sobriety test yourself. You'll then
22 practice these tests with the group. The remainder of the time
23 in this block will be filled with selective portions of the
24 basic course work that recruits take as part of the basic law
25 enforcement curriculum.

1 So if you simply want to learn more about what it's
2 like to be a police officer, especially a Chicago police
3 recruit, or if you or your family member are considering
4 joining the department, we are really just hoping we can get as
5 many people as possible come join us. We are ready to answer
6 any questions you have and we look forward to having those
7 questions. The QR code is here, sign up, and we look forward
8 to you joining us.

9 Your Honor, please let me know if you have any
10 questions and if not, I appreciate everyone's time today.

11 THE COURT: I don't have any questions. Maybe there
12 are others online who do, but I want to say I can see the
13 energy you put into this and I'm hoping somebody that's
14 watching this is going to be interested in coming to see the
15 training and seeing what that's like.

16 Are there others with questions this afternoon?

17 All right. Great. I want to move on to the next
18 portion of our agenda which is comments from Ms. DasGupta from
19 the Illinois Attorney General's office.

20 MS. DAS GUPTA: Thank you, Your Honor. My name is
21 Shamoyita DasGupta and I represent the State of Illinois. I'm
22 the training section lead for the State's consent decree team.
23 I know that there are many members of the community who are
24 waiting to speak to the Court about the current status of the
25 consent decree, so I'll keep my remarks brief.

1 A police department committed to change must place
2 appropriate and effective training at the forefront of its
3 reform efforts. Consequently, the training section is
4 expansive and touches nearly every other section of the consent
5 decree. Since the entry of the decree in 2019, CPD has made
6 significant progress towards overhauling its training structure
7 in order to comply with the decree's requirements. While more
8 work remains to be done and there are certainly areas where
9 progress has been slow, the Attorney General's Office commends
10 the department for its significant efforts to provide robust
11 and substantial training to officers on an annual basis.

12 In today's remarks I will first provide some
13 information about the purpose behind this section of the
14 consent decree, and then second I will update the Court and
15 members of the public about implementation of the training
16 section in 2025. The training section, which is mostly
17 situated in paragraphs 265 to 340 of the decree, sets forth
18 guidelines for the Chicago Police Department to make extensive
19 improvements to the existing training structure.

20 Prior to 2019, CPD did not have a curriculum of
21 mandatory in-service training but relied instead on an informal
22 and reactionary system for training its 12,000 officers. Now,
23 the department is required to provide officers a minimum of
24 40 hours of in-service training annually on a range of
25 mandatory topics. The trainings offered must provide officers

1 with the skills to police in accordance with the law, CPD
2 policy, best practices, and the consent decree, while also
3 educating them on the department's commitment to procedural
4 justice, deescalation impartial policing, and community
5 policing.

6 In 2025 the department developed and implemented new
7 trainings such as constitutional policing foundations, which
8 was developed alongside outside consultants and updated
9 existing trainings that have been part of the curriculum for
10 years such as the impartial and community policing training.
11 All of these trainings incorporated and put both from the
12 independent monitoring team and the Office of the Attorney
13 General.

14 In order to expand on its community engagement efforts
15 in 2025 the department held several community training
16 observation days where members of the public were invited to
17 attend and observe firsthand the types of trainings that are
18 provided to officers, including on topics such as deescalation
19 tactics and responding to individuals in crisis.

20 I would now like to highlight two areas where CPD has
21 done particularly well since we were last before the Court to
22 speak about the training section. Specifically, meeting the
23 annual 40-hour training requirements and improving its field
24 training and evaluation program. CPD has done well in meeting
25 the annual 40-hour minimum training requirements imposed by

1 paragraph 320 of the consent decree, which applies to all
2 members including supervisors and command staff. The
3 department has been in full compliance with paragraph 320 for
4 two reporting periods now and has demonstrated that they take
5 meeting that requirement seriously.

6 CPD ensures that trainings that have been used in the
7 past to meet the requirements are up-to-date each year and
8 continues to develop new trainings to teach the core principles
9 required by the consent decree through adult learning methods
10 and thoughtful well-developed curricula and instruction. In
11 2025, in addition to the previously discussed constitutional
12 policing foundations and impartial and community policing
13 trainings, the department also provided trainings on
14 deescalation, response to resistance, and use of force, crisis
15 intervention and wellness, CPR, coordinated multiple arrest,
16 prohibition on retaliation, and many other topics.

17 In 2026 we look forward to the updated impartial and
18 community policing training that will include instruction on
19 gender-based violence and interacting with persons with
20 disabilities as well as trainings on topics that include but
21 are not limited to active threats, crowd management, and First
22 Amendment rights.

23 Another area in which the department has shown its
24 commitment to improvement is that of the field training and
25 evaluation program. The field training and evaluation program

1 provides on-the-ground training to new officers or probationary
2 police officers by pairing them with seasoned field-training
3 officers. Over a period of 12 weeks, probationary police
4 officers participate in the minimum of three field-training
5 cycles with each cycle lasting four weeks while paired one on
6 one with a different field training officer for each cycle.
7 These field-training officers are responsible for helping to
8 instill principles of safe, effective, and lawful policing in
9 their assigned probationary police officers as well as
10 evaluating their progress to determine whether they are field
11 qualified and able to police without the guidance of a
12 field-training officer.

13 In 2025 the department prioritized improving its field
14 training and evaluation program. CPD provides regular updates
15 to the independent monitoring team and the Attorney General's
16 Office on its efforts to ensure that there are enough working
17 field training officers to maintain a one-to-one ratio between
18 the training officers and probationary officers. CPD's
19 progress on improving its field training and evaluation program
20 has at times been slow but the Attorney General's Office is
21 encouraged by its renewed commitment to make this program a
22 priority.

23 The department should be commended for working hard to
24 ensure that new police officers receive appropriate field
25 training from dedicated and experienced field-training officers

1 committed to reform, which is a critical way for the department
2 to translate the reforms of the consent decree into change on
3 the ground.

4 Finally, I want to highlight one area for improvement
5 where CPD should focus its attention, paragraphs 286 to 289 of
6 the decree, which require the department to review and analyze
7 the content and delivery of training to determine whether it
8 effectively prepares all officers, including supervisors, to
9 police fairly, safely, and in accordance with the law, CPD
10 policy, best practices, and the consent decree.

11 Our office raised concerns with this Court about the
12 lack of progress with these paragraphs in December of 2023. We
13 anticipate that the next monitoring report will show increased
14 compliance for some of these requirements, and we acknowledge
15 CPD's hard work in this area; but given the importance of being
16 able to accurately measure the effectiveness of these trainings
17 and the length of time it has taken to achieve even preliminary
18 compliance levels, our office urges the department to continue
19 to focus its attention on successfully reforming its training
20 evaluation practices.

21 In conclusion, the department has come a long way over
22 the last several years in overhauling its training structure
23 and curriculum in order to provide the training necessary to
24 ensure that members are policing safely, effectively, and
25 constitutionally. It is clear from this effort that the

1 department understands how imperative training is to a fully
2 reformed police department. The Attorney General's Office
3 encourages the department to keep up that momentum and we look
4 forward to seeing how the department continues its progress in
5 2026. Thank you for your time.

6 THE COURT: Thank you very much. And thank you for,
7 you know, the thoughtful review of the various issues that are
8 before us. Are there questions for Ms. DasGupta or comments
9 you would like to make about her report?

10 Okay. Great. We need to move on then to hear from
11 the coalition and I think several of you will be speaking, I
12 believe beginning with Parsa Aghel; is that right?

13 MR. AGHEL: Yes, Your Honor.

14 THE COURT: Welcome to hear from you, sir.

15 MR. AGHEL: Good afternoon, Your Honor. My name is
16 Parsa Aghel. I'm a senior law student in the Mandel Legal Aid
17 Clinic at the University of Chicago and I'm honored to
18 represent the community coalition.

19 On the evening of October 21st, 2014, Chicago police
20 officer Jason Van Dyke fired 16 shots into the body of
21 17-year-old Laquan McDonald. Police dash cam video showed
22 Laquan backing away as Van Dyke shot him. Laquan fell and was
23 helpless on the ground. Van Dyke then aimed his gun at him and
24 emptied his magazine into his body, 16 shots. Instead of
25 holding its officer accountable, the City hid the video and the

1 truth about Laquan's murder for more than a year.

2 While CPD presented a false narrative that Van Dyke
3 shot Laquan in self defense. The case of Laquan McDonald
4 became a watershed moment for Chicago that revealed ugly truths
5 about the CPD and paved the way for this consent decree. When
6 the Court entered this decree, CPD was using force against
7 young black men at nearly 14 times the rate as young white men.
8 Nearly 90 percent of the victims of CPD force were was black or
9 brown.

10 The parties to the consent decree incorporated the
11 primary lessons we learned from the CPD's coverup of the murder
12 of Laquan McDonald as guiding principles in the consent decree.
13 First and foremost, the critical need to reduce unnecessary CPD
14 violence disproportionately targeted at black and brown
15 communities and, second, that transparency and accountability
16 are the primary anecdotes necessary to end CPD's excessive and
17 discriminatory uses of force.

18 As a result of community and judicial oversight, CPD
19 made progress albeit slow and halting toward reducing violence
20 and enhancing accountability. Increased public and judicial
21 scrutiny reduced instances of brutality and shootings by
22 Chicago police and improved the quality of COPA's
23 investigations into CPD misconduct. Most significantly, this
24 was the first time in Chicago history that the City's agency
25 that investigates complaints of CPD misconduct sought to hold

1 officers accountable for their abuses of power. For the first
2 time it demonstrated true independence from the police
3 department.

4 As investigations of police misconduct became open to
5 public scrutiny, the sustained rate for allegations of CPD
6 misconduct jumped nearly 30 fold from just 1.4 percent in 2016
7 to 41 percent in 2022. COPA recommended the firing of twice
8 the number of police officers for serious misconduct in each of
9 the years 2021 and 2022 than it had in the previous four years
10 combined.

11 While CPD was woefully out of compliance with the
12 consent decree, COPA set out as one of the only City agencies
13 that was nearly in full compliance and it made a difference.
14 But this hard-won progress has reversed course. From 2021 to
15 2024, CPD violence has skyrocketed by nearly 75 percent and it
16 continues to rise. Similarly, officers are pointing their guns
17 at people in Chicago at rates never before seen. Officers
18 pointed their guns at people 4,209 times in 2024 alone and
19 worse, just as things were before the consent decree, African
20 Americans and Latinos again make up 90 percent of the victims
21 of CPD force. And just as things were when we began this
22 process, youth and people with disabilities remain
23 disproportionate targets of CPD violence. At the same time the
24 City's mechanisms for accountability are under assault. In
25 response to our historic progress towards transparency and

1 accountability, the FOP launched a coordinated assault against
2 COPA. Disappointingly, Superintendent Snelling joined these
3 public attacks criticizing COPA's efforts towards
4 accountability, undermining its independence from CPD. As a
5 result, last spring COPA's chief administrator and senior
6 leadership resigned, leaving the agency in shambles. Undoing
7 COPA's rigorous investigations into the most serious
8 misconduct, COPA's interim chief acceded to the
9 superintendent's objections to COPA recommendations for
10 accountability. In six separate cases, the interim chief
11 agreed without explanation to reverse COPA recommendations to
12 fire police officers. These were officers COPA had found to
13 have committed the most serious misconduct. Singly a departure
14 from COPA's hard won independence and commitment to police
15 accountability. The combination of escalating police violence
16 and CPD's resistance to accountability threatens to undo our
17 collective work.

18 Your Honor, together we need to do everything in our
19 power to prevent a return of the days of CPD impunity, the days
20 when a Chicago police officer can fire 16 shots into the body
21 of a 17-year-old boy and know that he would face no
22 consequence. In this moment, in this critical inflexion point,
23 two things are clear, now more than ever. First, we need to
24 set concrete goals to reduce unnecessary CPD violence and the
25 shocking racial disparities in who CPD targets violence, real

1 and concrete benchmarks to which the CPD can be held to
2 account. Second, we need to protect the independent
3 administration of COPA from the present assaults on CPD
4 accountability. We cannot afford to go back. Our lives depend
5 on it. Thank you.

6 THE COURT: Thank you very much, Mr. Aghe1. I
7 appreciate those comments. I know we want to hear more and I
8 think the next speaker is Wally Bertram, Hilke; is that
9 correct?

10 MR. HILKE: That's correct, Your Honor.

11 Good afternoon. My name is Wally Hilke. I'm a lawyer
12 and clinical law professor at Northwestern Law School. I'm
13 privileged to represent members of the consent decree
14 coalition.

15 I'll try to keep things brief, and I want to say on
16 behalf of the coalition, it's a little backwards this morning;
17 the public should be going first. They only get a few times to
18 speak to the Court and the monitor a year, and so I'll try to
19 keep it as brief as I can. But I want to make sure that it's
20 public's comments today that are really at the center of what
21 we're talking about.

22 THE COURT: I don't want to interrupt but I want you
23 to know that I have no hard stop today. I'll listen to as many
24 of the members of the public that want to be heard. We aren't
25 going to cut off anybody. We have time limits on the amount of

1 time that each person can speak but no limit on the number of
2 individuals who have signed up and want to speak.

3 But please, do go ahead.

4 MR. HILKE: Understood, Your Honor. What I'm really
5 saying from the coalition is that I think it would be
6 appropriate for the public to go first when we gather on these
7 hearings because that's the focus of the public comment period
8 that we're here for today. In those interests I will try to be
9 brief in my remarks.

10 THE COURT: Thank you.

11 MR. HILKE: The coalition has been very clear, the
12 City of Chicago cannot claim success in the consent decree, not
13 as long as police violence continues to rise to record levels;
14 and the Chicago Police Department fails to improve longstanding
15 racial disparities, specifically the disproportionate use of
16 force against Black and Latinx Chicagoans. There is conclusive
17 evidence that the Chicago Police Department knows its officers
18 are using more violence against black and Latinx residents.

19 Studies that the Chicago Police Department paid for,
20 that they designed the methodology for show that Chicago police
21 officers use more force when they interact with racial
22 minorities. The most shocking fact about these studies is that
23 they were completed nearly a year ago, in March 2025. The
24 Chicago Police Department has yet to even acknowledge the
25 existence of this analysis, and the Chicago Police Department

1 has not reported any plan to do anything to fix the racial
2 disparities that their own study uncovered.

3 The coalition frankly is flabbergasted by the City's
4 lack of acknowledgment, its lack of urgency, and lack of
5 action. The City's own study shows that even after accounting
6 for other variables, even after running all kinds of different
7 analyses there's a consistent result. Chicago Police
8 Department officers use more force against black and Latinx
9 residents. This is true in two ways: One, almost all of
10 Chicago Police Department's use of force is against black and
11 Latinx residents. Meaning that black and Latinx residents are
12 much more likely to be harmed by Chicago police officers than
13 White residents, but the study also shows that Chicago Police
14 Department uses more force when its officers harm Black and
15 Latinx residents.

16 So when Chicago police officers harm those residents,
17 they use more force than they would have if they were using
18 force against White residents. The Chicago Police Department
19 study also shows that the problem is systemic. As the
20 executive -- executive summary to the study concluded, no
21 single police beat or group of officers disproportionately
22 contributed to any reported disparities, suggesting that
23 systemic factors rather than individual outliers are most
24 likely responsible for observed differences. So the City's own
25 study shows that this problem is not just caused by a few bad

1 apples. The problem is consistent across the City.

2 The coalition believes that it is time for the City to
3 stop making excuses. The coalition does not want to listen to
4 any more hand waiving. The coalition does not want to hear the
5 Chicago Police Department blame its failures on teen trends or
6 COVID or any other distractions.

7 What the coalition wants is for the Chicago Police
8 Department to commit to ending its pattern of discriminatory
9 and escalating police violence. And at the next public hearing
10 this year, the coalition wants a Chicago Police Department to
11 show that its made real improvement, achieved real results in
12 reducing the problem that its own study has shown that it has.
13 Thank you.

14 THE COURT: Thank you very much. Comments for the
15 speaker Professor Hilke?

16 Our final speaker from the coalition is Hirsch Joshi.
17 So if you'd like to speak, let's hear from you as well. Are
18 you able to hear me?

19 MR. JOSHI: Yes. My name is Hirsch Joshi. I'm an
20 attorney with the ACLU Illinois and one of the attorneys with
21 the privilege of representing the community coalition.

22 In 2008 while dedicating the Martin Luther King, Jr.,
23 Bridge in Roanoke, Virginia, a famous Civil Rights leader spoke
24 of a symbolic bridge across all people saying, quote, It must
25 lead to more futures and fewer young funerals. Five years

1 later that same leader said, quote, When young people move, the
2 world changes.

3 Those two quotes were from Reverend Jessie Jackson,
4 who passed away earlier this week. Reverend Jackson's impact
5 felt worldwide, including right here in Chicago. Every corner
6 of this country owes a debt of gratitude to Reverend Jackson
7 for his fight against racial and economic injustices, including
8 police violence. But his work is not finished. And CPD's own
9 data showing that its officers use force substantially more on
10 Black and Latino residents is case in point.

11 As you heard moments ago, over the last several years,
12 CPD's own study demonstrated an increase in force and a
13 disparate impact when CPD uses force, primarily injuring and
14 traumatizing Black and Brown people in the city.

15 I'll take a moment to talk about an equally disturbing
16 trend. An increase in the use of force against young people.
17 As the coalition has pointed out, between 2022 and 2024, CPD's
18 use of force against young children aged 10 to 15 nearly
19 doubled, and that increase in force also saw racial disparities
20 with an increase of force used against Black male children aged
21 10 to 15, jumping over 114 percent from the years before.

22 The coalition has also highlighted several disturbing
23 instances of kids being kicked, punched, shot, body slammed,
24 and otherwise struck by adult police officers tasked with
25 protecting them. These are not isolated stories, and the

1 numbers don't lie. CPD has used more force on children, and
2 nothing so far explains how the increase in force has managed
3 to exacerbate racial disparities.

4 Faced with this concrete data, CPD seems to adhere to
5 the same policies, practices, and trainings that led us here in
6 the first place. So the coalition stands ready to enforce
7 sections of the consent decree prohibiting racial
8 discrimination and use of force against youth. We urge CPD to
9 commit to reducing force and holding themselves accountable.
10 We look forward to ushering in urgent and necessary changes
11 that must lead to more futures and fewer young funerals. Thank
12 you.

13 THE COURT: Thank you. Comments from the coalition?

14 All right. I think we're ready to get started from
15 hearing from members of the community, many of whom have signed
16 up and would like to be heard. We'll begin with Mr. Michael
17 Harrington. Is Mr. Harrington with us?

18 MS. HICKEY: He was with us, Your Honor. I think he's
19 being promoted. He's now on the panel.

20 THE COURT: Great.

21 MR. HARRINGTON: I'm here. Can you hear me?

22 THE COURT: Yes, I can. Thanks for joining us this
23 afternoon, Mr. Harrington.

24 MR. HARRINGTON: Thank you very much. I'm Michael
25 Harrington, cochair of Network 49 in Chicago's Rogers Park

1 community. Our multiracial membership organization represents
2 people from all walks of life who believe in the need for
3 improved police accountability and professionalism. As a
4 member of Campbell plaintiffs and the Consent Decree Coalition,
5 and now on the seventh anniversary of the consent decree, we
6 urge serious attention to the enforcement letter we submitted
7 to the Court last September. I quote, the consent decree's
8 aspiration of policing that is deescalatory, respectful, and
9 unbiased has yet to be realized in Chicago neighborhoods. The
10 consent decree's current focus on written policies and training
11 has not accomplished its intended goals, making police officers
12 safer, making policing encounters safer, increasing CPD
13 accountability, and decreasing discrimination and over-policing
14 against Black and Latino people, young people, and people with
15 disabilities.

16 Now, consider these new revelations that show an
17 increase in both use of force and traffic stops, which
18 overwhelmingly target Black and Latino residents. My
19 community's residents, like people across the city, reject the
20 simplistic assumption that better data collection accounts for
21 these increases. The new data recalls my own negative
22 experiences with Chicago policing, starting with driving while
23 Black in a White neighborhood.

24 That traffic stop became a hostile interrogation about
25 why was I in the area, who was I visiting, what was my friend's

1 name, where did he live. My drivers license was returned. I
2 was not issued a traffic ticket. It was an unjustified traffic
3 stop. Where was the professionalism?

4 Another time I was on my way to work. Six
5 plain-clothed officers were doing a stakeout at my local CTA
6 train station and because I look like a man who has shot and
7 robbed a CTA employee. I walked in the station. The officers
8 pointed their guns, grabbed, handcuffed, and arrested me. They
9 took my house keys, drove me home, and ransacked it entirely.
10 A search for guns and drugs found nothing. I was held in the
11 Belmont area police lockup for hours. Then released with no
12 charges, but I got a warning we'll be watching you.

13 Terrorized, I knew that a whole day of my life had
14 been stolen. Again, where was the professionalism? I and
15 other coalition members during the past seven years have
16 volunteered thousands of hours in monthly and quarterly
17 meetings with CPD, city officials, and the court monitor to
18 discuss, debate, and negotiate changes in CPD policies.

19 While generally polite and cordial, we have
20 nonetheless experienced CPD foot dragging, obfuscation, delays,
21 resistance and deliberate roadblocks that impede progress. In
22 our -- in 2020, our working group thought we had reached an
23 agreement with CPD on 155 recommendations to improve police
24 policy. Everything from recruitment, to Taser, to guns, and
25 use of force. However, we later got a letter from CPD

1 rejecting 150 of our recommendations and adopting only five of
2 the simplest changes.

3 Some of the recent revelations about CPD's use of
4 force come from an independent study conducted last March.
5 However, CPD only shared it with us in response to our FOIA
6 request. The consent decree exists because Chicago residents
7 want a system that builds trust, respects their rights, and
8 assures safety for everyone. We expect a high standard of
9 police professionalism. To achieve this we want CPD to recruit
10 cadets and support officers who join with the intent and
11 commitment to be professionals who actually serve and protect.

12 In conclusion, Your Honor, I hope that the data and
13 our concerns matter to you. Many millions of dollars are spent
14 annually on this consent decree project, on the court monitor,
15 and much more to fund the police department. Since our taxes
16 pay for it, we are the employers, the customers, and the
17 beneficiaries of the policing services.

18 Chicago residents and in particular Black and Brown
19 residents want fair and nondiscriminatory policing. Yet, after
20 seven years, with only minimal progress made, we must ask if
21 our time, our work, and the millions of our tax dollars vested
22 in consent decree compliance have been wasted. We expect real
23 progress in the consent decree now, not later. Thank you.

24 THE COURT: Mr. Harrington, thank you. Thank you for
25 your time and for your thoughts and your observations.

1 I believe Crista Noel is next.

2 MS. HICKEY: Yes, Your Honor. She is in the queue.
3 She will appear shortly. She's now in the panel. Crista if
4 you want to unmute.

5 THE COURT: Thanks.

6 MS. NOEL: Good afternoon, Your Honor, and everyone
7 who is here today. I echo the ACLU and send prayers to the
8 family of Reverend Jackson and also to the City of Chicago. We
9 lost a great fighter for justice. I met and spoke with
10 Reverend on several occasions, and I'm happy to have shared
11 this earth with him. He fought against police violence as the
12 founder of Operation Push. He was at Rakiel's (phonetic) first
13 March and Rev supported other families who were victims of the
14 Chicago Police Department. He felt compelled to act during
15 Laquan's campaign for justice emphasizing how Laquan was a ward
16 of the state and killed by the state.

17 Whatever controversy may exist with Rev, not only did
18 Chicago lose a powerful voice, we were blessed to have him
19 fight for Chicago. And I'm just going to reiterate things that
20 I've said to you in the past. I am still extremely upset with
21 what happened with Andrea Kersten. I still request an
22 independent investigation be launched especially since the
23 lawsuit against her by her disgruntled employee was dismissed
24 for a second time. I believe CCPSA needs to be investigated as
25 well as the Chicago Police Department in regards to her vote of

1 no confidence, and I'm not sure if you read her answer to
2 CCPSA's vote of no confidence, but I would like you to read
3 that and allow it to be entered into the record.

4 On that note I have been contacted and know of other
5 women who feel attacked by members of CPD and that concerns me
6 as well. I remain concerned about the Krystal Rivera
7 investigation. And I continue to be concerned about the
8 handling and treatment of Treasure Hendrix family and the death
9 investigation, and want to know what steps are being taken to
10 decrease in-custody deaths particularly after the death of
11 Irene Chavez.

12 I continue to push for your support of the Women's
13 Working Group along with other issues specific working groups
14 to collaborate with CPD on policy improvements based on data.
15 I reiterate my position on the sanctity of life. I appreciate
16 the captain's PowerPoint and, you know, it seems as if they're
17 listening. They did put in there, stop the killing; stop the
18 dying; and start the healing. That was cute. I guess you got
19 a Millennial on the staff.

20 Having said that statistically there was 167 percent
21 increase in 2025 of police killings over 2024. It went from
22 3 to 8. And using the mental health crisis as an excuse to
23 kill Chicagoans needs to end. I acknowledge that CPD has not
24 killed anyone this year, and I pray they continue on that path.
25 It is my Number 1 priority and I am confident that this

1 department that seeks to train and is training cops from other
2 states can stop the killings. It is my understanding, through
3 a brief search, that the CARE program is limited to only 7 of
4 the 22 police districts, and the CARE program is the emergency
5 program that does not involve the police. And that the City's
6 lack of permanent funding threatens to derail this program's
7 success, and CPD continues to focus on being the emergency
8 response to these unnecessarily armed responses. They continue
9 to push that, and I think that's one of the reasons why the
10 CARE program is not being funded; but it needs to be funded and
11 CPD needs to understand that we do not want them -- I
12 appreciate their training on it, but we do not want them
13 responding with armament to emergency situations that don't
14 require that. And I continue to ask you to send a message
15 through sanctions that this increase in use of force,
16 especially in this political climate, is unacceptable.

17 THE COURT: Thanks, Noel. And thanks for continuing
18 to be involved in this process. I believe our next speaker is
19 Arewa Ekua?

20 MS. HICKEY: Your Honor, I do not believe that she is
21 in the audience at the moment, and we will look back to find
22 her again. I would ask that you call on Number 4.

23 THE COURT: We're right on time for Elizabeth
24 Rochford. If you'd like to speak up, Ms. Rochford, I'd be
25 happy to hear from you as well.

1 MS. HICKEY: She'll be in the panelist queue in a
2 moment.

3 MS. ROCHFORD: Thank you, Your Honor, for allowing me
4 to speak today. My name is Elizabeth Rochford and I am one of
5 the district counselors and a leader with One Northside, who is
6 a plaintiff in the consent decree. I have several areas to
7 address today. First is the community police mediation in
8 paragraphs 511 and 512. I am on a CPSA working group with COPA
9 that is making good progress. I am bringing this about. COPA
10 has welcomed our interest and involvement in this and feels it
11 has been valuable. It is disturbing that CPD has made no
12 progress on this, and has no similar process for including the
13 community in creating this program. We call on the Court to
14 push for this.

15 Next we had a presentation at a district counsel
16 meeting about the data the plaintiffs have presented on the use
17 of force. Community members were particularly disturbed by the
18 information on the use of force against people in crisis and
19 with disabilities. It is problematic that even officers with
20 crisis training are using force against these individuals.
21 When you pair that with the information about the lack of
22 progress towards CIT training for everyone in the department,
23 it is no wonder that the community has lost faith in the
24 progress of reform and in particular protections for our most
25 vulnerable community members. Better training and mandating

1 the improved training for everyone must be a high priority for
2 the department and this Court.

3 Lastly, the community members were shocked to hear
4 that gun pointing was not considered a use of force. They
5 expressed that if someone pointed a gun or even had a weapon
6 displayed, that they would find that a use of force whether by
7 an officer or anyone else. This should be included in the
8 use-of-force policy and needs to be tracked, analyzed,
9 reported, and decreased as much as possible. Listen to them
10 when they say that the display of a weapon is traumatizing.

11 I urge the Court to hear the community members when
12 they ask for more accountability. In these times when
13 Chicagoans feel that our government cannot be trusted, we must
14 show them that everyone in this space, this space that we have
15 control over, is doing their part. We must work together and
16 push as hard as possible to show them that we are not
17 increasing their fear of authority, but working with them to
18 lessen the amount of trauma they are experiencing.

19 Thank you again for allowing me to speak on behalf of
20 my community and for having a hearing on a Saturday. If this
21 is successful, I hope we can consider this again in the future.

22 THE COURT: Thank you, Ms. Rochford. I'm certainly
23 open to having evening and weekend hearings as well. I share
24 your view that the public is entitled to make their voices
25 heard and tell us their beliefs about how this is going and

1 what needs to happen. Thank you for being involved.

2 MS. HICKEY: Your Honor, I wanted to let you know that
3 Arewa is now on.

4 THE COURT: Great. We will turn back to Arewa Ekua
5 then. Please proceed.

6 MS. EKUA: Thank you, Your Honor, for being here
7 today. I want to say happy Black History month. This is
8 100 years of Black history. I just want to give a quote that
9 says, Black history month is not simply asking how can I
10 remember and learn about Black people, it is for all of us
11 asking how can we love Black people by seeing them, hearing
12 them, and creating a world where Black people feel loved,
13 inspired, and protected. And hopefully this call doesn't drop.
14 I'm having some technical difficulties today. Oh, I am Arewa
15 Najim Ekua founder of the 411 Movement for Pierre Loury. We
16 advocate for families impacted by police violence, and I'm also
17 the leading organizer with the Chicago Consent Decree Coalition
18 as a Campbell plaintiff.

19 So today I want to talk about a study that CPD paid
20 for by researchers from the University of Texas. For years the
21 consent decree coalition has been raising the alarm. The
22 consent decree was supposed to reduce police force, police use
23 of force, and reduce racial disparities against Black and Brown
24 people. This has not happened. Instead, use of force is
25 increasing and racial disparities are the same. Nearly a year

1 ago, CPD received a completed report on racial disparities.
2 That report showed that CPD officers use more force against
3 Black and Brown Chicagoans than against White Chicagoans. We
4 have long known that this is true.

5 Many of us has lost family members to violence from
6 CPD officers, but it's still stunning to see a study that CPD
7 paid for to reach the same conclusion. The only reason we know
8 about this report is because CPD had to give it to us because
9 of our Freedom of Information Act request. CPD should not be
10 hiding the skeletons in its closets. It should be making the
11 information public and more importantly it should be using the
12 information to reduce uses of force, especially against Black
13 and Brown people who suffer the worst of that force.

14 Disturbingly, even though black women are
15 statistically most likely to be victims of domestic and gender
16 based violence, black women also experience more violence from
17 police officers during domestic violence calls compared to
18 White and Latina women, according to CPD's own study. The U.T.
19 Austin report page 30.

20 CPD's failure to rein in force has led to continued
21 killings by police. Just two months ago, CPD officers shot and
22 called Roberto Calvario.

23 MS. HICKEY: I'm afraid that Arewa's screen has
24 frozen. We'll give it a second or two to see if it comes back.

25 THE COURT: If you can hear me, I want you to know

1 that we're not able to hear you and you seem to be frozen.

2 MS. EKUA: I'll continue. CPD cannot stop what it
3 refuses to acknowledge.

4 I did have just a question and you can answer it
5 later, but for Dr. Bowman when he said that cultural changes
6 takes longer than policy changes. And I am just curious to
7 know what are they doing about changing the culture? Thank
8 you, Your Honor.

9 THE COURT: Thank you. I'm glad you were able to get
10 back in with us. We've now -- we've heard from the first four
11 speakers. I believe the next speaker scheduled is Jose Abonce.

12 MS. HICKEY: Yes, Your Honor. He will be with us in a
13 moment. Mr. Abonce, if you want to unmute yourself, you are
14 able to speak.

15 MR. ABONCE: Thank you. Good afternoon, my name is
16 Jose Abonce. I am someone who works at the intersection of
17 community safety youth and alternative responses to policing in
18 Chicago. I want to begin by being clear, the consent decree is
19 a powerful tool for reform. But it's failing its purpose if
20 compliance is only measured by policy adoption and paperwork
21 rather than real reductions in harm. Especially harm to young
22 people and Black and Latino residents.

23 Point 1, rising harm to youth despite reform. Right
24 now, Chicago cannot credibly claim progress on use of force
25 when force against young people is increasing. Nearly 35

1 percent of 2025 use of force incidents involved youth ages
2 10 to 25. Force against ages 10 to 15 increased nearly
3 99 percent from 2022 to 2024. Force against youth ages 16 to
4 20 rose more than 60 percent. If this consent decree were
5 truly outcome based these numbers would be going down; they're
6 not.

7 In December 2023 CPD finalized its youth and children
8 policy. Yet brutality against young people rose in 2024. That
9 is the definition of checkbox reform, policy on paper without
10 behavioral change in the street.

11 As the NYI policing projects 2024 report on
12 alternative responses and community policing shows,
13 communities, particularly Black and Brown communities
14 experience policing as a threat not protection. Residents
15 describe being stopped without cause, humiliated, and
16 traumatized. One mother explained her son is so conditioned by
17 police that he automatically raises his hands and sticks out
18 his tongue when officers appear. Do we really think that young
19 man feels safe? For youth trauma-informed deescalation and
20 non-police alternatives must be the first response, not an
21 afterthought. True compliance should mean fewer young people
22 experiencing force and appropriate responses to all call types,
23 not just better documentation of force.

24 Point 2, overpolicing creates more force, alternatives
25 reduce it. Use of force has increased dramatically, nearly 75

1 percent from 2021 to 2024 with tactical response reports up
2 95 percent in the same period. If the consent decree were
3 working as intended, you would see fewer force encounters, not
4 more. Even more troubling, force against restrained people is
5 rising, 65 percent increase in force against handcuffed
6 individuals. 550 percent increase in choke holds from 2022 to
7 2024. They're not split-second danger moments. These are
8 moments where deescalation should have already occurred.

9 The policing projects report makes clear why this
10 matters. We ask police to do too much mental health crisis,
11 welfare checks, family conflicts, homelessness, noise
12 complaints and more. They are not responding to a situation
13 where force is not there -- they're responding to situations
14 where force is not only unnecessary it's harmful. Overreliance
15 on police creates risk of force particularly for Black and
16 Latino residents. Chicago already has alternatives that can
17 prevent these encounters from becoming violent, CARE. But it
18 operates limited hours and in limited areas. Responding to
19 just over 1,400 calls in nearly three years, that's a drop in
20 the bucket in the size of a city like Chicago. The community
21 violence intervention programs, like CRED and CP4P, which
22 research shows significantly reduced violent arrests among
23 participants. And the Chicago Neighborhood Policing
24 Initiative, a model that could meet consent decree requirements
25 yet has never fully been implemented with fidelity citywide.

1 What mental health professionals, crisis teams,
2 mediators, and community responders handle the right calls,
3 escalation drops, trust increases, and officers are free to
4 focus on serious violence. Prevention is public safety and
5 prevention reduces force.

6 Point 3, compliance must mean measurable harm
7 reduction. Recordkeeping has improved under the consent decree
8 but harm has increased. Deadly force rose 42.9 percent from
9 2023 to 2024. Racial disparities remain severe and
10 unacceptable. Black residents are 29 percent of Chicago's
11 population, but over 72 percent of use-of-force victims. Black
12 and Latino people together account for about 90 percent of
13 victims of police force.

14 If disparities persist at this level, compliance is
15 incomplete no matter how many paragraphs are labeled in full
16 compliance. Right now only two use-of-force paragraphs are in
17 full compliance, yet there are still no outcome metrics tied to
18 reducing harm. That must change. Meaningful compliance should
19 require fewer use-of-force incidence year over year, measurable
20 reductions in racial disparities, verified deescalation
21 practices, not just written policies, expansion of
22 community-based crisis response so police are not the default
23 response when people call 911.

24 The policing report shows what Chicagoans have been
25 saying for years. People do not feel safe calling 911 because

1 they fear police escalation and/or a delayed response. Many
2 see police as a threat rather than help. Residents are left to
3 protect themselves in the absence of real public safety. This
4 is not what the consent decree was meant to produce. If this
5 decree is to fulfill its promise, it must move beyond the
6 checklist and towards outcomes. The measure of success must be
7 fewer children harmed by police, fewer choke holds, fewer
8 encounters that require force in the first place and a robust
9 citywide alternative response system that treats crises as a
10 public-health issue not a criminal one.

11 Chicago can choose prevention over punishment, care
12 over force, and safety over surveillance. I urge all parties
13 to make harm reduction the standard of compliance. Thank you.

14 THE COURT: Thank you very much, Mr. Abonce. Thanks
15 for those comments.

16 MS. HICKEY: Your Honor, unfortunately we do not see
17 Speakers Number 6 or 7 in the queue but Speaker 8 is here and
18 available, and I would ask her to unmute if you want to call
19 Speaker 8.

20 THE COURT: Joi Imobhio, if you're with us, please do
21 unmute and speak out.

22 MS. IMOBHIO: Thank you, Judge Pallmeyer. Good
23 afternoon everyone, OAG, IMT, the City, and also Chicagoans who
24 joined this important call today. My name is Joi Imobhio. I
25 serve as a policy strategist at Impact for Equity and I am also

1 a proud member of the Free2Move Coalition. Today I want to
2 focus on a critical gap in our current approach to implementing
3 the consent decree. We are assessing progress by policy
4 adoption, training, and documentation when we need to look more
5 closely at whether policy changes are leading to reductions and
6 harmful outcomes. Nowhere is this gap between the consent
7 decree process and the lived experiences of the Chicagoans more
8 evident than in traffic stops and in uses of force.

9 Pretextual traffic stops have been under negotiation
10 since the summer of 2024. For nearly two years the City, the
11 Community Commission For Public Safety and Accountability, the
12 Attorney General, and the independent monitor have been
13 negotiating traffic stop stipulations. During that time CPD
14 has resisted meaningful policy change, and the public has
15 received very little communication about what the outstanding
16 issues are or when reform will take place.

17 Unfortunately, we continue to see that urgency only
18 seems to come after tragedy. We saw it after the murder of
19 Dexter Reed, and time and time again reform is reactive instead
20 of proactive. Communities are forced to wait for harm before
21 action is taken. But the reality is harm is already happening
22 every single day through pretextual traffic stops. Every month
23 of delay means thousands more stops under a system that
24 continues to produce racially disparate outcomes.

25 New traffic stop data confirms what Black and Brown

1 communities have long experienced. Black drivers make up
2 29 percent of Chicago's population but receive 45 percent of
3 tickets. Latin@ drivers are 29 percent of the population and
4 receive 36 percent of tickets. Meanwhile white drivers are
5 33 percent of the population but receive only 14 percent of
6 tickets. In the 18th District, Black and Latin@ drivers
7 received 70 percent of tickets despite making up only
8 12 percent of residents. These stops are initiated for minor
9 infractions but used to investigate unrelated criminal activity
10 creating fear and harmful interactions between Chicagoans and
11 police with no public safety benefit. This issue does not
12 exist in isolation. Use of force incidents have increased
13 significantly every few years and racial disparities remain
14 severe.

15 As Jose mentioned earlier, Black residents make up
16 29 percent of Chicago population but account for over
17 72 percent of use-of-force victims. Roughly, 90 percent of all
18 use of force is perpetuated against Black and Latin@ residents
19 making up 90 percent of those impacted. Among young people,
20 the trend is even more severe. Nearly 35 percent of
21 use-of-force incidents involve youth ages 10 to 25. Use of
22 force against children has nearly doubled and force against
23 youth ages 16 to 20 has increased by more than 60 percent.
24 This is not what progress looks like. Policies may be in place
25 but behavior has not changed.

1 We are seeing what checkbox compliance looks like in
2 real time, where there is better documentation but more harm.
3 And harm reduction is why traffic-stop reform is so critical.
4 We reduce unnecessary stops, we reduce the likelihood of
5 escalation, use of force, and also long-term harm.

6 Superintendent Snelling has publicly stated that he
7 wants to reduce the number of traffic stops conducted by the
8 Chicago Police Department, which is great. But a goal without
9 a strategy is not reform. So I ask what is the strategy? How
10 will stops be reduced? What policies will change officer
11 behavior on the ground. What accountability mechanisms will
12 ensure compliance? And what timeline can the public expect?
13 If we are serious about reducing racially disparaged stops,
14 then the consent decree must include three core policies.

15 First, we must end pretextual traffic stops
16 altogether. We must prohibit stops where the primary purpose
17 is unrelated criminal activity without reasonable suspicion
18 that a crime even existed.

19 Second, we must limit stops for low-level offenses
20 that do not impact public safety.

21 Third, we must end suspiciousless consent searches
22 that require independent legal suspicion before requesting
23 consent to search.

24 But beyond policy, we must also rethink the role of
25 police in itself. Police should not be the default response to

1 every situation. As outlined in paragraph 130 through 148 of
2 the consent decree, the City is required to adopt, develop, and
3 expand alternative response systems including mental health
4 professionals, crisis teams, and community-based responders and
5 to divert appropriate calls away from the police altogether.
6 Ensuring that many situations are handled by mental health
7 professionals and community based responders instead of law
8 enforcement. This expansion must be implemented in partnership
9 with community organizations on the ground. At the same time
10 when police do respond, they must adhere to the consent
11 decree's deescalation requirements making deescalation the
12 first and highest priority in every interaction.

13 Reducing traffic stops is not simply about lowering
14 numbers. It's about ending the practice that has
15 disproportionately burdened Black and Brown communities, fueled
16 unnecessary encounters and too often escalates to harm. Reform
17 must be durable, measurable, enforceable, and transparent.
18 Communities deserve to know not just that change is coming but
19 how it will happen. And we cannot spend another year of
20 negotiations without results. We should not have to wait for
21 another tragedy to act with urgency.

22 On another note, just over a week ago, CPD released
23 the executive summary of the Workforce Allocation Study. We
24 are extremely concerned that this premature release which
25 emphasizes the need to hire more officers without giving the

1 community the opportunity to review the full report is an
2 indication of how this implementation process will go. The
3 study was meant to help CPD make better use of the resources
4 they already have, not grow their already massive budget.

5 So I'll close with three recommendations:

6 First, we urge all stakeholders to immediately
7 finalize and implement binding-traffic stop policies that
8 eliminate pretextual traffic stops, limit low-level
9 enforcement, and prohibit suspiciousless consent searches, and
10 clearly communicate the implementation strategy to the public.

11 Second, we must shift the consent decree's evaluation
12 of progress from checkbox compliance to measurable outcomes.
13 Compliance should not be defined by whether a policy exists but
14 by whether harm is actually reduced. For example, on use of
15 force, success should mean a sustained reduction in
16 use-of-force incidents, fewer youth subjected to force, and a
17 significant decrease in racial disparities.

18 If use of force is increasing, then we are not in
19 compliance regardless of how many policies have been written.
20 And lastly, we must fulfill paragraphs 130 through 148 of the
21 consent decree by fully implementing and scaling alternative
22 response systems so that police are not the default response.
23 This includes investing in training personnel, establishing
24 clear dispatch protocols, and building partnerships with
25 community-based organizations to ensure people in crisis are to

1 appropriate nonpolice care whenever possible because prevention
2 is what truly reduces harm. Thank you so much for your time.

3 THE COURT: Thank you, Ms. Imobhio. Thank you for
4 those comments. I made some notes and I appreciate that.

5 MS. HICKEY: Your Honor, Number 6 is now here.

6 THE COURT: Rosemarie, if you would speak up.

7 MS. DOMINGUEZ: Can everybody hear me?

8 THE COURT: Yes.

9 MS. DOMINGUEZ: Good afternoon, everyone. My name is
10 Rosemarie Dominguez and I serve as a district counsel member in
11 the 10th District. I want to speak about two connected issues.
12 The first thing, the first being use of force and the second
13 being alternative response. First, the consent decree cannot
14 become a checklist. According to the February 21st hearing
15 materials, use-of-force incidents have increased nearly 76
16 percent since 2021. And force against youth, especially among
17 Black and Latinx youth. Documentation may be improving but
18 harm is not decreasing. If compliance were truly outcome
19 based, we would see fewer young people experiencing force, not
20 more.

21 As someone who works closely with youth and families,
22 I can tell you that trust is fragile and/or nonexistent. When
23 a 14 year olds first interaction with police involves force
24 instead of deescalation, we lose more than compliance metrics,
25 we lose legitimacy.

1 Second, police should not be the default response to
2 every call. The policing project's September 4 letter shows
3 that within the 10th District alone over 52,000 calls are made
4 in 2023, and roughly 32 percent of them, more than 16,000
5 calls, could potentially be diverted to alternative responders.
6 These include mental health crises, wellbeing checks, parking
7 issues, and nonviolent concerns. And here's the reality, the
8 10th District experiences a higher proportion of violent calls
9 than the City overall, diverting nonviolent calls is not
10 antipolice, it is pro-safety. It allows officers to focus on
11 serious crime while reducing unnecessary and harmful
12 encounters.

13 If we are serious about reform, then measurable
14 reductions in force, especially against youth, must be tied to
15 expanding alternative response and true deescalation.
16 Compliance must mean fewer harmed residents. Public safety
17 must mean prevention, not just response; and accountability
18 must mean outcomes, not paperwork. Thank you.

19 THE COURT: Thank you very much, Ms. Dominguez. Thank
20 you for joining us and for your comments this afternoon. Now
21 we had to pass over Mr. Faheem Willis. Is that person with us?

22 MS. HICKEY: No, Your Honor. They are not. If you
23 want to move on to Number 9, Mr. Burden. He is here.

24 THE COURT: Aaron Burden, if you're with us, please
25 unmute yourself and be heard.

1 MR. BURDEN: Hello, Your Honor. Thank you, everyone.
2 I want to start with, I am not a terrorist. This is my
3 response to a Chicago police officer who pulled me over during
4 an unjustifiable stop without any probable cause. That was the
5 first thing he told to me when he got to the car. He told me
6 he pulled me over because I look like a terrorist. I had just
7 got off work that day, and I drive to the train, to the Green
8 Line, and I take the train downtown and go home. I was maybe
9 three blocks from the train when I got pulled over.

10 So I went to the station to make a complaint and the
11 officer at the desk wouldn't take the complaint. So I ended up
12 making a complaint with COPA. I lived in Englewood for a short
13 time. One summer day I was out. There was people outside. I
14 was just riding my bike in the street, going in circles talking
15 to my friends. An unmarked Chicago police car came speeding
16 down the street. Almost hit me. Almost ran me over. And
17 their response was, Get off the street. And I was like, Well,
18 you know, where are you going speeding down the street. They
19 didn't like my response, and that conversation led to me being
20 placed in handcuffs. I was thrown on the car. They made a
21 public display of how they was, you know, handling the
22 situation. Putting me in handcuffs. And while I was in
23 handcuffs, one of the other officers took my keys that were
24 hooked to my waist, took them off my waistband, and she started
25 to push the unlock. And my car was sitting close by so she

1 unlocked my car and started to search my car. Popped the
2 trunk, searched the trunk. And while I'm in handcuffs, I'm
3 screaming like, Hey, this is not lawful. I didn't -- this
4 isn't for you to touch my car. Like you don't have no right to
5 touch my car. The other officers standing around they started
6 laughing. They said, What you think you are a lawyer or
7 something? You think you know the law?

8 They ended up leaving with my ID and came back a short
9 while when they gave my ID back, I asked why are you all doing
10 this? Why are you all messing with us? And the officer's
11 response was, Who else is there to mess with? And they laughed
12 and they drove off. They gave me my ID back. After that
13 interaction, sure enough I made a complaint with COPA.

14 Later, another traffic stop I was detained coming home
15 from work driving. I made a left turn. I knew the cop was
16 going to pull me over because he jumped right behind me. Sure
17 enough he threw the lights on. When he got to the car, I asked
18 him what was the reason for the traffic stop and he started
19 asking other questions. There was really no reason for the
20 traffic stop. He added that I had drugs in the car and he
21 wanted me to get out of the vehicle, and I asked for a
22 supervisor. The supervisor came. The supervisor had the same
23 type of spiel, like you got to get out of the car. So they get
24 me out of the car, searched my whole vehicle, everything that
25 they looked through there was no drugs, no weapons. They let

1 me go. I was free to go at that time. I was back being free.
2 And I made a complaint with COPA about this.

3 Another time I went to the gas station about 4:00 a.m.
4 it was cold that day. I ran into the gas station. I left my
5 car running at the gas pump. When I came back out, there was a
6 Chicago police car sitting in the parking lot and the two
7 officers that were sitting in the car, they looked at me and I
8 looked at them. It was cold so I was going to put my hands in
9 my coat to get my keys and the next thing I know I heard, What
10 are you reaching for? And they start like -- they was grabbing
11 me, and they was moving so fast, I didn't even know what was
12 going on. All I know is they was grabbing me. I'm 6, 2 and
13 the guy behind me was probably like 5, 7. He stood behind me
14 and he grabbed a hand on my hair and he was yanking my hair to
15 get me to go down. They threw me on the ground. Threw me in
16 handcuffs. I'm asking what did I do? What did I do? Another
17 officer that was in the store that seen me talking, he came out
18 and helped them put me in the car. They drove me to the
19 station down the street, and I asking them on the way, like
20 what did I do? They say they arresting me for failure to
21 identify myself. And I said, well, I mean, what crime? I just
22 came out of the store. They didn't have an answer. I sat in
23 the holding cell for two hours. The guy that arrested made me
24 sign the paperwork, sign the paperwork so you can go home.

25 The only reason I signed that paperwork was because my

1 wife did not know that I was gone. I left about 4:00 a.m. I
2 was there probably three hours. I signed the paperwork. They
3 released me. I walked home. And after that interaction, I
4 made a complaint with COPA.

5 A month later, I was walking down the same street and
6 I see the two unmarked cars. They seen me walking. And sure
7 enough, probably within minutes I heard, Hey stop. My first
8 thought was, like, man take off. But then I'm like if I move
9 or move fast, I probably might get shot. So I just turned
10 around and put my hands up. And I grabbed my phone and started
11 recording them coming up. It's literally like seven officers
12 within -- they getting out of their cars coming towards me.
13 I'm like what you all got me for? And the man told me that
14 people over here robbing and stealing and shooting people. I
15 said, I did not shoot nobody. I just left my house. Live
16 right over there. He said, well, where's your ID at. I was
17 going to pay with my phone so I didn't have no ID. I told him
18 that. I got placed in handcuffs and I asked for a supervisor.
19 I got punched in the ribs. The interaction left me in tears.
20 I was so mad that, like, I had no way to defend myself. I was
21 just like being terrorized. I got free. I wasn't going to
22 jail. And then I went to the store. After that I made a
23 complaint with COPA.

24 THE COURT: A couple more minutes if you can finish
25 it. And if you don't mind, Mr. Burden, can you tell us

1 approximately when these events happened? If you have the date
2 in mind.

3 MR. BURDEN: Yeah. Man, I got stopped and interacted
4 with them probably over 17 times and they took my FOID card
5 that was valid during a stop that wasn't even a traffic stop.
6 They took my FOID card. Illinois state reissued it, and I'll
7 end with this. I know you are making plans to adjust. But
8 it's so hard to become a police officer and all the tests is so
9 strenuous, but there's no ongoing tests once you become an
10 officer, like you got to go through psychological and fitness
11 tests. But once you a police officer, you are not going
12 through psychological testing to make sure you're still fit.
13 So it would be nice to see some type of implementation of
14 ongoing testing.

15 I know they got field-training officers, but these
16 field-training officers are kind of corrupt. The culture is
17 not fixed. So there needs to be some type of ongoing testing.
18 If it's that hard to become a police officer, I think it should
19 be something that's in there where they got to do psychological
20 tests and if they don't pass, then they are off the force then.
21 It would be nice to see something done, because otherwise
22 they're just in there.

23 Since 2020 they fired over 168 officers so something
24 is not going right with the vetting of the officers. The
25 recruitment class is going to be smaller because the community

1 doesn't have assurance. That's it.

2 THE COURT: Thank you, sir. I appreciate your time
3 this afternoon and your comments are helpful. I think it's Ike
4 Ozuzu would be next or do we have Faheem Willis?

5 MS. HICKEY: I believe that Mr. Ozuzu is here.

6 THE COURT: Great. Mr. Ozuzu, whenever you're ready
7 turn your -- unmute yourself and please make a statement.

8 MR. OZUZU: Thank you, Your Honor, participants, and
9 community members. My name is Ike Ozuzu. I'm an organizer
10 with Community Renewal Society and a member of Freedom Move and
11 the GAPA. Today I'm not speaking as just an advocate but as a
12 person who has had personal experiences with the Chicago Police
13 Department.

14 Just a few months after moving to Chicago, I was
15 driving home from the barbershop. I was pulled over by
16 officers claiming my windows were too dark. They weren't.
17 That was simply a foot in the door they used to escalate the
18 situation. Despite my cooperation, I was forced out of my
19 vehicle and interrogated about whether I had weapons.

20 As I watched them search my car for no reason, when
21 they found nothing, because there was nothing, they didn't
22 apologize. They didn't provide their credentials. They simply
23 walked away leaving me on the side of the road.

24 As someone who works with CRS, I know that my story is
25 not an outlier. It is a data point in a much larger

1 discriminatory pattern. These investigatory stops are being
2 used as a tool for intimidation and targeting, not public
3 safety. We are at a point where the data is clear, if you are
4 in a position of power and you are uninterested in facing the
5 data and the community's testimonies, then you need to step
6 aside. We need leaders with the courage to actually change,
7 not with the training but the culture of CPD, the racist
8 culture.

9 I refuse to set the status quo where my family has to
10 worry about being targeted when they come to visit me and I
11 refuse to accept a system that manipulates our youth into
12 thinking it is normal to have their rights trampled on.
13 Something has to give. We are here to ensure that the data and
14 people's stories are not ignored and that the future of the
15 city is defined by respect, not by fear of violence from law
16 enforcement. Thank you.

17 THE COURT: Thank you, Mr. Ozuzu. Thank you for your
18 time. Eric Wilkins, are you with us?

19 MS. HICKEY: Yes, he is, Your Honor. He'll be coming
20 up shortly. Mr. Wilkins, if you would like to unmute.

21 MR. WILKINS: Good morning, good morning. I mean good
22 afternoon. How are you doing?

23 THE COURT: Good afternoon, Mr. Wilkins. Thanks for
24 being with us.

25 MR. WILKINS: Thank you for having a consent decree.

1 My name is Eric Wilkins. I'm one of the CU plaintiffs and also
2 part of the coalition. I just wanted to join in and really
3 just echo everything that was being said -- that was being said
4 today. You know, I've been a part of the consent decree since
5 it started, and the time that's been spent over the last
6 seven years, I've seen things go backwards. It seems as if all
7 of the training that is being done is not working. I listen to
8 the young guys who are talking about their different challenges
9 with police brutality and I wonder about my sons. My sons are
10 now 14 and 10 years old. You know, they are not the cute age
11 they were seven years ago, and being raised in Roseland is
12 challenging.

13 These officers are out here just doing what they want
14 to do and, you know, all the work we put in I feel as if -- In
15 the first place, I want to say RIP to Jessie Jackson and to his
16 family and thank them for the work that he's done. I feel he
17 died with a hardened heart, a sad heart because of the things
18 that have been going on lately.

19 Everything that we've worked for seems that we are
20 losing. We listened to the comments on all the different
21 trainings that were done and it sounds good on paper, all of
22 that sounds good. And if I didn't see it with my own eyes, I'd
23 probably believe that. But there's no change out here.

24 Your Honor, the accountability has to be on the
25 superintendent to step his game up because how many more lives

1 have to be taken [sic]. I'm really scared for Jaleel, who is
2 now 14 because he has to navigate these streets. Fourteen is a
3 scary age and not having the right police out here that look
4 like us -- and not even having officers that can talk to you as
5 humane, it makes me wonder like, I think things are just going
6 to go bad. I don't want to be one of those parents to be like,
7 I tried, I tried, and tried, and still no change. We need to
8 do something drastic. We need drastic measures. Because the
9 training that's being trained ain't being implemented.
10 Somebody got to be held responsible. That's what I wanted to
11 say, Judge.

12 THE COURT: Thank you, Mr. Wilkins. I appreciate your
13 time. Latara Bethune?

14 MS. HICKEY: I believe Ms. Bethune is here if we can
15 give it a minute.

16 THE COURT: Ms. Bethune, if you want to unmeet
17 yourself, I'm happy to hear from you.

18 MS. BETHUNE: Good afternoon. My name is Latara
19 Bethune. I'm a resident here in Chicago. I live in the Gold
20 Coast community. I'm just here today, like, as a gun-shot
21 survivor, a survivor of domestic violence and police misconduct
22 and injustice. But all of these labels that I have, they are
23 not because I wanted those or because I chose those. They are
24 experiences that shaped my life, my healing, and my
25 understanding of what justice truly means. I came here today

1 to speak on some topics that I'm trying to get some clarity on,
2 Your Honor, pertaining to the consent decree.

3 One of the topics is the use-of-force reform. The
4 consent decree demands clear rules about how and when force can
5 be used. It requires deescalation. It requires
6 accountability. It requires officers to value preservation of
7 life over control of the situation. And that does matter
8 because decisions made in the moment tension, like, can shape
9 someone's whole future. Use-of-force reform is like, I just
10 want people to know like it's not about weakening policing.
11 It's about strengthening humanity and community, from which I
12 can see being like a new resident of Chicago, it's not being
13 implemented.

14 My next assignment is about accountability and
15 transparency. Accountability is like a foundation of trust.
16 And when misconduct happens in the communities and nothing
17 changes, people stop believing in the system. People stop
18 believing that the system can even protect them. When
19 investigations are hidden, delayed, dismissed, communities
20 feel, like, invisible. And as someone who has experienced
21 police misconduct, I understand all too well what it feels like
22 to not be heard or not be understood or, like, the frustration
23 of silence. It's also a fight to be believed. Accountability
24 is trust and trust is built through, to me, transparency, trust
25 is based through listening, trust is built through respect,

1 trust is built through credits without intimidation; and when
2 trust exists, safety becomes something shared, not imposed; and
3 that's very, very important for this community, for our
4 community.

5 Like and another thing is, like, I wanted to touch on
6 is, like, ending unlawful and pretextual traffic stops. That's
7 crazy. Because today a traffic stop is not just a traffic
8 stop. Like it's a minor or major inconvenience, it's fear,
9 humiliation, it's trauma. Like, and all of that is, like,
10 unacceptable. If we're serious about reform and, like,
11 unlawful pretextual traffic stops, they got to be addressed.
12 Like, it's part of meaningful accountability in Chicago.

13 Because, like, once again traffic stops are not just
14 like traffic stops. They're about power. And it's too often
15 here about who you are here. Like a lot of Black and Brown
16 people get a lot of injustice here and that's crazy to me.
17 It's, like, the Black population, we're the least, we have the
18 least percentage but at the same time we get harassed the most.
19 Like, we get pulled over the most. We go to jail the most.
20 Like, we get tortured the most. Like it's crazy. And that
21 ain't random. Like there's gotta be some type of concern.
22 Like, that's concentrated enforcement, and I know that when I
23 see that. And that's not cool.

24 I don't know. And then it's not even just -- like,
25 I'm trying to figure out why the crime rate is going down in

1 Chicago and the crime rate drop in the city, why is the police
2 force going up? It don't make sense. Like, if the crime going
3 down, then why, like, is the police, like -- why is it going
4 up? Like I don't understand. That don't even make sense to
5 me. Maybe you all can make it make sense. I was just trying
6 to figure out who is being protected and who is being targeted
7 because, like, no one should be in fear of being pulled over
8 for simply existing in a certain place. No one should feel
9 their rights are conditionable. No one should wonder whether a
10 minor technical infraction will become, like, something major.

11 Freedom of movement is a basic part of living in a
12 just society. And when freedom is constantly interrupted
13 without cause, justice becomes conditional. And conditional
14 justice is not justice at all. I think we can all agree.
15 Like, unlawful pretextual stops, it's not antipolice, it's
16 pro-accountability, it's pro-fairness and it's pro-community
17 safety. When trust is restored, safety becomes shared, not
18 enforced. That's simple. And it's not just us, it's our kids.
19 Our kids are getting it the worst. Our kids are getting it the
20 worst, the worst, the worst. They gave you all the statistics
21 about how Black and Brown kids get it the worst. And my mom
22 always taught me, everybody not going to tell the same lie. So
23 it's not like they overexaggerating. It is due to a major lack
24 of accountability. Between 2023 and 2024 the use of force,
25 like, indicates increased by 47 percent. Yet supervisors only

1 correct the officer's policy violations only 3 percent of the
2 time.

3 So I'm trying to figure out, like, make that make
4 sense for to me. I don't understand that. Numbers are not
5 lying. And I don't know. I just wanted to raise awareness and
6 I wanted to talk about being a citizen of the community and
7 like I said I've only been in Chicago a little over a year but
8 things I've seen are mind blowing. Mind blowing. That's all I
9 got to say thank you, Your Honor, for your time.

10 THE COURT: Thank you Ms. Buff thanks for taking the
11 time to participate with us this afternoon. La tease porter I
12 believe might be next.

13 MS. HICKEY: I do not believe Number 14 -- Number 13
14 or Number 14 are available. But Number 15 and Number 16 are.
15 So if you would like to call on Mr. Collins and Ms. Ariola.

16 THE COURT: Okay. Greg Collins, you'll be next if
17 you're with us, please do unmute yourself and I'm happy to hear
18 from you.

19 MS. HICKEY: Your Honor, I would ask Ms. Porter or
20 Ms. Chubb are in the audience, but we can't recognize their
21 name. If they would just raise their hand right now.
22 Mr. Collins does not seem to be responding so if we can move to
23 Ms. Ariola Number 16, we'll go back to 15 and then check and
24 see if 13 or 14 raised their hand. They may be under a
25 different name.

1 THE COURT: We'll check on 7 maybe. Ms. Juanita
2 Ariola, are you with us?

3 MS. ARIOLA: Yes, Your Honor. Good afternoon.

4 THE COURT: Wonderful. Thanks for checking in, and
5 I'm happy to hear from you now.

6 MS. ARIOLA: Good afternoon. My name is Juanita
7 Ariola. I'm a resident within the 10th District Chicago police
8 community and the director of a small nonprofit organization
9 staked in the Little Village community serving families across
10 Chicago. I appreciate the opportunity to speak today both as a
11 resident stakeholder and a community partner working directly
12 with families impacted by violence.

13 First I'd like to speak about my experience as a
14 resident under the new leadership of our current commander,
15 Commander Lazaro Altamirano who has served in our district for
16 one year and three months. Our beat has historically
17 experienced significant gang activity due to overlapping gang
18 territories. With heightened concerns during large community
19 celebrations such as Mexican Independence Day and Cinco
20 de Mayo, during Commander Altamirano's leadership, I have
21 personally witnessed meaningful improvements in how public
22 safety is addressed. Response times -- response times to calls
23 involving gang activity have improved and officers are more
24 consistently deployed in identified hotspot areas. Strategic
25 planning and proactive enforcement have helped disperse gang

1 gatherings and increase resident's sense of safety.

2 Additionally, firearm recoveries in the district have
3 increased compared to 2024, reflecting focused efforts to
4 removing illegal weapons from our streets and preventing future
5 violence. For residents these are real and measurable outcomes
6 contributes to safer neighborhoods.

7 What stands out the most to me is leadership
8 visibility. Seeing Commander Altamirano working in the
9 community, even during late night hours, alongside his officers
10 is reassuring. His presence demonstrates accountability,
11 commitment, and hands-on approach to public safety. During
12 preparations of our new large community events, he has also
13 made a noticeable difference. Through thoughtful planning,
14 coordinating deployment, families are able to celebrate
15 cultural traditions while feeling protected. That balance
16 between community life and safety is essential for
17 neighborhoods like ours.

18 I want to acknowledge and thank Commander Altamirano
19 and the officers of the 10th District for their continued
20 dedication to our community.

21 Secondly, I'd like to speak in my role as a nonprofit
22 leader about a program that has deeply impacted families we
23 serve. The Family Liaison Program under the bureau of
24 detectives. For the past seven years our organization has
25 worked closely with this program because we have seen first

1 hand the critical support it provides to families following a
2 homicide crisis.

3 When a family loses a loved one to violence, they face
4 not only grief but confusion, fear, and unfamiliar legal
5 process. The Family Liaison program serves as a vital bridge
6 between law enforcement and grieving families during one of the
7 most traumatic moments of their lives. This program does more
8 than share information, it provides compassion, communication,
9 and stability. Families Liaison ensures families are not left
10 alone navigating complex systems or unanswered questions. This
11 trauma-informed support helps build trust, strengthens
12 cooperation, and promotes healing within the community.
13 Through our collaboration -- through our collaboration --
14 sorry. My screen. Sorry. We have seen families stabilize.
15 Connected to resources and supported in ways that reduce
16 isolation to help prevent further harm during periods of
17 crisis. For these reasons, I respectfully believe the Family
18 Liaison program should be recognized and noted before the
19 federal Court as an example of effective community center
20 policing that prioritizes public safety and human dignity.

21 Both as a resident and a nonprofit leader, I have
22 witnessed how strong leadership and compassionate programs
23 working together can improve safety while strengthening trust
24 between law enforcement and the community. Public safety is
25 not built by enforcement alone. It is built through

1 partnership, presence, and compassion; and in our community, we
2 are seeing the impact of all three. Thank you for your time
3 and consideration. Thank you very much.

4 MS. HICKEY: Your Honor, now Number 7, Mr. Willis is
5 available.

6 THE COURT: I want to thank you, Ms. Ariola, and
7 really appreciate your observations that the personnel changes
8 in your district have -- sounds like it has made a difference
9 and that is great to hear.

10 MS. ARIOLA: It truly is, Your Honor. Thank you for
11 allowing me to speak to the federal Court today and the
12 monitor.

13 THE COURT: I'm hoping what happened in your district
14 happens in other districts as well so that we'll get other
15 people coming to tell us that it sounds like things are turning
16 around a little bit. So that's great. We do want to hear from
17 Number 7, Faheem Willis, if you're with us, sir, you're welcome
18 to unmute yourself and speak up.

19 MR. WILLIS: Good afternoon, Your Honor, and community
20 members and other officials as well. I hope this time that
21 we're giving to each other can really, really be profitable to
22 the people as a whole. Just very quickly, I think that the
23 issues to be addressed have been covered by everyone to a large
24 degree; and what I would like to add from the point of the
25 elephant that I hold is, I think we have enough laws and

1 policies and agreements on paper. I think where we fall short
2 at many times is ensuring that those who operate as officers,
3 those who operate in positions of trust are able to conduct
4 themselves according to the paradigms, according to the rules,
5 according to the regulations, and the boundaries that were
6 established for the office. Because inside of those rules,
7 inside of those regulations, inside of that oath of office are
8 the responsibilities, obligations, and duties that fall on the
9 men and women who would choose to indulge in the public safety
10 of not only themselves but others. And in being fair, I
11 understand that we are all humans. We all go through things.
12 We all deal with things, but when we have specific and
13 dangerous, dangerous breaches of fiduciary duty, then it
14 creates not only a problem for the office and the officer but
15 it creates a threat to public safety.

16 And I think oftentimes when officers have been brought
17 to face allegations, that those allegations were swept under
18 the rug; and now we end up in a place where people equate their
19 job duties and responsibilities with who they are. We are all
20 shaped and formed by whatever God we believe in and we all have
21 obligations and duties, not only to ourselves, but others. But
22 when we use our positions of authority for the public to harm
23 and specifically outside of what we were challenged to do,
24 then, I mean, those -- that's not a mistake. That's not a
25 miss-happening. That is a direct derelict of duty, and not

1 only that, though, but again, it's a threat to public safety.

2 I think that if we hold accountable those in office,
3 then we end up with a different outcome every time. For
4 instance, as the young lady said before, there is no way in the
5 world that a traffic stop should end in death especially,
6 especially when there were no weapons involved in that
7 incident. You know, people shouldn't be snatched out of their
8 car because they ask an officer to identify themselves, and I
9 think that it's important that while we understand the
10 authority of the officer in his office that the officer should
11 understand the duties and obligations of his office to the
12 people.

13 And where you have a man or woman who asked them to
14 identify the nature of the engagement, to identify who they
15 are, and under whose authority that they operate, that those
16 courtesies should be exchanged in such a way that ensures that
17 everyone gets home safely. So there's a lot that is going on,
18 there's a lot that's going on in the political waters, there is
19 a lot of ideological references going on; but the state of
20 Illinois was established by a constitution. The offices that
21 come out of that were established with boundaries and rules and
22 regulations that govern them. And I think that if we go back
23 to that element of enforcement for both sides, then we can end
24 up in a place with dignity and respect and honor are the first
25 principal things that are exchanged to people whether they are

1 on the side of a road, in a courtroom, or wherever an
2 interaction needs to take place that ensures not only
3 individual safety but, again, the idea of public safety.

4 I thank you all for your time and I appreciate you.

5 THE COURT: I appreciate your time as well,
6 Mr. Willis. Thank you for offering those comments.

7 Do we have Lattice Porter or Gwendolyn Chubb with us?
8 Have either of you stepped in? You're welcome to be heard at
9 this point.

10 MS. HICKEY: Judge, I would ask if there is any
11 participant in there whose name perhaps is different but you
12 are Ms. Porter or Ms. Chubb or Mr. Collins, if you would raise
13 your hand, perhaps you're using a phone that doesn't have your
14 name attached to it. And we'll look and check, Your Honor, if
15 there are any hands raised.

16 THE COURT: Great.

17 MS. HICKEY: There doesn't appear to be hands raised.
18 We have tried to reach out to 15, but not available. So I
19 think that we have finished up with the portion of the
20 community comments. Thank you very much.

21 THE COURT: Well, I want to thank all the members of
22 the community. And I know we have a couple additional speakers
23 to hear from, most notably the superintendent. Mr. Slagel,
24 will you be making any comments before we hear from the
25 superintendent?

1 MR. SLAGEL: We will not, Your Honor. We'll turn it
2 over to Superintendent Snelling.

3 THE COURT: Well, I know Mr. Snelling you've been with
4 us this entire time. I've seen the light and I'd love to hear
5 your reactions to what we heard this afternoon, and then of
6 course we'll hear from the attorney general and from the
7 monitor one more time. So, Superintendent.

8 MR. SNELLING: First of all, thank you. Good
9 afternoon, Judge. It's good to be here to hear and listen to
10 everyone. Please bear with me, I took a lot of notes as I was
11 going along here, and it's just a few things that I'd like to
12 address. I'd like to keep this as brief as possible, so I'll
13 try to stay to that.

14 You know, just starting off, you know, I'd like to
15 thank OAG and IMT, especially Dr. T. Bowman for, you know,
16 always, you know, being a part of what we're doing here in
17 training and helping us reach some level of compliance. That
18 being said, you know, I've always said that, you know, the
19 consent decree alone is not enough, it's the implementation of
20 it.

21 So what we do to develop our people as a result of
22 what we eventually get on paper and when we have something
23 that's a work in progress that we actually believe is
24 effective, it's going to be effective for our officers.
25 Obviously, that takes time. I've listened to everyone here.

1 It's just -- the comments, I've heard. And I've heard some of
2 the arguments that people have made.

3 What I would like to do first is to start out with the
4 community that spoke, our community members. Starting out with
5 Mr. Michael Harrington, I just want to say hello to him. I
6 know he's been involved in some of our trainings at the
7 academy; and, you know, whenever he speaks about his
8 experiences, you know, it always takes me back to his trauma
9 and the acknowledgment of that trauma. Obviously, we don't
10 want anyone to go through that. This is why we're taking
11 seriously the training that we have. As you know, we have at
12 least 12,000 members of Chicago Police Department that we have
13 to get trained and we want to make sure that we get them
14 trained in the best way possible, and this type of input is
15 always helpful to us so that we can get to the bottom of what
16 it is we're trying to do.

17 Ms. Crista Noel, I want to say hello to her too. I
18 really appreciate her comments here talking about, you know,
19 in-custody deaths, things of that nature, violence against
20 women. Her mention of Jessie Jackson, iconic figure who we
21 tragically lost, but he was someone that I spoke to on a
22 regular basis. We, you know, had conversations. He had my
23 phone number, I had his. And there were times I went over to
24 visit Operation Push, and I'd see him out and stop and have
25 conversations. He always expressed what he felt and what he

1 thought. And those types of things are always important to me,
2 and it is always important for our communities.

3 One of the things that she brought up, Ms. Noel, was
4 that I think it's her belief that the police are fighting
5 against having another entity deal with mental health issues or
6 mental health calls, so when we talk about the CAREs program,
7 the Chicago Police Department would like nothing more than to
8 have another entity respond to calls that are dealing with
9 nonviolence and people who are in crisis. The issue right now
10 is because of the limitations around that, and I believe that
11 that was brought up also by Mr. Jose Abonce, that there are
12 limitations around the CAREs programs. Chicago Police
13 Department is no longer part of the CAREs program. And when
14 there are limitations to an outside entity like that, you are
15 left with the police department showing up. So the option for
16 the police department to not show up to a call like that really
17 isn't an option at all. Someone has to go and find a way to
18 get someone help, and that's what we would like for police
19 officers to do.

20 Obviously, in situations where it does involve
21 violence, the CAREs people would call out the Chicago Police
22 Department. And we want our police officers trained in
23 deescalation so when they get to these scenes, they can
24 deescalation as best as possible using time, distance,
25 additional resources. That's the training that our officers

1 are going through. I just wanted to make that clear.

2 I want to thank Ms. Elizabeth Rochford for bringing up
3 something that COPA is dealing with with the mediation program.
4 I've personally had a presentation from COPA about the
5 mediation program. And we like what they're doing. We're
6 involved in that, and we want to continue to do that. So I
7 just want Ms. Rochford to know that we're not opposed to this,
8 and we are involved. So we want to make sure that we get to
9 the bottom of this. Obviously, there are things that we have
10 to work through, collective bargaining, things of that nature;
11 but we want to make sure that we're getting to the bottom of it
12 so that we can have these investigations done more quickly. So
13 that people who have made complaints can know and understand
14 that we're taking their complaints seriously, and that's not
15 just COPA but also the Chicago Police Department we want to
16 make sure that things are done in a timely manner. Nobody
17 wants to find out the outcome of a complaint that they made
18 five years ago. They don't want to wait five years for that to
19 happen. And this is something we've seen happen in the past.
20 And dealing with the leadership over at COPA right now, they
21 are dedicated to making sure that they do these investigations
22 in a timely fashion for the satisfaction of anyone who has
23 filed a complaint.

24 Ms. Ekuu, Ms. Arewa Ekuu, I didn't get a chance to
25 hear everything that you said because some of it got blocked

1 out I think through your technology. But one of the things
2 that you brought up about changing culture. That's 100 percent
3 right. This goes back to what I said before. It's not just
4 about the consent decree. It's not just about what's on paper.
5 We can have beautiful ideas on paper. If the implementation of
6 if isn't working, then nothing else works. That's why we are
7 making sure that all of our officers are going through the
8 training. And it's not just training one time. It has to be
9 sustained. And anyone who knows anyone from the INT, they are
10 going to make sure that that's sustained training and that
11 we're being held accountable for that. But I also believe in
12 that. I come from a training background in adult education.
13 And one of the things that I believe in is that we can't just
14 train an officer once and believe that that officer is going to
15 maintain that level of professionalism around that training.
16 They have to be reminded constantly after they've been trained.

17 Mr. Jose Abonce made a lot of points, a lot of points
18 about what police officers are doing especially being tasked
19 with doing too much. Now, that's an important statement to me.
20 Because what I hear a lot, especially being at the top of the
21 Chicago Police Department, there are a lot of things that come
22 into the Chicago Police Department that are complaints from the
23 outside. And I will tell you this, right now a lot of those
24 complaints, we agree. I think our thoughts around what's
25 happening there and where our hands are tied, people may not

1 necessarily understand.

2 So, for instance, when we talk about Black and Brown
3 communities, here's one of the things that I'll tell you that
4 affects Black and Brown communities at an alarming rate. Gun
5 violence, murder, aggravated batteries, robberies, human
6 trafficking, sexual assault, especially domestic violence and
7 domestic violence that has led to death, violence against
8 women. There are so many resources outside of CPD that need to
9 be demanded for these communities who are suffering through
10 these things. This will help CPD when we can call for
11 additional resources, we can call someone to handle these
12 particular situations. When there are entities that only work
13 from 9:00 to 5:00 and maybe off on the weekends where we see
14 our highest volumes of calls, after 5:00 o'clock and over the
15 weekends, having additional resources that the police
16 department can rely on so that there isn't a necessary police
17 response, would be extremely helpful to the Chicago Police
18 Department. And I would partner with anyone who wants to fight
19 to expand those types of resources to communities that have
20 been disenfranchised. I'm talking not only -- and I've heard
21 people talk about lived experience. You know, I grew up in the
22 community with four brothers and a single mother. You know,
23 who at one point was on welfare. I grew up in Englewood. I
24 witnessed murders as a child. I've seen things in
25 neighborhoods that children shouldn't see, and there are

1 children in these neighborhoods who continue to see these
2 things. It's important for me to make sure that we're doing
3 something for communities to bring down those levels of deaths,
4 and that is one of the things that someone brought up saying I
5 don't want to see young people being buried. I see it every
6 day. I see it every day in our communities. I see it across
7 the board, and I would love to join with anybody who wants to
8 go into these neighborhoods and make sure that these young
9 people are safe. Make sure that the young males who are dying
10 at an alarming rate with gun violence, that we bring down that
11 level of violence and protect young girls, women, protect
12 people who are victims of domestic violence. We've seen
13 multiple cases just this year alone of domestic violence
14 victims who have been murdered by their partner. These are
15 things that are important to us.

16 Ms. Joi Imobhio, I appreciate, you know, a lot of the
17 thoughtfulness in what she said. There are things that we need
18 to work out around transparency, and that is what we're working
19 on right now. We started out this conversation, I believe, the
20 coalition started out this conversation talking about the
21 things that happened in Laquan McDonald's case. One of the
22 things that is important to me, and I know it's important to
23 the OAG, I know it's important to the INT. And my team and
24 Allan Slagel and DOL, the Department of Law, is to make sure
25 that we don't ever go back down that road again. To have

1 something like that that leaves a black eye on the department
2 and all of our officers because it's hard to come out from
3 under something like that.

4 Here's something that happened back in 2015 and it's
5 still -- it's still being talked about today, right. When you
6 create that kind of history, it's hard to come out from under
7 it. But what we want to do is make sure we have a level of
8 transparency within our department that is unprecedented. That
9 is the only way to get to the bottom of people's beliefs around
10 the department where there is mistrust. Where people don't
11 believe that you're working in good faith. And we know that
12 there are times that no matter how much we do and how much we
13 put out there, that mistrust is still going to be there. So we
14 have to work as hard as we can to get that done.

15 Ms. Dominguez from the 10th district and -- spoke
16 about youth violence. And also spoke about too many calls
17 going to the police department. I would love -- I always love
18 people who are working with youth. It's one of the things that
19 I talked about when I first got into office and I know this
20 from growing up in the neighborhoods, that there were programs,
21 things in place that helped me as a youth coming up, and I
22 think that the building of those programs are going to help our
23 young people; so we need a lot more focus on that, so thank you
24 for being a youth counselor in that way.

25 Mr. Aaron Burden and I believe it was Mr. Ozuzu who

1 had bad experiences with being stopped by the police. And it's
2 good to hear that you used the independent system of COPA by
3 filing complaints under those circumstances. And I would
4 advise anyone who feels they've been mistreated in any possible
5 way to file a complaint as many times as you see fit to do so.
6 Because as the head of the Chicago Police Department, one of
7 the things that I don't believe in is someone who is being
8 disrespectful, unprofessional and mistreating our residents no
9 matter what the outcome.

10 I mean, no matter what the issue. When we stop
11 people, we should always be professional and we should carry
12 ourselves in that manner. And if you don't feel you've been
13 treated respectfully, please, do as Mr. Burden did, please file
14 the complaints.

15 I believe it was Mr. Eric Wilkins who spoke about his
16 kids. You know, his young kids, his 14-year-old. I too am
17 concerned about young people growing up especially in the
18 community out south, which is what was referred to when I was a
19 kid as the Wild Hundreds, and it's tough out there for young
20 people especially young Black males. The likelihood of
21 something happening to someone of that age, violence, is
22 probably greater than that of anyone else other than young
23 Black women.

24 So I understand where he's coming from and, yes, there
25 has to be accountability. And we're making sure that we're

1 doing that by documenting that in everything that we do when it
2 is related to training and preparing our officers to go out
3 there and interact with the public in the best way possible.

4 I believe it was Ms. Latara Bethune who talked about
5 strengthening relationships. One hundred percent right. We
6 definitely have to strengthen our relationships. I think all
7 too often adversarial contact with each other never leads to
8 anything positive. I think we really have to sit down at a
9 table, let people air out grievances, and then talk about
10 solutions.

11 When we bring problems to the table, it's one thing.
12 If we're not talking about the solutions to those problems,
13 then we're not making any progress. Yelling back and forth
14 with each other is never going to be effective. We need to sit
15 down and have these conversations, and I'm open to doing that.
16 There was also a mention of having officers in a community who
17 look like you. And this was spoken by Mr. Eric Wilkins, about
18 wanting to see Black officers. One of the things I can tell
19 you for certain is that, especially after 2020, a lot of our
20 Black officers were shamed for being police officers. And I
21 would say to anyone who wants to see an increase in police
22 officers who look like them, no matter what community you're
23 from, please, you set the venue, we will go out and we will
24 make sure that we recruit from your communities, the
25 neighborhoods because we want the most diverse police

1 department that we can possible have representative of
2 everybody in the city. And we want the best of the best.

3 One of the things I've said from the very beginning,
4 is that I do not want to lower standards to hire police
5 officers. I'd rather have less police officers who are more
6 effective and the right people than to have more and not have
7 the right officers because it does harm to the department.

8 I believe it was Ms. Ariola, she's a domestic violence
9 advocate in the 10th District. Thank you for the work that
10 you're doing over in the 10th District. The 10th District is a
11 very tough place for anyone doing work, being a community
12 member or police officer. And I can tell you this about
13 Commander Altamirano, very dedicated to making sure that people
14 are safe, the residents. One of the things I said is if we're
15 going to change the culture of the police department, we have
16 to change the culture of the leadership.

17 When she spoke about him being out with his officers
18 making sure that they're following protocol, this is the plan
19 across the board. So when Ms. Imobhio asked what's the plan,
20 that's the plan. The plan is to make sure that whatever we
21 task our officers with, our leadership is being held
22 accountable to make sure that that message is driven and that
23 the policies are being followed. And being out there with
24 them, it gives them a sense of pride and connection to the
25 community, knowing that the leader is out there making sure

1 that they're doing it, he's leading by example. So extremely
2 important thing.

3 Our family liaison program that she spoke of, can't
4 say enough about that group of people. It's a combination of
5 sworn and civilian members who are making sure that they're
6 reaching out to families who have been victims of violence,
7 death, someone killed in the family. Letting those families
8 know that we at the Chicago Police Department have not
9 forgotten about them, that we're going to do whatever we can to
10 show them a level of comfort, and we want them to know that
11 we're going to continue to work on their cases to try to bring
12 them some level of closure or justice for their own
13 satisfaction. Extremely important that we do that. And I'm
14 glad that she brought that up because it's important that we
15 talk about that work that's being done.

16 And, I believe, the last person was Mr. Faheem Willis.
17 I'd just like to thank him for his thoughts, very thoughtful in
18 the things that he said right there and it did not fall on deaf
19 ears.

20 Lastly, Your Honor, I have to thank you for always,
21 you know, just being open, holding this on a Saturday where I
22 know everyone, you know, could be doing something else and
23 taking some time off; but taking time out of their days and
24 probably taking time away from their families to make sure that
25 we got more people to speak out and more people from the

1 community. I wish I had seen a little more but, obviously, the
2 effort was made to get this done.

3 So, again, Your Honor, I'd like to thank you. I'd
4 like to thank the IMT and Maggie for the work that the team is
5 doing. They're doing a great job. I'd like to thank the OAG
6 for their partnership along with IMT because we're working
7 really hard together. We are going into these rooms and
8 sometimes we come out a little bloody, but it's all for the
9 best; and it's the great work being done by all here.

10 I'd like to thank, you know, Allan Slagel for the work
11 that he's doing and putting in a lot of work here. And the
12 Department of Law. I just can't say enough about the work
13 that's being done there. Jay Jay, thank you for what you're
14 doing and, lastly, I have to tank my team. My team at CPD.
15 They're taking this seriously. I can tell you this right now,
16 I can be a pain in the neck and I know it. Allyson Clark
17 Hensen is leading the charge on this and everybody is following
18 suit, and I can't say enough about the work that they're doing.

19 I know from the outside it's always going to be a
20 little harder to see how hard they're working here. But
21 they're really working to change culture. It's not just about
22 the consent decree. I said it before, we can write it up, a
23 beautiful document, and that's all it is at that point. We are
24 seeing change but as you know, change -- effective change is
25 slow and methodical, but the change is happening. We have a

1 lot of work to do. We are not spiking the football by no
2 means. We still have a lot of work to do and we're going to
3 continue to work on that.

4 So I just want to thank all of the speakers and
5 community members who shared their thoughts. I want to thank
6 you for taking the time out of your day also for getting on and
7 doing that. That's all I have, Judge. Thank you to everyone
8 on the call.

9 THE COURT: Thank you very much, Superintendent, for
10 being with us and for your comments as well. I know that we
11 have not yet heard from the attorney general but Ms. Grieb is
12 with us, and if you or one member of the staff would like to
13 speak up you're welcome to do that.

14 MR. GRIEB: As Your Honor said, our office agrees, it
15 is really important that folks in Chicago make their voices
16 heard, and we really appreciate the monitoring team and the
17 Court's evidence in setting up this hearing on a Saturday. I
18 know members of my team have been listening in all afternoon
19 and taking notes, and we thank the coalition attorneys and
20 coalition members and other community members who have spoken
21 today and those who have listened in. It is really important
22 to hear about the challenges members of the city are still
23 facing and the successes that they've experienced in the last
24 several years of the consent decree.

25 I did want to highlight just a few themes that we

1 heard. We'd encourage the department to use the progress that
2 has been made with the trainings section of the consent decree
3 as an example. That's an area where the department has dug in
4 and shown incredible commitment and hard work to changing how
5 things were done years ago and implementing a system that, as
6 was said today, puts 12,000 or so sworn members through 40-plus
7 hours of training every year to use that work and that
8 dedication.

9 To address some of the themes that we've heard today,
10 we heard a lot about rising use-of-force numbers, increasing
11 use-of-force reporting, which include the racial disparities
12 which are very troubling, which include numbers about increased
13 use of force against youth, which is equally troubling. We
14 have encouraged the department to continue to look at these
15 numbers and to continue to find ways to respond to these
16 trends.

17 We also heard a lot today about alternate response and
18 crisis intervention. We encourage the Department and the City
19 to continue to work hard to provide the best response to those
20 in crisis that they can. We hear so much about that every day,
21 and we heard about it again today in court. And I think
22 another theme our team has pulled out is wanting to see not
23 just policies and not just training and not just paperwork, in
24 other words, actual change on the ground and we couldn't agree
25 with that more.

1 We hope that as the consent decree moves along and
2 that first step of changing the words on paper, the policy, and
3 the second step, in most cases, training officers on changes
4 does result in actual change on the ground, and we look forward
5 to seeing that and working with the department to get there.

6 I think lastly we heard about an example of a district
7 with Commander Altamirano, I think it was. That's really
8 showing a great example of the importance of taking a community
9 policing approach and building community trust and ensuring
10 accountability through working with community members and
11 community organizations. That is helpful to hear and our team
12 has noted that as well. And we did hear additional advocacy
13 about traffic stops, our office is committed to seeing
14 meaningful reform in traffic stops and that's something we've
15 taken note of as well, all the comments we heard here today.

16 So in closing, Your Honor, I think we hear at this
17 hearing as we've heard it at others before of the really
18 lasting impact, as the Superintendent himself acknowledged, of
19 whether it's egregious misconduct or unprofessional language or
20 whatever it may be in an officer interaction with a member of
21 the public and so that's why this progress that we've seen with
22 the training section and the progress we hope to see in other
23 parts of the consent decree is so important to the Attorney
24 General's Office. I thank you again for the chance to offer
25 closing remarks, and I thank again members of the community for

1 speaking and listening today. Thank you, Your Honor.

2 THE COURT: I join in that gratitude. I want to hear
3 again from the monitor if you have something you would like to
4 say, Ms. Hickey?

5 MS. HICKEY: Thank you, Your Honor. Thank you to
6 everyone who participated and attended today. For anyone who
7 was unable to speak today, I wanted to provide a quick reminder
8 that the Court is still accepting written comments through
9 4:30 p.m. next Friday February 27th. There are instructions on
10 how to submit comments in the Court's order setting this
11 hearing as well as on our website: CPDmonitoringteam.com.

12 In addition to these public hearings, the Independent
13 Monitoring Team continues to seek out and hear from Chicago's
14 communities and if you or your organizations would like to
15 connect with the Independent Monitoring Team, we are happy to
16 meet with you and our contact information is, again, on our
17 website: CPDmonitoringteam.com.

18 You may also e-mail us directly at:
19 Contact@CPDmonitoringteam.com. I would also mention that we
20 will be filing and publishing Independent Monitoring Report 13
21 in early April of this year. And finally, during next month's
22 public hearing on Tuesday, March 10th, from 1:00 to 2:30, we
23 will hear from the parties on a few topics including search
24 warrants and the progress of investigatory stop, protective pat
25 down, and enforcement of the loitering section of the consent

1 decree.

2 On behalf of myself and the Independent Monitoring
3 Team, I want to thank everyone again for participating and
4 taking time out of their Saturday.

5 THE COURT: I think that just about wraps things up.
6 Just a few final comments from me. I want to encourage the
7 continued participation that we've had. It was great to see so
8 many of you come out, obviously, on a screen only but on a
9 Saturday afternoon when, as the Superintendent pointed out, you
10 probably have plenty of other things to do.

11 It isn't always fun for me to listen to the reports
12 from the field, from those of you who have been so directly
13 impacted by what you perceive as being -- I think you correctly
14 recognize as being not what it should be. I know that many of
15 you are very impatient with the process and with the monitor
16 and I'm sure with me personally. I share your impatience and I
17 recognize how difficult this is for all of us. We want to see
18 change. We want to see it happen. And like you, like those of
19 you who mentioned this is the process of checking boxes, it's
20 very frustrating when it feels like all we're doing is pushing
21 paper around and you're not seeing what you believe to be the
22 progress that's so necessary. I want you to know that I do
23 recognize it's slow. I recognize it's too slow. I know that
24 we need to do more and do it faster and better. And I really
25 am committed to this, and I know the monitor is too. And I

1 I certify that the foregoing is a correct transcript, to
2 the extent possible, of the record of proceedings in the
3 above-entitled matter given the limitations of conducting
4 proceedings via videoconference.

5

6

7 /s/ Noreen E. Resendez
8 NOREEN E. RESENDEZ CSR, RPR, CRR
9 Official Court Reporter

03/04/2026

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