

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

STATE OF ILLINOIS,	)	Case No. 17 C 6260
	)	
Plaintiff,	)	
	)	
v.	)	
	)	
CITY OF CHICAGO,	)	Chicago, Illinois
	)	July 14, 2026
Defendant.	)	1:05 p.m.

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

APPEARANCES:

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5 ALSO PRESENT: Superintendent Larry Snelling, CPD
6 Executive Director Allyson Clark Henson, CPD
7 Jack Kenter, CPD
8 Casey McKenzie, CPD
9 Michael Kapustianyk, CPD
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1 (Proceedings via Zoom:)

2 MS. HICKEY: Your Honor, I think we have started and
3 the webinar is ready with people viewing.

4 THE COURT: Good afternoon, everyone. Thank you for
5 joining us. We have a very, very heavy day with the agenda
6 this afternoon because of the large number of members of the
7 public who have indicated that they'd like to be heard.

8 So I would hope we'll all be respectful of time as
9 possible and move through remarks quickly.

10 A reminder that it is inappropriate and in violation
11 of the Court's orders to record what is going on this
12 afternoon. We will be making a transcript, we always do, and
13 the monitor will post that transcript on her website.

14 One brief word from me. I could be much more
15 extensive in length about this, but I want to say a deep
16 heartfelt thank you and best wishes to our outgoing
17 superintendent, who is participating in this process and has
18 been invaluable.

19 As I told him privately earlier, and I will reiterate
20 this afternoon, I think his demonstration to the reform, his
21 competent leadership, the respect he has obviously generated
22 from his own staff, but best of all, his responsiveness to
23 people in these meetings and others is just something that I
24 hope we'll be able to follow through on in these years as we
25 proceed further with the Consent Decree and continue to make

1 the progress that he has made.

2 He has made a significant impact on his own
3 administration here. Thank you so much, Superintendent. We
4 will all miss you very much.

5 I think we hear from the Monitor now.

6 MS. HICKEY: Thank you, Your Honor. And to all who
7 are joining us for our monthly status hearing today, my name
8 is Maggie Hickey, and I'm the Independent Monitor for the
9 Consent Decree.

10 During today's public hearing, we will hear from the
11 public, who have been invited to share thoughts about recent
12 events and interactions with the CPD, along with any other
13 topic of their choosing.

14 We will also hear from the parties to the Consent
15 Decree, the City of Chicago, and the Office of the Attorney
16 General, with status updates regarding the Early Intervention
17 Support System.

18 We have the fortunate problem of having a significant
19 amount of registered speakers today. So we have asked the
20 City and the CPD and the Office of the Attorney General to
21 keep their remarks brief to ensure all speakers can be heard
22 today. I am talking quickly, and I have cut my remarks
23 dramatically today, too.

24 Before I turn it over to the parties, I would like to
25 note that today's hearing is scheduled to end by 4:30 p.m.

1 With that in mind, I would like to ensure that there
2 is some time at the end of the day to thank Superintendent
3 Larry Snelling for his service and congratulate him on his
4 retirement.

5 As the Judge remarked, I too have privately talked to
6 him about our grateful -- our whole team's gratitude to him
7 for his service to the people of Chicago.

8 As a reminder to anyone who is not able to speak
9 today, all members of the community may file written comments
10 with the Clerk of the Court by Friday, July 17th, before 4:30
11 p.m. More information is on the Court's order and also on our
12 website, cpdmonitoringteam.com.

13 And with that, I will turn it back to the Judge so
14 that we can get started and move quickly.

15 I will just also say, it is nothing personal,
16 everybody is allotted 5 minutes. And we will be keeping and
17 adhering to that schedule so that everybody has an opportunity
18 to express their thoughts. I apologize that if any one of us
19 that is remarking is cut short, it's not because your remarks
20 are not important, it is just that we want to be able to hear
21 from everyone.

22 I turn it back to you, Judge.

23 THE COURT: Thank you, Monitor Hickey.

24 The first items on our agenda are comments from the
25 City of Chicago. And I believe we're going to be hearing from

1 Ms. Clark-Henson and Mr. Kenter. Please, in any order you
2 would like to proceed.

3 MS. CLARK-HENSON: Thank you. Good afternoon. Good
4 afternoon to everyone joining us today.

5 We can now share the screen. Can everyone see that?

6 THE COURT: Yes.

7 MS. CLARK-HENSON: Okay. Wonderful.

8 Consistent with our attempts at transparency and
9 providing meaningful information to the public, CPD continues
10 to update our website and public-facing dashboards and
11 publicly posting reports that also include some FAQs.

12 The first QR code to the right is an overall landing
13 page that will have all reports that are publicly posted so
14 that you can identify ones that may be of greatest interest to
15 you.

16 I would like to go through the next slides and
17 present the numbers of reports that have recently been
18 published.

19 You can proceed to the next slide, please.

20 And these QR codes will take you directly to any ones
21 that you may have a particular interest in. So, again, that
22 original QR code is your landing page. But there is also
23 individual QR codes that will bring you directly to a report
24 that you may have a particular interest in.

25 You may see here that we have some listed. There are

1 a number on the next slide as well.

2 We encourage you to please take a look, go through
3 those reports. There is again opportunities to review the
4 FAQs, and we encourage your review and participation in
5 looking at those.

6 We also continue to expand our opportunities for
7 ongoing community input and feedback. Currently we do have
8 some opportunities for input as to CPD policies. They are
9 listed on this slide. And that QR code to the right will take
10 you directly to where you provide feedback and comments on
11 open policies for your feedback.

12 And then lastly, we do have an opportunity for
13 community dialogue. This is on Wednesday, August 12th, from
14 6:00 to 8:00 p.m. If you would like to attend, we can see, I
15 know it's a little bit small, but on that bottom right hand is
16 the QR code. You are able to sign up to the participate. We
17 encourage you to do so. Thank you.

18 I'll turn it over to you, Lieutenant.

19 THE COURT: Thank you very much.

20 MR. KENTER: Good afternoon. Today we are going to
21 be having a briefing on our efforts for early intervention
22 here at the Chicago Police Department, namely, our Early
23 Intervention and Support System.

24 So just a quick overview to start, what is EISS?
25 What is early intervention? And at its heart, our

1 intervention system is a data-driven early warning system that
2 we are going to use to identify officers who are at elevated
3 risk.

4 This is designed to enable early, nondisciplinary
5 intervention.

6 This supports supervisory decision-making.

7 And because it's built using CPD data, it will be
8 continuously updated.

9 A unique benefit of our program and the future of the
10 EISS is that ours combines both a traditional rule-based
11 management tool as well as with an advanced predictive
12 analytics feature so that we have best of both worlds. We
13 think we'll be able to best capture and address direct risk
14 that our officers may be facing.

15 Just as important to understand what EISS is, it's
16 also important to understand what it is not. So it is not a
17 disciplinary tool. It is not used for promotions or for any
18 punitive actions. It is not an automated decision-maker. It
19 is a supervisory tool that puts in place supervisory
20 intervention. Simply speaking, EISS flags trigger review and
21 support and not punishment.

22 Looking more at a national context. These early
23 intervention systems have been in effect in various
24 jurisdictions throughout the country for the past 20 to 30
25 years. Nationwide it's become somewhat the practice that

1 these agencies use these EISS system both for officer support
2 and also to enhance public trust.

3 Each system, whether it be a traditional or a more
4 modern system, they're all designed with the same thing,
5 right, designed to detect patterns before they escalate into
6 serious outcomes, risk management tools that are designed and
7 enables to help agencies shift from reactive to proactive.

8 In our specific particular situation, it also helps
9 us to support broader reform goals and additionally to
10 compliance related issues, specifically to the Consent Decree.

11 And then finally, having a robust, comprehensive and
12 well-functioning EISS system does align with best practices
13 from other law enforcement agencies, but also from other
14 outside agencies such as DOJ, academic research and national
15 police accountability standards, ISP, those sort of
16 organizations.

17 So the department has -- we're not new at this game.
18 We have had legacy systems in place going back like I said.
19 That was the first Personnel Concerns Program and the
20 Nondisciplinary Intervention System. These were kind of
21 alluded to in our traditional trigger rule-based system. By
22 that I mean the department set a threshold and specific
23 criteria, and once an officer met or exceeded that criteria,
24 they would then be flagged for EISS.

25 In a few slides we'll kind of go over the differences

1 and kind of pitfalls to those traditional systems compared to
2 a more dynamic, modern data-driven system.

3 We then add the Officer Support System, which was our
4 first attempt at, like I said, a more dynamic data-focused
5 system. That was a pilot program between to 2020-2024 in the
6 5th and 6th Districts with our help of our partners with the
7 University of Chicago CrimeLab.

8 So the EISS has been specifically designed to not
9 only comply with the Consent Decree, specifically paragraphs
10 583-605, but really it's a risk-focused, data-driven
11 supervisory tool.

12 In addition to just being compliant with the
13 paragraphs that are specifically EIS, it is also
14 complementary, will be complementary to broader reform
15 efforts, including force review processes, BIA investigations,
16 training and wellness and our sort of overall accountability
17 efforts.

18 EIS is going to provide us with a structured way to
19 ensure early supportive action and strengthens consistency and
20 fairness in our supervisory decision-making.

21 Comparing the old to the new. So the rule-based
22 system treated all officers the same regardless of assignment.
23 It wasn't able to differentiate apples to apples and pears to
24 apples as well. We did run up with it a somewhat high degree
25 of false positives. That was just the nature of the program

1 being that, you know, it was not a smart system and treated,
2 like I said, we did see high false positives. That's not
3 unique to Chicago. That's an overall critique of these legacy
4 trigger systems broadly on a national level.

5 It also was reactive. It wasn't predictive. It
6 wasn't proactive. It was once you hit the threshold, we did
7 the enrollment, it triggered. It was limited by that fact.
8 That's again not adaptive. That's just what the system was
9 able to do when we were developing it in the early 2000s.

10 In this new approach though, we're going to have
11 peer-group comparisons, which should show the other side. It
12 will be more accurate at detecting meaningful patterns. It
13 will provide much more meaningful and robust conduct context
14 for supervisors and, again, will be focused on early
15 intervention.

16 Specifically, like I said, this is custom built and
17 custom designed thoughtfully and purposefully to comply with
18 583-605, including peer-group comparisons, supervisor
19 dashboards and alerts, auditability and adaptability.

20 So data driven, we say this system is data driven.
21 We partnered with an outside vendor and used their expertise.
22 They have a number of Ph.D.s working on their staff. We're
23 able to examine our data, model it, and try and put the
24 forward-looking risk models in.

25 So there has been about five-plus years of our

1 records, 2020 through 2025, and that's what we vetted with the
2 model delegator. It identifies behaviors statistically linked
3 with future serious misconduct based on past adverse outcomes,
4 and we will now take that model and compare officers to peers
5 with similar job functions and head off future risk. The
6 alerts statistics will vary with behaviors or unusual
7 patterns, not high activity levels. Remember that high
8 activity levels alone lead to arrest or bolster them, what
9 have you, and does not in and of itself indicate unusual
10 patterns for excessive risk. It's more holistic, and it's
11 more comprehensive than that.

12 The predictions made by the model support but of
13 course do not replace supervisory judgment. We still want
14 to -- we're trying to arm our supervisors, not replace them,
15 not take away from their judgment, their experience and their
16 independence working with their own officers.

17 So, again, Benchmarks Analytics data team analyzed
18 more than five years of CPD data, and they looked at
19 disciplinary records, use of force incidents, and arrests.
20 Those are the ingredients that they found have the highest
21 degree of predictive data. Other data points were examined,
22 studied and researched and were found to add value, but not to
23 be statistically significant when it came to forward-looking
24 predictions of the model. These were the four complaints that
25 they did say that the science and the math supports it, being

1 highly relevant and highly accurate in the support case for
2 the analysis.

3 The model works in four stages. It is a four-stage
4 process. So this all happens instantly. The model does do
5 things and does it quickly. So first we measure the officer's
6 activity. We then identify patterns linked to past adverse
7 outcomes. By that we mean we're comparing similar officers,
8 20, 21 officers who look similar, we're then doing here
9 comparisons.

10 So we look at 2026 officers at risk and we compare it
11 to the same risk in a very similar situation. We're not
12 comparing an officer on the marine unit to a detective in Area
13 2. We want to compare officers that are on the beat with
14 other officers.

15 And then after we do all that, once we do all the
16 support things again, it's then going to generate prioritized
17 alerts. Again, officers are prepared and ranked, peer-group
18 analyzed based on rank, assignment, public-facing exposure.

19 So we want to compare officers to officers, sergeants
20 to sergeants, and command staff officers are not being
21 compared with officers in the district, that wouldn't be
22 right, and any public-facing exposure. We want to make sure
23 that we're being fair and transparent with that.

24 The model is designed to target serious sustained
25 misconduct risks. It's best able to look at the things which

1 we are able to go back and highlight and see and identify the
2 pattern for. That's how it works. So including but not
3 limited in that list are excessive force allegations, civil
4 rights violations, abuse of authority, criminal misconduct.

5 Now, these outcomes are relatively rare. We're
6 talking about 15 to 20 percent of cases. And the way that the
7 statistics work and the way that the math works is that the
8 more rare the instances are to identify, the more likely or
9 more valid our prediction model becomes.

10 It's the same way that insurance companies work when
11 talking about traffic crashes. Rare, it's easier to model
12 risk for than things that happen every single day. So for us
13 the fact that these high-level systemic risks are rare help us
14 from a predictive standpoint.

15 So this can change, but as of now, as of today and as
16 of the initial modeling, we're looking at about 4 percent of
17 our officers, give or take, are expected to be flagged for
18 enrollment in EISS on an annual basis. However, when we look
19 at these officers, they again historically have made up about
20 23 percent of all investigations, so, you know, a factor of
21 five, six times likely as much as their peers, and 30 percent
22 of serious priority-level cases. Again, though, it's showing
23 us that the risk is concentrated but not widespread. Having a
24 relatively rare risk allows us to be surgical.

25 Again, the predictions are probabilistic, not

1 deterministic. We can't say that just because the model shows
2 that officer X could to be involved in situation 1, that that
3 has actually happened, right. So our supervisors must be able
4 to evaluate context, review recent activity and speak with the
5 officers before deciding next steps. In the future or to say
6 definitively that officer X was going to go on to commit
7 whatever felony is what we're trying to prevent.

8 Our model and our application is also a hybrid, like
9 I said earlier, so where we're going to be looking at
10 incorporating policy alerts and command-initiated issues in
11 addition to our data driven. The policy alerts are going to
12 be, like I said, a predefined threshold trigger base the
13 department establishes once you cross a certain threshold.
14 The nice thing about that is that it allows us to include data
15 points in our analysis that aren't necessarily appropriate,
16 things like attendance, medical, SPAR, something we want to
17 monitor, an officer's excessive amount.

18 From management's standpoint, that's an important
19 thing for us to monitor and it's appropriate for supervisory
20 intervention. It's not something that's necessarily a risk
21 management priority, which is why that specifically is
22 appropriate for me. But we're going to have the policy so
23 we're able to, you know, expand the net while still also
24 being, like I said, a little bit surgical.

25 Then we also have command initiated. And that's for

1 kind of the hard-to-define instances where the chain of
2 command decides, makes the assessment officers need
3 intervention, even though they haven't been picked up by
4 either the data or policy alerts.

5 So from an oversight, audit and transparency
6 standpoint, every alert is explainable, both for the
7 supervisor and for the officer. We have a log involved of all
8 incidents and all alerts. And we have role-based access
9 controls. The higher you go up in the department, the more
10 access you have, the more visibility you have.

11 We also have the Benchmark and audit division,
12 independent reviews both by our vendor and by the audit
13 division to make sure we're accurate, fairness, and also
14 outcomes.

15 So once an officer is flagged again by data, policy
16 alerts or management, it requires a supervisor to open up the
17 alert, take a look at it and do their own independent
18 analysis. They're then able to recommend supports or
19 interventions as they see fit in order to again help the
20 officer out. That could include mentorship, wellness
21 referrals, counseling or coaching. There is a fairly robust
22 menu of supports that are available that every member and his
23 or her supervisory team could choose to make use of.

24 This is a chart of the timeline of where we are right
25 now. We're here in July. So right now we are looking to

1 start a beta testing phase. We're going to take three to six
2 months where we'll be raising the threshold....

3 (Audio transmission interrupted.)

4 THE COURT: Okay. We can finish up then on this
5 presentation from the City.

6 MS. HICKEY: Yes, Your Honor.

7 MR. KENTER: Okay.

8 MS. HICKEY: Thank you, sir.

9 MR. KENTER: Yeah, no problem. Sure.

10 So, again, we're working to develop and deploy an
11 EISS system this is compliant, targeted, preventative,
12 transparent and adaptive.

13 This Early Intervention and Support System is a risk
14 management tool, not a disciplinary tool, and it's designed to
15 help us meet our reform obligations while improving both
16 officer and public safety outcomes.

17 That's all I have.

18 MS. HICKEY: You were really close to the end.

19 MR. KENTER: I knew that was the last part. I'm
20 sorry. Yeah.

21 THE COURT: You're not a jinx.

22 All right. Are we ready to hear then from the
23 Attorney General, from Ms. Meth?

24 MS. METH: Yes, Your Honor. Thank you.

25 Good afternoon, Your Honor, and members of the

1 community. My name is Elena Meth, and I am the section lead
2 for the supervision section and will be speaking today briefly
3 about the EISS, which is under the supervision and data
4 section of the Consent Decree.

5 I'm going to talk about this system, which is
6 integral to effective supervision, which intersects with every
7 aspect of reform, from setting the right tone and culture in
8 the department, to effective training and support, to
9 supervisory review, of course, meaningful intervention,
10 officer safety and wellness, and accountability. Effective
11 supervision is foundational. Supervisory requirements are
12 therefore embedded throughout the sections of the Consent
13 Decree.

14 In 2017, DOJ report found that CPD's early
15 intervention system existed in name only and did not assist
16 supervisors in identifying or correcting early behavior.

17 The report also emphasized that for any early or,
18 excuse me, early intervention initiatives to have the best
19 chance of success, the City and police unions must negotiate
20 collective bargaining agreements that enable an EIS that is
21 accurate, complete, and that allows for meaningful support of
22 officers by redirecting problematic behavior.

23 An effective early intervention system is required
24 under paragraph 583 through 605 of the Consent Decree. These
25 paragraphs require CPD to provide supervisors with an

1 automated electronic system that enables them to proactively
2 identify at-risk behavior by officers under their command and
3 to provide individualized interventions and support to address
4 that at-risk behavior.

5 CPD, as you've heard, has been working to create such
6 a system since the Consent Decree began in 2019. As of the
7 13th reporting period, the last reporting period before, just
8 the past six months, the Monitor assessed CPD in preliminary
9 compliance for the early intervention system paragraphs. CPD
10 has achieved preliminary compliance with these paragraphs
11 based on its work on prior iterations of the early
12 intervention system.

13 As you've heard, although these earlier systems are
14 no longer in place, they will inform the new intervention
15 system in the department as it's being currently developed.

16 Over the last eight years, CPD has cycled through a
17 number of iterations of the early intervention system.
18 However, those have not worked out.

19 Since the last time the Attorney General's Office
20 updated the Court about the EIS in October of 2024, the City
21 and CPD have contracted with Benchmark Analytics, the same
22 contractors who have been developing the new performance
23 evaluation system to create this data-driven intervention
24 system that you've just been hearing about.

25 CPD's latest iteration of the Early Intervention and

1 Support System or EISS, seems promising based on early
2 development. As Lieutenant Kenter explained, the new system
3 incorporates the advantages of the previous officer support
4 system using data-driven enrollment when an officer triggers
5 certain thresholds while incorporating potential strengths
6 from legacy systems, like automatic enrollment based on
7 particular criteria and providing supervisors with the ability
8 to refer department members who are showing a pattern of
9 conduct that's concerning but doesn't otherwise trigger
10 automatic system enrollment based on data alone. This could
11 include unprofessional conduct and less serious but still
12 concerning verbal transgressions.

13 EISS is still in early development phases. Based on
14 this early progress, the EISS does seem like an improvement
15 from prior early intervention models CPD has employed.
16 However, CPD has a considerable amount of work left until we
17 can even begin to evaluate its impact on the entire
18 department.

19 As is true with any computer system, there will be
20 bugs and usability issues to work through. If the
21 department's rollout of the performance evaluation system,
22 which was also created by Benchmark, is any indication of how
23 the EISS rollout will go, CPD has a potentially bumpy road
24 ahead. It's imperative that CPD provides supervisors with
25 ongoing support on how to clearly explain the system to

1 officers and supervisors, both the triggers for intervention
2 and how to use the software itself, and how to navigate
3 difficult conversations about being identified for
4 intervention and next steps for support.

5 CPD needs to make these resources available from day
6 one to prevent problems, not add them hastily once problems
7 have arisen.

8 It will still be several years before the IMT and OAG
9 can evaluate whether the EISS is catching concerning behavior
10 early enough to intervene effectively and avoid future serious
11 misconduct.

12 As CPD works to develop the system, trainings for
13 department members and supervisors and the system's eventual
14 launch, CPD should provide updates to the public regularly to
15 effectively communicate this process and its progress.

16 Thank you for the opportunity to provide remarks
17 today about the Early Intervention and Support System. On
18 behalf of the Attorney General's Office Consent Decree Team,
19 we look forward to hearing from community members about their
20 experiences with Chicago police officers and the status of
21 reforms required by the Consent Decree.

22 We thank everyone who has signed up to speak for
23 taking time out of their lives to speak to the Court and for
24 their commitment to reform. Thank you.

25 THE COURT: Thank you, Ms. Meth.

1 Any questions or comments for her before we move on?

2 Okay. Let's hear then from Coalition counsel. I
3 know that you don't have a great deal of time, but I'm looking
4 forward to hearing from you.

5 MS. HICKEY: Your Honor, I believe they're being
6 promoted. There is Mr. Harrington now.

7 THE COURT: Great. Good. Thanks.

8 MR. BLOCK: And Mr. Harrington will be speaking first
9 for the Coalition today.

10 THE COURT: Okay. Thank you.

11 MR. HARRINGTON: Okay, great. I'll get started.

12 Good afternoon. My name is Michael Harrington. I'm
13 co-chair of Network 49, one of the plaintiffs in the Consent
14 Decree Coalition.

15 Today my remarks are for you, Judge Pallmeyer, as
16 well as all parties and police oversight bodies, especially
17 Chicago Mayor Brandon Johnson.

18 The Consent Decree was born from the Chicago Police
19 Department's failure to value the lives of people of color, a
20 culture of excessive force, falsified reports and institutions
21 at every level that protected officers more than the public.
22 Seven years later, we are still demanding the accountability
23 the Consent Decree promised.

24 During Superintendent Snelling's tenure, CPD
25 increased compliance with the Consent Decree, but only on

1 paper. Yes, there are new policies and more trainings. But
2 the data shows that traffic stops are up, use of force is up,
3 gunpointing is up, and racial disparities have not improved.

4 Nobody should applaud the department for on-paper
5 compliance while the conditions of policing deteriorate for
6 people of color. We must demand that the next superintendent
7 break through CPD's code of silence, not reinforce it.

8 For instance, we saw the difference between
9 compliance on paper versus what actually happens on the street
10 in the case of Officer Michael Brandt. This misconduct and
11 violent use of force in 2019 were reported by WTTW in April.
12 Body-camera video clearly shows Officer Bryant punching an
13 already subdued 17 year old in the head, pointing his gun at
14 bystanders, and referring to a Black man as boy.

15 COPA recommended firing Bryant. We saw the video.
16 But I guess we weren't supposed to believe our lying eyes when
17 in 2024 Superintendent Snelling proposed only a 25-day
18 suspension. He rejected the allegations of excessive force,
19 unreasonable gunpointing and dishonesty.

20 So COPA capitulated. The ultimate messages to
21 officers is clear: Supervision is weak, discipline is nothing
22 to worry about, be aggressive, and we'll have your back.

23 COPA's assessment also noted Officer Bryant's
24 statement that he had, quote, "received use of training -- use
25 of force training six or seven times" since his original

1 training in police academy. He stated that his training
2 covered open-hand strikes barely, if at all.

3 What does this tell us about CPD training? The
4 Consent Decree monitor must evaluate how officers are tested,
5 how many actually learn something from all the training and
6 how many don't.

7 Also, let's investigate weaknesses in police cadet
8 recruitment, screening, comprehensive background checks, and
9 values assessments in order to stop CPD from giving a badge
10 and a gun and a Taser to people who bring harm to our
11 community.

12 On community engagement, CPD has also failed to
13 genuinely engage the people most harmed by its policing. The
14 department's own community policing assessment conducted by
15 the Civic Consulting Alliance published in April 2026 confirms
16 as much. It said community members, quote, "often feel
17 unheard" and describe officers as, quote, "unapproachable,
18 unwilling to engage in meaningful communication, or are even
19 aggressive."

20 It documented the community members experience
21 officers, quote, "behaving with aggression that is
22 disproportionate to the situation" and described, quote,
23 "gunpointing as more of a tool for officers rather than a
24 safeguard."

25 The report raised concerns about patterns of policing

1 behavior that they associated with systemic inequality,
2 implicit bias, and stereotyping.

3 CPD could have taken this feedback seriously and set
4 goals around reducing racial profiling, uses of force and
5 aggression. Instead, CPD touts its 22 annual district
6 strategic plans. Yet not a single word of the plans address
7 racial profiling, racial disparities, excessive force or
8 officer gunpointing.

9 CPD's own assessment tool found that community
10 policing staff waste time on CPD-led engagements, like coffee
11 with a cop, bingo games, coat drives and turkey drives.

12 CPD members acknowledged that, quote, "The people
13 showing up aren't the people we need to interact with."

14 According to the assessment, some within CPD view the
15 districts' strategic plans as, quote, "time-consuming,
16 administratively burdensome check-the-box exercises rather
17 than meaningful problem-solving strategies."

18 Between 2020 and 2023, the Court's monitor conducted
19 focus groups with young Black and Latino men and women across
20 the City. Their responses were telling. One participant
21 described officers, quote, "their hand already on the pistol,
22 ready to pull out of the holster." Routine traffic stops,
23 going straight for the gun, quote, "to put fear in people."

24 Women described a department that did not believe
25 them about experiencing sexual assault or domestic violence

1 and, quote, "generally minimized women's complaints and
2 injuries." One woman said simply, "They downplayed my bruises
3 and did not believe me."

4 The City and CPD have not made progress on core
5 issues which our residents demand be addressed, and here we
6 are, after seven years and three mayors, Rahm Emanuel, Lori
7 Lightfoot, and Brandon Johnson, and after spending millions of
8 tax dollars on the Consent Decree.

9 The Mayor's Office needs to get involved if the
10 decree is to have any chance to succeed in transforming CPD's
11 culture of impunity into a culture of accountability.

12 Mayor Johnson, this is your opportunity, an
13 opportunity no mayor before you has seized. You campaigned on
14 ending excessive and discriminatory police violence in
15 Chicago. We believe you meant it. Establish concrete
16 numerical goals and benchmarks to reduce police violence and
17 the targeting of Black people by Chicago police. Now is the
18 time to make good on your commitments.

19 Thank you.

20 THE COURT: Thank you very much.

21 The next spokesperson for the Coalition?

22 MR. BLOCK: Good afternoon. My name is Alexandra
23 Block. I'm one of the attorneys for the community Coalition
24 from the ACLU of Illinois.

25 On behalf of the Coalition, I'd like to thank the

1 Court and the Monitor for convening this hearing today. We
2 thank the representatives of the parties and the community
3 members who are at the hearing today.

4 The Coalition also joins the others on the call who
5 have congratulated Superintendent Snelling on his retirement.
6 The Coalition appreciates that Superintendent Snelling has
7 attended these hearings regularly and prioritized
8 participation in the Consent Decree process. It's critical
9 that CPD leadership show that the Consent Decree is their top
10 priority.

11 We recognize, as Mr. Harrington said, that the
12 Consent Decree has made some progress on paper under
13 Superintendent Snelling's leadership. But I'm going to echo
14 Mr. Harrington's remarks again here and say in the ways that
15 matter most, the Consent Decree has made very little progress
16 after seven years.

17 CPD still hasn't changed its intrinsic culture of
18 violence, discrimination and impunity that the Consent Decree
19 is designed to fix.

20 The Consent Decree has not transformed the way that
21 ordinary Chicagoans experience policing in most neighborhoods
22 throughout this city.

23 To many community members, CPD is still seen as an
24 occupying army.

25 Take CPD's use of force against community members,

1 for example. Over the last several weeks, CPD released two
2 year-end reports on its use of force during the first three
3 quarters of 2025, and those reports showed that the trends are
4 going in the wrong direction.

5 Reported violence by CPD continues to increase, not
6 decrease. After skyrocketing nearly 75 percent between 2021
7 and 2024, the total number of force reports increased again at
8 an additional 9 percent during the first three quarters of
9 2025.

10 Unlike in prior years, CPD failed to separate out the
11 number of force occurrences from the number of force reports,
12 so the public can't even tell how many distinct incidents were
13 involved. And CPD also failed to even analyze force used in
14 the last quarter of 2025, making it very difficult to compare
15 year over year.

16 Let me address gunpointing. After increasing more
17 than 40 percent between 2022 and 2024, firearm pointing
18 incidents again were up 4 percent in the first three quarters
19 of 2025 compared to the prior year. Officers pointed their
20 guns at 4,220 people last year.

21 While CPD reports that the numbers started declining
22 in the second half of 2025, this is still far too many people
23 who have an officer's gun pointed at them.

24 Another serious issue is that CPD is out of
25 compliance with the Police and Community Relations Improvement

1 Act, sometimes called PCRIA. That's the state law that
2 requires an outside law enforcement agency to conduct a
3 criminal investigation every time someone dies at CPD's hands,
4 whether it's an officer shooting or a death in custody.

5 Paragraph 492 of the Consent Decree specifically
6 requires CPD to comply with this state law, PCRIA. And most
7 other major cities and sheriffs departments around the state
8 are in compliance. CPD is the outlier. More than 10 years
9 after the state law went into effect, there is simply no
10 excuse.

11 As the Court knows, a year ago the Coalition sent a
12 notice of intended enforcement to CPD about CPD's increasing
13 use of force, and especially the disparities in its use of
14 force against Black and Latino people and people with
15 disabilities. This is not a new issue. CPD has been aware of
16 its discriminatory reports for decades, and it was
17 specifically identified in the Department of Justice's 2017
18 report that preceded this Consent Decree.

19 Most recently, CPD received a report in March 2025
20 from consultants that CPD retained, which again documented
21 racial discrimination and uses of force. Even when these
22 experts tried very hard to explain away the disparities, for
23 example, by examining whether they were related to being in
24 locations of higher crime or populations with more arrests,
25 the experts concluded that CPD's structural issues were

1 causing racial disparities in use of force. It was not a
2 result of a few racist officers. It's a department-wide
3 problem.

4 And as we stand here today, the biggest problem of
5 all is that CPD continues to deny that its excessive and
6 racially disparate use of force is a problem at all.

7 The past five months, from February of this year, CPD
8 has refused to meet with the community Coalition to address
9 the meteoric rise of police violence in Chicago. Let me say
10 that again. They haven't met with us for five months.

11 CPD has seemingly buried its head in the sand and
12 refused to discuss its use of force problem. Instead, the
13 department seems focused on massaging its data. Recently a
14 released proposed revision to its use of force policy, and
15 instead of setting a goal of reducing use of force, it makes
16 changes around the edges about how data is recorded. It
17 clarifies the definition of a choke hold, which is a maneuver
18 that state law prohibits, unless deadly force is authorized,
19 and CPD proposes a new, quote-unquote, "level zero force
20 report" for when community members allegedly use force against
21 an officer.

22 The Coalition isn't necessarily opposed to fixing
23 data collection issues, but we are very concerned that CPD's
24 focus has been only on making the data look better and not on
25 actually figuring out how it can use less force against people

1 in Chicago.

2 The Coalition's position is very clear. The outcomes
3 we want to see are fewer uses of force, fewer uses of force
4 against everyone, and particularly against youth, people of
5 color and people with a disability. We want to see more
6 people diverted from the criminal legal system, including
7 people in crisis who should be provided with mental health
8 assistance instead of arrest or incarceration.

9 We call on CPD to resume meeting with us, meeting
10 with the Coalition, to make an actual plan, a concrete plan to
11 achieve these outcomes, which are after all the main goals of
12 this Consent Decree.

13 This is the next phase of Consent Decree compliance,
14 moving from checking boxes on paper to actually making our
15 communities safer. It means moving away from mass stop
16 tactics, mass traffic stops, mass pedestrian stops and moving
17 towards investigating and solving more violent crimes.

18 This means getting better results, less harmful, less
19 discriminatory results overall. The Consent Decree is only at
20 the starting blocks in terms of achieving those measurable
21 outcomes.

22 Finally, I want to introduce the Court today to a
23 number of young people who will be speaking, people who are
24 active in their communities throughout Chicago. They will be
25 speaking on behalf of the Coalition. We urge the City and CPD

1 officials in attendance to listen closely to the testimony of
2 the courageous youths who are speaking today and to carefully
3 consider their proposal for how CPD officers should be
4 interacting with young people and for how the City as a whole
5 can support rather than villainize or criminalize young
6 people, and especially young people of color in Chicago.

7 I want to thank you for your time. And we look
8 forward to the community's remarks.

9 THE COURT: Thank you, Ms. Block. And I'll look
10 forward to hearing from the community members as well.

11 I think we're ready to begin. I know we're just
12 getting a little bit of a late start. But I have a long list
13 of individuals who would like to be heard.

14 And I'm prepared to begin with Amir Shakur. If Amir
15 Shakur is ready, I'm happy to hear from that person.

16 MR. SHAKUR: Yes. Good afternoon, everyone. Good
17 afternoon, Your Honor. I am definitely happy to address this
18 panel.

19 First of all, I definitely -- I know we only have a
20 brief amount of time and many speakers, but what I want to say
21 is very brief. As a participant in the Consent Decree for the
22 last several years, even when it was started, I will say that
23 the effort -- I want to also follow up with what Michael said
24 and Ms. Block -- it's just not working and for a number of
25 reasons. And I want to highlight an example at this point in

1 time.

2 The 1863 tactical team out of District 18, which some
3 folks were aware of and are aware of, and maybe if you
4 haven't, just for the purposes of notation, the 1863 tactical
5 team was a police department team, a tactical team out of
6 District 18, I should say. And there, under their leadership
7 and under their guidance, full stop, over a hundred complaints
8 were made about this particular group of detectives and police
9 officers.

10 And over this extended period of time that it was
11 active, it's now disbanded and being investigated currently as
12 we speak is what we're told, you know, the leader had 67
13 complaints, 67 complaints, over a hundred complaints of this
14 tactical team.

15 My question is how does this tactical team live under
16 the guise of an informed Chicago Police Department and the
17 informed Consent Decree? I mean, you know, this is police
18 misconduct at its greatest level.

19 So to say that the benchmarks are not working, the
20 analytics are not working is for me and for us is an
21 understatement.

22 I did not say my organization is Freedom First
23 International. And under my banner, we've had some of the
24 biggest civil rights cases in America. We sent officers to
25 fight the case of Tamir Rice in Cleveland, Ohio. We also

1 overturned the youngest person executed in US history, which
2 is the Stinney case based out of Chicago.

3 We definitely need a paradigm that would be a better
4 alternative. I mean, you know, Community Alternative Policing
5 is not working. The strategies are not being put together.

6 But these benchmarks have to be made real, and not
7 only that, but they have to be made for the community to
8 understand at the most fundamental level. I'm talking about
9 folks in the urban community who are resistant to change.

10 Traditional hierarchy police cultures do not reach
11 these people. And sometimes they resist proactive social
12 service if they feel like it's not going to help them. They
13 look at it as carpetbagging. So how do we get past that?

14 This is what the conversation has to become with
15 funding and limited scope initiatives. There is no
16 alternative but to make it real for the people on the ground.

17 And I also want to overemphasize that we have to be
18 on guard against overselling these community policing programs
19 for something that they're not. I mean, these initiatives go
20 and come like the rain that we see in the spring and the
21 summer.

22 So there is a level of pressure to make it real. And
23 that's what I would be willing to continue to work with you
24 folks, and hopefully we can do that. But at this point, I
25 mean, if we were to grade our initiatives, it might even be a

1 very warm D minus at this point. That's subjective opinion.
2 And I hope that we can make these initiatives real or
3 especially in the urban community going forward.

4 THE COURT: Thank you, Mr. Shakur. Thank you very
5 much.

6 MR. SHAKUR: Thank you.

7 THE COURT: Do I have Aileen Robinson with us this
8 afternoon?

9 MS. HICKEY: She was on earlier. So if you can just
10 give it a minute, Your Honor.

11 MS. ROBINSON: I am here. Can you all hear me?

12 THE COURT: Yes, we can. Thank you.

13 MS. ROBINSON: All right. Good afternoon, everyone.
14 I am Aileen Robinson. I serve as the Regional Assistant
15 Director for Law Enforcement Engagement and Incident Response
16 for Anti-Defamation League.

17 I'd like to speak briefly about some of the work that
18 we've been able to accomplish with the Chicago Police
19 Department just over the past few months.

20 At the ADL, we appreciate the Chicago Police
21 Department's efforts to engage with diverse and marginalized
22 communities, to consider their experience in police policies,
23 trainings, and strategies.

24 I've had the honor and been grateful to work with the
25 Chicago Police Department in reviewing its hate crime policy

1 and training and appreciate that CPD included their feedback
2 in both.

3 We support CPD's decision to reorganize its response
4 to hate crimes under the new Office of Equity and Engagement,
5 and the ADL recognizes more significant outreach and support
6 from the Chicago Police Department as a result of this office.

7 The Anti-Defamation League also appreciates and
8 strongly supports adding victim services for hate crimes under
9 the Office of Victim Services and believes this is an
10 important program that all police departments should have.

11 We encourage the Chicago Police Department to
12 continue to explore new and innovative ways to make reporting
13 of hate crimes more accessible.

14 I would just briefly like to share a bit of history.
15 Thirty years ago working with the Chicago Police Department, I
16 was assigned a similar task. I currently work for the ADL,
17 where I need to bridge the gap between law enforcement in the
18 community to address hate crimes.

19 Thirty years ago I came to the Chicago Police
20 Department to work with the community and the department to
21 address domestic violence and increase the safety net for
22 victims.

23 Thirty years ago this work took a good four, five
24 years to build a foundation where we had effective policies
25 and response to serve victims. I'm pleased to say that I've

1 only been in this role with the ADL for a very few months and
2 have already established working agreements looking at
3 policies, looking at how to move these policies forward and
4 make them a reality.

5 In the world where I came from 30 years ago, this is
6 absolutely unheard. It is so unheard that out of the nine
7 regions, the nine states that I work with, we are currently
8 looking to focus on the Chicago Police Department as a best
9 practice response for law enforcement in addressing hate
10 incidents and hate crimes.

11 I look forward to seeing what the next few months and
12 next few years can do to bring a safety net into a community
13 right now that is seeing increased hate incidents and hate
14 crimes and know that the ADL has a significant and trusted
15 partner with the Chicago Police Department.

16 I thank you for your time.

17 THE COURT: Thank you, Ms. Robinson. Appreciate
18 those comments and the history that you bring to this.

19 Antonio King, are you with us this afternoon?

20 MS. HICKEY: I believe he is, Your Honor, if we give
21 it a second or two.

22 MR. SEPULVEDA: I'm sorry, he is not here. Number 4
23 is here, however.

24 THE COURT: Eric Wilkins, you're number 4, and we
25 will hear from you. Whenever you are ready to proceed, please

1 go right ahead.

2 MS. HICKEY: Mr. Wilkins was in the queue. Thank
3 you, Eric.

4 THE COURT: Go ahead.

5 MR. WILKINS: Can you hear me?

6 THE COURT: Yes.

7 MR. WILKINS: Okay. Well, thank you, Your Honor. I
8 give thanks to God first and foremost.

9 I'm part of the Coalition, but today I'm talking as
10 Eric Wilkins.

11 I have two sons, Jamil and Eric, who have shown up
12 most of the times who are now 14 and 10 years old. You know,
13 and for a brief history, to know about the Consent Decree, the
14 Consent Decree came behind the brutal murder of Laquan
15 McDonald back in 2014.

16 In 2016, the same year Eric was born, that's when we
17 got the Consent Decree to go. I've been a part of this from
18 day one. I started, I started back in 1992. I got drafted
19 into this because of my son -- I mean because of my big
20 brother. He was, he was kidnapped by the Chicago police, Jon
21 Burge and his cronies, for a crime he didn't commit. And he
22 went to, he went to jail for killing this young kid here in
23 Roseland, the same area that I stay in, you know, and he did
24 25 years before he got exonerated.

25 This is '92. I was 21 years old. It made me

1 violent. It made me, it made me angry. It got me shot. It
2 got me paralysed. You know, so I had to change my life
3 around.

4 You know, since then I've been a part, I've been a
5 part of the Consent Decree. I've been a part of Safe Passage.
6 True story. Chicago Public School was having a meeting in
7 Roseland, and I asked could I go home for a minute. I had got
8 a notebook, and I gave Safe Passage a whole disaster
9 (unintelligible) from my notebook and put on for the City.

10 I'm 55 now. My son Eric was on here, he's 10. He
11 just turned 10 last week.

12 Man, how much time do we have? I've been singing We
13 Shall Overcome all my life. I worked with Dr. Carol Adams on
14 the building of the trauma center. You know, poured my heart
15 and soul into it. Now I'm volunteering with Christ, with the
16 trauma doctors down there.

17 The police has not changed not one bit. They don't
18 listen to the youth.

19 Jamil has done so much, and now he's drafted. If
20 anybody want to know what drafted is, it's 90 degrees outside,
21 and you'll see a lot of young people walking around with
22 hoodies on. That's drafting. They drafted into a gang
23 because they want to be heard. Nobody want to listen to them.

24 We need programs. We don't need more incarceration.
25 You know, I didn't, I didn't -- so bottom line, they call me

1 Broken Wings. Anybody know who Broken Wings is my reference.
2 I done pour my heart and soul into this City. And there is no
3 change. These programs look good on paper. But in Roseland,
4 I don't see none of that. Chatham, I don't see none of that.
5 Englewood, I don't see that. And the ones that do do good,
6 because there are good officers out there, they normally have
7 to be cleaning up, cleaning up or cleaning up. That's all
8 they do. They've got the good officers cleaning up, and these
9 other guys are just overseers. They come out, they put on
10 their gloves, Oh, man where you going?

11 That's a reason I'm also a part of the traffic stop
12 case. My name is Eric Wilkins. I wanted to file Wilkins
13 versus the City of Chicago.

14 Man, this is a facade, man. Everybody getting older
15 and older. And my kids grew up. Jamil has the strongest
16 profile because he come off my lap holding signs. He don't
17 even trust in the system no more.

18 The governor told him he was going to help him when
19 he was 6, had him dancing around, said dance, dance, dance.
20 He spoke on the atrium floor in Springfield. He done been on
21 the news. He's 14 now. He ain't cute like he was when he was
22 6. And he hoodied up. And that's my son. I do this for my
23 son, for my sons, because I didn't put my hands on the
24 (unintelligible). I done lay down. I didn't get caught with
25 guns. Because I had to carry guns because my brother was

1 guilty, and the boy was up there, really bloody crime scene,
2 where I go away and stay five doors down, the guy who actually
3 did it. It was a real bloody crime scene.

4 I'm just tired. It messed my family up. And I don't
5 want to see nobody family -- that's why I'm a part of the
6 Consent Decree too, I don't want to see nobody's family go
7 through what my family went through. And it tears the
8 community down.

9 So anybody who know me, that's my reference. So we
10 just got to stop the overseeing, stop that fishing that they
11 do 4:00 o'clock in the evening, want to pull everybody up.
12 Damn.

13 Thank you. I'm doing this from my heart and my two
14 sons.

15 THE COURT: Thank you, Mr. Wilkins. I appreciate
16 your time and your commitment to this issue.

17 Juanita Ariola next, if she's available, we can hear
18 from here.

19 How about Dominitrice McCally?

20 MR. SEPULVEDA: I'm sorry, speaker 5 is here and
21 she's joining me.

22 THE COURT: Okay. Good. Good, good.

23 MS. ARIOLA: Should I proceed or should I --

24 THE COURT: Proceed.

25 MS. ARIOLA: Okay. Sorry.

1 THE COURT: Yes, you may proceed.

2 MS. ARIOLA: Okay. So good afternoon. And thank you
3 for the opportunity to speak. My name is Juanita Ariola, and
4 I serve as the director of Domestic Violence Services for the
5 Helen and Joe Community Organization in the Little Village
6 community in Chicago.

7 Today I'd like to speak about the strong partnership
8 that we have built with various departments and specialized
9 units within the Chicago Police Department and how these
10 collaborative relationships have strengthened the ability to
11 serve survivors of domestic violence, sexual assault, child
12 abuse, human trafficking and violent crime throughout the City
13 of Chicago.

14 Since becoming a federal 901(c)(3) nonprofit
15 organization in 2019, Helen and Joe Community Organization has
16 worked alongside law enforcement, behavioral health
17 professionals, victim advocates, community partners to ensure
18 that survivors receive compassionate trauma-informed and
19 victim-center services during some of the most difficult
20 moments of their life.

21 Our work begins where many investigations leave off.
22 We assist survivors with emergency orders of protection,
23 safety planning, crisis intervention, court advocacy,
24 emergency housing navigation, referrals to counseling,
25 emergency necessities and long-term support.

1 While detectives investigate crimes, our role is to
2 help victims and their families navigate the emotional, legal,
3 and practical challenges that follow the traumatic event.

4 One of the partnerships that I'd like to recognize is
5 the Chicago Police Department's Office of Victim Services.
6 The Office of Victim Services plays a vital role in helping
7 victim survivors navigate domestic violence related crisis,
8 from the initial police response through the Court process and
9 beyond, victim specialists provide trauma-informed advocacy,
10 emotional support, safety planning, referrals to community
11 resources and guidance through systems that can often feel
12 overwhelming. Our work helps survivors feel supported,
13 informed, empowered during a time of uncertainty.

14 I'd like to recognize a specific employee,
15 Ms. Lizbeth Regal, program manager, whose leadership has
16 helped oversee the domestic violence specialists serving
17 victims throughout Chicago. Her commitment to collaboration
18 between community organizations and law enforcement has
19 strengthened communications, improved coordination and
20 enhanced services for survivors.

21 I'd also like to recognize Angelica Tunis, who has
22 dedicated the past four years to serving survivors of domestic
23 violence and sexual assault. Her professionalism, compassion,
24 and commitment to collaboration -- in collaboration has made
25 meaningful differences in the lives of countless victims and

1 their families.

2 Together our partnership with Office of Victim
3 Services demonstrates the importance of coordinating
4 trauma-informed care and highlights how community
5 organizations and law enforcement can work side by side to
6 improve outcomes for survivors.

7 I'd also like to recognize the outstanding work of
8 Area 4 Special Victims Unit. These detectives investigate
9 some of the most sensitive and complex cases during sexual
10 assault and crimes against vulnerable victims. Their
11 professionalism, compassion, and dedication to victim-centered
12 investigations have earned the respect of our organization and
13 the families that we serve together.

14 I would like to recognize Detective Gavin, who has
15 proudly served the Chicago Police Department for 26 years,
16 including the 7 years assigned to the Special Victims Unit,
17 his professionalism and commitment to treating victims with
18 dignity and respect have helped build trust between law
19 enforcement and the community.

20 I'd also like to recognize Detective Zac, who we've
21 worked alongside. He's dedicated 23 years of service to the
22 Chicago Police Department. His experience and dedication to
23 special victim investigations has made him an invaluable
24 partner in helping survivors receive justice while ensuring
25 that they are treated with compassion throughout the

1 investigative process.

2 I'd like to recognize Sergeant William Brass, who has
3 served Area 4 Special Victims Unit for 23 years. His
4 leadership has fostered a culture of professionalism and
5 collaboration.

6 Another partnership that has had tremendous impact in
7 our organization is our collaboration with the Chicago Police
8 Department Special Investigations Unit. The Helen and Joe
9 Community Organization has had the privilege of working
10 alongside Detective Investigator Goldie Ryan and Detective
11 Investigator Juan Sifuentes on cases involving child victims
12 of criminal sexual abuse. These are some of the most
13 heartbreaking cases we encounter.

14 While these detectives work tirelessly to conduct
15 thorough investigations to seek justice for child victims, our
16 organization focuses on supporting the children and their
17 non-offending caregivers by providing crisis intervention
18 referrals, emergency necessities, counseling referrals, a
19 safety plan, and connections to long-term community resources.

20 Together we can help families navigate the most
21 traumatic experiences they will ever face.

22 I would like to recognize Detective Investigator
23 Goldie for his professionalism, compassion and commitment to
24 child victims and their families. His collaborative approach
25 has strengthened relationships between law enforcement and

1 community organizations while ensuring families receive
2 support beyond criminal investigation.

3 I would also like to recognize Detective Juan
4 Sifuentes for his outstanding dedication to protecting
5 vulnerable children. In addition to investigating child
6 sexual abuse cases, Detective Sifuentes also assists with the
7 FBI human trafficking task force, contributing to
8 investigations involving the exploitation and trafficking of
9 children and other vulnerable individuals.

10 His work reflects the importance of strong
11 partnerships between local, state and federal agencies in
12 protecting victims and holding offenders accountable.

13 The last partnership that we'd like to recognize is
14 the department's Crisis Intervention Team. Many of the
15 individuals we encounter are not only victims of crime, but
16 they are experiencing severe trauma, behavioral health
17 challenges or mental health crisis.

18 Working together with CIT officers allows us to
19 provide coordinated, compassionate trauma-informed responses
20 that prioritize the escalation of safety, immediate access to
21 behavioral health services. These partnerships ensure
22 individuals experiencing a crisis receive appropriate
23 intervention, support and referrals instead of facing those
24 challenges alone.

25 These collaborative partnerships represent exactly

1 the type of community engagement envisioned under the federal
2 Consent Decree. The Consent Decree encourages meaningful
3 collaboration between law enforcement and community
4 organizations to improve transparency, accountability, public
5 trust, and the quality of services provided for the people of
6 Chicago.

7 Our experience has shown that when police officers,
8 detectives, victim specialists, behavioral health
9 professionals, and community advocates work together,
10 survivors receive better support, investigations are
11 strengthened, and communities become safer.

12 No one agency can meet every need of a victim or
13 survivor. It takes collaboration. It takes trust. It takes
14 compassion. It takes shared commitment to ensuring that every
15 victim is treated with dignity, respect, and humanity.

16 On behalf of the Helen and Joe Organization, we'd
17 like to extend our sincere gratitude to the Chicago Police
18 Department Victim Services, Lizbeth Regal, Angie Atunis, and
19 dedicated domestic violence specialist Sergeant William
20 Burnat, Detective Gavin Hutchins, Detective Investigator
21 Dolby Ryan, Sifuentes, and Area 4 Victim Units, Special
22 Investigations Unit, Crisis Team Intervention, and all of the
23 law enforcement and community partners.

24 Thank you for unwavering dedication to serving
25 survivors of domestic violence, sexual assault, child abuse,

1 human trafficking, and violent crimes. Together we can
2 continue to build trust, strengthen partnerships and create
3 safer communities for every resident of Chicago.

4 Thank you for allowing me to speak today about our
5 experiences and recognize dedicated professionals who make
6 this collaborative work possible.

7 Thank you, Your Honor.

8 THE COURT: Thank you, Ms. Ariola. And best wishes
9 on your continued work.

10 MS. ARIOLA: Thank you. I'll see you again at the
11 next hearing, public speaking.

12 THE COURT: You will? Good.

13 I understand our next speaker is going to be
14 Mr. Lawrence. He's number 9. But I understand that a couple
15 of others have not been -- are not available.

16 So I think we're ready to hear from you,
17 Mr. Lawrence.

18 MS. HICKEY: Sorry, Your Honor, there is just a
19 slight delay when they are moving from one queue to another.

20 THE COURT: That's fine.

21 MS. HICKEY: I believe, Your Honor, if you want to
22 move on to 10.

23 THE COURT: Sure.

24 MS. HICKEY: For some reason it didn't work out with
25 number 9.

1 THE COURT: Yeah, Mr. Davis, I believe that you are
2 with us. And if you would like to be heard, you are certainly
3 welcome to speak up right now.

4 MS. HICKEY: We can go back to 9 if they are lined
5 back up in the queue.

6 THE COURT: Mr. Davis, are you with us?

7 MR. DAVIS: Hello.

8 THE COURT: Hello, yes, Mr. Davis.

9 MR. DAVIS: How are you doing? Good afternoon,
10 Judge.

11 THE COURT: Good afternoon.

12 MR. DAVIS: My name is Professor Vince Davis. And
13 before I start, Judge, I spoke several times, many times, and
14 after speaking, I never hear your response because it seems
15 like I've been immediately cut off.

16 However, before I start giving the facts, I would
17 like the Superintendent, Commander Jack Kenter, Maggie Hickey,
18 and anybody else refer this matter to the Department of
19 Justice and FBI, you know.

20 At this time, there are a plethora of obstruction of
21 justice among city employees at this time, the police
22 department, recruitment department, and also fraudulent
23 concealment (indiscernible) and contract by the police
24 department and police personnel.

25 And, again, I'm asking -- I've sent plethora of

1 documents to you. I know you read it. I know Maggie Hickey
2 read it as well. And since then I have not gotten any help,
3 because the police department Bureau of Internal Affairs
4 refuses to do an effective and efficient investigation.

5 And I don't have no trust with the Bureau of Internal
6 Affairs because, again, they're part of the concealment as
7 well. And I spoke with you again -- I mean, I spoke with you
8 about a fraudulent contract that was created by the police
9 department along with other personnel divisions within the
10 department.

11 Recently I've spoken with the City Council. The City
12 Council is looking at it. The mayor is looking at it at this
13 time. So I'm going to ask you to refer this matter to the
14 Department of Justice and the FBI, again, concerning a
15 fraudulent contract, a false signature of Mayor Daley. Over
16 \$2 million was stolen. And as a result, this particular
17 company that had me discharged from the police department
18 because of a fraudulent physical and drug test, they got
19 locked up. They got convicted too as well.

20 And this has not stopped me from progressing, and
21 I've done some great things. I became an inspector general
22 investigator with the Federal Inspector General Academy. I
23 have my law degree as well.

24 I'm asking Maggie Hickey that I will resubmit those
25 documents to her and also to the superintendent, knowing that

1 he's leaving, he can refer it to whoever is replacing him, and
2 all the fraudulent documents that I have currently. And I
3 want this to be sent to the FBI and the Department of Justice.

4 The police and fire committee has the information
5 right now, because there was a resolution put in for have me
6 reinstated to back to my position, but they held it in the
7 committee because of two fraudulent certifications under the
8 Department of Health and Human Service.

9 Two federal certifications was created by the
10 recruitment department and the police department, and I have
11 that right now along with the fraudulent fictitious contract.

12 THE COURT: Professor Davis, thank you. I don't
13 ordinarily refer matters to the FBI. But you are certainly
14 welcome to bring your concerns to that agency. It's not
15 directly related to the Consent Decree, but you're certainly
16 welcome to raise your concerns about what happened in your
17 situation with the FBI.

18 Is Mr. Lawrence available at this time?

19 MS. HICKEY: I don't think he is, Your Honor. So we
20 can move to number 12.

21 THE COURT: Okay. Number 12, Crista Noël. Ms.
22 Noël, are you with us?

23 MS. NOËL: Good afternoon, Your Honor.

24 THE COURT: Good afternoon.

25 MS. NOËL: Okay. You can hear me?

1 THE COURT: Yes.

2 MS. NOËL: Okay, cool. Hello, members of the
3 Coalition and Chicago.

4 I don't know if Superintendent Snelling is on this
5 call or is with --

6 THE COURT: He is. He is. And this is his final day
7 in his role. So let's do our best to make sure that everybody
8 who wants to be heard gets a chance to be heard this
9 afternoon, because I know the superintendent is with us.

10 MS. NOËL: Okay. Well, Mr. Snelling, I appreciate
11 you being involved, and I'm going to miss our disagreements as
12 well as laughs. Thank you.

13 Enjoy being a grandfather. I appreciate your
14 dedication as a Black father and your representation of Black
15 men in Chicago, especially from the south side and where my
16 dad was born, in Englewood.

17 Now, I forget what CPD's new meme saying was. I
18 think it was Stop the killing, stop the bleeding, start the
19 healing. I forget what it was.

20 But I am happy to announce that as a person who is
21 dedicated to monitoring our objective of sanctity of life that
22 CPD has lowered the fatality rate from 9 to 3. Even shooting
23 woundings are down to 4. These are 2024 rates.

24 I'm not sure if there have been any in-custody deaths
25 this year. And we are still concerned with the deaths from

1 CPD car chases, which I believe disproportionately kill women
2 and children. I'd asked for a statistical analysis of those
3 chases.

4 CPD and the City of Chicago has built a \$170 million
5 concrete monstrosity on the west side of Chicago that is as
6 cold as the concrete it's made of. But I want to -- but if
7 CPD wants to make back the money by training police officers
8 across the nation versus the 99 percent of the state of
9 Illinois, you will need to get the number of people killed by
10 you down to zero.

11 At that point we will be able to address the other
12 issues within the Consent Decree, because I still believe that
13 you will not be able to address any other problem without
14 addressing the problem of killing people. It is the
15 quintessential demonstration of your ability to manage people
16 and situations under pressure.

17 It's awful time to have CPD cops pay for these civil
18 cases. They're at 225 million this year. And I know a lot of
19 those are the Jon Burge cases. But 225 million, and it's
20 July. They need to have their own -- police officers need to
21 have their own insurance. And if they can't get insured, they
22 need to be fired.

23 The City of Chicago can no longer afford the burden
24 of crappy cops.

25 Gunpointing. Your Honor, it's time for sanctions.

1 We have been arguing with them about this since 2019. It's
2 time to get serious and sanction the City to wake them up.

3 Thank you.

4 THE COURT: Thank you very much, Ms. Noël.

5 Is Jennifer Edwards with us?

6 MS. HICKEY: Your Honor, I believe numbers 13, 14 and
7 15 are available. So we'll wait one second to see if they're
8 promoted.

9 THE COURT: Great.

10 MS. EDWARDS: Yes, I'm here.

11 THE COURT: Thank you.

12 MS. EDWARDS: Shall I continue?

13 THE COURT: Yes, yes, you may. Please do.

14 MS. EDWARDS: Good afternoon, everybody. I'd like to
15 speak on our experience with the police in Area 1 and in Area
16 2. Community and police connections should increase. For the
17 last five years at the community conversations that I've
18 attended in two districts, community people have asked for
19 beat integrity. This is difficult because of the shortage of
20 officers.

21 Devising ways of knowing our officers, the different
22 types of officers, the district coordinating officers,
23 district intelligence officers, the tactical officers will
24 help with this.

25 Walking the beat with community members and from the

1 areas is the idea. Connecting CPD departments is essential.
2 The detectives' CSI program is making a difference in
3 personally reaching out to families affected by crime. Our
4 goal is to assist with this project.

5 CPD, Cook County Sheriff, the Illinois State Police,
6 and the Crime Stoppers have allowed us to engage with them in
7 presenting carjacking prevention events and sharing
8 information with our communities. This is important for being
9 proactive and for preventing crime. We appreciate working
10 with them.

11 We suggest hiring retired officers to help with
12 paperwork at districts and developing a community watch
13 program.

14 Thank you. I could go on further, but I know your
15 time is valuable, as ours is. But we appreciate being able to
16 be a part of the community and work with the police. Thank
17 you so much.

18 THE COURT: Well, we appreciate your involvement. I
19 think the involvement of the public in this process is
20 critical to its hoped for success. So thank you, Ms. Edwards.

21 Mr. Rutherford, are you with us? And would you like
22 to read your statement at this point?

23 MR. RUTHERFORD: I'm sorry, there we go.

24 THE COURT: No problem.

25 MR. RUTHERFORD: Good afternoon, Your Honor.

1 THE COURT: Good afternoon to you.

2 MR. RUTHERFORD: My name is Paul Rutherford. I serve
3 as executive director and chairman of the board of directors
4 for Cook County Crime Stoppers, also doing business as Chicago
5 Crime Stoppers. Thank you for allowing me the opportunity to
6 address the Court today.

7 For more than 20 years I have volunteered with Crime
8 Stoppers. My commitment to the organization is deeply
9 personal. In 2004, my younger brother was murdered while
10 putting gas into his car.

11 During that difficult time, Crime Stoppers played a
12 crucial role in helping law enforcement solve his homicide.
13 That experience forever changed my life and inspired me to
14 dedicate myself to helping other families find the same
15 justice and closure that my family received.

16 Today, Cook County Crime Stoppers works hand in hand
17 with the Chicago Police Department Bureau of Detectives and
18 the family liaison officers. Together we provide another
19 avenue for members of the public to come forward anonymously
20 with information that may otherwise never reach detectives.

21 We understand that many people are afraid to speak
22 with the police because of fear, intimidation, or retaliation.
23 Crime Stoppers removes that barrier by allowing individuals to
24 report crime anonymously.

25 Our organization primarily assists with homicide

1 investigations, fatal hit-and-run crashes, and missing person
2 cases where there is a reason to believe the individual may be
3 a victim of human trafficking. Every one of these cases
4 represents a grieving family searching for answers and hoping
5 for someone to come forward.

6 When detectives request Crime Stoppers' assistance,
7 we immediately begin working with detectives and the victims'
8 families to develop reward fliers, coordinate media outreach,
9 conduct community canvassing when possible, and promote
10 anonymously reporting through multiple platforms such as a
11 hotline number and an online portal.

12 Based on our experience, when detectives request our
13 assistance, approximately 65 percent of those cases are
14 ultimately solved.

15 While no investigative tool guarantees success, this
16 statistic demonstrates the value that Crime Stoppers adds by
17 generating new leads and encouraging witnesses who might
18 otherwise remain silent, but more importantly, the strong
19 partnership between Crime Stoppers and the Chicago police.

20 For detectives, Crime Stoppers is another
21 investigative tool. For families, it is hope. When families
22 see reward fliers distributed throughout their neighborhood,
23 on social media and throughout the news media, they know that
24 law enforcement is using every available resource to seek
25 justice for their loved one.

1 That viable -- that visible commitment helps build
2 confidence in the investigative process and reinforces that
3 their case has not been forgotten.

4 One fact that many people do not realize is that Cook
5 County Crime Stoppers receives no government grants and no
6 public funding. We are a nonprofit organization operated
7 entirely by volunteers.

8 Despite our limited resources, we remain committed to
9 supporting law enforcement agencies throughout Cook County and
10 mainly Chicago. We do this because we believe every victim
11 deserve justice and every family deserves answers.

12 The partnership between Crime Stoppers and the
13 Chicago Police Department demonstrates how community
14 organizations and law enforcement can work together to improve
15 public safety. Anonymous tips have helped detectives develop
16 leads, identify offenders, locate witnesses, and solve violent
17 crimes that otherwise may have been remained unsolved.

18 Every homicide solved means that that dangerous
19 offender is held accountable. When violent offenders are
20 arrested and removed from our neighborhoods, they are no
21 longer able to victimize others. Holding offenders
22 accountable not only provides justice for victims and their
23 families, but it also prevents future acts of violence and it
24 creates safer communities for everyone. It allows the
25 offenders to enter the justice system, where they may receive

1 intervention, treatment, and other services that can help
2 prevent future criminal behavior.

3 As this Court continues to oversee the Consent
4 Decree, I respectfully ask that the importance of strong
5 community partnership continue to be recognized and supported.

6 Organizations such as Crime Stoppers strengthens the
7 trust between the community and law enforcement, encourage
8 cooperation from reluctant witnesses, and provides detectives
9 and police officers with valuable information that saves lives
10 and solves crime.

11 For more than two decades I have witnessed firsthand
12 the difference that anonymous tips can make. I have also
13 witnessed the relief that comes to families when they finally
14 receive answers after months or years of uncertainty.

15 Our mission is simple, to help bring justice to
16 victims, provide hope to families, support law enforcement,
17 and make our communities safer.

18 Your Honor, thank you for your time and your
19 consideration and your continued commitment to improving
20 public safety throughout the city of Chicago.

21 THE COURT: Thank you very much, Mr. Rutherford. I'm
22 happy to hear from you.

23 MR. RUTHERFORD: Thank you.

24 THE COURT: Is Mr. Williams with us at this time?

25 MS. HICKEY: I believe he is, Your Honor.

1 THE COURT: Great.

2 MR. SEPULVEDA: Sorry. 15 is not here, but 16 is.

3 THE COURT: Okay. Maria Pike.

4 MS. PIKE: Thank you, Your Honor.

5 My name is Maria Pike. I am a survival mother,
6 member of the Gun Violence Survival Leadership Network, which
7 was created in 2021 at the CSCC, Community Safety Coordination
8 Center. Then it went to the Chicago Police, Chicago
9 Department of Public Health. Right now we are under the City
10 Hall Office of Public Safety.

11 We serve as a leader for a group. Our goal is to
12 bring out the voices and concerns of survival families in our
13 communities from all corners of the Chicago area and community
14 -- and sit at the table in the spirit of transparency, truth,
15 reconciliation, with the understanding that all communities
16 are interested in bringing solutions to their specific areas.

17 Our ultimate goal is healing with solutions. I am
18 also on the board of directors of Chicago Survivors
19 Collaboration and other organizations.

20 One of our common issues involves the Chicago Police
21 Department. Our independent group first met with the new
22 Detectives' Family Liaison Office in 2022. This group, this
23 organization was created in 2021 as a dialogue within the
24 Bureau of Detectives to build a bridge between homicide
25 detectives and survival families in the community.

1 It has now expanded and is an active participant in
2 connecting services, organizing events focused on services for
3 survivors and information awareness issues to each community
4 in the five division areas. It is also helping in the
5 domestic violence court and the major accidents investigations
6 unit.

7 Among many concerns, the most important issues in our
8 group were, number one, unsolved homicides; number two,
9 relationships between the Bureau of Detectives and the
10 families of victims of homicides; number three, the
11 reliability of data when it came to the quality of our
12 victims' files, as well as transferring records once officers
13 were removed, promoted, or retired.

14 I want to speak on number one, unsolved homicides.
15 The Bureau's position is that no case is considered cold. The
16 FLO, otherwise called Family Liaison Officer, is the
17 connection with the cold case unit, and each division is
18 opening the cases at survivors' request. The Bureau has
19 included this language in their special order.

20 Number two, relationships within CPD and survivors.
21 The FLO or the Family Liaison Office unit was created
22 specifically to address this issue as staying in touch and
23 communicating through the years while not being jeopardized
24 because of officers or staff mobilization.

25 Number three, victim files checks and balances. The

1 Chicago Police Department has told us that they have been
2 working diligently, and as I shared about that at the
3 beginning, to upgrade most of its legacy system, CLEAR, which
4 is Citizens Law Enforcement Analysis and Reporting, with the
5 next generation applications and their OEMC, Officer of
6 Emergency Management on communications.

7 Three areas are including field mobility,
8 accountability and early intervention, which was talked about,
9 and core records unreporting, which is what I'm very
10 interested in.

11 The last one is for the integrity, quality and
12 preservation of information collected throughout the life of
13 the records, creating checks and balances where officers can
14 provide data without having to transcribe information over and
15 over again to comply with operating requirements and ensures
16 the files are created with records that ease the workload or
17 the workload of the next users and assures efficiency and
18 peace of mind for survival families waiting for resolution of
19 their loved one's cases.

20 We have worked with the Bureau in good faith,
21 transparency, and constructive criticism on both sides. And I
22 am confident that, though we are not done, much has been
23 accomplished for our survival families, and for that, we are
24 grateful.

25 We would like to -- I would like to thank you,

1 Sergeant Pete Medina, the Chief of Detectives Kevin Bruno, and
2 our new First Deputy Superintendent, Ms. Antoinette Ursitti.

3 Thank you.

4 THE COURT: Thank you very much. Appreciate hearing
5 from you, Ms. Pike.

6 I think our next speaker, if Mr. Williams is
7 available, we can certainly hear from him, otherwise I'm ready
8 to move on to Corine Barnes.

9 MS. HICKEY: Yes. Mr. Williams is not here. But
10 speaker 17, Ms. Barnes is available.

11 THE COURT: Ms. Barnes, whenever you'd like to speak
12 up, you are welcome to you.

13 MS. BARNES: Hi. Are you guys able to hear me?

14 THE COURT: Yes, we are.

15 MS. BARNES: Great. Good afternoon. My name is
16 Corine Barnes. I am the proud owner of Corine Logics LLC, a
17 trauma-informed consultant, survivor, advocate, and community
18 partner with the Chicago Police Department Family Liaison
19 Office.

20 I am also a surviving sibling of gun violence. My
21 oldest brother, he was actually murdered in Compton,
22 California. However, with the loss of my brother and me
23 relocating to Chicago, it shaped my personal journey along
24 with my professional journey.

25 Today I'm speaking as a survivor, community advocate,

1 and a doctoral researcher who is completing my doctorate on
2 the organizational leadership of the Chicago Family Liaison
3 Office. My doctorate in business administration with a
4 specialization in organizational leadership has allowed me to
5 see how this model that is currently being used only in
6 Illinois is something that is very impactful.

7 For the past few years, through my company, I have
8 volunteered and facilitated monthly grief cycle education
9 support groups for anybody who has lost a loved one to
10 homicide throughout the City of Chicago. I currently have a
11 total of around 70 participants that I see monthly. My focus
12 is to help survivors better understand trauma, grief, PTSD,
13 anxiety, depression, and physical health impacts that
14 accompany some things, you know, with the traumatic loss of
15 what they're going through.

16 I am proud to partner directly with the Family
17 Liaison Office of the Area 2 location.

18 I would like to also acknowledge Lieutenant Pete
19 Medina, Detective Tomez, Officer Hugh, Ashley and Gilian, who
20 have consistently supported referrals and collaborations,
21 contribute to the success of my support groups and survivor
22 services. Their willingness to connect families to resources
23 demonstrates the value of strong partnerships between law
24 enforcement and community providers.

25 What makes the Family Liaison Office unique is that

1 it recognizes that families are not only navigating a criminal
2 investigation, they are also navigating grief, trauma,
3 confusion, fear, significant life changes. While many systems
4 focus on solving crimes, far fewer focus on putting the
5 survivor and family members who must continue living with the
6 impact of the loss.

7 Through both my research and direct work with the
8 survivors, I have identified a significant gap that exists not
9 only in Chicago, but across the country. There are limited
10 structures that support surviving family members after a
11 homicide. The FLO helps address the gap by providing
12 communication, support, referrals, and connection to
13 community-based resources such as myself.

14 I also want to highlight that much of this work is
15 being accomplished through my dedication and passion of an
16 individual who dearly cares about survivors. Unlike many
17 community partners, I am not funded. I am volunteering my
18 time to do this because I believe that survivors deserve
19 support regardless of funding availability.

20 I have witnessed the same commitment from members of
21 the FLOs and the detectives who consistently go beyond their
22 traditional responsibilities to assist these families in need.

23 As both a survivor and a researcher, I believe
24 programs such as the FLOs have a potential to serve as a model
25 for other cities across the United States. They demonstrate

1 how trauma-informed engagement, organizational leadership, and
2 community partnerships can improve trust, strengthen support
3 for survivors, and contribute to an overall healthier
4 community.

5 I respect and encourage the Court to continue to
6 support trauma-informed reform and consider the long term
7 value of programs that prioritize both public safety and
8 survivors' well-being.

9 I would like to close with just a quick quote: That
10 solving homicide is only part of the work. Helping the family
11 survive what comes after is equally just as important.

12 Thank you so much for this opportunity to share my
13 perspective.

14 THE COURT: Ms. Barnes, thank you for being part of
15 this. I appreciate your comments.

16 MS. BARNES: Thank you.

17 THE COURT: Elizabeth Rochford is next, is that
18 right?

19 MS. HICKEY: Yes, Your Honor, she's here.

20 THE COURT: I'm happy to hear from you. Welcome.

21 MS. ROCHFORD: Thank you, Judge Pallmeyer. And thank
22 you for letting me having the opportunity to speak.

23 I'm a leader with ONE Northside, which is a member of
24 the Coalition, and a district councillor in the 17th District.

25 My community is asking for meaningful alternative

1 responses when somebody is having a mental health crisis. It
2 has been reported that the CPD has not allowed the care teams
3 to have access to the devices that will allow them to
4 self-dispatch to appropriate calls. They had these devices
5 when the pilot was in place and CPD was part of the program.

6 A significant portion of the calls they responded to
7 were self-dispatch. It was shown to be a successful program.
8 And now that CPD is no longer a part of the response, the
9 community feels like they have taken their ball and gone home,
10 which interferes with giving the community what they're asking
11 for.

12 They have not lived up to this Consent Decree to make
13 sure that their officers have minimal training for crisis
14 intervention and appear to be impeding the appropriate
15 responders from responding. This continues to erode the trust
16 of the community that the community has in the department.

17 Another community concern is about CPD coordination
18 and advance notice during planned street closures, raised
19 independently by four different district councils, 16, 17, 20
20 and 24, following the recent funeral procession for the slain
21 officer.

22 The community expresses their condolences for the
23 loss of the officer and understands the needs of the family.
24 At the same time, the needs of the community should be
25 acknowledged. Community members mentioned missed medical

1 appointments, children not being able to be picked up, and
2 cars driving recklessly down alleys because there was nowhere
3 else to go.

4 The notice to the community about this was poor, but
5 the response was worse. At my last district council meeting,
6 there was excuse after excuse.

7 What here my community is asking for is some empathy
8 for what they are experiencing. Empathy is stated as a
9 fundamental element of their community focused policing. It's
10 never demonstrated. It's not demonstrated when community
11 raises concerns about Oath Keeper cops in the district, not
12 when the community has concerns about increasing response
13 times, and not when thousands of community members are
14 inconvenienced.

15 If the leadership of this organization can't
16 demonstrate this, how can we respect acceptance of the rank
17 and file?

18 I heard something insightful many years ago, that
19 culture eats policy for lunch. We can have all the pretty
20 PowerPoint slides and strong statements about this change and
21 that, but it's not being seen or felt on the community level.
22 After all these years in this Consent Decree, the community
23 expects more than what it's getting.

24 Thank you for your time, Your Honor.

25 THE COURT: Thank you. Thank you very much,

1 Ms. Rochford.

2 Is Ms. Harvey with us, Nicole Harvey?

3 MS. HICKEY: No, Your Honor. Speaker number 20,
4 Mr. Jim Lew, is available.

5 THE COURT: Mr. Lew, I'd like to hear from you
6 whenever you are free.

7 (Pause.)

8 MS. HICKEY: He was in the queue, Your Honor. Just
9 give us another second or two.

10 THE COURT: Great.

11 MR. LEW: Okay. Can you hear me?

12 THE COURT: Yes, I can. Go right ahead, sir.

13 MR. LEW: Okay. Thank you. I am a member of CPAP.
14 Last time we made contact was at the police academy, when
15 Judge Pallmeyer, and you, Maggie, were there. And I still
16 have some similar concerns that I've had for years.

17 I'm a member of CPAP. And we are charged, at least
18 in our initial charter, with being able to -- we were told
19 that this Consent Decree could not pass without our stamp of
20 approval. And yet every now and then we meet, and what
21 happens is we get an update of statistics saying, oh, we've
22 improved this, we've improved that. And yet we are separated
23 from all these other factors, the consulting groups.

24 We are not invited into lots of different meetings
25 where policies are decided upon. And it really feels like,

1 you know, we're using the cell system that terrorists use,
2 that means that you don't get to speak to any other cell,
3 because if anybody talks to anybody else, you might get an
4 entire picture of what the plan is, and that would be a
5 leakage.

6 The truth is that we should be the opposite of that.
7 We should be able to look at a chart, a dashboard showing us
8 all the different projects that are going on, because
9 personally, I was an organizational consultant, and when
10 somebody reads to me off of a checklist that we've improved
11 it, improved that, and we're doing well with this particular
12 factor, I say, well, let me have an experience. Let me go
13 into these meetings and see how things are done.

14 My personal experience is that I've been training
15 officers to do beat meetings for the last year going into
16 about half the districts. And when I walk into a police
17 district, I don't sense a real strong change.

18 If I ask an officer, hey, have you run into any
19 community people that you find interesting that we should
20 bring into our system, to involve them in community
21 engagement? They sort of go, no, you know, as though that's
22 not our job to make friendly contact with people.

23 And I sense that we are so separated that when you
24 ask me to evaluate what's going on and whether I should put my
25 stamp of approval on this Consent Decree, I really have no

1 idea what the complete picture of this system is. And as a
2 result, there is so low a level of transparency.

3 And obviously it's because our system is strained to
4 the point where to be welcomed in to the process, to be taken
5 through the police academy, to sit in on classes, to attend
6 some planning meetings, it's just something that never occurs
7 to anybody because they're overloaded with too many things.

8 And yet I know that it is possible because I train
9 police officers all over the country and take them through
10 long-term transformational training, which involves getting
11 officers to sit down for a week or so to learn process and to
12 engage in what we call transformational leadership. I don't
13 see that type of opportunity available to our officers.

14 When we look at the interventions that we want to
15 make about police officers that maybe need some intervention,
16 what I see is that this could have been part of the process of
17 their lives. What I have really seen is that this work is not
18 considered transformational work. In other words, you become
19 a police officer, and then at a certain point you get embedded
20 in your daily life. You go through some programs that are
21 mandated.

22 But when I run into a police officer in the park, and
23 I'm very assertive with this, I knock on their window, I say
24 "Hi," they could care less. And they're often sitting in
25 their car in the park, and there is lots of people to engage

1 with, but they're not about to get out of their car.

2 And I go this is not a qualitative change that's
3 going on. Maybe we can measure quantitative changes. But
4 when you walk into district after district like I do, and you
5 have the experience of walking into a place that's not
6 particularly warm or friendly, I get a feeling that no, there
7 is not transformational leadership going on in this.

8 And I know my expectations are high, because I spent
9 my life taking police officers around the country through
10 long-term residential trainings and saw amazing results. I
11 saw two officers win the National and International Juvenile
12 Justice Award from Bergenfield, New Jersey, and they describe
13 themselves as, well, we were the type of guys that would kick
14 in the door, and then we would hit you in places where the
15 bruises wouldn't show.

16 Once we went through this training, we started
17 sitting in the lawn, getting grass stains on our uniforms
18 sitting and listening to kids.

19 I've seen incredible changes with officers. We don't
20 have a transformational workplace where people are considered
21 beginning on a journey of development. Becoming an officer
22 seems like the end of that journey.

23 For me, it's of great concern, because I don't know
24 how to measure things other than showing up onsite, going into
25 police districts and feeling, which is what I used to do as an

1 organizational consultant, feeling the receptivity, the
2 openness.

3 And, frankly, in almost every district I go into,
4 there are a couple of people that are what we call dead wood,
5 they can't wait to retire, they barely listen when I'm doing a
6 training, and I'm going, where is this transformational
7 leadership that comes from a commander coming in and saying,
8 we really can change. We can start listening to officers.

9 You were talking about the early intervention system.
10 That's not an early system. It's when you already notice that
11 there are some problems.

12 If officers were allowed to dialogue and share their
13 stories, you would be hearing this. You would be sensing
14 isolated officers, officers that may or may not be fully
15 functional with their compatriots. We know that there are
16 problems of officers that are not getting along well with
17 other officers, but they're isolated.

18 In many cases, they're probably very similar to the
19 profiles of what we call mass shooters. If you investigate
20 these kids that go out and shoot up schools, all of them have
21 histories of not belonging to the group, nobody really
22 noticed, they were allowed to be isolated.

23 A lot of the officers I believe are being
24 investigated have never been in some ways taken into the
25 system and where they are engaged in dialogue, where they're

1 meeting with other officers.

2 There are ways that we can make this system friendly
3 so that when you walk into a police district, there aren't a
4 bunch of, there aren't a couple of grumpy old sergeants
5 sitting there going, yeah, what do you want?

6 You know, those are the things that we measure in
7 terms of other organizations, like what's it like to walk into
8 the reception area.

9 Well, my personal experience is that districts don't
10 have that type of training or expectation. So I guess what
11 I'm saying is that we've got to take our leadership through
12 transformational changes with intensive training, because
13 we're never going to get that notion that the work itself
14 should be transformational.

15 So the desire I have for CPAP is that we know more
16 about the system, that we see logistical tracking. There is
17 low accountability. I will go on the south side and meet with
18 CAPS officers, and I say, I'm willing to donate my services.
19 And they say, good. We'll contact some community groups,
20 maybe locate some churches where we can meet with community
21 people. And then I don't hear from them for like, well, for
22 months.

23 And if I'm going to go to the trouble of offering my
24 services to the City or the CPD, I need to get follow-up. If
25 I'm going to put out my energy and volunteer, and I'm probably

1 the oldest volunteer in the CPD at this particular point, I
2 want follow-up, because it's dishonoring me showing up and
3 offering my services.

4 And I'm a great facilitator. I'm a great presenter.
5 But when I show up, and then they don't follow through, I get
6 so discouraged. You can't even use my services? And that's
7 one of my frustrations.

8 I want the system to be connected. I want there to
9 be logistical tracking so we know all of the different
10 projects that are going on in the City.

11 And I've said this before. When I worked, started
12 coming into the CPD, I said, how come there is no visual
13 tracking system on a wall somewhere where you can walk in and
14 say we've got 33 different projects, where are each one of
15 them in terms of the mile markers, when they're going to be
16 done, who is responsible?

17 We don't do logistical tracking. So how can we
18 possibly be expected to say, oh, yeah, at CPAP I know what's
19 going on, and I can put my stamp of approval on this. It just
20 doesn't work. And I don't buy into the fact that somebody
21 will say, okay, we've got 70 percent improvement in this area.
22 We've got all these. And I haven't actually been onsite to
23 see the people involved those areas.

24 THE COURT: Mr. Lew, thank you very much.

25 MS. HICKEY: We appreciate your comments, yes.

1 But go ahead, Your Honor.

2 THE COURT: Thank you for sharing those comments with
3 us. I want to make sure that we get to hear everybody,
4 Mr. Lew. But I do appreciate your comments and your concern
5 and your interest in helping.

6 I think maybe Ms. Mary Lou Sarmiento may be next?

7 MS. HICKEY: I believe number 21 is not available.
8 But number 22, Estella Holloway is here.

9 THE COURT: Ms. Holloway, if you would like to be
10 heard, please do proceed.

11 MS. HICKEY: Your Honor, apparently she is not
12 available. So if you'd move on to the next, we're going to
13 add number 23 to the queue.

14 THE COURT: Annitra Taylor. Ms. Taylor, are you with
15 us?

16 MS. TAYLOR: I am. This is Annitra Taylor. I served
17 in the role as a block leader in District 6.

18 Good afternoon, Your Honor, Judge Pallmeyer.

19 THE COURT: Good afternoon.

20 MS. TAYLOR: We appreciate the Court's continued
21 oversight of the Consent Decree and the efforts of everyone
22 involved in developing the Early Intervention Support System.
23 We recognize that this system was created to address
24 legitimate concerns regarding officer misconduct and the use
25 of force.

1 At the same time, we also recognize that today's
2 officers work under extensive laws, policies, training,
3 requirements, and accountability measures, which we feel
4 sometimes makes it very challenging for police to restore
5 order.

6 As EISS continues to be implemented, we believe it is
7 important to ensure that predictive technology support
8 experience as well as accountability.

9 Predictive models by their nature are not perfect and
10 can produce both false positives and false negatives. We are
11 concerned that officers assigned to high crime or high
12 activity areas could be identified as higher risk simply
13 because of the nature of their assignments rather than because
14 of inappropriate conduct.

15 Our question is, what safeguards are in place to
16 ensure that EISS does not incorrectly flag officers,
17 particularly those, as I said, serving in those high activity
18 assignments? And how is this predictive model independently
19 evaluated and validated to ensure its accuracy and fairness?

20 We also hope that EISS evaluates the complete picture
21 of an officer's performance. We believe it's important that
22 the system consider positive performance indicators including
23 commendation, successful training, community engagement,
24 wellness factors, and appropriate peer comparisons so that
25 officers receive a balanced and comprehensive assessment. In

1 addition, we believe that human judgment should remain an
2 essential part of this process.

3 We would encourage that supervisors carefully review
4 an officer's overall performance and the circumstances
5 surrounding any identified concerns before interventions are
6 initiated. Technology should assist our leadership, not
7 replace it.

8 We also respectfully ask what training supervisors
9 are receiving to ensure they understand how to use EISS
10 consistently and effectively. Supervisors should be held at
11 that same high level of conduct.

12 Furthermore, supervisors themselves should be held
13 accountable for performance evaluations or command
14 accountability review for properly implementing the system and
15 providing meaningful intervention.

16 Finally, we respectfully encourage the EISS to remain
17 true to its purpose as an Early Intervention and Support
18 System. We hope it will continue to emphasize officer
19 wellness and professional development through counseling, peer
20 support, mentoring, and additional training whenever
21 appropriate rather than becoming primarily a disciplinary
22 mechanism.

23 In closing, we believe Chicago needs both
24 accountability and a strong, effective police department. We
25 also believe it is essential to retain dedicated professional

1 officers who serve our communities with high integrity.

2 It is our hope that EISS will help officers succeed,
3 strengthen public trust, and enhance effectiveness of the
4 Chicago Police Department by providing meaningful support and
5 early intervention.

6 At the same time we hope the system includes
7 appropriate safeguards so that dedicated officers are not
8 unnecessarily sidelined because of the limitations of a
9 predictive technology.

10 We believe that supporting officers while maintaining
11 meaningful oversight will ultimately benefit the officers, the
12 department, and the communities they serve.

13 And like you, Judge Pallmeyer, we are very grateful
14 to Superintendent Snelling. We regret that he has chosen to
15 leave us. We hope that he finds his way in some capacity to
16 be around, like Interim Superintendent Waller, he comes back
17 every time. So we hope that somehow Snelling will be able to
18 bounce back with us.

19 And thank you so much, Your Honor, for your time and
20 consideration.

21 THE COURT: Thank you very much. Thank you very
22 much, Ms. Taylor.

23 I believe the next speaker that we have scheduled is
24 Mark Adler.

25 MS. HICKEY: Yes, number 24 is in the queue.

1 THE COURT: Great.

2 MR. ADLER: Hello.

3 THE COURT: Is this Mr. Adler?

4 MR. ADLER: Yes.

5 THE COURT: Well, welcome sir. You are welcome to
6 make a statement.

7 MR. ADLER: There was just a couple, a couple of
8 comments on this order. One of them is that there was a
9 meeting, it's on page -- periodic meeting on the resources,
10 and people are listed for them. I don't see anything from
11 like community input in there.

12 My specific concern is that we have -- I live by
13 Humboldt Park, and we have problems. But, well, occasionally
14 it is very difficult to get a police response, especially to
15 the blasting of the speakers.

16 But the other one is the -- I'm looking at like page
17 63, 64, the use of guns in these. I mean, when the police are
18 in these messy situations, and they're just human beings,
19 they're not, you know, psychiatrists and stuff, and having to
20 run through all these requirements while, you know, having
21 split seconds to decide whether, you know, it's just -- I
22 think it's such a great burden on the actual police officers.

23 And I just wonder whether all these requirements that
24 we just heap upon them do not put the police officers'
25 decision matrix into should I respond and risk all the --

1 violating one of all these numerous requirements, or should I
2 just keep on driving and let go of this? I mean, from an
3 individual's point of view, you know, these are just human
4 beings. They're not some, I don't know, some super people.

5 I just heard earlier comments that the police should
6 bring to zero shooting at people. But that same person didn't
7 mention that maybe let's bring to the zero killing police
8 officers.

9 So these are basically my input to this discussion.

10 THE COURT: Thank you very much, sir.

11 Speaking very personally, I think I would hope that
12 nobody in the city of Chicago at all, whether they're a police
13 officer, a citizen, a gang member, anybody, I don't think
14 anybody should be shot to death. But that's of course not a
15 matter that we can address right now.

16 What we're looking at right now is the Consent
17 Decree. And I appreciate your comments very much.

18 MS. HICKEY: Your Honor, numbers 25 and 26 are not
19 here. But we can head next to number 27, Ms. Deborah Grimm.

20 THE COURT: Ms. Grimm, I'd love to hear from you if
21 you're available.

22 MS. GRIMM: I am, Your Honor. My name is Deborah
23 Grimm. I live in the Garfield Ridge neighborhood of Chicago.
24 And I'm here today to speak positively about the police.

25 Like the previous individual who spoke, I believe

1 that police officers are faced with a lot of challenges. We
2 live in an area with a lot of crime and criminals. And
3 they're doing, I think for the most part, they're doing the
4 best job that they can as being individual people, like the
5 previous speaker had said, and they're not perfect.

6 And for some reason, I think, and I know they're held
7 to a standard, and there is life and death at stake with their
8 job, but like with any other profession, they're not
9 infallible. They're not perfect. But I think the police
10 department, especially since this Consent Decree, is trying to
11 do its best job, to do the best job that it can.

12 And I know I see more community engagement. They're
13 trying to interact with the community a lot more and have
14 positive interactions. But there is also, you know, some
15 communities that don't want to interact positively with them.
16 But, again, they're still trying, they're out there.

17 I recently attended a community social impact event
18 that was hosted by the Bureau of Detectives in my
19 neighborhood, which is quite rare that there are police events
20 in my neighborhood. So I attended this one. And I was
21 pleasantly surprised. I thought it was going to be boring,
22 but it wasn't.

23 We learned about the Bureau of Detectives, the
24 services that they offer. And I didn't even know about many
25 of them. And a lot of them are for victims of crime.

1 So I think the police department is really trying to
2 do a lot more to interact, you know, with residents of Chicago
3 and make all the communities safer and get the input.

4 And there were also other organizations at this event
5 like Crime Stoppers, which to a certain extent it made me want
6 to volunteer, to do something with Crime Stoppers and to help
7 my community as well.

8 And I do have a couple of things to say in regard to
9 the police in my neighborhood. I live in the 8th District.
10 And I believe we're lacking police officers, severely lacking
11 police officers. Ten years ago I used to see a beat car all
12 the time, and I don't see any really anymore. And I think
13 that needs to change.

14 I know some certain -- my alderman, state rep,
15 they've been pushing for a new police district. I don't know
16 that we necessarily need that, but a lot of people would like
17 that. And I just want more police officers in our area. And
18 I know there is communities that want less, but we'll take
19 them over in the 8th District, especially on the west side,
20 which is where I live. And I know a lot of my neighbors, we
21 all want more, you know, more police.

22 And, again, I think it's the Mayor's Office who may
23 be stopping the police, the new police station in our area.
24 But there are many people who support it. And, again, at the
25 very least, we need more police.

1 And, also, I do have a comment about the teen
2 takeovers downtown. I know there are many people that I know
3 who will not go downtown because of them. And I think more
4 resources, police resources need to be put into that and
5 stopping them.

6 Downtown, it's just an area in which all our tourists
7 and everyone wants, and even residents of suburbs, Chicago,
8 everyone wants to go downtown, and I know a lot of people now
9 who will not go downtown because they think it's too
10 dangerous. And I think the police department needs to be more
11 aggressive with it.

12 And I know sometimes, and I think a lot of more
13 recent policies are strapping their hands in terms of, you
14 know, taking care of crime or reducing it, and especially the
15 teen takeovers. And it's not just, you know, a group of teens
16 kind of peacefully going downtown. Many times there are
17 stabbings and shootings at these events, and it puts lives at
18 risk, and including, you know, just tourists, other people
19 that are just down there to have a good time with their
20 family. And I think that really needs to be addressed.

21 I've seen in our area, I don't know what they call
22 them, when the cars congregate and they just do wheelies in
23 the streets. That happened in my neighborhood a couple weeks
24 ago, and that's also very dangerous. And I think more police
25 resources need to be put into these two events that have been

1 happening a lot more. And, again, I think they need, the
2 police need, the police department needs more resources, more
3 money allocated to hiring new police officers so that they can
4 do their jobs. And, again, they have very tough jobs. And,
5 again, I think they need more resources in order to do them.

6 THE COURT: Thank you very much, Ms. Grimm. I
7 appreciate your comments and your consideration of the issues.

8 Is June Norfleet available now?

9 MS. HICKEY: No, Your Honor, I'm sorry. Numbers 28
10 and 29 are not here.

11 Number 30, Mr. Sam Binion, I believe is next in the
12 queue. And while he's being moved into, you know, the number
13 position, I would like to address the group and say I think
14 that there are people that have their hands up, and we will
15 call on those that have their hands up at the end.

16 But if you were a person who was scheduled earlier
17 and you missed your turn, if you will put your name and
18 number. Some are just anonymous or unidentified people.
19 We're unable to know your name. So if you would put your name
20 in there, we can call you earlier. Otherwise we will call
21 upon the people who have their hands up after we've run
22 through everyone that was registered.

23 THE COURT: Sounds good.

24 Okay. So, Mr. Binion, you might be next.

25 MR. BINION: Yes, Your Honor. Thank you. And thank

1 you for having me. My name is Sam Binion. And I'm in the
2 3rd, 3rd and 6th and 12th District police area.

3 And I've been working -- I'm also the executive
4 director -- I mean the executive vice-president of Operation
5 Neighborhood Safety and the founder of Operation Neighborhood
6 Safety, in which we go around, my group go around to the
7 different gas stations in response to the carjackings that
8 happened during the pandemic so that we can stand up against
9 people that are committing crimes at these gas stations, and
10 also to help gas stations clean up their act in our community
11 that, you know, they serve.

12 I've been working with the police department for over
13 30 plus years, working side by side with them, and I have
14 nothing but good things to say, you know, in my relationship
15 with the police department. It started with Ernie Brown,
16 Ernie Brown, Commander Watson, and Commander Melvin Branch,
17 and also our new commander that we have, Renar Cleggett.

18 We've had nothing but close and open relationships
19 with each other through our community. I stay in the Greater
20 Grand Crossing area in which these police districts serve, I
21 mean, yeah, which these police districts serve, and from where
22 we've been to where we are now is a big improvement.

23 Working alongside these police departments, I know we
24 had some old school police that do old school policing and
25 kind of knew the code on the street and knew how to

1 communicate with guys on the street.

2 Right now, you know, we have a lot of younger
3 officers, and it's kind of different. But if we don't work
4 together to help bring this -- you know, to help us stay
5 together on this, we always have this, you know, the police in
6 the streets, so we have to work together, you know, in order
7 for us to bring our city back together here and continue doing
8 what we're doing.

9 Again, I'd like to thank Superintendent Larry
10 Snelling for the work that he's done out here on the street.
11 A great relationship with the young men. And, you know, may
12 he have a prosperous future, you know, whatever he may do.
13 You know, it's good. But, you know, nothing but great things
14 to say within our police department.

15 Maybe little small hiccups here and there. But,
16 again, nobody is perfect, not even us in the community. So we
17 have to work together and we have to find a way to do our
18 things together here.

19 And that's all I have to say, Your Honor. Thank you
20 for bringing me on.

21 THE COURT: THE COURT: Thank you very much, very
22 much, Mr. Binion.

23 Mr. Weems, Malcolm Weems, are you with us?

24 MS. HICKEY: No, Your Honor. Panels number 31, 32,
25 and 33 are not here at the moment. But number 34 is available

1 in the queue, and we will be pulling him into the queue.

2 THE COURT: Cynthia Morrison, correct?

3 MS. HICKEY: I believe so.

4 THE COURT: Number 33. Great.

5 MS. MORRISON: Hello. Am I muted?

6 THE COURT: We can hear you. Ms. Morrison, you are
7 welcome to proceed.

8 MS. MORRISON: I am not very tech savvy. Thank you,
9 Judge. And your demeanor has been so positive, you and
10 Maggie, throughout the whole thing, it has been very enjoyable
11 to listen to you and your comments.

12 So I am I guess a community activist. I do a lot
13 with the 12th District. And I enjoy what I do. I have time
14 to do it.

15 But everyone's comments have been very valuable. And
16 I understand that we need -- you know, there is a lot more to
17 go.

18 But I'm also a former schoolteacher. And in order,
19 my opinions, in order to effectively implement the EISS
20 system, everyone has to be on board. I sat through many
21 professional developments, and some garnered viable
22 information, some did not. So in order to sit there and train
23 everyone, it's going to be a process, which I understand, but
24 it also has to really go through its fruition.

25 Many times we would have professional developments on

1 a new, you know, a tactic, a new program, and within a year it
2 would be gone, and that doesn't do anything. You really have
3 to have a time to see the progress of it and all of that.

4 But I think it sounds like a good system. And, of
5 course, there will be hiccups. But, you know, training
6 definitely will be working for it.

7 But, again, there has to be some consequences, too.
8 It just seems that a lot of times people just continue to do
9 things. And, you know, they sit through these PDs and it's
10 like, eh, you know, I've heard this before. But if you don't
11 have buy-in, then nothing will work.

12 And I also think the CPD might need a marketing
13 department, because there are a lot of programs out there. I
14 work a lot with the community policing. And I didn't know
15 about it until maybe four years ago. And there is also a
16 program that I participated in where I went for I believe six
17 months one night a month to a class to learn about what the
18 CPD does.

19 So I think if they marketed themselves and let
20 everyone know what's out there, I think there will be more
21 buy-in. You know, you're always going to have your bad eggs,
22 so to speak. But I don't think enough is put out about the
23 programs the CPD has and the good things they do, you know,
24 the five areas of community policing, domestic violence,
25 working with the seniors, safe space, et cetera. Half the

1 time when I say this to my friends, they're like, wait, what?
2 The police stations, you can do that?

3 So I think marketing needs to be put in place as
4 well.

5 And I've met Superintendent Snelling a few times, and
6 he's a very nice, approachable person, and I will miss him as
7 well. And I wish him good luck in his future ventures.

8 Thank you for allowing me to speak.

9 THE COURT: Ms. Morrison, thank you for participating
10 with us this afternoon.

11 Brad Redrick is next. That's number 35 on the list.

12 MS. HICKEY: Yes, Your Honor. And all panels numbers
13 35 through 40 are here. So you can call them in order, and
14 you might not need me to intervene so much.

15 THE COURT: Great. That's great.

16 MS. HICKEY: And we'll call upon the people that have
17 their hands up.

18 THE COURT: Good. Brad Redrick, we're happy to hear
19 from you next.

20 MR. REDRICK: Can you hear me?

21 THE COURT: Yes, we can. Go right ahead, sir.

22 MR. REDRICK: Good afternoon, Your Honor. And thank
23 you for hearing us.

24 My name is Brad Redrick. I'm a neighborhood advocate
25 in Grand Crossing, Greater Grand Crossing. I live right on

1 the borderline of the 3rd and 6th Districts, and then the 4th
2 District is about a quarter mile from my house, and then the
3 7th District is about a half mile to the other side. So I'm
4 engaged in a lot in the different districts and beat meetings
5 and things like that.

6 And so I wanted to say, you know, in regards to this
7 Consent Decree, number one, it starts out with that first
8 paragraph and really I think ends at the offices, the
9 community policing offices. People still say CAPS. I believe
10 we're supposed to be saying Office of Community Policing.

11 But presently from my perspective, I see a lot of, a
12 lot of dysfunction of what these CAPS are out there, community
13 policing officers. They seem to be staffed with people who
14 aren't fully up to serving the community. Perhaps they were
15 put into offices due to, you know, they got a connection or
16 something, and they don't want to work the streets, so they
17 get put in the CAPS office.

18 Sometimes it feels like people in the CAPS offices
19 were dumped in there. Perhaps they couldn't be used
20 adequately elsewhere and so they get stuck in the CAPS office.

21 So what I'm saying is my heart is firmly with the
22 police department and with all the work that's been done.

23 I'm really going to miss Superintendent Snelling, who
24 I think really moved things forward and gave people reasons to
25 believe in what was going on in the immediate time. I wish he

1 had been around a little bit longer, because we just need your
2 help with the CAPS officers to have the mindset, skill set,
3 you know, that they talked about with the, I believe the
4 consultant alliance recommended that, you know, folks that
5 have the heart set, mindset, skill set to do that work, that's
6 who should be there.

7 And it doesn't seem -- and I want to give here Jim
8 Lew on his comments because he hit it right on the head,
9 what's actually going on.

10 Yeah, we're not feeling heard. You've heard a number
11 of our advocates on this call. We have some hardworking
12 people in the district that work hard to attend events, put on
13 events, engage with people, try to build up the numbers. But
14 it's as though, it's as though we have people on the police
15 department working against us getting a good morale.

16 So half the time we're struggling to bring people
17 back into the realm of doing community policing work, because
18 it seems as though individuals, they just don't get what the
19 work is, you know, the transformation of leadership Jim was
20 talking about, you know, it's not -- it's in short.

21 So anyway, the district strategic plan, which I think
22 would be under Paragraph 8 as well, as a place to get us to
23 work together in partnership, it's been a disaster. We don't,
24 we don't -- the officers need training in how to hold a world
25 café conversation so that our voice gets heard in the process.

1 Currently, the 3rd District, it feels like we just
2 get shut out. And we were even told in a follow-up meeting
3 that what we have to say didn't really matter. The police
4 department was going by the data, okay.

5 Now, if that's the case, why do you have us coming
6 and giving our time to come to a district strategic planning
7 meeting and then you're not going to listen what we say?

8 I just think there is a lot of training that needs to
9 be done. Maybe this will be corrected. I'm not saying
10 anybody is any bad character. We just need that heart set,
11 mindset, skill set kind of customer service added to, because
12 I believe the offices of community policing are the heart of
13 the whole deal.

14 You know, we've got to -- I'll tell you another
15 thing. I just see it, I'm just sharing it with you, Your
16 Honor, so you can understand kind of where some malfunction
17 may be.

18 It almost seems like the community policing staff
19 interfere with us talking with the patrol and the tactical
20 people, okay, because we ask for them in our meetings, and
21 routinely they get turned away. And it's not -- sometimes it
22 might be a legitimate manpower deal, and they need them on the
23 street.

24 But we've seen evidence to the fact that the patrol
25 people don't even know what's going on. So it's as though the

1 office people are not talking to the patrol people and
2 coordinating so that we can sit in a meeting. And everybody
3 knows how important it is, the patrol officers to sit with the
4 people that live in the area that they patrol and so that you
5 can, you know, get a feel for what's going on and come up with
6 some strategies, because those officers see these people while
7 we're sleeping. And then we know the area because we live
8 there.

9 So those two need to be brought together. The Office
10 of Community Policing people, they don't know what's going on.
11 They can help us communicate. That should be what they do.
12 But then I don't know if they want to justify their jobs, they
13 want to get in between us and the patrol officers. They see
14 this happening. I see this happening, and other people see it
15 happening.

16 So, again, this is where the Consent Decree can help
17 us to straighten out those kind of internal things so that we
18 can all head somewhere.

19 And, again, many of the officers are good people, but
20 it's just the management of it, I guess, and the seriousness
21 of, you know, we're trying to improve.

22 I don't know how much time I have left, but the other
23 thing, another component are the community organizers, okay,
24 who right now are very inexperienced. We have a good
25 organizer in one of the districts. He tries to help out. It

1 doesn't seem like people want to listen to him.

2 What we're having a problem with, Your Honor, is many
3 of the people are not tech savvy. They can't email. They
4 can't get on a meeting like this, and they're lost, unless the
5 community organizer can do the job that they're supposed to
6 do, that we think that they're supposed to do, which is, you
7 know, connect people, you know.

8 There is the community engagement calendar that is
9 not being used very well in the opinion of a few of us,
10 because we don't hardly know what's going on. Things are not
11 on the calendar.

12 THE COURT: That's helpful. That's helpful.

13 Let me just point out the Monitor is keeping,
14 maintaining a really pretty informative website of her own.
15 For those people who aren't tech savvy and would like to have
16 their voices heard, they are welcome to put in their concerns
17 in writing, and we've made that clear at every hearing.

18 But I do appreciate your observations, and we'll take
19 them seriously. Thank you, Mr. McCarthy.

20 MR. REDRICK: No. It's Mr. Redrick.

21 THE COURT: Mr. Redrick. Mr. Redrick, I apologize.

22 Mr. McCarthy I believe is next. So if you are
23 available, sir, you are welcome to speak up at this point.

24 MR. MC CARTHY: Okay. Can you hear me now?

25 THE COURT: Yes, we can.

1 MR. MC CARTHY: Okay. Wonderful. Thank you.

2 Thank you, Your Honor, Monitor Hickey, and members of
3 the community for allowing me this opportunity to speak.

4 My name is John McCarthy. For more than five years
5 I've been honored to be the beat facilitator of Beat 25 in the
6 19th Police District.

7 Beat 1925 runs from Belmont north to Irving Park Road
8 and Halsted east to Lake Michigan. It is the heart of the
9 LGBTQ plus in the city of Chicago and the site of the City's
10 annual Pride Parade.

11 I also currently serve as a vice-president of the
12 46-year-old East Lakeview Neighbors Community Organization.

13 My comments here are strictly my own.

14 This year's submission of the CPD's workforce
15 allocation study and the concomitant community policing
16 assessment conducted by the Community Consulting Alliance
17 represent powerful data-driven and highly convincing arguments
18 for a much stronger partnership between the dedicated men and
19 women who patrol our streets and the citizens whose
20 neighborhood connections and community involvement create the
21 sense of safety that we all want and need.

22 The response to those reports by the CAPS program and
23 the district advisory council in the 19th has convinced me
24 that the Community Consulting Alliance is right in what I read
25 as their implication that the CAPS and the district advisory

1 council apparatus should be dismantled.

2 In the 19th, there has never been any effort by those
3 entities to address either one of these reports. These
4 documents are the best arguments we've ever had for community
5 policing. And in my experience, the CAPS office and the
6 district advisory council, who should be the most aggressive
7 advocates for community policing, are not publicly supporting,
8 helping to explain or even acknowledging these reports in any
9 meaningful way.

10 The workforce allocation study aims for 40 percent of
11 an officer's day spent in, quote, proactive time. That
12 implies that an officer's time can be realigned to greatly
13 enhance community policing with input from neighbors and
14 businesses and all elements of the neighborhood.

15 I don't see how the current CAPS program alone can
16 play any role in making that happen. The push for community
17 policing must be the philosophy of every police officer, not
18 just the responsibility of CAPS and the DAC.

19 CAPS beats meetings are the designated way for the
20 community to talk to their cops. Those meetings should be
21 constantly evolving and improving. For years, several of us
22 volunteer beat facilitators in the 19th have asked our CAPS
23 office for a meeting with all of us so we can share best
24 practices. That meeting has never been scheduled.

25 Beat meetings should be in place for open and honest

1 discussion, collaboration, mutual respect, and vulnerability.
2 These meetings cannot be directed by a homogenized boilerplate
3 agenda featuring top-down recitations of neighborhood crimes
4 and the proscribed crime prevention solutions.

5 The DAC in the 19th is also problematic and regularly
6 does not have enough members at their meetings or parts of the
7 meetings to have a quorum. The only votes taken are usually
8 to adjourn.

9 Despite the role of the DAC to address all aspects of
10 community policing, elected police district council members to
11 my knowledge have never been invited to a meeting, if only
12 just to listen to the proceedings. They have never, I'm sure,
13 been invited to speak.

14 Recent studies revealing a drastic racial bias in
15 police traffic stops showed that stops in majority white
16 districts were of particular concern. The 19th is majority
17 white. This issue was never broached in the DAC.

18 CAPS and the DAC when established in the early '90s
19 and strongly supported by former Mayor Richard M. Daley was a
20 model for the country. Now, in my experience, community
21 policing, rather than expanding department-wide has instead
22 been relegated to being the sole responsibility of those two
23 compromised entities.

24 Community policing is siloed now. As the Civic
25 Consulting Alliance correctly pleads, quote, "Community

1 policing should simply be policing," unquote.

2 Making that happen implies an enormous philosophical
3 pivot by the department.

4 After five years of organizing CAPS meetings and
5 participating as a member of the DAC, I do not believe that
6 CAPS and the DAC will help that process.

7 In closing, when our police district council was
8 first elected, my wife and I invited them to dinner in our
9 apartment. Through a good friend, I was able to also invite
10 Northwestern University Emeritus Professor of Political
11 Science Wes Skogan, one of the most insightful experts to ever
12 have studied the Chicago Police Department and in particular
13 its CAPS program.

14 As the dinner was ending, Skogan, largely retired
15 now, looked back on his decades of research and dedication and
16 said to us, community policing will break your heart.

17 Thank you.

18 THE COURT: Thank you, sir. I hope our hearts aren't
19 broken at the conclusion of all this, but I'm going to be
20 ready for anything.

21 Okay, Mr. Ariel Reboyas. I'm not sure if I'm
22 pronouncing that right. Ariel Reboyas.

23 MR. REBOYRAS: I'm here, Judge.

24 THE COURT: Great. If I can hear from you, I'd be
25 happy to hear from you. Go right ahead.

1 MR. REBOYRAS: Thank you so much. And thanks to
2 Monitor Maggie for being there with us, too.

3 I'm going to -- my talking points are not long,
4 keeping to the plan. But they --

5 THE COURT: Thank you.

6 MR. REBOYRAS: -- link directly with the Consent
7 Decree.

8 And I believe there is a member on the northwest side
9 -- actually I'm a Belmont Cragin community member.

10 Per the reports in the compliance of the City of
11 Chicago, that Chicago has only met about 25 percent of the
12 federal Consent Decree requirements. I have a question. And
13 you don't need to answer it right now, but how does this
14 compare to other municipalities that have gone through the
15 same process?

16 And the reason why I'm asking this, Judge, is because
17 I as a civilian see and hear that the police department is
18 working. It's a work in progress.

19 I speak to members in my community and hear nothing
20 but positive remarks on how the Chicago Police Department is
21 addressing reforms as structured by the Consent Decree.

22 I truly believe that these reforms have altered, and
23 I'm going to repeat that again, I truly believe that these
24 reforms through the Consent Decree have altered the police
25 officers' ability to perform his or her duty on the job for

1 several reasons:

2 A fear of losing their job for doing their police
3 effectively.

4 The negative media that's out there in the public
5 regarding the police officers, it's not good. We need to hear
6 the good things that the police officers are doing, not just
7 the negative remarks.

8 And the other thing is the loss of respect for the
9 police officers. I don't know if anyone has mentioned this
10 today, Judge, but this is a problem nationwide. There is no
11 respect for police officers. Police officers cannot do their
12 job unless the community gets involved. Someone mentioned
13 that earlier.

14 I mean, there is a program coming up, and I hope
15 somebody supports it, because the community needs to work with
16 the police officer, not the officer alone with the community.

17 Police officers are human, like us, Judge, and they
18 make mistakes just like anyone in general. They do make
19 mistakes. We know that.

20 We want each officer to call and work with their
21 community. And likewise, we want our communities to work with
22 their assigned officers and, most importantly, show respect
23 for these while they're on duty.

24 Our officers assigned to Belmont Cragin are doing a
25 fine job. You see this during our community meetings. You

1 see this during our CAPS meetings. And you also see this
2 during our DAC meetings.

3 Morale is another issue, Judge. I don't know if
4 you've heard this yet, but police officers are not robots.
5 They are not robots. They're like humans, like us. I
6 mentioned that earlier.

7 Today, unfortunately, there is no citywide
8 frustration with police officers. They are required to do
9 more paperwork with fewer staff members and little support
10 from the City in general, because it's difficult for them to
11 do their job, their police work, and then they've got to do
12 all this paperwork.

13 During recent meetings, police officers were asked to
14 meet with committee folks during their shift. This is
15 unfortunately impossible because of the amount for calls of
16 service that they have in the queue. They cannot do it.
17 They're behind in every job they have.

18 I believe the CPD is working toward the goals of the
19 Consent Decree. I believe the Chicago Police Department is
20 willing to do more if they receive the support from the City
21 administration.

22 I also believe that staff shortage contributes to
23 most factors in deterring better communications with the
24 community. Police officers, we need more of them hired. And
25 most of this can be diminished if the community joins the

1 police in serving their community.

2 Thank you so much, Judge Pallmeyer, and our monitor,
3 Maggie, thank you so much for everything that you do. Thank
4 you.

5 THE COURT: Thank you, Mr. Reboyras.

6 Yurem Romero is next on our list.

7 MR. ROMERO: Can you hear me, Judge?

8 THE COURT: Yes, I can.

9 MR. ROMERO: Thank you. Good afternoon, monitor and
10 community members.

11 My name is Yurem Romero. I am a youth representing
12 Communities United and I'm a member of the Coalition. I am
13 here today to express how young people's voices have been
14 removed from the conversation when it comes to police
15 intervention with young people.

16 The City and police department need to do better in
17 listening to the young people and taking action based on our
18 recommendations. We have been vocal at City Council meetings
19 and public hearings about how the police interact with us.

20 Police do not make us feel much faith. Young people
21 of color face more aggression from police officers in our
22 community. That's what the data shows, and it's the reality.

23 Our advocacy depends on the facts. And recent
24 statistics that show a disturbing reality about whether police
25 keep young people safe. If we take a look at the use of force

1 policy, the data reveals that a vast majority of you
2 experience physical harm or excessive force as police respond
3 in neighborhoods like Garfield Park, Austin and police
4 Districts 11, 3, 7 (indiscernible) from the downtown area.

5 I want to share a story that shows how quickly things
6 can escalate and how unfairly young people of color are
7 treated.

8 My two friends, who are here today, witnessed the
9 following in the neighborhood of West Ridge. A group of youth
10 were arguing at a park. Some adults gathered to watch. And
11 one of them got angry after the youth said something that
12 upset him.

13 The adult reached into his pants for something. No
14 one knew what it was. And everyone panicked and started
15 running. They ran towards a nearby gas station. And the
16 cashier, seeing the commotion, thought it was a robbery and
17 called the police.

18 In the chaos, one of the kids ended up inside the
19 store. When he tried to leave, the police pointed a gun at
20 him to stop.

21 That moment was terrifying and unjust. There was no
22 reason for an officer to draw a weapon on a young person,
23 especially when the only thing that made him suspicious was
24 the color of his skin.

25 At Communities United, we have young people from

1 different neighborhoods who represent those districts who have
2 a high number of use of force complaints. The city and CPD
3 need to actively listen and take action based on our
4 recommendation.

5 True public safety does not come from heavy policing
6 or curfew ordinances. It comes from community investment and
7 listening to communities who are directly impacted.

8 If you want the youth to thrive, you must invest in
9 our neighborhoods year round. We do not need seasonal fixes.
10 We need permanent cleansing for year round youth activities,
11 jobs, and robust after-school programs.

12 Studies show that investment in youth employment can
13 dramatically reduce violence and give young people safety and
14 community connection and economic agency.

15 When the City refuses to invest in our home
16 neighborhoods, you cannot punish teenagers for seeking out
17 spaces that they have invested in. You cannot allow our
18 City's safety strategies to rely on tactics that traumatize
19 black and brown children.

20 Adults should be allies to young people and see us as
21 experts. Adults in the leading space have not worked. We
22 need to come together to find solutions and demand real
23 accountability for officers who use excessive force,
24 redistribution of resources across different neighborhoods
25 that haven't been recently invested in for years, and

1 expansion of year round youth jobs.

2 Thank you for your time.

3 THE COURT: Thank you very much, Mr. Romero. Thank
4 you for monitoring, for participating in this enterprise.
5 Thanks.

6 Ms. or Ms. Bielecki?

7 MR. BIELECKI: Can you hear me?

8 THE COURT: Yes, I can. Go right ahead.

9 MR. BIELECKI: You've got to hit that unmute button.

10 THE COURT: Yeah.

11 MR. BIELECKI: Good afternoon, Judge Pallmeyer,
12 Maggie.

13 Thank you for the opportunity to give public comment
14 today on the status of the Consent Decree over the Chicago
15 Police Department.

16 Many people I come in contact with in my community in
17 my role as a district councillor from the 22nd District wonder
18 how long CPD will be under this Consent Decree.

19 As a retired CPD sergeant who still interacts with
20 active and retired members of the department and their
21 families, it is important to understand the workings of the
22 Consent Decree and its purpose.

23 Since its inception in 2019, it's ballooned to 877
24 paragraphs, 609 to be monitored, if my research is correct,
25 seven years it's taken to achieve the reported 25 percent

1 compliance.

2 By comparison, LAPD's Consent Decree was 187
3 paragraphs, and it took 12 years to achieve 94 percent
4 compliance.

5 Cleveland was implemented in 2015, it was over 400
6 paragraphs with substantial compliance. And they filed a
7 motion in federal court to terminate the decree, which was not
8 granted.

9 Minnesota has a state mandated Consent Decree with
10 383 paragraphs in 2023 and still hasn't come into compliance,
11 which was expected to last four years.

12 The reason I bring these comparisons up is that
13 Chicago PD has a daunting task when it comes to compliance.

14 As a district command, district council member and
15 retired police sergeant, criminal conduct by police officers
16 certainly must be addressed and investigated. But public
17 safety also has to be a priority. How the Consent Decree
18 applies to that is the question the community often asks, is
19 how do they get educated?

20 Most community members don't even understand what the
21 Consent Decree brings to the community and how it affects the
22 police department as a whole. That responsibility falls on
23 the City.

24 One of the positive outcomes of the Consent Decree
25 though is the approach to officer mental health and the

1 expansion of the employee assistance program. That will help
2 cut down on issues that negatively affect others and officers.
3 Officers encounter traumatic situations over a career that no
4 citizen may even comprehend. Officer mental health and how it
5 affects family members is equally important.

6 In my role as a district councillor in the 22nd
7 District, for the Community Commission for Public Safety and
8 Accountability, I think it's important to identify the role
9 that this organization plays in the Consent Decree.

10 Unfortunately, many of the elected district council
11 members around the city have not received the necessary
12 training to understand how the constitutional policing model
13 actually works.

14 If you are tasked with holding an organization
15 accountable, it's important to understand just how things like
16 use of force and constitutional policing are actually applied.

17 Also, it has become apparent that many district
18 council members do not represent the communities they live in,
19 but groups who have shown anti-police sentiment, as evidenced
20 by the recent commission meeting as members of the Chicago
21 Alliance Against Racism and Political Oppression marched up to
22 Juarez High School chanting "CPD KKK," these organizations
23 have disrupted meetings around the city held by the
24 commission.

25 I've heard speakers from around the city criticize

1 the district police strategic plans. Every year CPD holds
2 community conversations to discuss how the plan should be
3 developed and implemented. It's no surprise that many of the
4 speakers probably here today and in some of these district
5 councils will not attend these meetings or interact in a
6 positive manner. It's just easier to take potshots at CPD.

7 On the topic of traffic stops, activist advocates
8 continue to criticize traffic stops and gunpointing incidents.
9 One only has to look at the recent incidents of mass shootings
10 around the city where innocent adults and children have been
11 victimized in drive-by shootings. Should officers wait until
12 they are shot at before pulling or putting a hand on a weapon?
13 Clearly no officer in an unwarranted manner should be pulling
14 their weapon towards citizens.

15 But compliance works both ways. Citizens should
16 respond in a respectful manner towards the officers as they
17 demand that respect.

18 I viewed a video this morning where an officer, a
19 female officer was involved in a physical struggle with an
20 arrestee, and people just stood around and took video. Were
21 they waiting for the officer to be killed or seriously
22 injured? That's a question to be answered.

23 CCPSA President Remel Terry gave an excellent
24 summation on the traffic policy. How do you restrict CPD when
25 other law enforcement agencies who operate within the city and

1 surrounding suburbs do not have to adhere to any policy that
2 affects CPD?

3 When we talk about policing in the communities of
4 color, one only needs to talk to those citizens, and some
5 spoke today, who live in a community that need and want
6 proactive policing, where violence and homicides outweigh
7 other parts of the city. They deserve that support.

8 One important thing that needs to be addressed in
9 restoring -- in the Consent Decree is the restorative budgeted
10 number of officers, with estimates being over 1500 short.

11 This will help officers currently on the job as it
12 applies to excessive overtime, training that needs to be
13 implemented, and mental health. It will also have a positive
14 outcome as it applies to police complaints and compliance with
15 the Consent Decree.

16 The mediation program by COPA will also help police
17 community interaction.

18 In closing, we are losing a great man in Larry
19 Snelling. I only pray that the next superintendent can rise
20 to the level of excellence and leadership that he has
21 exhibited. Thank you.

22 THE COURT: Thank you very much, Mr. Bielecki.

23 Then I think the last person listed, and I know there
24 are others of you still who would like to be heard, but I
25 think we're ready to hear from Vawnshekia Oklah.

1 MS. OKLAH BROWN: Hello.

2 THE COURT: Hello. Good afternoon.

3 MS. OKLAH BROWN: Good afternoon. My name is
4 Vawnshekia Oklah Brown, and I am from Transitional Training
5 Services. We work with people recovering from substance use
6 challenges and mental health addictions.

7 We also are a coalition, three-core strong coalition,
8 and we work with advocating for, again, people with substance
9 use challenges, destigmatizing campaigns and things like that.

10 And so today I kind of wanted to address deflection,
11 and as it is written in the Consent Decree, alternatives to
12 arrest. And I wanted to kind of cite some of my experiences
13 with it.

14 First, I did want to say thank you, Superintendent
15 Snelling, for all the work that you have done. History I
16 think sometimes will remember for the good and for the bad.
17 You'll go home with your own conscience though. And I think
18 that you've done your best. And I've seen changes from the
19 way policing was several years ago versus how it is now. And
20 so I think that you've done a great job. So I do want to say
21 thank you. None of us are perfect, but I think you did a
22 great job.

23 So with that being said, I wanted to address adult
24 deflection and alternatives to arrest, especially for people
25 with mental health challenges and substance use challenges.

1 I've noticed that the police department is doing a
2 lot of training when it comes to addressing people in crisis
3 and things like that. However, in my experience as I've
4 encountered officers, as you know, in our organization just
5 serving, officer knowledge, it doesn't seem like there is a
6 lot of training going on for how to refer people to other
7 services.

8 I'm not sure if that's coming down the pipeline, but
9 that's one of the biggest things that I've realized that we do
10 need, especially for people who do encounter substance use
11 challenges.

12 A lot of times our criminal systems have been used to
13 house mental health and people with substance use challenges.
14 And for those of us who don't know, deflection refers to
15 diverting a person from the justice system for minor offenses
16 when it is evident that there is a substance use challenge
17 involved.

18 We've done it with youth. I know that Task is
19 working specifically with youth, working with the state
20 police. But I would like to see kind of a more robust plan
21 for CPD to really incorporate some of these things.

22 I know that there is an advisory council that is
23 built up of healthcare providers, mental health providers,
24 recovery providers. But I really do think that as, again, as
25 we've been interviewing officers, that more needs to be done

1 in order to connect officers with how they can use other
2 resources in the community that might be able to help people.

3 Studies show that when people are diverted and given
4 the help that they need, they are less likely to show up at
5 the police department over and over again.

6 We know that our society needs help. And so that is
7 one of the things that I kind of wanted to bring out in
8 conversation today.

9 The other thing that I wanted to bring out in
10 conversation with the time that I do have is that I know that
11 under the Consent Decree and as it is practiced now, officers
12 have to have one mental health day a year when they kind of go
13 and visit a healthcare provider.

14 And in our profession, for any group of people who
15 encounter traumas that consistently, that is typically not
16 enough. And I don't think we can really do too much to, you
17 know, do away with that one. But I was hoping that we could
18 do something a bit more robust for our officers.

19 Again, I believe that recovery is for everybody.
20 Sometimes people do turn to substances when they do encounter
21 violence at a higher rate. And so communities that experience
22 more violence tend to turn to more substances, likewise you'll
23 find that with military personnel, and as it has not been
24 clearly studied, police officers at times. And so we believe
25 that recovery is for everybody and that these things actually

1 need to be looked at.

2 We believe that looking at substance use across these
3 aisles will help people be -- will create avenues to
4 destigmatize the mental health and substance use challenges.
5 It will also help to give people the opportunity to get the
6 help that they need.

7 And a healthy officer, a mentally healthy officer has
8 a greater likelihood to not abuse or do anything like that
9 when they encounter a person in the community.

10 And so if we really do recognize the importance of
11 mental health, I believe that our officers will be helped as
12 well as the community members who will be helped altogether.
13 And so that's kind of what I wanted to bring up today.

14 THE COURT: Thank you so much. I appreciate your
15 time and your observations very much.

16 I think we have now time to talk to those people who
17 have their hands raised and also those people who have had
18 their names on the list, but for whatever reason weren't here
19 earlier.

20 MS. HICKEY: Yes, Your Honor.

21 THE COURT: Go ahead.

22 MS. HICKEY: We believe that we have one person that
23 wishes to speak, Ms. Kim Green. And so we're going to invite
24 her to speak if she wants to and is available.

25 THE COURT: Great. I will hear from her.

1 MS. HICKEY: If we give her a minute or a couple
2 seconds.

3 MS. GREEN: Hello. I was raising my hand on behalf
4 of speaker number 26. He was accidentally missed or
5 something. They were trying to get in, and there was no way
6 to let you guys know. So if we could reach out to him.

7 THE COURT: Sure. Who is that?

8 MS. GREEN: Neil Horsley.

9 MS. HICKEY: Is he in the queue? Has he dialed back
10 in? Because we don't see him.

11 MS. GREEN: I'm not sure. But he was texting me.
12 And I was trying to get your attention. So let me text him
13 real quick and see, because I think he got kind of
14 discouraged.

15 MS. HICKEY: Yeah, we don't see him in the queue at
16 all.

17 MR. HORSLEY: This is Neil Horsley. Can you hear me?

18 MS. HICKEY: There he is.

19 THE COURT: Yes, great. Happy to hear from you
20 Mr. Horsley. Sorry we didn't get to you.

21 MS. HICKEY: We apologize. It came up as unknown, so
22 we didn't know that was your name. We're sorry.

23 MR. HORSLEY: Okay.

24 THE COURT: But you are on the list. We're happy to
25 hear from you. So please go right ahead.

1 MR. HORSLEY: Thank you very much. My name is
2 Dr. Neil Horsley. I am a retired podiatric medical surgeon
3 and professor at the Rosalind Franklin University. And I live
4 here in the Park Manor neighborhood.

5 And I've had a rather long history of involvement
6 with police, typically as a victim, and from being mugged to a
7 car stolen to other crimes, like my wife being abducted, my
8 wife and daughter being abducted. And so I've had quite a bit
9 of experience with the police department.

10 One thing I've noticed is like, for example, when I
11 was mugged, I was advised to go to District 18 to file a
12 report. And when I got there, they acted like I wasn't there,
13 like I was invisible. And eventually they came to me, and
14 literally I filed the report, and nothing was done.

15 So my wife was abducted and filed a report. They
16 dusted for fingerprints, and literally nothing was done.

17 And one day we were rolling through Hyde Park
18 shopping center, and here is a criminal standing up there on
19 the sidewalk. And, you know, certainly I could not confront
20 him because that would have been, I'm sure, very dangerous,
21 but, again, nothing was done.

22 I mentioned that I'm currently retired. And I heard
23 the gentleman earlier talking about the reception area of
24 police districts should be warm and friendly. And, literally,
25 that has been my experience, that they're not warm and

1 friendly reception areas.

2 However, I can also state that my compliments go to
3 the 3rd District leadership. At the time when the commander,
4 Melvin Branch, who is now Deputy Chief of Branch, and
5 Lieutenant Cleggett, who is now the commander of the 3rd
6 District, they have been consistently very strong advocates of
7 good police work.

8 And in instances where we've had youth takeovers of
9 our neighborhood, pretty much like what the young lady was
10 talking about at the parks or downtown where teens take over,
11 that has happened on 75th Street many times. And even during
12 the riots we could not get police to respond. But now with
13 the new leadership of the 3rd District, we're getting really
14 good, not only good leadership, but also a good response time.

15 So I do want to say congratulations to Superintendent
16 Snelling for the work that he has done over the last few years
17 after a 30-year career or 30-year-plus career.

18 And I do want to thank you, Judge Pallmeyer, for
19 allowing me an opportunity to speak and coming back to me and
20 allowing me to speak.

21 THE COURT: Mr. Horsley, thank you for sticking with
22 us. We appreciate that. That's great.

23 All right. Are there other people whose names were
24 on the list or are otherwise ready to be heard?

25 MS. HICKEY: Your Honor, I believe that we've called

1 upon everyone whose hand is up and are prepared to hear just
2 some closing remarks from the parties.

3 THE COURT: Perfect. Well, I know that we'll hear
4 from the City, from the police department and then also from
5 the parties via Office of Attorney General and the Monitor.

6 So we can proceed, perhaps I guess hearing first from
7 the City.

8 MR. THOMPSON: My apologies. My audio was muted.

9 Your Honor, for the Chicago Police Department,
10 Superintendent Snelling will speak, and his comments will also
11 cover the City.

12 THE COURT: Wonderful. Thank you.

13 SUPERINTENDENT SNELLING: Thank you, JJ.

14 Judge, let me first start by thanking everyone on the
15 call and for their comments. Obviously there are things that
16 I would like to address that I've heard here.

17 You know, since we've been doing these calls, I feel
18 like this was the most balanced where we've heard people's
19 concerns. And I really appreciate people stepping up and
20 doing this.

21 There are a couple of things that I'd just like to
22 address. And I want to start out by addressing Michael
23 Harrington. He brought up several issues, and it's his belief
24 that there has been no progress made. But the cases that he
25 brought up were from 2019 and between 2020 and '23 as it

1 relates to the youth.

2 Now, although I know that there is a history, and I
3 acknowledge the history in the department of misconduct and
4 cases that were egregious and egregiously corrupt, we haven't
5 just seen that in the City of Chicago when it comes to police
6 departments, we've seen it all over the country.

7 And when you have departments that are this large,
8 you need the proper leadership to make sure that we keep those
9 things in check.

10 However, that is not representative of the whole of
11 the people who do this job. I guarantee you in any profession
12 you can go out and find someone who's corrupt or someone who
13 is not in that industry faithfully. And those who are not
14 faithful to the profession and doing it the way that it's
15 supposed to be done, they need to be held accountable and
16 removed if it rises to that occasion.

17 So I just want to be clear about one thing. There
18 have been some major changes within the police department.

19 With the Coalition and Mr. Harrington, we've had
20 several meetings, our training days at the academy, that we
21 opened our academy up to the public to see how the training is
22 going, and I've had multiple conversations with Mr. Harrington
23 around that.

24 One of the things that I would say is that when we
25 say we haven't seen a reduction in violent crimes, we've seen

1 a 60-year reduction in violent crimes. And my focus has been
2 on violent crimes because I actually see the victims. That
3 does not mean that I am not focused on reform, because the
4 reform is actually necessary. And the reform is a part of
5 what has helped us reduce violent crimes. There is a
6 connection there.

7 Because when we -- since we've been able to make
8 connections through victim services and things of that nature,
9 we have gained the trust of a lot of people who now give us
10 information and partner with us on a particular level.

11 I'll move forward to Attorney Block, who talked about
12 a few things. She called PCRIA a failure. That's
13 misinformed. I can tell you right now ourselves, the Office
14 of Attorney General, and the IMP, we've been working
15 diligently to try and get this done. In order to get it done,
16 we have to have multiple people involved, multiple agencies,
17 and we have to have that cooperation.

18 Along with that, the City of Chicago has levels of
19 oversight that have to be incorporated in these things. It's
20 part of what we did to reform how we look at and how we
21 investigate police involved shootings.

22 I will tell you this right now, our IRT team is
23 probably the best in the country at what we're doing. We
24 actually looked at past practices, and one in particular, the
25 Laquan McDonald shooting, and we've come up with different

1 ways, things where we saw that went wrong, we've taken
2 corrective action on that. And we want to be very clear that
3 everything that we do is above board.

4 She mentioned that, and so did Mr. Harrington, that
5 we've only checked the box. I've said from the very beginning
6 with the Consent Decree that I don't want to make progress
7 just to check the box.

8 But since the complaint was we didn't make progress,
9 and this is coming from the Coalition, that we weren't making
10 progress, there was nothing, you know, compliance was
11 extremely low. Now that we're making progress, they've moved
12 the needle to something else.

13 So we have to be very careful that if we are truly
14 concerned about reform, passing blame and being adversarial
15 never gets us anywhere. We found that out through the
16 department. We have to work together. We can have our
17 arguments and our discussions. That is healthy. But if we're
18 not pointing to those things where we're making progress, then
19 everyone believes that there is no progress being made. And
20 if there is no progress being made, why even try.

21 Well, I'll tell you this, regardless of what is being
22 said, I believe that Chicago Police Department and what we've
23 created here, we're going to continue to do what is absolutely
24 necessary because we're seeing the results of it.

25 A plan. And because this is something that Ms. Block

1 asked for, we have met with the Coalition on multiple
2 occasions. I believe she said we have not met with the
3 Coalition. They've been to my office on multiple occasions.
4 I've opened my doors to them. We've met with them at our
5 academy training days and community training days. We've had
6 multiple conversations. My door was always open.

7 However, it appears that the conversations that we
8 have in person are different from the conversations that we
9 have here in front of you, Judge.

10 So regardless of what is said by the Coalition and
11 their attorneys in front of you, we know that we're making
12 progress, because my team is working really hard.

13 Another thing that she mentioned is that we're not
14 getting to the bottom of cases where people have been
15 victimized. That's a major priority from us. And what we see
16 is under the leadership of our now newly promoted first
17 deputy, Antoinette Ursitti, as the chief of detectives, we've
18 seen record numbers and clearances around homicides.

19 We've created homicide teams. We've created nonfatal
20 shooting teams, where we've seen a major increase in solving
21 nonfatal shootings, one of the things that was a problem in
22 the past. So we are working really hard to get that done.

23 If we are going to move forward and to continue to
24 move forward, just, you know, being adversarial does not get
25 us there.

1 Within our department, we have all of our bureaus
2 together. When I started this job 34 years ago, we had siloed
3 bureaus within the department, where one group believed that
4 what they did was the only thing that should happen.

5 But what we've found in doing this work right now is
6 that everything is interconnected. And when our chiefs are
7 working across bureaus and working together, we're all
8 collaborating and gathering information that's going to help
9 us get to the bottom of crime, figure out how to solve crime,
10 how to prevent crime, and then when we have people who have
11 been victims of violence, do every single thing that we can to
12 build strong cases to bring justice to those people.

13 So I would say to the Coalition that if we're truly
14 serious about getting things done, that we have to work in
15 good faith with each other. And I don't believe that it's
16 working in good faith when you can't find anything positive
17 about the work that's being done. And we need to do a better
18 job of that, because when that happens, then it gets people to
19 work harder.

20 Let me just move on a second. I have to talk about
21 someone who caught my attention. His name was Amir Shakur,
22 and he talked about the 1863 team. And one of the things that
23 I can say is there is a lot of work being done around that,
24 but there are inner workings within the department.

25 When we look at, and I can kind of connect this to

1 something Michael Harrington said, he brought up a case from
2 2019. And he basically said that in 2024, because of my final
3 determination and suggestions on the case, that COPA just
4 rolled over. That wasn't the case at all.

5 So what I will tell you is that you're talking about
6 a case from 2019 that wasn't completed until 2024. That's
7 five years. And we have to do everything that we can to make
8 sure that these investigations are done timely. There is
9 collective bargaining. There is all types of things that
10 affect how those cases go. And there is a lot of times where
11 some of those investigations have taken so long that it was
12 outside of ordinances, and there wasn't any punishment or
13 anything that could be done about it.

14 So under the new leadership of COPA, those
15 investigations are being done in a more timely fashion.

16 We need to stop living in the past. We need to learn
17 from it. We need to recognize that those things happened, and
18 those things were egregious. And we need to use that to move
19 forward, and that would be the barometer to determine if we're
20 making progress, and we're not going back down the same road
21 or the same path where levels of corruption can arise. And I
22 can tell you right now that's exactly what the men and women
23 of this department are doing right now.

24 Are there people who are not here faithfully? Yes.
25 Are there people that in the future of this department a

1 hundred years from now will be here unfaithfully? Yes. The
2 key here is you can't control what is in someone's mind or
3 someone's heart, but you can control if they are a member of
4 your department and bringing harm to people and the department
5 and something has to be done, and that's where leadership
6 comes in. And we start from the top down to make sure that
7 our leadership is accountable for other people being held
8 accountable.

9 That being said, I'll go back to Amir Shakur, because
10 what I heard from him was he wanted to see some type of
11 collaboration or working together and communication. That is
12 the key. So I can respect what he said and what he was
13 thinking.

14 One of the things that he talked about, community
15 policing, he's right, our community policing team should not
16 be the only ones who are engaging in community policing.
17 Community policing to me, it means that we're interacting with
18 our people in our community, and we're engaging, and we're
19 talking to them, and we're getting a better understanding of
20 what it is they need and what they want, and we're out there
21 to protect them, their rights to freedom of speech all the way
22 up to the protection of their safety. We want to make sure
23 that that happens.

24 So I would love to engage with a young man like Amir
25 Shakur, who seems to be out there doing some actual work.

1 I have to talk about Aileen Robinson. She was within
2 this department, I've had multiple conversations with her.
3 And let me tell you, powerful is not enough to describe her,
4 because she was willing to go to war with everyone in the
5 department for what she believed in. And she wanted to see
6 change in the department, and she stood up for that. And to
7 hear her now talk about the relationship and the growth says a
8 lot to me about the changes that have happened in the police
9 department.

10 She was extremely passionate about domestic violence,
11 and she was ready to go to war for what she believed in. And
12 I have to thank her for getting on and talking about those
13 things.

14 Ms. Ariola. The partnership, that's the key, once
15 again, being able to work with CPD, talk about what is needed.
16 And now CPD has a better opportunity of developing programs
17 and developing officers around the needs of victims and people
18 who have been victimized by violent crimes.

19 So I just have to thank Ms. Ariola for her
20 partnership and the work that she's doing because she's
21 touching lives, and because we're partnering with her, we're
22 touching those same lives, and I just want to say thank you
23 for that.

24 Crista Noël, you know, we've got a long history with
25 Crista. One thing I will say about Crista, Crista can be

1 rough around the edges, but when she talks, there is a balance
2 to what she said here.

3 When we talk about pointings, which is one of the
4 things that I'd like to talk about, when that came to our
5 attention, and we looked at the numbers, and we saw that those
6 numbers had increased, we created a program to look at those
7 pointing incidents and then turned a training opportunity over
8 to the captains within the districts to review them and then
9 talk to our officers to determine why those pointing incidents
10 happened.

11 I wouldn't dare sit here and say that no officers
12 should be drawing or pointing their weapons without having
13 reviewed why they did it.

14 One of the things that we see is that shootings
15 police -- not police involved shootings, but shootings at
16 police officers, shots fired at police officers have increased
17 drastically over the past seven years. And our officers have
18 to be careful.

19 We have lost multiple officers to gunfire in the line
20 of duty who are out there trying to protect the City, and it's
21 a tragedy to their families. And those officers are out there
22 trying to protect others who have lost people to gun violence.

23 So this gun violence hasn't only affected the
24 families of people in the community, which we are seriously
25 concerned about. It has also affected the families of police

1 officers. So we are members of the community. And when
2 someone is gunned down and someone is hurt, someone is robbed,
3 it doesn't matter if they're the police or not, we feel that
4 pain that they're feeling right now, and our officers feel it,
5 and they want to go out and find justice. And this is why our
6 officers work to get this done.

7 You heard more partnership talk coming from
8 Mr. Rutherford about working with the detectives and the great
9 work that's being done there, our victim services. That is
10 extremely important, and we have to continue to do that.

11 Ms. Maria Pike talked, an advocate against gun
12 violence. Those are the people that we need to continue to
13 partner with. And when we know that these people are on the
14 ground doing the work, and they come to us and tell us that
15 there is something that we can do better, we are listening,
16 because bringing us that information is going to make us
17 better as a department, and it is going to make us better
18 partners.

19 Ms. Corine Barnes, she talked about being a survivor.
20 Extremely important. The work that she's doing is amazing
21 work. And wherever we can help out, we want to do that.

22 The last speaker I just have to say, Mr. Horsley,
23 what he said spoke volumes to me. He had a bad experience in
24 the past with the Chicago Police Department. This goes back
25 to my belief that every officer needs to be a community police

1 officer. Because any time you talk into a district and you're
2 looking for help, and you're not getting it, there is a
3 problem, because that's what we're there for.

4 And when we have officers who are community and
5 people oriented and have empathy for those who are looking for
6 help, then you're more likely to get that help, and that's
7 what's extremely important. And we're going to continue to
8 move in that direction.

9 But what struck me even more is now his comparison to
10 his initial experience with the police and the now experience
11 that he's having in the 3rd District over the past three years
12 with Commander Branch and now Commander Cleggett, being
13 responsive, picking up those response times, making sure that
14 they're serving the community in the right way, those things
15 tell me that our officers and our department is moving in the
16 right direction. That's what's important.

17 So we have to make sure that we're doing these things
18 that are going to keep us moving in the right direction. And
19 when we hear these stories, and we know that those things are
20 working out to the benefit of everyone here, it helps us to
21 know that that's the position that we want to continue in.

22 So I'd just like to close this out with a few things.
23 One of the things that we really need to focus on is our
24 relationships with people and how they've grown. When we talk
25 about victim services, the events that we have held for family

1 members who are survivors of violent crime, children, that's
2 important to me, and I'll tell you why it's important to me.

3 There are a lot of things that I don't necessarily
4 talk about. There are a lot of things that people don't know
5 about me personally. But what I will say is I am a young kid
6 who grew up in the Englewood community. I grew up there in
7 the '70s and '80s. I've seen people impoverished. I've seen
8 drug-addicted people. I've seen people go away to prison for
9 decades.

10 I witnessed my first murder as a teenager right in
11 front of me and right in front of my younger brother. I've
12 seen the prominent neighborhoods that affect people. I've
13 seen the crime that affect people in those neighborhoods.
14 I've seen people who needed the police, and I've spoken to
15 people who said they were abused by the police.

16 My knowledge around this is further reaching than
17 just the police department, because I often hear lived
18 experience, lived experience. When you have four brothers,
19 two of whom couldn't read and were in the life and are both
20 now deceased, and I watched my mother bury two of my older
21 brothers, I can tell you for certain that experience helps me
22 and it helped me become a better police officer, because my
23 focus was not just putting cuffs on people and trying to lock
24 people up and throw away the key. My focus was to help those
25 who actually needed and wanted help and to be fair.

1 But at the same time, I saw people who victimized
2 their own communities, they victimized people in the
3 community. They didn't care about anyone's safety, anyone's
4 health. They attacked women, seniors. And those people
5 needed to be removed. They needed to be held accountable for
6 the things that they did to upstanding people in those
7 communities.

8 The people who live in these communities that I grew
9 up in deserve a fair police department focusing on their
10 safety, and they deserve the exact same treatment as anyone
11 else in this city. And they deserve to be protected in the
12 same manner as anyone in this city, and sometimes more so
13 because they've become more victimized by these types of
14 crimes.

15 So our police department is going to be there for
16 everyone across the city, especially those who are the most
17 vulnerable.

18 Now, I will say that where we've made some major
19 progress, our Office of Victim Services, having that
20 compassion for victims, our family liaison officers, CIT.
21 When we're looking at people in crisis, our crisis
22 intervention team, they're doing great work. And even the OAG
23 talked about the progress that we've made there.

24 When we have compassion for people, we do better.
25 And I can tell you right now we have a lot of people in place

1 in this department right now who have compassion for people,
2 because a lot of these people have suffered through some of
3 these things themselves, and they have that level of empathy,
4 and they understand where we're going.

5 When it comes to youth, I heard a lot of talk about
6 the police need to listen to the youth. It's hard for the
7 police to listen to the youth if no one who is a conduit
8 between the youth and the police department will bring them to
9 the police department.

10 When we say we can't villainize the youth, well, you
11 also can't villainize the police if you want the police to
12 listen to them.

13 So I'll give you an example of a young man by the
14 name of Charles McKenzie who grew up in Englewood, lives in
15 Englewood, and he runs a group called Englewood First
16 Responders. He grabs young people, and he brings them in, and
17 he puts them to work, and he mentors them, and he leads them.

18 And Charles McKenzie is a guy who has been through a
19 lot himself, and he's gotten his life together. And you know
20 what he does? He shows up to these events where kids are
21 gathering, and you see these teen takeovers, and he gets there
22 with these young people, and he does whatever he can to help.

23 He does it because he cares. But what's bigger than
24 that is he brings all of those young people over to the
25 officers, and he introduces them to the officers. We shake

1 their hands, we talk to them, and we get to know those kids,
2 and those kids get to know us.

3 If we don't have that type of collaboration, that
4 type of connection where we can sit down even if we disagree
5 and have conversations about these things, we can never fix
6 them. But when we're constantly telling young kids that you
7 should be able to do whatever you want to do whenever you want
8 to do it, even if it's breaking the law, and the police should
9 never intervene, that is a problem.

10 We don't want to lock kids up and throw away the key.
11 We don't want to hurt children. And I can tell you this right
12 now, you look at some of the videos of these teen takeovers
13 and our officers engaging with these teens, these officers are
14 more tolerant than any human beings I've ever seen. They've
15 been physically attacked. They've been sprayed with mace and
16 bear spray. And yet they haven't gone overboard. We haven't
17 seen those viral videos that you would think when we hear
18 comments from the Coalition when it comes to youth.

19 I was a youth that was affected by a police officer
20 who held me accountable and made sure that me and my friends
21 went to class. My school resource officer, Officer Thomas, he
22 cared. And we didn't care that he wore a uniform. We cared
23 that there was a caring man who wanted to take care of us and
24 make sure that we were taken care of.

25 We didn't play around with him because we knew he

1 wasn't going to play around with us. But he was a father that
2 a lot of these kids didn't have in those communities.

3 So what I would say to everyone here is that what I
4 hear and what I have been hearing forever is that everything
5 seems to be the fault of the police department when we have a
6 city that is under Consent Decree. The police can't do it
7 all.

8 I heard someone ask a question about referrals, that
9 they don't like the referral process from the police. That's
10 not just the police. We need every single person involved if
11 we're going to get to the bottom of what it is that we need to
12 do.

13 So when we bring everyone to the table, because I
14 would like to ask -- I know what Charles McKenzie is doing to
15 help youth. I would just like to know what everyone else is
16 doing. And if you are out there helping youth, come to us at
17 the Chicago Police Department. We're willing to work with
18 you. That is the focus. So we're going to need every single
19 person to step up.

20 Lastly, Your Honor, I have to say this has been the
21 opportunity of a lifetime, to talk about the change that we've
22 seen in the very short time that I've been here.

23 Working with the Independent Monitoring Team and
24 Maggie Hickey's leadership, Rodney Monroe; with the Office of
25 the Attorney General, Kwame Raoul, and Chris wells, who has

1 been a partner in this, Mary Grieb, and a bunch of other
2 people, I'm sure I'm missing people's names, and I apologize
3 for that, but the team as a whole, having this back and forth,
4 it's strengthened me. It's made me better. It's made me
5 smarter. And I believe it made me a better leader. And I can
6 say honestly that the work and the partnership with them has
7 been great.

8 My team. The work that my team is doing behind the
9 scenes, and I've always said this to them, they don't get
10 enough credit for the work that they're doing in this reform
11 effort, because this work is not sexy, not something that
12 people talk about all the time. But this is some of the most
13 amazing work I've ever seen people do, because without this
14 work and without these reform efforts, our officers go out
15 into the field with no direction. And this has helped us
16 build direction for our officers. It's helping to keep our
17 officers safer. It leads to wellness in our officers, because
18 when our officers are doing better, they can do better by
19 other people.

20 We have to show these officers that we care about
21 them, because we want them to care about everyone else. These
22 are human beings who are going out there having human
23 reactions to certain situations.

24 So our officers deal with PTSD on a regular basis,
25 but we have to make sure that we in leadership take care of

1 those officers or we're failing as leaders.

2 So I cannot say enough about my team and the Chicago
3 Police Department and the direction that we're moving. And
4 that goes all the way to my legal team, everything that
5 they've done to step in, you know, Scott Spears, JJ, I mean,
6 just the work that's being done is amazing, and I just can't
7 say enough about it.

8 Lastly, Your Honor, for you, you know, your patience
9 is unbelievable and undeniable. The fact that you're able to
10 sit through and listen to everyone, take everyone's comments
11 seriously, respond in the most respectful manner that you do,
12 especially being, you know, at the top of the food chain, just
13 to see your humility and the way that you carry yourself, I've
14 learned a lot from that. It's helped me. I've taken some
15 pointers from that myself.

16 And I just want to say thank you for the way that you
17 oversee this process, because without you stepping in and
18 being the mediator that you are around this, I'm not sure we
19 would be as far as we are right now. So I just want to say
20 thank you for that.

21 And I have to say thank you for everyone on the call.
22 Thank you to the IMT, the OAG. I have to thank my team.
23 Thank you to the Coalition for keeping us on our toes.

24 So I just want to say thank you to everyone on this
25 call for helping make the Chicago Police Department a better

1 department. We still have work to do. We're not spiking the
2 football. It's a police department. We have to be fluid. We
3 have to constantly be prepared to change and move the needle.
4 And I believe that we're there.

5 And with the team that is left in place right here
6 with oncoming or Fred Waller and our newly appointed First
7 Deputy Antoinette Ursitti, this process is in great hands.

8 So I just want to say thank you for that, Your Honor.

9 THE COURT: You could not be more welcome.

10 And I'm humbled and really touched by your comments.
11 I've already shared with you that I'm always impressed.
12 Maggie Hickey made the comment that you give the best rebuttal
13 than any lawyer we've ever seen.

14 And your consistent ability to comment so
15 thoughtfully on the things that have been said, even those
16 things that are very critical, has really inspired me and
17 makes me believe that there is reason for serious hope that
18 we're going to get -- we are going to be able to get this
19 football past the end zone, maybe not spike it, but we'll get
20 it past the end zone at some point.

21 I know we have some other people who would like to
22 make some closing remarks, I believe. The Monitor tells me
23 Mr. Hickey -- Mr. Hillhe will be making remarks for the
24 Coalition, is that right? Or did I get this wrong?

25 MS. HICKEY: No, Your Honor. It's Chris Wells.

1 THE COURT: I misspoke.

2 MS. HICKEY: Yes.

3 THE COURT: I think next we're ready to hear from the
4 Attorney General.

5 MS. HICKEY: The OAG.

6 MR. WELLS: Thank you, Your Honor. So this is Chris
7 Wells. I'm the Chief of the Public Interest Division for the
8 Attorney General's Office.

9 I guess I'll begin by saying Superintendent Snelling
10 is a tough act to follow both in this hearing and writ large.

11 You know, we heard from a lot of members of the
12 public. I'm really grateful for the amount of time that they
13 committed to this process to share their experiences.

14 As the superintendent acknowledged, I think we all
15 who are part of this recognize that there is a lot more work
16 to be done and that the superintendent's successor will have
17 to take that baton and hopefully run with it.

18 I do want to reflect for a few minutes on behalf of
19 our office on what the superintendent has done during his
20 tenure, both as superintendent but in the department more
21 generally.

22 The first time I heard the name Larry Snelling was in
23 2017. Our office was in the beginning stages of negotiating
24 the Consent Decree. And we were observing training at the CPD
25 academy. There was a lieutenant who was taking us around, and

1 he wanted to make sure that we got to a class being taught by
2 this sergeant named Larry Snelling. And that lieutenant said
3 to me at the time, we want you to see Snelling. He's the best
4 we've got.

5 The lesson that day that Superintendent Snelling was
6 teaching was actually a very close and critical examination of
7 the shooting video of Laquan McDonald's death, tragic death.

8 The superintendent, or the sergeant at the time, was
9 going frame by frame and identifying the tactical and training
10 errors that were evident in that tragedy. And his message
11 that day was clear, we've got to be better than this. His
12 message was also that anybody who is serious about this
13 profession has to be willing to look at these errors and
14 acknowledge them.

15 And this was 2017. It was not an easy message to
16 deliver at CPD at the time. We've heard about the code of
17 silence. It was very real. It took courage and a commitment
18 to professionalism to look that tragedy in the face and to
19 learn from it.

20 Now, a lot has happened since 2017. We have a
21 Consent Decree that's been in place since 2019.
22 Superintendent Snelling is the sixth superintendent that we've
23 had during the course of the Consent Decree. I can say
24 without a doubt that he has been more committed to
25 implementing the promises of the Consent Decree than any

1 superintendent that we've had, and that's by a long shot.

2 In this process, I've seen that the tone at the top
3 matters. Leadership matters. I also recognize that it's not
4 the same as results on the ground. We still have a long way
5 to go. We know that. But we're not going to get to results
6 on the ground without leadership like Superintendent
7 Snelling's.

8 I want to highlight just briefly two quick examples
9 of how his tone at the top and how his leadership is
10 contributing to culture change at this department.

11 Each year CPD has an annual awards luncheon. And
12 it's a window really into the culture of the department. Whom
13 the department chooses to honor and for what says a lot about
14 the department.

15 A lot of the awards this year, as in prior years in
16 which Superintendent Snelling has been in leadership, they go
17 to officers who have used de-escalation to bring about a
18 peaceful solution to a contentious situation. They go to
19 officers who have used their LEMART training to provide
20 on-scene trauma care to wounded people to save lives.

21 That is not an accident. That is a culture shift
22 that is driven by leadership. Larry Snelling has been a
23 driving force in shifting CPD's culture for the better from
24 his time at the academy in 2017 and throughout his tenure as
25 superintendent.

1 Second example I'd point to, Your Honor saw it today,
2 everyone has acknowledged that the superintendent has been at
3 these monthly hearings, and he has done something
4 extraordinary in the history of the police department. He has
5 listened, and he has heard people, and he has seen people and
6 he has engaged with them and treated them with dignity.

7 And also, you know, he doesn't shrink from criticism.
8 He responds to it. I will also say that we've seen that he
9 takes that criticism seriously, and he tries to respond to it
10 in the course of CPD's operations. He doesn't just talk the
11 talk, he really does try to follow through and make a
12 difference and move the department forward.

13 Now, the department during his tenure has moved
14 forward in significant ways. When the superintendent took
15 over, we were stuck in essentially the first of three major
16 phases of the Consent Decree: First phase, developing
17 policies; second phase, implementing trainings on those
18 policies; and the third phase, implementing operational
19 compliance.

20 Under the superintendent's leadership, we have moved
21 from being stuck in the first phase to well into the third
22 phase. We still have a long way to go. This is the hardest
23 phase. There is a lot of work to do be done. But we have
24 made significant progress because of the superintendent's
25 leadership.

1 And while Consent Decree compliance has gone up,
2 crime has gone down. When we started this process, there were
3 many, including many in the department, who said that that was
4 not possible. You could have reform or you could have less
5 crime, but you couldn't have both.

6 Superintendent Snelling has shown that it is possible
7 to do both, to drive reform forward and to drive crime down.
8 That is an extraordinary accomplishment. It is an
9 extraordinary legacy.

10 Superintendent, we are profoundly grateful for your
11 leadership. The City is better because of your service. And
12 that lieutenant who showed me around the academy nearly a
13 decade ago was right, you're the best we've got. Thank you,
14 sir.

15 THE COURT: Thank you very much, Mr. Wells.

16 Ms. Grieb, any comments from you from the OAG, from
17 the office?

18 MS. GRIEB: No, Your Honor. I won't follow my
19 colleague. We do appreciate all of the comments from members
20 of the public this afternoon. Thank you.

21 THE COURT: And, finally, from the Independent
22 Monitor.

23 MS. HICKEY: Just very quickly, Your Honor, some
24 administrative things.

25 I want to thank everyone on behalf of the IMT for

1 participating in today's hearing, especially the community
2 members who shared comments and feedback. As I've previously
3 mentioned, anyone who wants to provide written comments, they
4 may file them with the Clerk of the Court by Friday before
5 4:30. Instructions are on our website, cpdmonitoringteam.com.

6 Next month's hearing is on August 11th at 1:00 p.m.
7 and will focus on community engagement and recruitment, hiring
8 and promotions, including retention and policy considering
9 disciplinary history and promotions. The schedule is also on
10 our website.

11 And, finally, I'd like to echo the sentiments of
12 Chris Wells and Your Honor provided about Superintendent
13 Snelling. Even before becoming a superintendent, he had made
14 a profound difference at CPD, the Consent Decree in Chicago.
15 He has led the department with integrity and candor.

16 And on behalf of the Independent Monitoring Team, I'd
17 just like to express my sincere gratitude for his service.

18 We're also grateful that he's promoted others who
19 have demonstrated an ability and a willingness to continue the
20 momentum in his absence, and we look forward to continuing the
21 work with Interim Superintendent Fred Waller and First Deputy
22 Antoinette Ursitti.

23 And thank you everybody for your patience and being
24 here for probably the longest hearing we've had in a long
25 time, 4 hours and 51 minutes. So thank you everyone. And I

1 hope you have a well-deserved rested evening.

2 THE COURT: Thank you very much.

3 I will see you all next month, except for the
4 superintendent, who I hope will be enjoying life in some
5 fashion. Thank you.

6 SUPERINTENDENT SNELLING: I don't know, Your Honor.
7 I may have to flip on.

8 Thank you, everybody. It's been a pleasure and the
9 opportunity of a lifetime to work with all of you. So I just
10 want to say thank you. It's been a great, great, great
11 experience, greatest of my career. So thank you.

12 MS. HICKEY: Thank you.

13 THE COURT: Thank you.

14 (Proceedings concluded at 4:52 p.m.)

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17 I certify that the foregoing is a correct transcript,
18 to the extent possible, of the record of proceedings in the
19 above-entitled matter given the limitations of conducting
20 proceedings via videoconference.

21 /s/ JENNIFER COSTALES

22 JENNIFER COSTALES, CRR, RMR, CRC
23 Official Court Reporter

August 7, 2026
date

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