

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
) June 9, 2026
Defendant.) 1:03 p.m.

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

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25 PROCEEDINGS REPORTED BY STENOTYPE
TRANSCRIPT PRODUCED USING COMPUTER-AIDED TRANSCRIPTION

1 (Proceedings heard via videoconference:)

2 THE CLERK: Good afternoon, everyone. Welcome to our
3 session this afternoon, our public hearing on progress in the
4 Consent Decree.

5 I'm going to remind everybody that recording the
6 episode today or our meeting today is prohibited by our Court's
7 rules. Photographs or transmitting of anything that we're
8 doing here this afternoon is also violation of the Court's
9 rules. You'll have to think of this the same thing as being in
10 the courtroom.

11 Beyond that, I want to thank all of you for being here
12 and particularly for the -- to the Monitor for having set up
13 the meeting, and I'll ask Monitor Hickey to make her opening
14 remarks.

15 MS. HICKEY: Thank you, Your Honor, and to everyone
16 joining us for this month's status hearing. My name's Maggie
17 Hickey and I'm the Monitor of the Consent Decree.

18 During today's hearing, we will hear from the parties
19 to the Consent Decree, the City of Chicago, and the Office of
20 the Attorney General regarding the status updates of the Crisis
21 Intervention and Community Policing sections of the Consent
22 Decree.

23 Before I turn it over to the parties, I would like to
24 note that today's hearing does end at 2:30. I will therefore
25 try to keep it short to ensure the parties have sufficient

1 time. But I would like to provide a few relevant takeaways
2 from our most recent report, IMR-13, which the Independent
3 Monitoring Team filed in April of this year.

4 The Monitoring Report provides an update on the City
5 of Chicago and the CPD's compliance with progress through the
6 13th Reporting Period, which ended on December 31st, 2025.

7 Relevant to today's hearing, the City and the CPD have
8 achieved at least preliminary compliance with 94 percent of the
9 monitorable paragraphs in the Crisis Intervention section, and
10 at least secondary compliance with 52 percent of those same
11 paragraphs, and full compliance with 12 percent of those
12 paragraphs.

13 For the Community Policing section, the City and the
14 CPD have achieved preliminary compliance with 100 percent of
15 the monitorable paragraphs, with at least secondary compliance
16 of 91 percent with those same paragraphs, and full compliance
17 with 26 percent of those same paragraphs.

18 Progress in the Crisis Intervention section included
19 the CPD defining timely response in connection with certified
20 CIT officers' response to incidents, identified as involving
21 individuals in crisis. This will allow the CPD to establish
22 baseline data and accountability for this timely standard and
23 work towards improving response ratios.

24 The CPD also developed its new activity log for its
25 CIT district operations and Community Support area teams, who

1 are responsible for field-based services such as reviewing CIT
2 reports, engaging the community, conducting followups with high
3 frequency utilizers of police services, connecting people with
4 community resources, and conducting district role call
5 briefings. The development of the DOCS, which is the District
6 Operations Community Support area, activity log is an important
7 step in tracking field-based work.

8 Additionally, the CPD developed a draft of its Crisis
9 Intervention Officer Implementation Plan. And the City
10 developed a scope of work for its Crisis Intervention Plan,
11 after a meaningful collaboration with other stakeholders,
12 including the Chicago Fire Department, the Office of Emergency
13 Management and Communications, the Mayor's Office, and the
14 Chicago Department of Public Health. The IMT looks forward to
15 further progress on these plans in the upcoming reporting
16 periods.

17 Also in the 13th Reporting Period, the Office of
18 Emergency Management and Communications, the OEMC, delivered
19 its revised Crisis Intervention and Mental Health Awareness to
20 our refresher training required for telecommunicators and the
21 Chicago Council on Mental Health Equity, continued to provide
22 important feedback to CPD and the OEMC on policies.

23 For the Community Policing section in the 13th
24 Reporting Period, the City and the CPD's progress is reflected
25 in community policing efforts becoming more concrete and

1 assessable at the district level.

2 For example, the deployment of digital resource guides
3 in all 22 districts gives officers practical district-specific
4 information about the communities they serve. When paired with
5 the District Strategic Plans, these tools can help move
6 community policing beyond a broad departmentwide concept and
7 into day-to-day district practices where officers, commanders,
8 community members, and city partners are better positioned to
9 identify local priorities and connect residents to appropriate
10 services and supports.

11 The CPD continues to make improvements to its Digital
12 Resource Guide to broaden the reach of the resources available
13 to those specific communities.

14 The City and the CPD have also made important progress
15 in their youth-related reform efforts. Although work remains
16 to be done, in the 13th Reporting Period, the CPD achieves
17 additional levels of compliance with the Consent Decree
18 requirements that officers receive guidance on
19 developmentally-appropriate interactions with youth and
20 children by finalizing its Youth Interactions policy and
21 delivering training to officers on how to interact with youth
22 in a range of circumstances.

23 These efforts are especially important because
24 meaningful youth diversion and deflection depend on the
25 officers having clear guidance, practical tools, and

1 community-based alternatives that allow them to respond to
2 young people in ways that are lawful, developmentally
3 appropriate, and focused on connection rather than unnecessary
4 system involvement.

5 At the same time, this progress should be understood
6 as a foundation for the work still ahead. For the district
7 strategic plans and related community policing tools, the next
8 phase will require the City and the CPD to demonstrate that
9 these resources are being used consistently, informed by broad
10 community participation, and evaluated for their impact on
11 community safety and trust.

12 For youth diversion and deflection, the next phase
13 will require additional work on policies and trainings focused
14 on youth interactions and youth deflection and alternatives to
15 arrest. We look forward to hearing more from the parties today
16 about these ongoing efforts.

17 And as a quick reminder, next month's hearing on
18 July 14th at 1 p.m. will focus on public comments, with a
19 requested focus on recent events and interactions with the CPD
20 and City. The parties will also provide updates on the
21 critical Early Intervention Support System.

22 The schedule is available on our website
23 CPDMonitoringTeam.com. Thank you very much, Your Honor.

24 Your Honor, you're on mute.

25 THE COURT: You're right. Thank you, Ms. Hickey, and

1 thank you to your whole team for the work you've been doing for
2 us and with us on this project.

3 I think we're going to hear first from the Chicago
4 Police Department on issues concerning Community Policing and
5 the individuals I have identified as speakers are Chief Angel.

6 MR. NOVALEZ: Director Glenn Brooks and Deputy
7 Director Chelsea Diaz, I know you're with us this afternoon, so
8 whenever you want to get started, that's fine.

9 MR. BROOKS: Good afternoon, Your Honor. Good
10 afternoon, all.

11 You can go ahead to the next slide.

12 I'm Director Glen Brooks of the Office of Community
13 Policing. I'm going to go over an overview of kind of where we
14 are with Community Policing and highlight a number of efforts
15 that we've been working on as we continue to move -- make
16 progress on the Consent Decree requirements.

17 Let's go ahead and go to the next slide.

18 As Ms. Maggie Hickey mentioned, we've made progress
19 within our 35 paragraphs for IMR-12 to IMR-13. So in 12, we
20 were -- we had already achieved 100 percent preliminary
21 compliance on our paragraphs. We did make progress from
22 approximately 86 percent to 91 percent in secondary. And we've
23 maintained operational compliance at 26 percent.

24 As we go into IMR-14, we are really focused on making
25 progress in our operational compliance.

1 I kind of want to lay the land here first. This is
2 reference to, in Paragraph 13, the pillars of community
3 policing. The foundational pillar there is really creating
4 relationships with the community and CPD. And those
5 relationships, what we're really counting on those
6 relationships to do is create a deeper level of trust. That is
7 where we -- our reasons for engaging and why we are so
8 systematic about it.

9 Our second pillar is the focus on youth, not only in
10 making sure to provide informational -- information to our
11 young people, but really having authentic conversation around
12 not only public safety but about policy.

13 In addition to that, we spent a lot of time building
14 relationships through trust, through community building
15 activities, and lastly is that problem solving.

16 I do want to highlight here, you're going to hear from
17 Deputy Director Diaz here in a few moments, and we're going to
18 talk a little bit about the progress we made on deflection and
19 diversion.

20 The third pillar of our foundation here is really
21 creating standards where it's clearly identified the objectives
22 of Community Policing. You'll see that reflected in both 3 and
23 4 with the model of Community Policing, and I'm going to go
24 into that in some detail today.

25 I would like to also highlight here our Community

1 Policing training. In addition to the eight hours that we do
2 every few years, we constantly weave in the concepts of
3 community policing throughout all of our training and we
4 support it with a number of briefings to all of our officers on
5 the different tools of Community Policing.

6 Our Monitor mentioned -- Monitor Hickey mentioned our
7 Digital Resource Guide, which we provided to all of our
8 officers, and those -- one of those tools we trained all of our
9 officers on and giving them our frontline officers the ability
10 to engage with the community in a meaningful manner.

11 We're going to speak in some detail today about
12 problem-solving. We're going to highlight our District
13 Strategic Plans, which are district-level problem-solving. We
14 do this in addition to our neighborhood or beat level
15 problem-solving. This is a key component in building trust.

16 And lastly, the regular evaluation of community
17 policing, this is done on a consistent basis, whether that be
18 at the public safety strategy meetings on a weekly basis, also
19 known as CompStat. We regularly review with our different
20 districts and our other units on their community policing
21 efforts.

22 We can go ahead to the next slide.

23 Here, I really kind of want to talk about the model
24 and the standard in which we engage the community. And it's
25 really built upon a cycle that we pound into all of our

1 engagement activities. And it's really divided into three
2 distinct sections, which are intended to meet the community
3 where they are and get a very fulsome engagement of the entire
4 City of Chicago.

5 So number one, let's talk about our outreach. This is
6 our effort to not only reach out to those people we've engaged
7 with in the past, but the general public. We further reenforce
8 this, making sure that we reach out not only to the young
9 people but affinity, our faith-based communities, and such.
10 This is really key in making sure that we have an opportunity
11 to engage with all the residents of the City.

12 From our engagement, we really -- I do want to add, on
13 our outreach, we've recently bolstered our outreach efforts
14 with our information service coordinators, who are really
15 looking at designing outreach materials that more effectively
16 reach all components of the city.

17 The next level is the actual engagement. That is the
18 activity that we do with our community. One of the things we
19 stress here is that we want to make sure that we engage with a
20 purpose, that we're not doing activity for activity's sake.

21 We look at four levels of engagement. The first level
22 of engagement, informational. That's our ability to inform the
23 community of different safety or other concerns within the
24 community, and giving them basic information, whether that's
25 how to better protect their car, their homes, or themselves,

1 but or sharing -- and sharing of safety, crime data with the
2 community.

3 The second level of engagement is discussion. That is
4 where we have -- we sit down with the community, we have
5 authentic conversations around those safety concerns, around
6 our policies, around other issues which the community wants to
7 discuss with the police department, but we're very intentional
8 in that -- in those conversations.

9 Our next level, and this is probably where we see the
10 most activity, is our community building. That's working with
11 the community to really strengthen the social fabric of those
12 neighborhoods, whether that is that community garden, whether
13 that is those youth activities, baseball, basketball, art
14 projects and such. That is really working to reenforce the
15 fabric of the community.

16 Lastly, and this is where we had the greatest leverage
17 in building trust, is mitigating and resolving those problems
18 within the community. And we do that kind of at two levels.
19 You'll see that at the neighborhood level, most commonly
20 referred to as the beat level, where we'll address those local
21 concerns in that particular beat or neighborhood.

22 The next level up from that is our District Strategic
23 Plans. That's where -- that is a deliberative process, which
24 we begin every fall, where we identify the top three problem --
25 or community safety concerns in a district. Along with those

1 top three safety concerns, we also go ahead and identify any
2 engagement opportunity, what should be our top three engagement
3 opportunities, whether we should focus on older adults in that
4 year, whether we should focus on youth, whether we should focus
5 on another affinity group, or outreach to a particular section
6 of a district. Here is where we do those activities and it
7 really reenforces and we spend time with the community.

8 Lastly and most important is the followup, doing the
9 activity, doing the outreach, without sharing the minutes, the
10 notes, the results of those activities with the community.
11 That is our greatest opportunity to reenforce the trust that we
12 built, making sure that we continue that communication. It
13 also gives us an opportunity to share resources with the
14 community after a particular engagement.

15 Let's go ahead and go to the next slide.

16 So you see that process up top where we're doing the
17 outreach, the engagement, and the followup. Right underneath
18 that, you'll see the community. And we really spend a lot of
19 time making sure we understand this community. And to do that,
20 we break it into segments.

21 The most -- the largest of that section is the unknown
22 community. Those are the people we have not had previous
23 contact with, which we make a deliberate effort to reach out to
24 them on a consistent basis, find new ways to reach those
25 communities, and those individuals and such.

1 The second are the known. These are people who we
2 engage with. We engage with over 100,000 people every year.
3 What we really try to do is build a relationship with them. We
4 look at that through kind of a progression model where we start
5 off -- if someone attends one of our engagements that starts
6 off as a participant, those individuals who spend three or more
7 engagements, we consider volunteers. And those individuals
8 that take on some kind of leadership role, whether that's a
9 beat facilitator, whether that's a DAC member, whether that is
10 a subcommittee member, or they can work in a problem-solving
11 working group. All of those we consider community leaders.

12 We also bundle those leaders of local organizations,
13 whether that be a school, whether that be a block club, whether
14 that be a faith-based institution, whether that be a business
15 community.

16 We strive to build partnerships with those
17 stakeholders, and we also consider those community leaders. We
18 spend -- we look at this model and we look at the points with
19 which we connect with them through our outreach, the actual
20 engagement and the followup of those engagements. This is the
21 basis of which we do most of our engagement, out of our
22 district level.

23 Let's go ahead to the next slide.

24 So one of the questions might be, as you go through,
25 how do people find out where to engage? Most individuals in a

1 community, they engage at the district level. Here you can use
2 this QR code to identify where you live, what district you're
3 at, and you can contact that district. And we have community
4 organizers, officers, youth coordinators and such that are
5 standing by ready to meet where people are and find their
6 appropriate engagement opportunities for those people that meet
7 their interests.

8 I would like to go to the next slide.

9 So here, I just want to pause here and talk about the
10 District Strategic Plans. The District Strategic Plans are
11 that annual effort that I spoke about a little bit earlier.

12 Beginning in August, we begin the planning process.
13 Here the District Strategic Plans. Here's the time where we
14 meet with the district as a whole. We hold two deliberative
15 sessions where we invite the community to meet with us.

16 In addition, those are supported by additional
17 meetings with the young people, with our affinity, with older
18 adults and the faith community, where we try to get input and
19 try to really drill down to what are those three -- top three
20 safety concerns of that district and we focus on that in the
21 upcoming year. We also identify those top three community
22 engagement opportunities which we will also focus on.

23 And through this process we provide regular quarterly
24 reports on our the progress with the District Strategic Plan.
25 And this is a way where we're not only held accountable, we are

1 making sure to address those safety issues which are affecting
2 the entire district.

3 You cannot only -- you can find your District
4 Strategic Plan using the QR code on your left. All 22 District
5 Strategic Plans are posted every year and that is on guiding --
6 our guiding document for our district level problem-solving.

7 Additionally, the entire process of the District
8 Strategic Plan is laid out in our general order, which you can
9 find on the right for District Strategic Plans. As we go
10 forward, we're looking at making some additional improvements
11 to that.

12 So let's go to the next slide.

13 We are very excited about this. We had -- the
14 Department was one of the first departments to have Community
15 Engagement Management System, where we're able to track all of
16 this information in this process. What we're looking to do
17 this year is update that system based upon Salesforce, which is
18 a large commercial CRM system, which really hone on -- hone in
19 our ability to track those relationships through the process
20 and the models that I described earlier.

21 It will centralize the entire district strategic
22 planning process. It also strengthens our community policing by
23 giving us the ability to really document not only the concerns,
24 the engagement activity, but all of our partners and the
25 feedback.

1 As I mentioned earlier, the followup is one of our
2 strongest or the third component of that cycle, which really
3 enforces that trust. It simplifies the reporting.

4 Right now, all of the reporting is done on paper.
5 We're looking to move that into an electronic base so we can
6 have more realtime information regarding those.

7 It fully supports the SARA model. In addition to
8 that, we're expanding our communication means from not only
9 just e-mail and phone, but we're including text and we're
10 really excited about this as we go forward into the 2026
11 season.

12 I would like to turn it over to my partner Chief
13 Novalez who is going to speak about the CCA progress. And this
14 is going in depth ensuring that we have every officer, not only
15 the officers in our community policing, but every member who
16 people come in contact with, whether that's at the desk, an
17 investigation, or any other means on the streets.

18 So let me pass it off to Chief Novalez.
19 Chief Novalez, you ready?

20 MR. NOVALEZ: Thank you, Director Brooks. Good
21 afternoon, everybody on the call. Good afternoon. I'm
22 Chief Angel Novalez. I am the Chicago Police Department lead
23 for the Community Policing Assessment. I and Director Brooks
24 are responsible and accountable for this project.

25 In the next few slides, I'll provide a high-level

1 overview of how we got here, the community engagements
2 surrounding this assessment, the resulting reports, the
3 findings, recommendations, and next steps.

4 At the beginning of Superintendent Snelling's tenure,
5 he shared his vision for community policing, provided guidance
6 to achieve our goals, and sought out support to set CPD up for
7 success.

8 Superintendent Snelling partnered with Philanthropy
9 and enlisted the expertise of the Civic Consulting Alliance.
10 This would ensure the information gathered was independent and
11 from a third party. It would ensure transparency by publishing
12 associated reports and it was complementary to the Workforce
13 Allocation Study.

14 CCA was tasked with gathering feedback, sharing
15 findings, and finally making recommendations to carry out his
16 vision. The superintendent's vision was that every officer was
17 a community policing officer, and the responsibility for
18 engaging community did not totally belong to the individuals in
19 specialized roles. This vision aligns with the Consent Decree,
20 superintendent's plan for organizational excellence, and CCPSA
21 goals.

22 So what's new in this assessment? It's nine
23 day-to-day operations for how CPD can continue to build trust
24 so that community policing is simply policing.

25 Early on, we found that there were several barriers,

1 challenges. CPD's definition of community policing is unclear
2 and inconsistently implemented. Community policing
3 responsibilities were siloed within specialized roles such as
4 CAPS and NPI, reenforcing the idea that it was somebody else's
5 job, second for patrol enforcement.

6 But also they were opportunities. This assessment
7 builds towards that departmentwide approach, which are
8 articulated in specific action and practices for how community
9 policing can be adopted as a standard operating method for
10 every officer. Community policing is simply just policing.

11 Next slide.

12 So here what I wanted to spend a little time on is
13 talking about the engagements surrounding this assessment. It
14 took roughly about two years. Feedback was gathered from
15 community members throughout 45 -- through 45 community
16 sessions, facilitated by eight local CVOs, engaging over 1,100
17 participants across 21 communities, consultation with community
18 representatives, including District Advisory Committees, beat
19 facilitators, Community Policing Advisory Panel, Community
20 Commission for Public Safety and Accountability, commissioners,
21 district council, Justice 20/20 Coalitions.

22 Internally, interviews and focus groups were held with
23 over 150 CPD members and over 300 members in community policing
24 roles were surveyed.

25 We also looked at national best practices across 17

1 major US police departments and this was conducted by 21CP
2 Solutions, and they are constitutional policing experts.

3 Also CCA reviewed existing independent reports and
4 evaluations including feedback from prior community engagements
5 and surveys conducted The Independent Monitor.

6 Next slide, please.

7 So here are the four reports. These reports were
8 published earlier in April. So anyone interested, we invite
9 the folks on the call to use the QR code and review these
10 reports.

11 Next slide, please.

12 So after all that feedback, these are the eight key
13 findings that CCA found. The reason I want to go through these
14 very quickly is you can see the relationship between the
15 recommendations and what those findings were.

16 Number one was a lack of focus in training on customer
17 service.

18 Number two was inconsistent geographic presence.

19 Number three was siloed and reactive process in
20 identifying and mitigating those concerns.

21 Frustration was felt by both CPD and community members
22 when it comes to responsiveness.

23 Community policing was also seen as being
24 event-focused rather than a broader strategy.

25 There was a -- number six was a perceived lack of

1 transparency and feedback loops.

2 Number seven, importantly so, building community trust
3 requires the acknowledgment of past harms.

4 And number eight, feelings of mistrust within the
5 organization created challenges for building trust outside of
6 that.

7 Next slide.

8 Based on those findings, these nine recommendations
9 came forward. Superintendent wanted to ensure that we were
10 addressing the heartset, the mindset, and the skillset.

11 The mindset -- the heartset is simply this, that CPD
12 are a part of the communities that they serve, and they share
13 in the successes and in the issues felt by the community.

14 The mindset were simply considerations when applying
15 service, is reliability, empathy, service, professionalism,
16 empowerment, community, and timing, conveniently spelling out
17 respect.

18 And the skillset is where the recommendations lie.
19 Number one was prioritizing customer service mindset in all
20 interactions, training our officers on customer service.

21 Number two, deepening geographic integrity beyond
22 staffing assignments.

23 Number three, consolidating problem-solving in a
24 cohesive system. Glen talked a little bit about what's going
25 to happen with the Salesforce project.

1 Number four, deploying the right response at the right
2 time; if a CIT officer is needed, ensuring one arrives.

3 Number five, prioritizing informal and formal
4 community engagement strategies aligned with clear goals.

5 Number six, standardizing departmentwide approach for
6 gathering community feedback on policy and training.

7 Number seven, improving public awareness on CPD
8 policies and resources.

9 Number eight is training members on the history of
10 policing within Chicago's borders.

11 And lastly, leveraging our leaders to model internal
12 procedural justice the same we expect -- way we expect our
13 officers to model procedural justice with the public.

14 You can see the relationship between the
15 recommendations and the findings.

16 Next slide.

17 Here I wanted to show an example of how -- the
18 consideration we are currently using as we develop our
19 projects. This is taking the District Strategic Plans over to
20 Salesforce.

21 Three recommendations that we identified and we wanted
22 to incorporate was Recommendation Number 1, prioritizing our
23 customer service; Recommendation Number 2, consolidating the
24 problem-solving process; and Number 5, prioritizing
25 district-level community engagement.

1 Next slide.

2 So here, what I want to do is spend a few moments
3 talking about what the next steps are. And some of these are
4 already in progress. One is establishing a governance
5 structure. In that way, we can facilitate decisionmaking and
6 embedding a change of management team to ensure that we carry
7 out these recommendations.

8 We wanted to continue to review and engage with
9 community stakeholders, our policies and our upcoming 2027
10 training.

11 Currently working with CCA in developing a customer
12 service training module where we're looking not only best
13 practices in the private sector but also in the public sector.

14 If we held a webinar -- so if you'd like to see that
15 webinar which touches on these topics more in depth, I invite
16 everybody in the audience to do so.

17 I'm going to turn it over to Assistant Director -- or
18 Deputy Director Chelsea Diaz to talk a little bit about the
19 diversion and deflection. Sorry for the demotion, Chelsea.

20 MS. DIAZ: No offense taken, Chief.

21 Good afternoon, Your Honor. Good afternoon, all. My
22 name is Chelsea Diaz. I'm the Deputy Director for CPD's Office
23 of Constitutional Policing and Reform. And today I'll be
24 providing an overview of CPD's progress on Youth Diversion and
25 Deflection.

1 CPD's role in diversion and deflection is primarily
2 focused on the front-end law enforcement response,
3 documentation, and referral process while working
4 collaboratively with the Mayor's Office and DFSS to support
5 broader intervention goals.

6 We continue to meet regularly with the mayor's Office
7 of Community Safety, the mayor's Office of Education and Youth,
8 and DFSS to coordinate citywide diversion and deflection
9 efforts and ensure alignment across agencies.

10 Within CPD, youth diversion efforts have largely been
11 coordinated through the Bureau of Detectives and Bureau of
12 Patrol and the Department recently hired a dedicated Diversion
13 and Deflection Coordinator to help support implementation
14 coordination and policy development efforts.

15 The QR code on the left will direct you to a key
16 policy governing this work departmentwide, which is CPD's
17 policy on Interactions With Youth and Children, which
18 established clear expectations and guidance for officer
19 interactions with youth and reenforced developmentally
20 appropriate and trauma-informed approaches.

21 Operationally, CPD's role in the diversion process is
22 intended to be limited and intentional. During eligible youth
23 encounters or arrests, CPD will document the interaction,
24 complete the appropriate referral and assessment documentation,
25 and provide that information to DFSS.

1 From there, DFSS and their service providers conduct
2 outreach, engagement, service coordination, and determine the
3 most appropriate interventions and supports for the youth and
4 family.

5 The goal is not for CPD to serve as a service provider
6 but rather to connect eligible youth to community-based support
7 systems designed to reduce future justice system involvement.

8 The youth intervention pathways or YIP program is
9 currently active across all five CPD areas, and serves as the
10 Department's primary youth diversion framework.

11 The policy that governs this program can be found
12 through the QR code on the left side of this slide. The
13 overall intent of YIP is to reduce the harms associated with
14 formal juvenile justice involvement by promoting diversion
15 opportunities, station alternative support, and referrals to
16 support Family and Social Services.

17 Under the current model, when CPD completes the arrest
18 processing and referral information, that information is
19 provided to DFSS. That agency is then responsible for
20 outreach, engagement, and obtaining parent or guardian consent,
21 and assessing service needs, coordinating referrals, and case
22 management services.

23 Importantly, DFSS and the Mayor's Office oversee the
24 broader evaluation and outcome tracking components of the
25 program. CPD contributes referral and processing data, while

1 DFSS tracks program engagement outcomes, referral status,
2 service connections, and participation trends.

3 As part of those ongoing evaluation efforts, CPD and
4 DFSS continue to work with the Illinois Criminal Justice
5 Information Authority, or ICJA, which is currently conducting
6 an evaluation of the program.

7 Just this week, ICJA representatives visited the
8 city's juvenile processing centers, met with CPD personnel, and
9 observed YIP training opportunities to better understand
10 implementation and better operational practices.

11 The evaluation work overseen by DFSS and the Mayor's
12 Office has been important in helping identify both successes
13 and proportional challenges within the program.

14 One of the primary challenges identified through the
15 evaluation process is that these programs are voluntary, rather
16 than mandatory. And as a result, long-term engagement and
17 participation often depend on that successful outreach and
18 continued willingness to participate in services.

19 To support successful implementation, CPD detectives
20 assigned to the program receive specialized training on the
21 assessment instrument and participate at joint training with
22 DFSS, the State's Attorneys Office, Probation, and other
23 juvenile justice partners, with a focus on adolescent
24 development, mental health, and diversion best practices. The
25 broader goal of this program is to divert eligible youth from

1 formal justice system involvement wherever possible.

2 CPD is currently working with the Mayor's Office,
3 DFSS, the Bureau of Patrol, and other stakeholders to develop a
4 more formalized youth deflection framework.

5 While diversion generally occurs postarrest,
6 deflection is intended to occur prior to arrest and focuses on
7 connecting youth to supportive services in lieu of justice
8 system involvement wherever appropriate and legally
9 permissible.

10 Current efforts are focused on developing a framework
11 that is legally sound, operationally clear, and aligned with
12 Illinois state law, while also building upon the lessons
13 learned through the existing YIP model.

14 CPD's research and development division is actively
15 drafting a departmentwide youth deflection policy that will
16 help establish officer guidance, eligibility criteria,
17 disqualifying actions, and referral procedures.

18 One of the major priorities of this work is ensuring
19 that officers have clear parameters regarding when deflection
20 is appropriate and how referrals should occur consistently
21 across the Department.

22 The policy will also help clarify the distinction
23 between CPD's operational responsibilities and their
24 responsibilities of DFSS and community-based providers who
25 ultimately oversee outreach, service coordination, and

1 longer-term intervention support.

2 Once a draft policy is completed, it will be shared
3 with the Mayor's Office and additional stakeholders for review
4 and alignment in the coming months.

5 At this point, I will pass it over to Lieutenant
6 Anderson to speak on our Crisis Intervention program.

7 THE COURT: Do we need first to hear from the Attorney
8 General on community policing before we turn --

9 MR. SLAGEL: We do, Your Honor. Sorry for that.

10 THE COURT: Okay. Anybody -- Mr. Lowry, will you be
11 commenting on community policing?

12 MR. LOWRY: Yes, I will, Your Honor. So I'll try to
13 keep it brief.

14 But good afternoon, Your Honor, and members of the
15 community. My name is Bill Lowry, Jr. It's a pleasure to be
16 back here speaking with you. I'm an Assistant Attorney General
17 with the Civil Rights Bureau of the Office of the Illinois
18 Attorney General.

19 Now this afternoon I'm going to speak briefly about
20 the Community Policing section as we've been hearing about, as
21 well as some of those important programs we just received
22 presentations on.

23 Now the primary purpose of the Community Policing
24 section are found in its guiding principles and we need to
25 always keep those in mind as we're considering and looking at

1 these programs.

2 Now those guiding principles include building and
3 promoting public confidences and trust in CPD to ensure
4 constitutional and effective policing, officer and public
5 safety and sustainability reforms, integrate the philosophy of
6 community policing into CPD operations, ensure that community
7 policing philosophy is a core component of police services,
8 crime reduction strategies and tactics, training, management,
9 resource deployment, basically the entire thing.

10 And then for all CPD members, to be responsible for
11 furthering community policing philosophy and employing
12 principles of community policing, whether that be trust,
13 legitimacy, community engagement, which we've heard about,
14 community partnerships, et cetera.

15 And then finally, one of the guiding principles is a
16 commitment to exploring diversion programs, resources, and
17 alternatives to arrest.

18 So we've heard from CPD this afternoon. I'm going to
19 touch briefly on the Youth Intervention Pathway Program,
20 including areas of achievement and areas of potential
21 improvement as well.

22 I'm going to secondly touch on and highlight the
23 advancements with the District Strategic Plans as well as how
24 those plans can be better incorporated moving forward, into the
25 Department's overall efforts of community policing as it works

1 towards operational compliance.

2 So first, as we turn our attention to the youth
3 diversion and deflection, thank you, CPD and Chelsea for that
4 presentation. I want to briefly just touch on some of the
5 things, the high-level components of it.

6 So the Youth Intervention Pathway Program primarily
7 comes under Paragraph 33, Your Honor, and that requires CPD
8 officers to exercise discretion when appropriate and permitted
9 by law, to use alternatives to arrest and alternatives to
10 referrals to the juvenile court. Those alternatives may
11 include things like issuing warnings, provided guidance,
12 referral to community services and resources such as mental
13 health, drug treatment mentoring, counseling organizations,
14 educational services, all those different types of things.

15 Now ultimately, the goal here, as we heard from
16 Director Brooks, is to increase trust between young people and
17 Chicago police officers. Now that has been a fundamental
18 component in consideration and heart of the Consent Decree
19 since its inception. It is no secret, especially to those
20 within the community, that once a youth matriculates into the
21 criminal justice system, their life is forever altered and
22 often directed on a very certain path.

23 Now as we heard from CPD today, the YIP program is
24 intended to provide those alternatives to those youth and
25 juveniles who commit low-level offenses.

1 Now I want to again say, because they're both words
2 that start with "D," so I want to make sure it makes sense.
3 Deflection and diversion, I know for me, I want to understand.
4 So deflection is when a referral for resources and services is
5 given by an officer to a youth instead of arresting them for a
6 low-level offense, so that's instead of arrest.

7 Diversion is what occurs following an arrest.
8 Diversion incorporates more personalized support for that
9 youth, along with giving them the programs and resources that
10 are determined to be a specific match for them, in addition to
11 effective alternatives to sending them through the rest of the
12 criminal justice system process.

13 And as we heard today, the CPD's only one of those
14 entities involved. And also that program heavily involves the
15 Department of Family Support Services, DFSS, which is a
16 separate city entity. And DFSS's goal here is to help empower
17 that youth when they reach out, so that instead of ending up on
18 a path to the criminal justice system, that youth is instead
19 set on a path with the opportunity to accomplish their
20 aspirations and achieve success in all their future endeavors.

21 So some of the positive things that we've seen so far,
22 to date, there have been some ongoing improvements in
23 refinements to the program as it's been rolled out. First one
24 to note, our office wants to note that increased amount of time
25 youth have to spend in CPD police station processing due to the

1 placement of community service provider delegates in those
2 centers.

3 Now those placements allow for quicker transfer from
4 CPD and the youth to instead -- and allow the youth, excuse me,
5 to spend more time with a DFSS representative and service
6 provider who are specifically trained for working with kids and
7 youth. Those are the providers.

8 Secondly, we want to highlight CPD's implementation of
9 the YASI model, Y-A-S-I. And that model is a research-backed,
10 validated assessment tool that is used to more accurately
11 determine the needs of that specific youth.

12 Those assessments include saying things about how the
13 youth may best respond to certain types of communication, what
14 their own personal strengths may be, what their needs may be,
15 so that any further engagement or tools are again more tailored
16 towards that youth with the best possible outcome.

17 We lastly want to highlight the feedback process to
18 get input from youth on this program. Our office is encouraged
19 by DFSS's program evaluators working to interview youth
20 involved in this program and give a survey to youth who
21 complete the program so that those engagements can help provide
22 informed feedback, input, thoughts, from the youth perspective,
23 which is most important. We need to hear our youth, so the
24 youth perspective, which not only helps DFSS provide better
25 support for the youth but also improve the program for all the

1 youth coming behind them.

2 So our office is encouraged by those developments and
3 we encourage CPD and DFSS to continue to build on those
4 portions of the program.

5 Quick areas of improvement we want to highlight.
6 First, the current level of responsiveness by families to
7 outreach efforts from DFSS continues to be something that is
8 noteworthy. So following referrals, there have been low
9 program enrollment numbers and low followup numbers. So we
10 encourage both CPD and DFSS to continue to work diligently to
11 figure out ways to better reach and connect with youth and
12 their families so that they understand this program and they
13 feel comfortable participating.

14 We also encourage, as we speak here today, families to
15 be aware of this program and strongly consider it as an
16 alternative tool to support keeping youth from becoming
17 involved further in the criminal justice system when there are
18 better options out here.

19 Secondly, we want to highlight and encourage CPD to
20 push to finish their deflection policy, which we heard they're
21 working on, because it's not currently as far along as the
22 diversion part of this program.

23 Now, once CPD operationalizes that policy and
24 encourages officers to adopt a deflection-first approach with
25 eligible young people, that will help advance compliance with

1 Paragraph 33.

2 See, officers are responsible for making that crucial
3 initial decision on whether to refer that youth to that program
4 or to the criminal justice system, while also setting an
5 example for that youth and a tone for that youth that will
6 likely shape how that young person thinks about CPD and its
7 officers moving forward, maybe for the rest of their lives.

8 So deflection will provide alternatives even before
9 that arrest happens, and that is an extremely important step to
10 help reduce the stigma of arrest where possible and help CPD to
11 enact community policing principles around confidence and
12 trust, but working to reduce negative perceptions about CPD.

13 So overall, this program is doing some good things to
14 build those connections with the community that they serve and
15 CPD serves are working to pursue mutual goals of the community
16 and CPD of crime prevention and public safety, which we
17 encourage and we support and we're going to continue to do work
18 towards. And we anticipate that this program will help provide
19 further support as CPD advances it for Consent Decree
20 compliance.

21 Next, I want to briefly just talk about the District
22 Strategic Plans which we also heard about. We commend the
23 steps taken to improve those plans and that planning process
24 over the last few years to better engage and work with
25 community members at the local level, when identifying and

1 resolving localized community issues and needs, especially
2 around safety.

3 The District Strategic Plans and the quarterly
4 progress updates are crucial tools for CPD's strengthening
5 their own internal systems of accountability and ensuring that
6 districts are effectively tracking information that CPD is
7 hearing and addressing in terms of what the community's telling
8 them at the local on-the-ground level.

9 The plans are also key to ensuring that CPD is making
10 consistent progress in employing a community-driven approach to
11 safety and crime reduction not based on just general principles
12 of policing but policing that is tailored to that specific
13 community, its residents, and its specific needs.

14 Moving forward, our office would like to see more of
15 how the Department incorporates the specific requirements under
16 Paragraphs 16 and 45 of the Consent Decree, which require the
17 district commanders, area deputy chiefs, and Office of
18 Community Policing to do various types of review of those
19 district policing efforts and strategies to ensure that
20 alignment with building community partnerships, trust,
21 problem-solving techniques, and all those principles of
22 community policing we've heard about today.

23 And while those plans reflect community input, and we
24 are looking forward to seeing the development, it would be
25 crucial for CPD to demonstrate that its leadership is providing

1 district-specific input and feedback that is then used to
2 improve the district community policing efforts and planning
3 process over time.

4 It is also important the reverse the way, that CPD
5 ensure that those priorities or responses from the local level
6 and identified in the District Strategic Plans are then
7 considered as part of the Department's overall plans with
8 creating their strategies and policies for departmentwide
9 community policing efforts.

10 So we encourage CPD to continue working to incorporate
11 the lessons and work from local and district policing,
12 including, I want to highlight this, including the ideas and
13 experiences from the officers working on the ground at the
14 district level of community policing and who engage daily with
15 community members.

16 Your Honor, members of the community, the Office of
17 the Attorney General looks forward to working with the City and
18 the Department as they continue to develop these programs and
19 processes discussed today.

20 I want to thank you again for the opportunity to speak
21 this afternoon and look forward to coming back in the future to
22 give you further updates on these programs as they occur.
23 Thank you.

24 THE COURT: Thank you, Mr. Lowry. I think we're ready
25 then to move on to the City's or the police department's

1 presentation on Crisis Intervention. And this would be I think
2 Lieutenant Anderson; is that right?

3 MS. ANDERSON: Yes, ma'am. First off, Your Honor, I
4 would like to apologize for my more casual dress. I am
5 actually in Dallas attending the National Co-Responder
6 Conference along with a couple of my DOCS team members and some
7 members from the Chicago CARE CDPH Team.

8 THE COURT: Well, good. I'm glad you're there. Hope
9 that goes well.

10 MS. ANDERSON: We're learning a lot and we're looking
11 forward to coming back and sharing with our city partners
12 everything that we're picking up, so.

13 THE COURT: Good.

14 MS. ANDERSON: Great.

15 So I am Lieutenant Rhonda Anderson. I am the
16 commanding officer of our Crisis Intervention Unit, which
17 oversees our CIT program, which I'm also the coordinator of.

18 Next slide.

19 So just as a refresher, Chicago's CIT training is
20 based off of CIT International training and that's considered
21 the gold standard and best practice in the industry, where we
22 incorporate those community members that have lived experience
23 and also subject matter experts from the community.

24 It's a 40-hour training. It helps officers better
25 identify signs and symptoms of persons living with any kind of

1 behavioral or mental health conditions, really helps them
2 practice and utilize and beef up their deescalation techniques,
3 and also to learn about -- the OAG just spoke about working
4 from local, speaking up those hyperlocal resources in their
5 neighborhoods, in their community, and those organizations and
6 service providers that we can connect them with to get more
7 help.

8 And then our program operates 24/7, 365, citywide.
9 And there are CIT certified officers assigned to every district
10 on every watch throughout the City.

11 Next slide.

12 Our CIT program was started in 2004. It's overseen by
13 my unit, the Crisis Intervention Unit, and we fall under the
14 Education and Training Group.

15 And our whole goal is to support that safe and
16 effective response by officers to any individual that may be
17 experiencing a behavioral or mental health crisis. And then
18 also one of our key goals is to proactively connect the
19 community to resources to prevent the need for anyone ever
20 having to call 911 in the first place for a response.

21 And our program aligns with the Consent Decree and
22 also the CPD's data-driven performance goals.

23 Next slide.

24 So just to remind everybody, all officers get some
25 form of CIT training. Every year, there's inservice training

1 that's provided to all members. Every three years, there's a
2 larger program that is required under ILETSB, the Illinois Law
3 Enforcement Training and Standards Board. And then also every
4 recruit gets CIT Concepts, and there's also CIT parts baked
5 into two of their other trainings.

6 The officers that voluntarily take that 40-hour course
7 to become certified then have to subsequently every three years
8 take a two-day refresher training in order to maintain the
9 certification. Now to note, anyone that gets promoted, and
10 that includes field training officers, sergeants, and above,
11 are all required to attend CIT training.

12 The certified officers are then prioritized to respond
13 to any behavioral or mental health related calls for service in
14 the field, and are dispatched by OEMC.

15 Certified officers have to maintain that exceptional
16 disciplinary record, which is free of any sustained complaint
17 of use of force or verbal abuse against an individual in
18 crisis. There are daily automated checks that confirm the
19 eligibility and training status of each officer. And as of
20 June 8th of this year, CPD has 4,001 active certified CIT
21 officers, and we're up 404 since November of 2025.

22 Next slide.

23 So earlier, Monitor Hickey spoke about the city
24 progress on the Consent Decree. This is a snapshot of CPD's
25 progress over the last Reporting Period.

1 So we gained a level of compliance in 15 paragraphs,
2 if you can see from the left, from June 30th, 2025, to the end
3 of the year. Preliminary compliance went from 82 percent to
4 100 percent in paragraphs in preliminary compliance.

5 We went from 35 percent to 59 percent in paragraphs in
6 secondary compliance. And then from 4 percent to I think
7 that's 18 percent of paragraphs in full compliance.

8 And many of these paragraphs are compliance gains were
9 associated with the completion of the CIT Certified Officer
10 Implementation Plan.

11 Next slide.

12 The Certified CIT Officer Implementation Plan, for
13 those of you that have been around a while, this has been a
14 long time coming. The last time the plan was produced was
15 2021. I can attest that this truly was a labor of love from
16 all parties involved.

17 The plan was produced to the IMT and the OAG back in
18 December, and it was a result of very heavy collaboration
19 between internal CPD units, a lot of the Strategics Initiative
20 division, our data folks, OEMC and our city partners.

21 And the plan includes a lot of data. This is an
22 86-page plan. If you like data, you're going to love reading
23 this plan. So the data related to calls for service and also
24 the type of response that CPD provided, our final staffing
25 models and those district deployment resources, along with

1 predictive coverage analysis, and that kind of helps inform us
2 where we need to put officers, on what watch and what district,
3 to get that response ratio we're looking for.

4 It addresses timeliness standards and also the
5 efficiency of dispatch, taking into account both
6 proportionality and seasonality.

7 Our recruitment and retention strategies for the
8 program, and then it also highlights a couple of our
9 complementary programs, which include the Naloxone program and
10 the Narcotic Arrest and Diversion Program. So many of you are
11 aware, earlier this year, CDHP took on an additional partner to
12 help threshold out with our Narcotics Arrest Diversion Program,
13 family guidance centers came on, so they were able to expand
14 their outreach to citywide and then also expand their hours of
15 operation.

16 And our next steps are to revisit our -- revisit the
17 plan, send it back to IMT, OAG, and as soon as they give us the
18 IMT and the OAG give us no-objection letters, no pressure
19 whatsoever, we're going to post it to the brand new CIU
20 website.

21 Next slide.

22 This is a snapshot of calls for service that officers
23 answered in 20 -- the comparison of 2024 and 2025. You'll see
24 that there was a 10 percent decrease for actual overall CIT
25 calls for service, but then there was also a 26 percent

1 increase in response by certified CIT officers.

2 So in 2024, we were sitting about 45 percent of those
3 being responded to by a certified officer and now we have
4 nearly 62 -- in 2025, we had nearly 62 percent of calls
5 responded to by certified officers. As a reminder, most CIT
6 calls will receive that priority one dispatch, which requires
7 an immediate response.

8 Next slide.

9 So response ratios, the Consent Decree has set
10 benchmarks for CPD to send certified CIT officers to at least
11 50 percent as the first benchmark, and then 75 percent as the
12 second benchmark of all calls that are mental-health related.
13 So we saw a significant increase in the Department citywide
14 response ratio from 52 percent in Quarter 1 of 2025, to
15 73 percent in Quarter 1 of 2026.

16 And I'd like to think this is a direct result of us
17 working really closely with our Bureau of Patrol and our units
18 to make sure those boots-on-the-ground officers are receiving
19 the training to help increase those -- increase those ratios.
20 And we're continuing to work very closely with them to get any
21 of those little stragglers in the red off the board.

22 Next slide.

23 So the long awaited CIT website. The QR code, if you
24 want to -- don't do it now, wait until after the presentation,
25 or do it now and you can pay attention and go to it after the

1 presentation. But that will take you to our brand new,
2 debuting for the first time, in realtime, CIT website.

3 So this is the landing page, and it has some
4 information about how to request a CIT officer. It tells a
5 little bit about the program, a couple signs and symptoms that
6 you or a loved one may be experiencing. It also offers
7 resources outside of the Department such as 988. And the
8 city's resources are also at the bottom of the page.

9 Next slide.

10 Our organizational chart. Yes, there's yours truly,
11 much to my chagrin. I did not have a choice in posting that
12 there. What I want to focus on here is our organizational
13 chart that shows how the Unit is set up. And also the DOCS
14 team, so that is our District Operation and Community Support
15 teams. Those are the folks that are actively doing followups
16 to connect people in crisis and then also their families with
17 service, again, to keep them out of the jails.

18 If you look there, there are phone numbers and an
19 e-mail address that you can reach our officers at according to
20 area. And if you don't know what area you are, you can send an
21 e-mail or call. We will make sure -- if we get -- we can get
22 the recording, leave a message, we will get back to you as soon
23 as possible. If it is an emergency, remember to please call
24 911.

25 Next slide.

1 Our history and program responsibilities, so there's
2 some highlights here. There's a timeline kind of where CIT
3 first got introduced to the Department. In 1999, a year before
4 I came on the job, there was a lot of advocacy going on
5 internally with officers who saw a need for this program, and
6 they partnered with NAMI, who are still our valued partners, as
7 well as at the time, it was the Illinois Department of Mental
8 Health, to help get the CIT model adopted and start doing the
9 training, which eventually rolled out in 2004.

10 Now the photo you see there is Lieutenant Jeffry
11 Murphy. He's considered the godfather of CIT in the Chicago
12 Police Department. He was a really big advocate for pushing
13 the Department to get the training included. And one of his
14 favorite sayings was, "We need to bring all the voices to the
15 table so everyone can be heard."

16 And on the other side, on the right side, there's some
17 program responsibilities and, again, these responsibilities,
18 they -- they're -- the Officer Implementation Plan goes into
19 great depth and detail about these. So look forward to that
20 being published after that no-objection letter.

21 Next page, please.

22 These pages tell a little bit about the training that
23 officers receive and further officer development and also the
24 eligibility so officers could become CIT certified.

25 Next slide.

1 Data and dashboards. So CPD has identified elements
2 of our internal dashboards that we will be making accessible to
3 the public in the second half of 2026. Again, we work very
4 closely with our Strategic Initiatives Division. And those
5 quarterly dashboards, they create -- track the progress and
6 also identify trends that are going on in the field, and then
7 also trends in training.

8 So the dashboard support, the CIT event type, and call
9 disposition from OEMC, it incorporates the CIT report data,
10 that response ratio analysis we talked about earlier by
11 district and watch, and then it helps inform training, it helps
12 us do scheduling, take -- keep track of attendance, and then
13 also prioritize members to be trained, either for the first
14 time or to make sure that they don't expire on those refresher
15 trainings.

16 Next slide.

17 CCMHE, the Chicago Council on Mental Health Equity are
18 one of our most valued partners. They've been amazing to work
19 with. They are our recognized advisory committee for CPD.
20 They've been allowing us each quarter to recognize officers
21 that have displayed outstanding CIT response. And that goes a
22 long way with the morale of officers, that they're able to come
23 to City Hall and go in front of different community members and
24 different subject matter experts and be recognized for the jobs
25 that they're frankly doing multiple times a day.

1 Yesterday, unfortunately, I did miss the meeting, but
2 I know one of my DOCS sergeants, Sergeant Aisha Rutland,
3 presented awards to a few of our officers and also our outreach
4 coordinator. And this was for an incident that happened last
5 year where there was a person in crisis who ended up being the
6 victim of an arson. She and her family had lost most of their
7 belongings and my team worked together with some community
8 partners, some nonprofits and other partners, to get not only
9 mental health and behavioral health resources to that family,
10 but also to connect them and provide them with goods and
11 services.

12 So it takes a village. And that was just one example
13 of what my team is doing on a daily basis, working with
14 different partners in the community to try to enhance our
15 response.

16 So the CCMHE, their main job is to review our policies
17 and trainings to make sure that they're aligning with what
18 they're seeing out in the field, as they are the subject matter
19 experts. There's a three-step review process consisting of
20 outreach, feedback from subcommittees, and then a written
21 response on our behalf.

22 And then we just finished reviewing the CIT refresher,
23 well, the subcommittee members finished reviewing the
24 refresher. We got their feedback, we're in the process of
25 reviewing the feedback, and incorporating those changes where

1 applicable.

2 And one of the highlights of the changes we made in
3 the last policy suite that CCMHE revised was language from
4 he/she to they/them.

5 Next slide.

6 Okay. Here it is again, the DOCS teams, district
7 operations and community support teams. I expect everyone to
8 know this after the presentation.

9 So, again, these are our folks that are the
10 specialized officers in every area, and they are reviewing
11 those CIT reports. They're trying to identify if there is
12 somebody that has multiple reports, somebody that we can reach
13 out to or their family to help connect those people with
14 services that are hyperlocal, that are in their area, that are
15 accessible to them.

16 Also the officers are reading this report and giving
17 guidance and feedback to the officers in the district to inform
18 a better response.

19 We also advocate when a CIT report comes across and
20 it's somebody who has been experiencing a mental health
21 condition and they were arrested, or we become aware from the
22 Courts that somebody had a mental health condition, we will
23 work with the Cook County court system to try to advocate to
24 get their case in behavioral health court. So that's another
25 area that the DOCS are very involved in, working with the

1 judiciary.

2 Also, we're delivering those role call trainings and
3 mental health awareness initiatives to the districts and units
4 with any changes in the field, such as the addition of family
5 guidance for the Narcotics Arrest Diversion Program and also
6 identifying and recruiting members that have demonstrated
7 skills to apply for the CIT training.

8 Next slide.

9 We just collaborated with University of Chicago to
10 administer a CIT Program Effectiveness Survey. And this was
11 sent to all certified CIT officers, the CCMHE members, and also
12 the OEMC telecommunicators.

13 So if anybody knows surveys, we received almost a
14 50 percent response from certified CIT officers, which is
15 unheard of. And there was no incentive to do this, so to me,
16 that speaks to our officers really embracing the program and
17 really being interested in being engaged and helping progress
18 and further developments out in the field.

19 So you'll see, they shared the data with us and we're
20 reviewing those recommendations and we're going to share some
21 highlights on the website. Per best practices from U of C,
22 they advise that we conduct the survey again in 2029.

23 Next page.

24 So our program goals and objectives help implement
25 that broader city and community effort to really

1 compassionately address the needs of individuals experiencing
2 any behavioral or mental health crisis. So those goals include
3 us continuing to build a sustainable crisis response system
4 with that safe, compassionate, dignified response to all
5 persons in crisis, and then of course deflecting and diverting
6 whenever possible to our available programs.

7 We are committed to strengthening the data
8 transparency and also enhancing officer readiness. We continue
9 to deepen our community partnerships. We're always looking for
10 new partners, and we continue to solicit ongoing community
11 feedback. And all of this aligns with the Consent Decree
12 requirements and national best practices.

13 I thank you for your time.

14 THE COURT: Lieutenant Anderson, I want to thank you
15 not only for your time and your report, but the upbeat pleasure
16 of hearing your enthusiasm is really contagious. That was one
17 of the most happy reports we've received.

18 I want to -- I know you're having a good time down in
19 Dallas -- is that where it is?

20 MS. ANDERSON: Yes, ma'am. No, Your Honor, I also
21 figured it's after lunch and it's getting long in the
22 presentation, so I wanted to keep everybody awake, so.

23 THE COURT: Well, you did and we very much appreciate
24 it.

25 Okay. I want a response from, I guess it's from,

1 Ms. Newman of the Office of Attorney General.

2 MS. NEWMAN: Yes, hello, Your Honor. Good afternoon.
3 It is great to be back in front of you again. I'm an Assistant
4 Attorney General with our Special Litigation Bureau and I've
5 been working on the Consent Decree and specifically the Crisis
6 Intervention section since I joined the office in November of
7 2020.

8 I really believe that the Crisis Intervention section
9 and the progress that's been made uniquely demonstrates the
10 long but transformative process and the potential of the
11 Consent Decree process.

12 So in the section, the City and the Department have
13 really progressed from focusing on updating core policies and
14 trainings to assessing how officers are using crisis
15 intervention techniques on the streets with individuals and
16 assessing how -- what resources are available when needed to
17 address underlying mental and behavioral health conditions.

18 I'm going to try and move through my remarks just a
19 bit faster to yield more time to the Coalition. But please
20 don't mistake my brevity for lack of support or investment in
21 this incredible work.

22 And at the outset, I know it will make her
23 uncomfortable, but I do have to acknowledge the leadership of
24 Lieutenant Rhonda Anderson and Sergeant Kate Sanchez. With the
25 Department's support and backing, they have really transformed

1 crisis intervention from just a siloed unit within the
2 Department to techniques that are expanding and being trained
3 on a regular basis for all officers.

4 So as noted by CPD and their presentation, all
5 officers are now receiving Crisis Intervention training on a
6 regular cadence, and they've gained many levels of compliance
7 deservedly for that improvement.

8 What it means is that all officers have these skills
9 and we're able to see them more in their interactions with
10 individuals in crisis. And now, the Unit is able to move to
11 more focused trainings, more advanced trainings on officers'
12 interactions with youth in crisis and veterans in crisis.

13 So that will be really great to have those targeted
14 trainings for populations that unfortunately are more
15 frequently interacting with officers when they're in crisis.

16 As Lieutenant Rhonda Anderson said, the CIT
17 effectiveness survey not only had great responses in terms of
18 quantity, but quality. I don't want to say too much until that
19 goes live on the website, but really, CIT officers and everyone
20 involved in the program are expressing their appreciation for
21 the training they've received and are actually looking for more
22 training.

23 The Department has also meaningfully increased the
24 number of certified CIT officers. We really think, again,
25 that's attributable to the Department adopting crisis

1 intervention and deescalation techniques wholesale and not just
2 for CIT certified officers.

3 And so now as we heard about that CPD/CIT officer
4 implementation plan, the Unit and the Department as a whole can
5 begin to undertake staffing assessments to ensure that there
6 are enough certified CIT officers on all watches and shifts.
7 And that will be very integral to meeting some of the response
8 ratio, ratio targets that are outlined in Paragraphs 107 and
9 108 of the Consent Decree.

10 And what those really break down to is that the
11 Department needs to track how quickly certified CIT officers
12 are responding to a call involving an individual in crisis if
13 they're available to, so the first time we're to get that
14 analysis, and that is really exciting to ensuring that members
15 of the community who are in crisis are getting as fast of a
16 response as possible.

17 That plan, as Lieutenant Anderson said, was really --
18 relied heavily on sufficient data analysis, which thankfully
19 the Unit has been able to maintain for several periods now,
20 resulting in full compliance with Paragraph 121. Because of
21 that data analysis capability, the Department not only now
22 issues quarterly response, ratio reports, and the DOCS log, but
23 they're really able to dig into some substantial data analysis.

24 They're going to be able to assess again those timely
25 response ratios, what tactics officers are using when they

1 respond to an individual in crisis, and when officers are
2 redirecting community members to health care and
3 community-based resources. And that's required by Paragraphs
4 133 and 134.

5 That analysis is also going to show us gaps. We hear
6 frequently from officers that there are not enough resources to
7 redirect individuals in crisis to, particularly during early
8 morning shifts, late evening shifts, weekend shifts, and during
9 the summer.

10 So by being able to assess that disposition data, the
11 office -- the Department will be able to work with the City on
12 making recommendations about resources to meet those needs.

13 And, again, we also want to highlight, the Unit's
14 collaboration with the Chicago Community on Mental Health
15 Equity has been very consistent and meaningful as required by
16 Paragraph 130.

17 They're submitting policies and trainings for review
18 to the community regularly, and they're getting very meaningful
19 feedback from these, you know, experts in our community who are
20 working with individuals in crisis on a regular basis.

21 So as you can hear, we are very excited about the
22 Department's progress. There are of course areas that we hope
23 will have more attention devoted to them in coming reporting
24 periods.

25 And those focus on resources for the Department and

1 the pace of change by all agencies and entities involved in
2 this work. And there is a lot. I think we might have some of
3 the most involved agencies in the Consent Decree.

4 So first and foremost, the City must expedite its work
5 on the long-delayed city Crisis Intervention plan. It's
6 required by Paragraph 122. And they last produced a draft in
7 2020. We know that they are producing a framework, that they
8 are doing working groups, but this plan is just incredibly
9 integral to the city, again, identifying gaps in resources and
10 then what resources are necessary to support response
11 strategies for repeat callers for service involving individuals
12 who are frequently in crisis.

13 That language is from Paragraph 123H and I really
14 think it gets our -- at the heart of the Crisis Intervention
15 section is, how are we dealing with repeat callers? Having a
16 911 response is great. What happens after that? And how
17 officers, again, respond to individuals in crisis with that
18 final disposition data is -- is also necessary for a full and
19 sustained compliance for several paragraphs.

20 We noted this in our last hearing in November as well,
21 but staffing has continued to be an issue for the Crisis
22 Intervention Unit. The Unit has 42 dedicated personnel right
23 now. That's at the DOCS administrative level. At their ideal
24 staffing, I believe it was 56 personnel in 2021.

25 We've encouraged the Department and the City to

1 consider civilianization of, for example, case workers when
2 they feel it's appropriate. But we really hope that the
3 Department and the City can sustain enhanced resource
4 deployment to the Crisis Intervention Unit so that DOCS
5 officers, for example, can follow up with individuals in crisis
6 and make sure that after the initial contact with an officer,
7 they're getting all of the support they need.

8 And finally, the Office of Emergency Management and
9 Communications, OEMC, also has made some meaningful progress in
10 the past reporting periods, but we hope future progress will
11 occur in a more expedited pace.

12 We recently, as mentioned by the Monitor, refreshed
13 their CIT refresher training. We are also in the process of
14 finalizing our review in observation of their basic training.
15 These trainings are really important for call-takers, to be
16 able to answer calls in a crisis-informed manner and identify
17 who may be an individual in crisis and then dispatch the
18 correct care for that individual, including, if possible, a
19 certified CIT officer.

20 Those trainings still -- their trainings and policies
21 still need a bit more review and revision by IMT, OAG, and
22 Chicago Committee on Mental Health Equity. And so we just hope
23 that OEMC has the continued support to push for future
24 compliance levels.

25 With that, Your Honor, again, thank you for the

1 opportunity to provide these updates to the Court, and we
2 always look forward to continuing this great work with the
3 Department and the City to improve crisis intervention services
4 for all community members.

5 THE COURT: Well, thank you so much, Ms. Newman. You
6 and Ms. Anderson have brought happy enthusiasm to this report
7 which has been great.

8 I'm happy to hear now from the Coalition, and I
9 understand Ms. Ekua will be speaking first, is that correct?
10 Wait, I'm sorry -- wait, yeah, I'm sorry. Go right ahead. I
11 thought I had skipped somebody, but you're next. Go ahead.

12 MS. EKUA: Yes, Your Honor. Thank you. So, yes, I am
13 Arewa Najm Ekua, the founder of The 411 Movement for Pierre
14 Lorry, and I'm a member of the Consent Decree Coalition.
15 Pardon my camera, but I'm in my car right now.

16 So today I will be speaking about the need for less
17 policing and less police resources as part of the CPD's Consent
18 Decree commitments, CPD failures to take accountability for
19 increases in police violence and gun-pointing, and the need for
20 the Monitor to hold CPD finally accountable for commitments
21 that CPD has failed to make.

22 And this, I will start with community policing. So
23 the first question about community policing is whether police
24 need to be involved at all, since often other experts and
25 service providers should be engaged, not police. Police

1 officers are doing too much and too much ineffectively. There
2 are experts in the city who specialize in dealing with mental
3 health crisis, like our CARE team, working with young people,
4 anticipating and deescalating conflicts and building and
5 creating resource communities.

6 Police response, this is our inefficient and expensive
7 substitute for the resources our communities really need. Say,
8 for instance, I give you a scenario like we -- in communities,
9 especially high-risk communities like the community I live in,
10 which is Austin, we have a very strong -- we have very strong
11 block clubs, block club leaders, and we have quite a few CVI
12 partners. And the Department could work with them on creating
13 some type of initiative to empower those people who are on the
14 blocks who are in communities and who are truly our first
15 responders.

16 Police are not always our first responders. They're
17 secondary because someone on that block has seen something that
18 has happened, they have responded to it to the best of their
19 ability, and so they are our first responders, and they could
20 use some support, more support, and more engagement with our
21 policing system.

22 THE COURT: Ms. Ekua, I need to interrupt for just a
23 second. I know you're in the car. You're not driving right
24 now, are you?

25 MS. EKUA: No.

1 THE COURT: Okay. Thanks. Go ahead.

2 MS. EKUA: No, my car was running because I have my
3 air on. Sorry if you heard that.

4 THE COURT: That's fine.

5 MS. EKUA: So the Consent Decree commits the City to
6 identify and pursuing alternatives to police responses and
7 arrests. Paragraph 11 states, as a guiding principle of the
8 Chicago Police Department's community policing strategy, the
9 City and CPD are committed to exploring diversion programs,
10 resources, and alternatives to arrest.

11 And Paragraph 134 commits officers to redirect
12 individuals in crisis to health care systems available,
13 community resources available, alternative response systems,
14 options, where feasible and appropriate.

15 And we want to know, what is the City doing to reduce
16 reliance on ineffective police responses? Empower the city
17 make substantial investments in resources other than police
18 that will reduce violence and allow communities to thrive.

19 At yesterday's committee meeting on the Chicago
20 Council on Mental Health Equity revealed that CARE's response
21 numbers are shockingly low. From January 1st to April 30th,
22 CARE received only 40 dispatches from the Office of Emergency
23 Management.

24 The Coalition supports the City's expansion of the
25 CARE Program and it recognizes that it is not enough. CPD's

1 budget goes up every year, but that hasn't made us safer. But
2 now that we just heard the response from the officer about the
3 4,000-plus CIT officers they have trained, maybe that's the
4 reason they're not giving the calls to the CARE team. I don't
5 know.

6 I next want to talk about CPD's failure to take
7 accountability for increases in police violence and persistent
8 racial disparities. This is all foundational issues for
9 community policing. CPD cannot expect to succeed if it is not
10 honest and transparent about its failures. But instead of
11 sharing information and making plans to improve, CPD has been
12 hiding information from the public and failing to take account
13 for it.

14 The biggest examples is the CPD study conducted with
15 the University of Texas San Antonio. That study which CPD
16 commissioned showed that Chicago police officers use more force
17 against Black and Latino people than against white people.

18 The study was completed in March of 2025, and what did
19 CPD do with it? They hid it. They didn't disclose it to the
20 public or the Coalition. Eventually some portions of the study
21 were released through the Freedom of Information Act. Other
22 sections, which taxpayers pay for, remained hidden.

23 And what has CPD done now? They've made excuses.
24 They've made a website trying to explain why the study isn't so
25 bad for them. CPD should have acknowledged their failure to

1 improve racial disparities. CPD should have committed to
2 decreasing racial disparities. We should see specific results
3 for those commitments, fewer use of force and arrests against
4 Black and Latino people.

5 CPD has failed in the same way as police violence
6 against young people. CPD's use of force against young people
7 age 10 to 15 doubled between 2024 and 20 -- 2022 and 2024. The
8 superintendent has blamed this on teen trends. And what has
9 CPD done? Had failed to do so, is give any real analysis of
10 these issues about force.

11 And we're talking about 200 uses of force per year.
12 CPD could have analyzed them and come up with strategies to
13 reduce police violence against children, and they haven't. And
14 it is time for more accountability and fewer excuses.

15 Finally, I want to talk about the need to hold CPD
16 accountable in the role of the Monitoring Team. The Monitoring
17 Team has serious responsibilities to the people of Chicago.
18 That responsibility requires more pressure on the Chicago
19 Police Department to reduce uses of force and racial
20 disparities.

21 CPD needs to commit to reduce uses of force and racial
22 disparities. The CPD refusal to make those commitments is
23 dangerous to Chicago residents and people of color in Chicago.

24 The Monitoring Team should be laser-focused on
25 outcomes, less police violence, and eliminating racial

1 disparities. Every level possible should be -- every lever
2 possible should be pulled until CPD makes these fundamental
3 baseline commitments, because racial disparities in policing is
4 rising. Police violence are inconsistent with the Consent
5 Decree.

6 Thank you, Your Honor.

7 THE COURT: Thank you, Ms. Ekua.

8 Are there other speakers from the Coalition this
9 afternoon?

10 MS. HICKEY: Yes, Your Honor. I believe Ms. Amanda
11 Antholt is speaking.

12 THE COURT: Ms. Antholt, are you with us? You're
13 welcome to speak up at this point.

14 (Silence.)

15 MS. HICKEY: There she is.

16 MS. ANTHOLT: Thank you. I just switched over to
17 panelist. And I know we're short on time. If I go a couple
18 minutes over, is that okay? Or do I --

19 THE COURT: That's fine. I don't have a hard stop
20 today, so go right ahead.

21 MS. ANTHOLT: Thank you. I appreciate it. It won't
22 be too long.

23 We all know here that people in crisis, people with
24 mental illness, and behavioral health disabilities are
25 disproportionately subjected to use of force police violence,

1 including use of deadly force. That's why we're here today.
2 That's why we're talking about crisis intervention in
3 particular.

4 I want to note, of course, that the Coalition has long
5 supported and continues to support nonpolice response options,
6 and that's what my colleague was just speaking to. But I'm
7 going to give a few remarks about the Consent Decree
8 requirements on the Crisis Intervention program when we do have
9 police responders, which is still the overwhelming percentage
10 of calls handled by police.

11 The many approaches that parties in this case could
12 have taken could have taken to addressing the issues of police
13 violence against people in crisis, what the parties agreed to
14 do with this Consent Decree with the Crisis Intervention Model.
15 That's a very particular methodology, and they built that out
16 based on CPD's then existing program, which it had already been
17 expanding after the killing of Laquan McDonald in 2014.

18 The detailed requirements of the Decree, which span
19 over 20 pages, function -- build out a true Crisis Intervention
20 program based on that longstanding model for police responses.

21 There's three really core components of a Crisis
22 Intervention program which I need to explain to get to my more
23 substantive remarks.

24 One of those components is the training of police
25 officers in crisis intervention. Two is protocols to

1 facilitate police responses with collaboration with community
2 providers to prevent arrest, criminalization, or
3 hospitalization, all of which are costly, harmful, and don't
4 tend to prevent reoccurrence.

5 So an example of that is protocols where people can
6 drop people off at a mental health service provider, a mental
7 health living room, to get services instead of arresting or
8 charging them.

9 A third core component that's really important to
10 highlight here is the continued data tracking and reevaluation
11 of program progress to working towards those core functions of
12 reducing use of force and criminalization.

13 The Crisis Intervention Model requires all three
14 components working together in coordination with each other.
15 And that is what our Consent Decree requires.

16 We've heard a lot of positive improvements today and
17 enthusiasm and I don't want to step on any of that. We're glad
18 for those improvements and we applaud the fantastic work that
19 Lieutenant Anderson and others working in this area are doing.
20 But we still have not seen CPD running a program consistent
21 with that broader Crisis Intervention Model with that
22 coordination of those different component parts.

23 And I want to note a couple of core problems here.
24 You know, seven years now, our Monitor has been calling out
25 that the City has not adequately staffed the Crisis

1 Intervention Unit to allow it to perform its crucial functions.
2 Seven years, CPD has not staffed this unit adequately.

3 We still don't have a Crisis Intervention plan. As I
4 highlight from the OIG reference, six years ago, it was due and
5 it was supposed to be updated annually. We still don't have
6 it.

7 From what we can see, CPD does not appear, that we're
8 aware of, to be tracking the needed data or conducting the
9 required analysis in order to perform the program assessments,
10 evaluations, and updates that are needed and required by the
11 Consent Decree in a manner that really meaningfully looks at
12 its efficacy relative to the functions and goals set out in the
13 Consent Decree of core requirements.

14 Like I said, we appreciate the positive steps that are
15 moving forward, but we're here in this courtroom to hold the
16 City accountable to the requirements of the Consent Decree.
17 And we have a problem there, because the CPD has not lived up
18 to that commitment, despite finally completing some
19 foundational steps and very substantial and importantly growing
20 its training program.

21 CPD continues to violate many of the Consent Decree
22 provisions by not fully implementing all those aspects of the
23 program.

24 We heard some, for example, about the DOCS program.
25 That's a really great program. It's different, though, than

1 the thing I'm talking about.

2 The DOCS program serves as a followup, sometimes
3 several days after the police interaction to connect people
4 with referrals or give them -- "Here's some phone numbers you
5 can call to connect with a mental health provider." That's
6 great work. That is very different work, though, than a police
7 officer deciding, instead of arresting this person, instead of
8 giving them a ticket, "I'm going to do a warm handoff to a
9 mental health living room or other mental health provider."

10 And I want to give another really important example to
11 illustrate the mismatch between what CPD seems to be doing now
12 and the changes required by the Consent Decree, along the lines
13 of what I just talked about.

14 The Decree in Paragraphs 87 and 88, as well as the
15 guiding principles in 85, give crucial core functions and goals
16 for crisis intervention, including to reduce use of force and
17 criminalization. And as Mr. Lowry said earlier, those core
18 functions have to be centered whenever we look at other
19 specific requirements of the decree.

20 These paragraphs have of course been monitored for
21 years very diligently by our Monitoring Team, and they reached
22 preliminary compliance years ago because policies setting forth
23 the programs exist, but policy gives the protocols and
24 direction for how police officers respond to crisis incidents
25 does not reflect the program functions or goals committed to in

1 the decree.

2 The policy gives police procedures for arresting
3 people or having them committed. It lists almost as an
4 afterthought some potential referrals. But it actually
5 specifically states that those are to be used when there's not
6 any kind of offense or even a citation of law. In other words,
7 the referrals aren't happening by the police in those
8 interactions, at least not according to the protocols, even for
9 low-level offenses.

10 The protocols don't give any guidance for how police
11 are to handle these calls and interactions in a way that
12 deflects or diverts them, or even to avoid criminal charges and
13 criminalization. And in that way, the policy in and of itself
14 is completely antithetical to the terms of the Consent Decree
15 and the core purpose for the CIT program required by the
16 Decree. But there is a policy, so we call it preliminary
17 compliance here.

18 That's a problem. We need to be looking at the
19 policies, just like the training and all things relative to
20 what it is doing, what it is facilitating, and whether it's
21 meeting those program objectives. Our Consent Decree actually
22 does require for that.

23 The policy, having reviewed it many times, some of the
24 feedback I just described about missing that core function and
25 goals, has been given by multiple stakeholders, including the

1 CCMHE several years ago, and never addressed.

2 I want to say as somebody -- separate from my role as
3 a lawyer for the Coalition, I also sit on the CCMHE for Equip
4 for Equality, and we really haven't seen that kind of robust
5 interaction with the CCMHE on policy guidance in several years.
6 So what we're seeing happening in those meetings, what our
7 clients see happening in those meetings, as well as as a
8 member, it's very different than what we just heard.

9 The Coalition continues to call on the parties, the
10 Monitor, and the Court to use outcome measures to guide
11 implementation and enforcement in this case. And we've raised
12 this before. We know and understand that this Consent Decree
13 is not one that gives specific required outcome measures to get
14 to compliance. That's true.

15 But that doesn't mean that outcomes are not required.
16 And certainly it doesn't mean that they shouldn't be considered
17 when looking at implementing and enforcing the terms of the
18 decree. They certainly are built into the CIT provisions for
19 requirements for outcomes, as well as in terms of the nature of
20 the result, as well as for reporting and analysis and continual
21 program reassessment relative to those outcomes, functions, and
22 the purpose of the Unit.

23 When we return to Court next, for another status
24 hearing on crisis intervention, we really hope we will hear
25 outcomes or meaningful data from CIT responses showing rates of

1 the use of force, arrests, diversion and deflection. And we
2 did see some plans, we were told about some plans to post some
3 data, but I'm not sure whether that data included the specific
4 outcome goals required in the Consent Decree. We hope to see
5 that very soon.

6 The policy and retraining revisions as they continue
7 to happen really need to be done by everyone. The parties, the
8 Monitor, and anyone else involved or giving feedback in a way
9 that actually facilitates the functions and goals of those
10 programs, not whether there's good guidance in there, but
11 whether there's guidance needed to meet the requirements of the
12 Consent Decree. That's lacking still very significantly in the
13 crisis intervention policies.

14 Any discussion about crisis intervention must include
15 specifics. Is this reducing force? Is it reducing
16 criminalization of mental illness? If not, what are the
17 barriers on how we make changes to increase efficacy? That's
18 required by the Consent Decree, but it is markedly absent in
19 these proceedings. We do hear about good things happening. We
20 know good things do happen. But whether the things required by
21 the decree are happening still remains completely unknown when
22 it comes to crisis intervention. Thank you.

23 THE COURT: Thank you very much for those comments
24 Ms. Antholt, and your continued attention and concern about
25 these issues. So thanks to you on that.

1 I know Mr. Hilke was available. Is he also going to
2 make a comment this afternoon, or is that with -- Ms. Ekua's
3 comments covering that?

4 MS. ANTHOLT: We covered it. Thank you.

5 MS. HICKEY: Yes.

6 THE COURT: All right. In that case, I think we're
7 ready for closing remarks and we can begin with -- I know the
8 superintendent is with us and we can begin you,
9 Superintendent Snelling, if you'd like to make any comments
10 this afternoon.

11 MR. SNELLING: Yes. And I'll try to be as quick as
12 possible. I'd just like to address a few things, Your Honor.

13 THE COURT: Sure.

14 MR. SNELLING: Thanks for having me and thank you for
15 everyone on the call.

16 First off, let me just start by, you know, thanking
17 from the OAG's Office Bill Lowry and Rebekah Newman, just for
18 their remarks, their comments, and their feedback, which is
19 extremely important to us. Even though we know that that work
20 that's being done right now is on a high level and it's great
21 work, we still have a lot of work to do. So thank you for your
22 feedback on the information.

23 There are a few things that I want to address from the
24 Coalition. And, you know, I'll start with Ms. Arewa. You
25 know, I have to be completely honest here. There was a lot of

1 information and a lot of statements that she made that I
2 believe are not necessarily rooted in fact, but maybe feelings,
3 maybe emotions, and belief systems.

4 As a police department, we don't have that luxury.
5 Everything that we do has to be rooted in facts. When we are
6 dealing with people, we have to do that constitutionally. So
7 let me just talk about a few things.

8 One, when we talk about youth and when we talk about
9 community engagement, and she brought that up, that there are
10 people out there who want to do the work, I have called
11 publicly for people to engage with youth, especially when it
12 comes to these teen gatherings and things of that nature.

13 If anybody is paying attention and watching what's
14 happening with these teen gatherings, our officers are engaging
15 hundreds to thousands of young people who will impose upon a
16 beach or a particular location, multiple fights break out.
17 There's shootings. At 57th Street, we ended up making 70
18 arrests. We recovered 15 guns. That was 15 gun arrests for
19 mostly juveniles. Still had three people shot at a different
20 location. The question is, how many people would have been
21 shot had we not recovered those 15 guns and arrested 15 people
22 who possessed them at that time?

23 The police are out there on a constant basis, trying
24 to stop these young people from hurting each other and hurting
25 others and hurting the police. We had a captain whose face was

1 scratched by a 15-year-old, and she bled profusely as a result
2 of it. Our officers are showing great restraint out there when
3 it comes to these young teens.

4 Any time an officer has to break up a fight, and this
5 is multiple times a night during these teen gatherings, they
6 actually have to put hands on these teenagers. They actually
7 have to pull them apart. That requires a response from the
8 police that requires a tactical response report.

9 These are things that are rooted in fact. I
10 continuously hear these things over and over. And it appears
11 that it doesn't matter what we say. But I will continue to say
12 these things, because this is what our officers are dealing
13 with on a daily basis.

14 As you know, we had five officers who were hit by and
15 struck by a vehicle intentionally. We had two officers who
16 were sprayed with OC spray by young kids during a fight. We
17 had multiple officers who had injuries, falls, taken down to
18 the ground, attempting to break up fights.

19 So this is something that our officers are dealing
20 with on a daily basis. On that particular day, I believe we
21 had 15 CVI workers that were out there with us, and kudos to
22 them for being out there, but anybody who's willing to come out
23 and help the police, we are backing that 100 percent.

24 So it's not like we're keeping community members out.
25 I believe it's absolutely necessary for community members to

1 step up. And if Ms. Arewa has those people she can turn us
2 onto, I'll be more than happy to meet with them and have our
3 police officers meet with them and devise a plan and put an end
4 to these teen gatherings. As long as they continue, these kids
5 are going to hurt each other, they're going to hurt others,
6 they're going to damage property, and worst of all, there are
7 going to be lives lost. And I believe that our officers are
8 stopping that from happening with the work that they're doing.

9 You know, when -- just to go a little bit into the
10 CARES thing. So I'll address Ms. Amanda Antholt and some of
11 the things that she brought up.

12 It seems contradictory, a lot of what I heard from
13 her, because in one instance, we're talking about CARES, and we
14 want to completely remove the police from showing up to
15 incidents where people are in crisis, mental health crisis, but
16 at the same time, we want to put all the responsibility on the
17 Chicago Police Department to come up with responses for people
18 who are dealing with mental health crisis. We have to
19 determine what it is that we actually want to do.

20 Now one of the things that was brought up earlier that
21 was recognized by the OAG's Office is that our officers have
22 complained that when they come in contact with someone, and our
23 CIT officers, when they come in contact with someone who's in
24 crisis, that there aren't the resources for our officers to
25 turn them over to.

1 So once again, one of the things that's said is that
2 we're criminalizing mental health issues. We're not. We have
3 gone to certain locations where people who are suffering from
4 mental health issues, who have committed crimes -- and it
5 depends on the types of crimes that they've committed, if it's
6 a crime that is going to keep someone safe, we as the police
7 department have limited ability and limited resources to turn
8 the person over to when we know that they're dealing with a
9 mental health crisis.

10 So once again, it appears that the belief is that, by
11 the Coalition, is that the Chicago Police Department is under
12 the Consent Decree. It's the entirety of the city. And there
13 are some things that we as the Chicago Police Department do not
14 have the ability to do, like increase the number of people on
15 the CARES team. We worked with the CARES team. We were
16 removed from the CARES team.

17 If you want to know why, there's a small number of
18 calls being dispatched to the CARES team, being the CARES team
19 is extremely small. So as the Chicago Police Department, we're
20 handling jobs that no one else is going to handle, no one else
21 are going to step up and do, and so we're doing what we need to
22 do and the best that we can. And you saw the presentation from
23 Lieutenant Anderson about what we're doing with our CIT
24 training to get to these jobs and handle it in the best way
25 possible.

1 However, once we're there, once we're there, we make a
2 determination as to what it is that we need to do. And if that
3 determination is to turn them over or provide different
4 resources, that's outside the scope of CPD. What we're doing
5 is trying to help direct them and guide them in the right
6 direction so that they can get these resources.

7 So the question is, and this came from Ms. Antholt,
8 they should turn them over, turn them over to whom? This is
9 our dilemma. So if the Coalition is serious about this, it's
10 not just the Chicago Police Department they should be talking
11 to. There are other entities in this city who should be at the
12 table to talk about this, not just the Chicago Police
13 Department.

14 We're doing every single thing that we can. As a
15 police department, when we show up to an issue of domestic
16 violence and there is a mental health component there, our
17 number one concern right now is the safety of everyone in that
18 home and anyone who has had a violent act committed against
19 them. So we're going to do everything we can. And if that
20 ends in an arrest, then we're going to make the arrest and do
21 everything that we need to do there.

22 So I just -- I want to be clear that when we start
23 talking about accountability, this cannot -- especially when it
24 comes to mental health issues, we cannot have this fall
25 completely in the lap of the Chicago Police Department without

1 having anyone else step up and step in. That accountability
2 and that -- listen, criticism, any time we -- we're criticized
3 and we need to be criticized, I'll accept that, look at it, and
4 we'll fix whatever the problem is that we need to fix, and
5 we'll start to work on it.

6 But I cannot tell you the value and the work that the
7 team, what CPD is doing, the partnership that we've been
8 working together with the IMT, and the OAG's Office, having our
9 arguments, committed to excellence, and try to get everything
10 that we're doing across the finish line.

11 But not just to get it across the finish line, to make
12 sure that we're creating something that's extremely effective
13 for the police department for years to come, something -- a
14 practice that we can put in place that other people can follow.

15 But I just want to be clear that if we're going to get
16 to the bottom of this, if we're serious and if the Coalition is
17 serious about making progress here, we need to sit down and
18 look at facts and not just make allegations based on feelings
19 or hearsay or personal beliefs. The facts should drive every
20 single thing that we're doing.

21 And I'm never going to sit here and tell you that
22 we're perfect and we're doing everything right. We're not
23 perfect. But I can promise you that we damn sure are trying to
24 do everything to the best of our ability. And my team has
25 worked extremely hard, and I thank everyone on the call, I

1 thank you, Your Honor, I thank you, the Coalition, for their
2 comments, and most of all, I have to thank our partners at the
3 IMT, at the OAG's Office, for working with us and understanding
4 what it is that we're doing and having these back-and-forths,
5 so that we get the best product we can possibly come up with.

6 And most of all I have to thank my team and the hard
7 working they're doing. They're bought into this. I'm pretty
8 sure you can see that, Your Honor. They're bought in, and
9 they're driving towards excellence. And I can't say enough
10 about the work they're doing. And we're going to continue the
11 work, regardless of what the thought process is around what it
12 is we're doing, because we know we're doing some great work.

13 And I just thank my team for doing that. And thank
14 you for the time, Your Honor.

15 THE COURT: Thank you, Superintendent Snelling, and
16 thank you for your continued attention to the efforts that I
17 think all of us are making and that you certainly have
18 demonstrated your own commitment to. It's inspiring to me.

19 Okay. I want to hear then from the Office of Attorney
20 General, the Attorney General. Ms. Grieb, is that you?

21 MS. GRIEB: Yes, Your Honor. Thank you. Good
22 afternoon. Mary Grieb from the Attorney General's Office.

23 Since we're way over time, I'll be very brief. I do
24 want to thank the Court and the Monitor for convening these
25 hearings every month. We know it is a lot of work and

1 logistics to put together.

2 But I think one of the core components of the Consent
3 Decree is the transparency and the accountability that we just
4 heard the superintendent talk about. So we appreciate the
5 opportunity to speak transparently about where progress has
6 been made and where we think the gaps to further progress still
7 are and we are committed to continuing to work with the
8 Department and the City and the Monitoring Team and the
9 Coalition to further advance progress towards constitutional
10 policing in Chicago. So thank you, Your Honor.

11 THE COURT: Thank you, Ms. Grieb.

12 From the Monitor?

13 MS. HICKEY: Just a quick reminder for everyone here
14 today that next month's hearing will focus on public comments.
15 So please go to our website, CPDMonitoringTeam.com, and sign up
16 to speak. Thank you.

17 THE COURT: Thank you, Ms. Hickey. And thank you,
18 everyone who's with us this afternoon. These hearings are long
19 and sometimes -- sometimes difficult, but always important, and
20 I very much appreciate everyone's hard work on the issues and
21 the continued attention and effort to get things right and to
22 finish our work on this Consent Decree.

23 I will look forward to seeing everyone, including
24 members of the public, in the month -- on July 14th. I think
25 we're ready to adjourn. Thank you.

1 MS. HICKEY: Thank you, Your Honor.

2 (Concluded at 2:51 p.m.)

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

7

/s/ Hannah Williams

September 1, 2026

8 Hannah Williams, RMR, CRR, FCRR
9 Official Court Reporter

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