

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
) May 12, 2026
Defendant.) 12:34 p.m.

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

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1 APPEARANCES CONT'D:

2 Also Present: DEPUTY DIRECTOR MIKE MILSTEIN, Office of
3 Equity & Engagement, CPD
4 ASSISTANT DIRECTOR JASMINE IVY, Office of
5 Equity & Engagement, CPD
6 ASSISTANT DIRECTOR LESLIE GUZMAN, Office
7 Of Victim Services, CPD
8 DEPUTY DIRECTOR, CASEY MCKENZIE, Office
9 Of Constitutional Policing and Reform CPD
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22 Court Reporter: HANNAH WILLIAMS, RMR, CRR, FCRR
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PROCEEDINGS REPORTED BY STENOTYPE
TRANSCRIPT PRODUCED USING COMPUTER-AIDED TRANSCRIPTION

1 (Proceedings heard via videoconference:)

2 THE COURT: Good afternoon, everyone, and thank you
3 for joining us this afternoon and for the -- apologize for the
4 slight change in schedule.

5 Before we begin, a couple of comments. I know that we
6 have a lot to cover so I won't take a great deal of your time.
7 But I want to remind you that you are not permitted to record
8 what happens today or broadcast it in any way. The monitor
9 will obtain and maintain a transcript and you will all have
10 access to that on her website.

11 I also wanted to take a moment to -- to express my
12 sympathy for the family members and friends and coworkers
13 officers who were involved in a shooting recently and one has
14 lost his life and the other one is struggling. I know that
15 those losses hit the families and family of the police
16 department itself very hard. And it's a sobering reminder of
17 the grave responsibility that sworn officers take on when they
18 work in our community to keep us all safe. I want to thank all
19 of you for the commitment and devotion that you've always shown
20 to this process.

21 I wonder if we can begin briefly with hearing from the
22 Monitor on the monitoring report.

23 MS. HICKEY: Thank you, Your Honor. And to everyone
24 who is joining us for our monthly status hearing today, my name
25 is Maggie Hickey and I am the Independent Monitor for the

1 Consent Decree.

2 Last week, the City of Chicago and the Chicago Police
3 Department came together to mourn the tragic loss of
4 Officer John Bartholomew. As we participate in today's
5 hearing, Officer Crespo continues to recover. Our thoughts and
6 prayers remain with both of their families, friends, the entire
7 CPD, and Chicago.

8 During today's public hearing, we will hear from the
9 parties to the Consent Decree, the City of Chicago, and the
10 Office of the Attorney General, with status updates regarding
11 the Impartial Policing section and the Performance Evaluation
12 System. Before -- (audio interruption.)

13 I will keep it short to ensure the parties to have
14 sufficient time. I would like to provide a quick overview and
15 a few relevant takeaways from the Independent Monitoring
16 Report, which we filed last month. The Monitoring Report
17 provides an update on the City of Chicago and the CPD's
18 progress through the 13th Reporting Period, which was from
19 July 1st, 2025, through December 31st, 2025.

20 Last month, I highlighted the City and CPD's current
21 compliance levels with the Consent Decree. Specifically,
22 again, I will note, for the original 552 monitorable
23 paragraphs, the City achieved at least preliminary compliance
24 with 536 paragraphs, about 97 percent of the paragraphs; and at
25 least secondary compliance with 395 paragraphs or about

1 72 percent; and full compliance with about 146 paragraphs,
2 about 26 percent of the Consent Decree.

3 Relevant to today's hearing, for example, the City and
4 the CPD have achieved preliminary compliance with 100 percent
5 of the monitorable paragraphs in the Impartial Policing
6 section; and at least secondary compliance with over 60 percent
7 of those paragraphs; and full compliance with 10 percent of
8 those paragraphs.

9 Substantively, this reflects that the City and the CPD
10 made critical compliance progress across the Consent Decree,
11 and relevant to today's topics, that included finalizing or
12 substantially advancing key policies related to the Impartial
13 Policing section. This included CPD's policies G02-06,
14 Gender-Based Violence Incidents; G08-06, Prohibition of Sexual
15 Misconduct; S02-08, Community Engagement and Policy and
16 Training Developments; and also the S02-07 series of policies
17 related to the Chicago Police Department's Interactions With
18 Persons With Physical, Mental, and Developmental Disabilities.

19 As required by the Consent Decree, the City and the
20 CPD continue to work towards institutionalizing community
21 engagement in its related policies and training development.

22 To this end, the CPD has taken steps to reengage
23 community stakeholders in reviewing policies and training
24 materials. Sustaining these partnerships and ensuring that
25 community feedback informs relevant CPD policies must and is an

1 ongoing priority.

2 Today, we are also going to hear about significant
3 progress that was and is being made towards enhancing the
4 development of the electronic Performance Evaluation System.
5 In the 13th Reporting Period, the CPD updated its E05-01
6 policy, Performance Evaluations of All Sworn and Civilian
7 Department Members, Below the Rank of Superintendent. And they
8 updated it to include all sworn and civilian members.

9 We look forward to hearing more from the parties on
10 these subjects today.

11 Also, I have some housekeeping matters. Sorry.

12 THE COURT: Okay.

13 MS. HICKEY: Finally, a quick reminder that next
14 month's hearing on June 12th, 2026, is at 1 p.m. and will
15 focus --

16 THE COURT: I think it's not June 12th.

17 MS. HICKEY: No? Is it June 8th?

18 THE COURT: June 9th.

19 MS. HICKEY: Thank you, Your Honor. That's why you're
20 here, for so many reasons. It's June 9th at 1 p.m., and it
21 will focus on Crisis Intervention and Community Policing
22 sections of the Consent Decree. It will also include a
23 discussion about the district strategic plans, as well as youth
24 diversion and deflection programs. The schedule is available,
25 which is correct, the correct schedule is available on our

1 website, CPDMonitoringTeam.com.

2 Thank you, Your Honor, and thank you for the helpful
3 assist.

4 THE COURT: No problem. Thank you.

5 All right. Well, we're ready to proceed with our
6 agenda then, beginning with Impartial Policing report,
7 including an Office of Equity and Engagement, report from Mike
8 Milstein from the Chicago Police Department.

9 MR. MILSTEIN: Thank you, Your Honor. And thank you
10 to Monitor Hickey. First of all, if I can introduce myself, my
11 name is Mike Milstein. I use he/him/his pronouns and serve as
12 the deputy director for the Office of Equity and Engagement
13 here at the Chicago Police Department.

14 Before I begin, I just want to again express my
15 appreciation to everyone from the public who has joined this
16 hearing this afternoon. And, again, just appreciate all of the
17 support and sentiments that we've heard from the community and
18 from the judge and the monitor following the tragedy that took
19 our fallen officer and Officer Crespo. So just appreciate all
20 the support we've gotten from the community following that
21 tragedy.

22 I'm going to go ahead and share my screen. Can
23 everyone see the screen okay? No? Okay. Give me one second.
24 How about now? Yes. Okay. Thank you.

25 THE COURT: Got it.

1 MR. MILSTEIN: Perfect. All right.

2 So I'm going to kind of provide a quick introduction
3 into the Impartial Policing section. And then I'm joined by
4 three of our assistant directors who will be able to go more in
5 depth into a lot of the great work being done within the
6 Impartial Policing section.

7 But maybe just to kind of lay the ground work, within
8 the Impartial Policing section, as you know, kind of echoed
9 what the monitor shared, at this point, at the end of 2025, we
10 have achieved at least some level of compliance with all of the
11 paragraphs within the Impartial Policing section.

12 What I want to note is how -- and maybe I'm biased
13 when I say this, but how important I believe this section is to
14 the Consent Decree, because this is the section that really
15 focuses on how officers and how CPD interacts with members of
16 the public, and especially people who come from diverse
17 backgrounds and diverse histories, and really, you know, have
18 their own different experiences in how they've interacted with
19 police.

20 Additionally, this section is super important because
21 it requires a lot of really in depth and meaningful community
22 engagement. And, you know, we try to do what we can to really
23 dive deep into that process, make sure that we're doing
24 consistent engagement across the board and across the entire
25 section, especially with the different types of communities

1 that this section of the Consent Decree touches on or impacts.

2 And so that tends to be why a lot of the progress in
3 this section moves a little bit slower, is because not only are
4 we working on just getting policies and trainings done, we're
5 making sure we're doing so in partnership and in collaboration
6 with the community.

7 And so I'm grateful to all of the community members
8 who have been a part of this process so far. We've done a lot
9 of great work and we'll talk about today but also recognize, we
10 have a lot of work still ahead of us. And as we now achieve
11 preliminary -- at least preliminary in every paragraph, and now
12 focusing on moving into secondary and additionally moving into
13 full compliance, which we'll talk about what our plans are to
14 really refocus more long-term into the section.

15 One of the initial areas that we really identified are
16 needing an infrastructure around the Impartial Policing
17 section. There's a lot of components of impartial policing
18 that touch different parts of the department. And we really
19 identified early on that this needed kind of more
20 infrastructure built both to support the current activities but
21 to also ensure that what we're doing today is sustainable, and
22 as a mechanism to support it more long-term even beyond the
23 duration of the Consent Decree.

24 And so beginning of last year in 2025, we took the
25 initiative of launching the Office of Equity and Engagement.

1 This is a brand new equity office, and one of the largest,
2 actually, equity offices for any police department across the
3 country. And we have reorganized all of our Impartial Policing
4 requirements and responsibilities within the Equity and
5 Engagement policies. So that's looking at all of our
6 paragraphs, all of the engagement work being done on our
7 paragraphs. All of it is coming out of the Office of Equity
8 and Engagement.

9 There are three different department units within the
10 Equity and Engagement Office. We have a unit specific to
11 equity and engagement, but then we also have two units that are
12 doing Victim Services work and Domestic Violence work. We
13 believe strongly that Victim Services and Domestic Violence is
14 a function of Equity and Engagement, recognizing the importance
15 of how our department has responded in showing up and
16 supporting individuals who may be victims or survivors of
17 violence or crimes.

18 And so we'll hear today a little bit more about our
19 Victim Services programs and then Domestic Violence programs,
20 but recognizing that those are also functions of our Office of
21 Equity and Engagement.

22 I'm going to pass it now over to our Assistant
23 Director Jasmine Ivy to talk more about the functions of our
24 Office of Equity and Engagement.

25 MS. IVY: Thank you, Deputy Director Milstein. Good

1 afternoon, everyone.

2 So just to give an overview of how the Unit 225, the
3 Equity and Engagement Unit operates, so we are in charge of
4 those policies and those cultural competency trainings that
5 Deputy Director Milstein spoke about when you first came on.
6 And so underneath that, we have various roles who take on the
7 responsibilities to make sure that we are overseeing the
8 cultural competency of the department as a whole.

9 And so within our Community Engagement section, we
10 have our LGBTQIA+ liaisons, who essentially, they overview all
11 of our different pride events that go on through the city, help
12 as well with our policies and trainings, our unhoused community
13 liaisons.

14 We also have Immigrant, Migrant, Refugee, Religious
15 Interaction Liaison and policy and reform engagement. And with
16 those roles, those are our community outreach coordinators and
17 our information service coordinators who help us warn the
18 logistics of everything when it comes to our community
19 engagement, our outreach and policy engagements with the
20 community members.

21 We also have a part in Hate Crimes, so under that, we
22 do reporting and auditing, making sure the logistics of that,
23 making sure detectives are labeling hate crimes correctly.

24 We also have a Project and Compliance Management
25 section. And so we have two project administrators who oversee

1 it. This mainly intels our Consent Decree work.

2 And so underneath that, we have our equity officers,
3 our ADA compliance officer, and then we have a language access
4 coordinator as well.

5 And then last but not least, we have our training
6 cadre, who is in charge of putting on those specific trainings
7 that come out of our unit, and so that is our inservice
8 Impartial Police training.

9 You can go to the next slide. Thank you.

10 So out of this unit, we have the Equity Action Plan
11 and Racial Equity Action Plan. Our Equity Action Plan lives
12 within our Racial Equity Action Plan, which is also known as
13 our REAP. These priorities and initiatives are related to
14 community engagement, workforce, department policies,
15 department training, data and analysis, and public safety
16 strategies.

17 And so the goal of our REAP is to ensure that we are
18 having -- that policing has practices that are mindful of
19 racial impacts and produce more equitable outcomes for all of
20 Chicago's communities.

21 And so this is a multiyear strategy that's designed to
22 abet racial equity in all aspects of policing. And so that
23 includes our operations, our policies, workforce, and community
24 relationships, and it's aligned with the City of Chicago's
25 requirements that all departments are required to create equity

1 plans and report that progress annually.

2 And so this is just to make sure that we are
3 addressing the historic racial disparities in policing and also
4 community trust, responding to citywide mandates and
5 institutionalize equity and government, and then also building
6 accountability through public reporting and community input.

7 And so our three priority areas lie with community
8 engagement to make sure we're strengthening relationships
9 between the police and the communities. So this is us
10 expanding partnerships with community organizations, improving
11 our communications between the police districts and the
12 residents as well.

13 And so then just creating different types of tools
14 that help us connect with people and get them to the services
15 that they may need. And also looking at youth engagement and
16 creating safe community spaces for them. So really our goal is
17 to make sure that we're building trust and ensuring communities
18 have a meaningful voice in police decisions.

19 And so our next priority is workforce equity. And so
20 we are focusing on creating more equitable and representative
21 police workforce. And so this looks like creating --
22 increasing diversity in Chicago's population to reflect it and
23 then also improving our recruitment, hiring, and promotion
24 practices. And we also are expanding on our equity and
25 training to make sure that we are developing a workforce that

1 is diverse and culturally competent.

2 Lastly, our last priority for this one is public
3 safety. And so we're making sure that we deliver equitable
4 safety outcomes all across neighborhoods. And so this is
5 reducing racial disparities in policing outcomes, improving
6 accountability and transparency, and strengthening trust
7 between the officers and their residents, and then making sure
8 that we're using data to evaluate and improve our practices
9 here in the department.

10 Thank you, Mike. Go to the next slide.

11 And so we have some policy updates that have come out
12 of our unit that has helped us gain compliance. And so some of
13 these policies have been on Protection of Human Rights, which
14 is a part of Paragraph 53; Prohibition of Racial Profiling and
15 Bias-Based Policing, also Paragraph 53; Interactions With
16 Religious Communities, Paragraph 60; Interactions With
17 Transgender, Intersection, and Gender Nonconforming
18 Individuals, which is 61; Gender-Based Violence Incidents,
19 Paragraph 62; Prohibition of Sexual Misconduct, Paragraph 63;
20 Interactions With Persons With Limited English Proficiency,
21 Paragraph 64; Interactions With Persons With Disabilities,
22 Paragraph 68; Interactions With Persons With Nonvisible
23 Disabilities, Paragraph 68 as well; Interactions With Persons
24 With Physical Disabilities, which is 68 as well; Interactions
25 With Persons Who Are Deaf, DeafBlind, and Hard of Hearing,

1 which is 68; and then lastly we have Response to Hate Crimes
2 and Hate Incidents, which is out of Paragraph 76.

3 And so I would like to highlight our people with
4 disabilities. And so we had this policy that was created hand
5 in hand with community feedback. We have been working with
6 Chicago Hearing Society and other various groups to make sure
7 that these policies are created with their lived experiences in
8 mind and making sure we're gathering that input directly from
9 them.

10 And so we have our umbrella policy, which are
11 Interactions With Persons With Disabilities, and then
12 underneath that we have three policies that live, which is the
13 Nonvisible Disabilities, Physical Disabilities, and
14 Interactions With Persons Who Are Deaf, DeafBlind, and Hard of
15 Hearing.

16 Also we are launching a Persons With Disabilities
17 working group, and so this group will meet annually in making
18 sure we have that constant feedback loop to make sure that
19 their input is also valued and that had been expanding outside
20 of Chicago Hearing Society. So if anybody may be interested,
21 they can contact me directly at Jasmine.Ivy@ChicagoPolice.org.

22 And then we have some training updates that have come
23 out of our unit as well. So this is where our training cadre
24 has been. We're working very diligently to make sure these
25 trainings are up to par. And so we have a few that came out

1 which is our three-part Procedural Justice training that
2 happened in 2019; our Gender-Based Violence Incidents from
3 2022; Response to Hate Crimes, 2023; Prohibition of Sexual
4 Misconduct, last year; Interactions With LGBTQ Communities; and
5 Interactions With Religious Communities, which both came out in
6 2025; and then Interactions With Individuals With Limited
7 English Proficiency, 2026; and then our refresher on Hate
8 Crimes, which I'll discuss a bit more, that came out this year
9 in 2026.

10 And so I did kind of speak on these ones, but our
11 inservice trainings that we have been focused on right now that
12 our training cadre is handling at the academy is our
13 Interactions With Persons With Disabilities, Interactions With
14 People Who Are Deaf, DeafBlind, and Hard of Hearing, and
15 responding to Gender-Based Violence Incidents.

16 Thank you.

17 And so next we have our language access and so we --
18 LanguageLine, which has been installed on every officer's
19 phone, every department phone, and so officers have instant
20 access to get a translator. And it's super easy to use.

21 And so since in 2025, we had 6,435 calls made on
22 LanguageLine in 2025, which we have seen an increase from 2024.
23 And then we have 67 languages and an American Sign Language.
24 And so we're working to make sure we're hitting every corner of
25 the city and making sure we are being inclusive of different

1 languages and figuring out if there have been any that we are
2 missing, including for this year.

3 Okay. And so then for Hate Crimes, we want to share
4 that we do recognize as a department that hate crimes are
5 underreported. And so there has been a decrease in CPD for
6 what we have seen that has been reported.

7 And so we are currently working on creating different
8 methods to engage with communities more to make sure that hate
9 crimes are being properly documented and reported to us. We're
10 looking for different methods on how we can get that narrowed
11 and then creating trainings for -- as well for community
12 members.

13 And so like I stated, the total number of reported
14 hate crimes instances has decreased since the peak that
15 happened in 2023. As you can see, we had 303 documented
16 reports. And as of today, we only -- as of May 2nd, we only
17 had 51 reports that are documented.

18 And so all CPD has been provided Hate Crime training
19 since 2024. Detectives also receive that eight-hour Hate Crime
20 training on how to investigate them in 2024 as well, and then a
21 refresher Hate Crime training was launched in March of this
22 year and is near completion.

23 We are working steadily towards that 95 percent
24 completion rate. And then we also have collaborated with the
25 Victim Services program to make sure we're providing wraparound

1 services to community members.

2 You can go to the next slide.

3 And so now, just to talk about our community
4 engagement and how we're running that out of Unit 225. And so
5 with our framework for community engagement, we developed a
6 departmentwide strategy that embeds community engagement into
7 all aspects of policing as well, which includes those
8 operations, reform efforts, and that decisionmaking.

9 And so this is to make sure that we're depending on
10 ongoing collaboration, trust, and shared problem-solving
11 between the department and community members in the communities
12 we serve. And so the purpose of this framework is to make sure
13 that we're strengthening trust and transparency and legitimacy
14 in policing and ensuring that community voices are shaping the
15 policies and strategies and reforms that come out of the
16 department.

17 And so we're also supporting CPD's broader efforts on
18 reform in Engagement, excuse me, and Equity efforts as well,
19 and so this isn't a standalone activity, but it is a core
20 function of how the department operates.

21 And so our principles from that are community-centered
22 policing, which residents are treated as the partners in our
23 public safety and not just the recipients of our services that
24 we provide, and so making sure that community input is actively
25 sought and incorporated into our decisions.

1 Collaboration and shared ownership, and so that
2 emphasizes joint problem-solving and having multiple
3 stakeholders at the table.

4 Transparency and accountability, and so that's --
5 again, that's that ongoing feedback loop to make sure that
6 concerns are addressed and heard.

7 And then last but not least, our equity and
8 engagement -- excuse me, equity and inclusion is a part of our
9 principles as well, so the engagement effort, to make sure
10 we're including diverse and historically marginalized
11 communities that align with CPD's racial equity and reform
12 goals.

13 And so our S02-08, Community Engagement in Policy and
14 Training Development, this is a directive to show that -- how
15 the department has formally incorporated community input into
16 development of policies and officer training.

17 And so the idea of this is to make sure that our
18 trainings are not only shaped by internal expertise but also by
19 community perspectives, lived experiences, and public feedback,
20 to make sure we're improving fairness and an effectiveness
21 within our department.

22 So we created a standardized process for engaging the
23 public in policy and training development, and also ensuring
24 that community voices influence our key policy decisions. And
25 so this also in turn to make sure that we are strengthening

1 trust and legitimacy through transparency and collaboration.
2 And this aligns with our broader reform efforts that include
3 the Consent Decree requirements.

4 And then last but not least, for our 2026 Community
5 Engagement plan, this is really how -- this outlines how we are
6 systemically approaching engaging with residents, stakeholders,
7 and community organizations to shape the policing strategies
8 and reform in public safety efforts that I have spoken about.
9 And so this is treated as a continuous structured process that
10 informs policy, district strategy, and reform implementation,
11 and not just that occasional outreach.

12 And so the purpose that we are -- that we have come up
13 with is making sure, again, building -- emphasizing building
14 trust and legitimacy between the department and public,
15 ensuring input drives our decisionmaking and also supporting
16 compliance with the Consent Decree and our reform efforts.

17 I would also like to add it's aligned with engagement
18 with broader city initiatives that -- excuse me, like community
19 safety strategies. And so this is also a core operational
20 function and not just a side activity.

21 You can go to the next slide, please, thank you.

22 And so for this, for our next steps for operational
23 compliance, again, as we are getting these trainings created
24 and making sure we're shifting our force to operational
25 compliance and we have -- excuse me, are using data-informed

1 steps. And so that looks like having sustained complaint data,
2 post-contact service, and public sentiment, and then that will
3 in turn give us consistent community engagement.

4 All righty. And so we have a few things coming up.
5 May 21st, we have our Community Dialogue posted by Creer Un
6 Espace at DePaul University and it will be on their campus on
7 May 21st from 5 to 8 p.m. You can find more information on the
8 link below that is on this PowerPoint.

9 Thank you.

10 THE COURT: Well, thank you, Ms. Ivy. That was a good
11 presentation.

12 And I think we have one more speaker from -- on this
13 issue who's ready to proceed this afternoon.

14 MR. MILSTEIN: Yeah, sorry, Judge, I'm going to -- we
15 still have our presentation on services and we'll pass back to
16 Bill Lowry from the Attorney General's Office.

17 THE COURT: Great.

18 MR. MILSTEIN: So just kind of do a quick introduction
19 now. Thank you, again, Assistant Director Ivy. Just do a
20 quick intro for Victim Services team.

21 As I mentioned Victim Services is a function of the
22 Equity and Engagement Office. We have been steadily increasing
23 and expanding our Victim Services across the city. Again, to
24 remind folks, we have two units within Victim Services, a unit
25 that focuses on victim services for nonfatal violence as well

1 as a unit specifically for domestic violence.

2 Typically our process within Victim Services, when an
3 incident occurs, our team, which is comprised of non-police or
4 non-sworn staff within CPD who are serving as a victim
5 specialist, they're going to get that incident that occurred,
6 they're going to then reach out to the victim or survivor
7 identified in that particular incident to then offer them
8 really whatever resources at victim services we can provide.

9 Our number one goal in any outreach is to always try
10 to be a community connector, to get them connected to an agency
11 or an organization within the community who we know is really
12 able to do the more long-term support that folks need.

13 We're not trying to recreate or overstep the role of
14 Victim Services. We're not a service provider. We want to
15 just make sure that we can help provide information about what
16 a victim's rights are and what their options are and how to get
17 them connected to an agency, is our number one goal, is to
18 always try to get them connected to an agency.

19 In many cases, we have victims or survivors who say,
20 "You know what, I'm not quite ready to be connected to an
21 agency, but maybe interested in, you know, talking to a
22 detective or going to court to get an order of protection." So
23 our team will then step in, provide some services that we'll
24 talk about.

25 And then obviously in many cases, we do have folks who

1 will say, "You know what, I'm good for now, I don't need any
2 services." Totally understandable. Our team will continue to
3 only reach out if a new incident occurs in the future.

4 Our services typically include helping to inform a
5 victim or survivor of their rights and their options, again
6 connecting them to community-based agencies, provide any
7 immediate crisis in court, assist in safety planning, helping
8 to obtain orders of protection, or navigating the justice
9 system. We can help with victims and detectives assign new
10 cases or other services as really needed or requested.

11 In 2025, CPD attempted to contact a total of 18,052
12 victims or survivors. Majority of them at this point are
13 domestic violence victimization and a handful of them were in
14 the nonfatal violence.

15 Of folks that we did attempt to contact, we were able
16 to provide services to 7,627 victims or survivors. Again,
17 about 7,196 of those were victims of domestic violence. 432
18 were victims of nonfatal violence, which at that time was more
19 focused on nonfatal gun crimes or gun shootings.

20 I'm going to turn it over and introduce Leslie Guzman
21 who can talk more about the services we provide on the Victim
22 Services process. Leslie?

23 MS. GUZMAN: Thank you, Mike. Good afternoon,
24 everyone.

25 And so this slide, we just briefly -- to describe our

1 function, our Nonfatal Victim Services program is comprised of
2 a team of victim specialists who serve victims who have been a
3 victim of aggravated battery, aggravated assault, and hate
4 crime-related incidents. As previously shown, the data depicts
5 only just a fraction of what our team had focused on, which
6 were directly related to shooting incidents.

7 Recently in February of this year, we have increased
8 the types of victimizations, therefore we will see an increase
9 in the number of victims we connect with and provide services
10 to as we move forward in the year. And that's just the graph
11 that Mike had just shared about.

12 Next slide, please.

13 So our response to victims, our Nonfatal Victim
14 Services team response to victims are the following. And just
15 elaborating on what Mike also just emphasized on is we -- our
16 team, we provide advocacy and support to victims based on the
17 victimization shared beforehand, but are not exhaustive.

18 Advocacy and support to victims is primarily centered
19 around using trauma-informed lines and survivor-focused. What
20 this may look like in practice would be creating a safe space
21 and initially establishing trust between us and the survivor.
22 The goal of the victim specialist is to assess an individual's
23 overall needs and identify immediate and long-term support.

24 Once the victim specialist has identified those needs,
25 it is our goal to provide a warm handoff and connect that

1 individual to community support through our partner
2 organizations to be able to provide the Victim Services case
3 management and mental health support, emphasizing that we're
4 not direct service providers but our ultimate goal is to be
5 able to connect them to service providers who will be able to
6 work hand in hand with the individuals and receive the support
7 that they need.

8 Here are just some of the highlights that our Nonfatal
9 Victim Services program has accomplished for the last year, has
10 been having coverage to all 22 CPD districts and having a
11 victim specialist assigned to each one of those.

12 And as of February 2026, our program has expanded the
13 scope of victimizations as previously shared. That includes
14 all aggravated battery and aggravated assaults offenses.

15 Also, we are just continuing to strengthen our
16 community relationships through intentional outreach and active
17 engagement by hosting and participating at community events
18 citywide, building community engagement through collaboration
19 with community partners to increase awareness of our Victim
20 Services program.

21 We've been doing this, and for the past, well, this
22 last April, last month, our Nonfatal Victim Services team
23 successfully engaged in the National Crime Victims' Rights
24 Week, and this -- that week was to recognize the impact of
25 crime and being able to honor survivors and those who advocate

1 everyday for victims.

2 So our Victim Specialist team, we activated such
3 engagement at each of our CPD areas throughout that week to be
4 able to highlight this recognition and again, to be able to
5 increase awareness in our Victim Services program.

6 Next slide, please.

7 And just to share just for future plans, and it's --
8 really is to increase staffing, to be able to add more coverage
9 of nonfatal violence incidents, and also be able to add more
10 specialized Victim Services roles. That would include missing
11 persons, polyvictimization, and youth related incidents for our
12 victim special team to be able to cover.

13 And that is it on my end. So thank you very much. I
14 am going to pass it over to our Assistant Director Mariana
15 Martinez to cover our Domestic Violence program.

16 THE COURT: Thank you very much, Ms. Guzman.

17 MR. MILSTEIN: So I think -- I think we're short on
18 time, but I want to make sure we have time for Casey, so I
19 think what we'll be able to do is figure another time to cover
20 our Domestic Violence program in a different public hearing.
21 But I'll pause there for now.

22 I'll just skip to just a final slide just in case
23 anyone needs to get -- upcoming engagement that was mentioned,
24 that was focused on deescalation response, response to
25 resistance, use of force, and investigatory stops. That will

1 be May 21st hosted by DePaul Center on their Loop campus.

2 Again, the link is here where you can scan the QR code
3 on the flyer. At this point, I will stop sharing. Again,
4 we'll make this available for the public, and we appreciate the
5 time today.

6 THE COURT: Thank you.

7 Does that mean we can move onto our next item on our
8 agenda? The next item on our agenda is a report from the
9 Office of the Attorney General on -- remarks from the Office of
10 the Attorney General on what we just heard.

11 So Mr. Lowry, I think we'll be hearing from you.

12 MR. LOWRY: Yes, Your Honor. First of all, good
13 afternoon, Your Honor, members of the community. My name is
14 Bill Lowry. I'm an Assistant Attorney General with the Civil
15 Rights Bureau, Office of the Illinois Attorney General.

16 Now I'm here to speak to you today about CPD's ongoing
17 work related to advancing the requirements of the Impartial
18 Policing section of the Consent Decree. And this topic is
19 something I've spoken on previously to the Court. And that
20 directly relates to interacting with or providing services to
21 members of the community.

22 Now, Your Honor, the purposes of the Impartial
23 Policing section are found in its guiding principles, and
24 that's Paragraphs 49 through 51. And that includes policing
25 fairly, with courtesy and dignity, and without bias, promoting

1 broad community engagement and increasing public confidence in
2 CPD to build relationships between law enforcement and members
3 of the Chicago community, to support the effective delivery of
4 police services to all members of the public.

5 It also includes ensuring the CPD members have clear
6 policy and training and supervisory direction to provide police
7 services in a manner that promotes community trust of its
8 policing efforts and ensures equal protection of law to all
9 individuals.

10 Now as we've heard from CPD already today, its overall
11 compliance with this section has advanced and I'm going to
12 highlight a couple of key topics this afternoon. First, I'll
13 discuss progress made by the Office of Equity and Engagement
14 from the Attorney General's point of view.

15 I second want to highlight CPD's training related to
16 respectful interactions with members of the Transgender,
17 Nonconforming, and Intersex Community, also known as TIGN, as
18 an example of the officers- real world impact on advancing real
19 world training and in this section.

20 And finally I want to talk about the path towards
21 operational compliance with requirements of this section. So,
22 first, we've already heard about the Office of Equity and
23 Engagement, OEE and their dedicated team. We appreciate that
24 presentation.

25 That office, just for a little bit more background, is

1 solely charged with promoting and progressing the core goals of
2 the Impartial Policing section of the Consent Decree. And
3 those core goals include ensuring that all CPD policies and
4 practices prohibit discrimination on the basis of any protected
5 class, under federal, state, and local law. And that's
6 pursuant to Paragraph 53 of the Consent Decree.

7 It also is ensuring department engages in fair and
8 impartial policing practices and building a more just and
9 inclusive approach to public safety as we know.

10 So let's talk about some positive advancements, some
11 endeavors and some updates from the office. Now as you heard,
12 over the last year, OEE has made widespread efforts to advance
13 the requirements of the Consent Decree as we know. But one of
14 the primary things has been developing an established procedure
15 and system for the department to conduct consistent and
16 structured community engagement.

17 So looking at that with, let's work that down, what
18 does that mean? This is a system that has helped CPD to
19 design, effectively maintain the community input needed to
20 ensure its policies and trainings are free from those biases
21 and that officers are trained on the best practices when
22 interacting with specific communities, such as people with
23 disabilities or limited English proficiency, and then doing so
24 lastly in a manner that is both respectful and lawful.

25 Now many of these policies and trainings greatly

1 benefit from input from our community members and from people
2 with lived experience or specialized knowledge. Now in the
3 early stages of the Consent Decree going back, the department
4 did struggle with community engagement. So we want to
5 highlight the work of OEE over this past year and how it's been
6 instrumental in advancing the requirements of Paragraph 52 and
7 the Consent Decree, and which mandates, again, that community
8 engagement for new and revised policies and training under the
9 Impartial Policing section.

10 OEE has devoted those resources to improving the
11 department's ability to track input and feedback from community
12 members. Those improvements also aim to provide more
13 consistent and timely followups as part of ongoing
14 collaboration with communities, groups, organizations who are
15 essential to ensuring that these efforts that we're hearing
16 about today are effective and impactful for the people and
17 communities that they're meant to help.

18 The Office of the Attorney General encourages OEE and
19 CPD to continue to prioritize these efforts so that those
20 individuals with lived experience and commitment to improving
21 these practices are truly valued in this process moving
22 forward.

23 Simultaneously, OEE has helped the department make
24 progress on substantive requirements under the Impartial
25 Policing section. We've heard some of those today. That

1 includes policies regarding Gender-Based Violence Incidents
2 under Paragraph 62, Prohibitions of Sexual Misconduct under
3 Paragraph 63, and Interactions With Persons With Disabilities
4 for four different policies under Paragraph 68, including
5 specifically I want to highlight effectively communicating and
6 serving those who are Deaf, DeafBlind, and Hard of Hearing.

7 As we often said, though, as my office has said, as
8 I've said before, in previous public hearings, reforms in
9 policy are good, but they are just the first step. Those
10 reforms ultimately must be evaluated based on real world impact
11 and impact that is cultivated first and foremost through
12 efficient and robust training.

13 So pivoting to the training front, CPD and OEE have
14 finalized their Religious Interactions training pursuant to
15 Paragraph 60, and that training is designed to teach officers
16 about things like different religious and cultural customs,
17 expectations and standards, and then while training them, show
18 them how to recognize and respect those different religious
19 customs and practices and cultural standards while still doing
20 their jobs effectively.

21 Additionally, OEE, along with the Training and Support
22 team, have implemented the new training on Prohibitions on
23 Sexual Misconduct and also responsible use of social media and
24 identifying and responding to hate crimes.

25 But I want to take this from a broad sense and kind of

1 really narrow it down on the specific requirement and give a
2 real world example, as I stated. And I want to illustrate the
3 impact of having this dedicated team as well as the potential
4 to create moving forward for the Consent Decree.

5 So as background, for several years, as I'm sure many
6 remember and know, compliance with the Impartial Policing
7 section was stalled, but the potential for making progress
8 toward impartial and equity focused policing can be seen in the
9 additional level of Consent Decree compliance that we've seen
10 in Paragraph 61, again, related to TIGN, during this last
11 reporting period.

12 Now that paragraph requires CPD to have policies that
13 guide CPD members or their interactions with, again,
14 Transgender, Intersex, and Gender Nonconforming individuals,
15 and that includes protocols with arrest, pat-downs, searches,
16 transportation, and detention.

17 It also requires, amongst other varied requirements,
18 that the CPD ensure its policy properly defines terms related
19 to members of the community and that officers address
20 individuals using the names, pronouns, and titles of respect
21 appropriate to the individual's gender identity, as expressed
22 by that individual, including in documentation.

23 As past reporting period, again, CPD finalized and
24 began delivering their training on that policy, as well as the
25 training that encapsulates some of the additional policies

1 under G06-01-01, which is Field Arrest Procedures. So that
2 goes back to those arrest procedures as well.

3 Now as part of developing the training, that training,
4 the Office of Equity and Engagement recognizes they cannot
5 solely rely on their own knowledge or research when developing
6 something so specific, such a specific community and such
7 specific needs.

8 So they sought input from individuals and
9 organizations who have unique societal experiences and
10 specialized knowledge, and that includes knowledge of legal
11 requirements, best practices for communication or terminology
12 and other competencies.

13 So they worked with these organizations to build this
14 training, but those organizations not only played a direct role
15 in reviewing the training, but also helping to develop and
16 build it from the ground up. Ultimately CPD was able to
17 achieve 95 percent compliance with that training by the end of
18 this last reporting period.

19 But I say all that to say that this is noteworthy and
20 a step in the right direction, because not only because of the
21 progress we've seen made most immediately, but because of the
22 documented history of stalled progress and development in
23 delays in training, working groups and policies, and the
24 insufficient communication followup with community stakeholders
25 that have been there and that have befallen Paragraph 61 for

1 eight consecutive reporting periods after CPD originally
2 obtained preliminary compliance in 2021. So that's eight
3 periods.

4 However, since OEE's introduction at the end of 2024,
5 in a little over one year, the department has been able to make
6 progress on crucial requirements that have been stuck for many
7 years. The outcome shows the importance and value of this
8 dedicated office and team that focuses solely on the work of
9 equitable policing, day in and day out, and ensuring that CPD
10 as a department meets Paragraph 54's requirement that all CPD
11 members interact with all members of the public in an unbiased,
12 fair, and respectful manner.

13 The work over the last year has established a good
14 starting foundation to build on as we move forward.

15 Lastly, though, I want to acknowledge, while this
16 initial progress has been positive, this office is still in its
17 infancy. So we want to highlight quickly three areas where we
18 hope to see OEE continue to advance and develop.

19 Now, first, the office will need to continue building
20 and refining the structures and practices to accomplish the
21 extensive list, as you heard, of work still ahead, as they map
22 out what operational real world compliance looks like. That
23 includes evaluating the effectiveness and impact of those
24 policies and of those trainings that we've been talking about
25 in real practice.

1 Second, OEE must prioritize real success with the
2 requirements of the section. So real success with all the
3 reforms the parties have discussed, what that looks like is
4 operationalized policing that is effective and prioritizes
5 public safety and that is equitable, reliable, and trustworthy
6 at all levels of CPD interactions. That's your community
7 events, all the way up to involving things that happen in
8 public safety or uses of force, every single level.

9 It also means the department is adaptable, responsive,
10 and solution oriented.

11 And finally, it means a community engagement process
12 that is structured, responsive, timely, allowing for effective
13 implementation of substantive input from the community about
14 current experiences and perspectives that align with the
15 intended goals of the department.

16 Finally, Your Honor, our office encourages the
17 department to continue to support these offices, this staff of
18 OEE and other units doing the critical work and challenging
19 work of paving a path forward towards operational compliance,
20 and that includes the Office of Community Policing and the new
21 office of analysis and evaluation, which is a new data-focused
22 unit within CPD.

23 We look forward to seeing those outcomes and these
24 outcomes of real world impact becoming increasingly more
25 frequent as the department begins measuring its real world

1 successes, whether through auditing systems, data collection
2 and analysis, reporting on successful impact, and identifying
3 areas where they still must improve.

4 So our office looks forward to working with the
5 department as they continue to actualize and implement the
6 underlying changes discussed today. And we will continue, Your
7 Honor, to provide updates to the Court and the public on the
8 status of their progress. Thank you for the opportunity to
9 speak this afternoon.

10 THE COURT: Thank you, Mr. Lowry. And thank you for
11 that -- the report and your attention to this.

12 I think our next speaker is, again, from the Chicago
13 Police Department on the Performance Evaluation System. This
14 would be Casey McKenzie.

15 UNIDENTIFIED: Casey, we can't hear you.

16 MR. McKENZIE: Can you hear me now?

17 THE COURT: Yes. Go ahead.

18 MR. McKENZIE: I know we're tight on time, so I'll
19 kind of get through this quickly, Your Honor. Good morning.
20 My name's Casey McKenzie. I am the managing deputy director in
21 the Office of Constitutional Policing and Reform. And today I
22 would like to go over the department's Performance Evaluation
23 System, or PES, as we kind of refer to it internally.

24 This is a system, what the department uses to evaluate
25 and assess a member's work, and for my presentation today, I'll

1 be going over why the PES is important to the department, the
2 big strides we've made over the past several months in policy,
3 as well as in technologically, and then I'll touch on how
4 members of the department actually interact with the system and
5 how we use it.

6 So I'll start with why this matters. So why are we
7 talking about this today, Your Honor. The department has
8 mentioned in past public hearings, one of our main goals of the
9 department is to be a self-learning and self-correcting
10 organization. Having a standardized and updated Performance
11 Evaluation System is one of the foundations of that, the
12 ability to fairly and transparently and consistently recognize
13 what our department members are doing right and then also to
14 identify areas that the department members need improvement.

15 This also allows our supervisors to be, in a sense,
16 mentors, to check in on their staff, to kind of help with their
17 professional development, and then additionally, there's quite
18 a few Consent Decree paragraphs also attached to our update of
19 the Performance Evaluation System.

20 So what is the PES? The system is outlined in our
21 department directive E05-01. And I would like to take a quick
22 moment to thank the IMT and OIG with their help on updating the
23 policy this past year. It was truly a collaborative effort
24 between everyone, so just a shoutout there and a thanks.

25 While a large portion of the PES consists of the

1 performance evaluation itself, so the review, there are also
2 additional elements to the system. So there's a goal-setting
3 component where members sit with supervisors to go through
4 goals for the year, what they want to develop professionally,
5 their portfolio notes where their supervisors can note
6 observations, which I'll go into a little bit more in depth
7 later. And this helps with the professional development of
8 members and, again, it all points back to kind of being that
9 self-learning organization for our goal.

10 And I mentioned earlier why we made big policy strides
11 with the IMT, OIG. Also on the tech side, we have a new
12 application system. So CPD in 2024 entered into a service
13 agreement with Benchmark Analytics to update numerous
14 applications for the department, one being our professional --
15 Performance Evaluation System.

16 Prior to this update, we had kind of multiple systems
17 for the department to evaluate members. So for our sworn
18 members of the department, it was in one system and then for
19 the civilian members, it was actually still being written down
20 on paper. So this new system allows it to all be in one
21 central location in one application for its -- it's a big leap
22 for the department.

23 So who is evaluated under our Performance Evaluation
24 System? So sworn members, they're evaluated annually with the
25 beginning period starting in Quarter 1. For civilian members,

1 they are evaluated twice annually, through January 1st to
2 January 30th, and then July 1st to December 31st. And then for
3 probationary members, they get a three-month and a six-month
4 evaluation. And then just a quick note, for members who are
5 out on medical longer than six months, they won't be captured
6 in that so they won't be evaluated on time they weren't around.
7 So just quick note on that.

8 So kind of the slides, we were talking about the why
9 and the advances. These kind of slides will be kind of
10 focusing on the system itself, what members will be seeing, so
11 the actual core dimensions that members are evaluated on, job
12 knowledge, which is one that -- aspects, attention to detail,
13 communication, which is professionalism and listening
14 initiative, so commitment to self-improvement, decisionmaking,
15 and problem solving is also like a risk management aspect, and
16 then accountability with ethical behaviors. So no matter if
17 you're a supervisor, a civilian, or a sworn, every member is
18 evaluated on these core performance dimensions.

19 While additionally, our supervisors, they're also
20 evaluated as well by their higher-level supervisors. And so
21 there's a few additional performance dimensions that are added,
22 so leadership and team building, management, and analytical
23 supervision. So no matter where in the department, you'll be
24 getting an evaluation and being able to kind of see where
25 you're at from the previous year.

1 So, and this is our rating bands. So we have the core
2 dimensions and this is how they are actually graded on those
3 dimensions, so pretty self-explanatory. You have 4,
4 outstanding performance, going beyond; 3, meet expectations,
5 they're fulfilling the policy and what they're required; 2 is
6 needs improvement; and then 1 is unsatisfactory.

7 And then anyone that does reach a 2 or below does
8 trigger a performance improvement plan for the department, so
9 that leads into further things that we'll talk about. Kind of
10 the members can challenge that or put in a request for it to be
11 reviewed. But these are the core rating bands.

12 And now portfolio notes is what I mentioned earlier,
13 is another aspect of our PES. So these are documented
14 observations either by the supervisor or the member themselves.
15 They can both be positive or negative, so the supervisor can
16 see that you did a really good job on an issue or a project,
17 and they'll notify -- they'll put that note there. But for the
18 member, sometimes a supervisor is not always around, and so
19 they can also put in something that they feel like should be
20 incorporated.

21 And all these notes are kind of reviewed when they do
22 their final evaluation, so that's incorporated in there. So
23 there's yearly observations that members are required to do,
24 one a quarter for their staff. So these are kind of ways of
25 the supervisor to remember or the member to highlight some work

1 they've done.

2 And then as I mentioned earlier, so if the member does
3 have an evaluation that they don't like, there is an appeals
4 process. So with an evaluation issued, a member can accept or
5 reject that. If rejected, they have to write out a detailed
6 memo, and that goes to the next level of supervisor, and then
7 from that point, a final decision's rendered on that appeals
8 process.

9 And now to kind of give a little review of the whole
10 process. So as we mentioned, that Phase 1 is where the member
11 sits down with their supervisor, sets their goals as they begin
12 the year.

13 And once that's done and completed, that goes into our
14 second phase of the observation period, where the supervisor
15 is, throughout the year or the months, is recording those
16 portfolio notes, those observations, the feedback sessions.
17 The supervisor has a sitdown with them, can kind of see how
18 things are going through the year.

19 And then that final evaluation at the end of the year
20 or at the end of the reporting period for the non-sworn is
21 where they pool all that together to do the final evaluations.
22 And then examples of kind of the goals -- I threw out goals
23 quite a few times, but that includes like getting more training
24 or promotion preparations or special assignments, et cetera.
25 So that's kind of the idea of goal-setting, just to further

1 members' professional development with the department.

2 So to recap, Your Honor, the improved and updated PES,
3 ultimately it's all about the ability to fairly, transparently,
4 and consistently recognize department members and evaluate
5 their great work or to point out where we need improvement.
6 It's helping us move forward with the Consent Decree, and
7 ultimately, as we state at the top, with the goal to become the
8 self-learning, self-correcting organization.

9 So it's a really big step the department's taking and
10 we're glad to show it off today.

11 THE COURT: Thanks. Thank you.

12 I believe we're going to hear remarks from the
13 Attorney General from Elena Meth; is that correct?

14 MS. METH: Yes, Your Honor. That's right.

15 THE COURT: Whenever you're ready then, happy to hear
16 from you.

17 MS. METH: Great. Thank you. Good afternoon, Your
18 Honor and members of the community. My name is Elena Meth and
19 I am here today to speak as the section lead for the
20 Supervision section on behalf of the Illinois Attorney General.

21 We are here today, as you've heard, in part to discuss
22 the new Performance Evaluation System, which falls underneath
23 the Supervision section of the Consent Decree. Effective
24 supervision intersects with every aspect of reform, from
25 setting the right tone and culture in the department to

1 effective training and support to supervisory review of force,
2 meaningful intervention, officer safety and wellness, and
3 accountability. Effective supervision is foundational.

4 Supervisory requirements are therefore embedded
5 throughout the sections of the Consent Decree. The 2017 DOJ
6 report emphasized that promoting additional officers alone will
7 not resolve the supervision issues that have plagued CPD for
8 years, stressing that these deficiencies in meaningful
9 supervision resulted in officers who are unprepared to police
10 lawfully and effectively supervise supervisors who do not
11 mentor or support constitutional policing by their officers, as
12 well as a systemic ability to identify areas for improvement
13 including departmentwide training needs and interventions for
14 officers engaging in misconduct.

15 The Supervision section itself is located in
16 Paragraphs 341 to 376 of the Consent Decree. It focuses on the
17 underlying systems that enable effective supervision across any
18 context.

19 An effective performance evaluation process is
20 required under Paragraphs 369 through 376 of the Consent
21 Decree. These paragraphs call for an overhaul of CPD's
22 performance evaluation process to require and reward direct
23 oversight and meaningful supervision for officer development
24 and accountability.

25 Specifically, the Consent Decree requires that CPD

1 create a performance evaluation process that will identify,
2 support, and recognize members' activity, performance, and
3 conduct through an assessment of specific quantitative and
4 qualitative performance dimensions.

5 These dimensions should address constitutional
6 policing, community policing, problem solving, and the
7 effective use of deescalation or other specialized training.

8 Where appropriate, supervisors will recognize where
9 subordinate members have demonstrated deficient performance and
10 will recommend those officers for intervention, and so too will
11 supervisors recognize subordinates who have demonstrated above
12 average performance for accommodation.

13 As of the 13th Reporting Period, the Monitor assessed
14 CPD in preliminary compliance for the PES -- for PES. As
15 you've heard, CPD is in the process of rolling out its updated
16 Performance Evaluation System.

17 The Office of the Attorney General acknowledges that
18 CPD has come a long way from the start of the Consent Decree.
19 Previously, CPD had no standardized annual evaluation process
20 for its members. In 2021, the department implemented a system
21 that only applied to sworn department members in select pilot
22 districts. Civilian members were not included, creating gaps
23 in accountability and professional development.

24 After productive meetings over several months and
25 input from the Attorney General's Office and the independent

1 monitor, the department finalized its new departmentwide
2 evaluation policy for all sworn and civilian members below the
3 rank of superintendent. That policy went into effect in
4 January of this year.

5 Along with the development of the updated policy, CPD
6 has coordinated with Benchmark Analytics to develop a
7 user-friendly digital interface for all department members to
8 upload, review, and store their performance evaluations. The
9 digitization of the PES for all department members is an
10 important one. Department members can more easily refer back
11 to their evaluations from prior years and check in with their
12 supervisors on their individualized goal progress.

13 As of April 2026, CPD has made the updated Performance
14 Evaluation System available departmentwide and has been working
15 to train both nonsupervisory and supervisory staff on the new
16 policy and the system. Staff across the department have begun
17 to use the updated system for their performance evaluations.

18 Though the department has made strides with the
19 development and implementation of this Performance Evaluation
20 System, the Office of the Attorney General urges the department
21 to use this tool to ensure department members are being held
22 accountable, learning from past mistakes, and growing into
23 better community police officers.

24 First, as the rounds of goal-setting data come in, we
25 encourage CPD to closely review and analyze that data to ensure

1 officer goal-setting and regular feedback is substantive,
2 rather than a box-checking exercise. Goal-setting provides an
3 opportunity for officers to think creatively about their
4 policing and community involvement and should be used as such.

5 Second, the department should ensure that feedback can
6 be effectively entered and reviewed, even when an officer or
7 supervisor has been temporarily detailed out, transferred to
8 another district, or is promoted.

9 Particularly as more districts enter the Unity of
10 Command and Span of Control staffing model and recommendations
11 from the Workforce Allocation Study are put into effect, it's
12 likely that officers will be shifted around. Access to
13 previous performance evaluations will be critical to officer
14 improvement throughout this process.

15 Third, the Office of the Attorney General believes
16 it's as important for subordinates to be able to submit
17 feedback on their supervisors as it is for their supervisors to
18 evaluate the members they supervise.

19 Currently, the Performance Evaluation System does not
20 contemplate feedback up the chain. Though not technically
21 required by the Consent Decree, accountability does not flow in
22 only one direction. Just as supervisors learn vital insights
23 about their subordinates through daily interaction, so too do
24 subordinates about their supervisors.

25 To promote departmentwide accountability and best

1 recognize areas for both improvement and recognition,
2 supervisory members should be evaluated by their subordinate
3 members.

4 There are many interlocking elements to effective
5 supervision within the Chicago Police Department, including an
6 effective Performance Evaluation System. For example,
7 maintaining a ten to one Unity of Command/Span of Control
8 staffing ratio will aid supervisors in getting to know their
9 subordinates better. This will lead not only to less
10 overwhelmed and more responsive policing, but also to
11 personally tailored goal-setting and performance evaluations.
12 And the recommendations from the Workforce Allocation Study
13 study will be critical in ensuring each district has sufficient
14 officers to maintain that important staffing ratio.

15 We look forward to providing updates to the Court and
16 to the public about how the City and CPD are progressing toward
17 compliance with the Consent Decree's performance evaluation
18 paragraphs.

19 Thank you for the opportunity to provide remarks
20 today.

21 THE COURT: Thank you very much, Ms. Meth. That was a
22 helpful report. I appreciate it.

23 I want to hear next I think from the Coalition. I
24 think we have some remarks from Joe DiCola.

25 MR. DiCOLA: Yes, Your Honor. Good afternoon.

1 THE COURT: Great. Good afternoon.

2 MR. DiCOLA: Well, thank you to the Court and to the
3 Monitor, the City, the Office of the Attorney General. I want
4 to start by offering the heartfelt condolence of all of the
5 Coalition's members, to the family, loved ones, department
6 colleagues, grieving the loss of Officer Bartholomew.

7 I also wish to express the sincere hopes for
8 Officer Nelson Crespo a swift and full recovery and convey the
9 empathy carried by all Coalition members for everyone
10 struggling with the trauma of the April 25th shooting at
11 Swedish Hospital.

12 Today, I'd like to discuss the Impartial Policing
13 section of the decree, including CPD's Racial Equity Action
14 Plan.

15 So to start with fundamentals, the Consent Decree was
16 ordered because of racially discriminatory policing, especially
17 use of force by CPD. A core purpose of the decree is to remedy
18 historical patterns of racial and ethnic discrimination from
19 police in Chicago. As Mr. Milstein pointed out, the Impartial
20 Policing section goes directly to the interaction between the
21 police and the public.

22 While CPD has made some progress in writing policies,
23 implementing trainings, developing the Office of Equity and
24 Engagement, it hasn't achieved the necessary results.

25 In fact, CPD hasn't even committed to reducing the

1 demonstrated and persistent racial disparities and all
2 disparities based on protected status in use of force,
3 investigatory and traffic stops, searches, frisks, and arrests.
4 And so the Coalition calls on the City and CPD to commit to
5 measurable outcomes and release to the public a concrete plan
6 for achieving those outcomes.

7 Ultimately, the City and CPD need to find a way to
8 provide police services in a nondiscriminatory manner and
9 without causing a racially disparate impact. The Consent
10 Decree, the Illinois Civil Rights Act, and the Constitution
11 require it.

12 Let me give some concrete examples of how CPD's
13 impartial policing efforts need to pivot to focusing on
14 concrete outcomes at this time.

15 So to look at CPD's Racial Equity Action Plan released
16 in 2023, stated in the REAP and reaffirmed today in CPD's
17 presentation, the plan seeks to address racial disparities and
18 it states it would like to use data-driven strategies to do so.

19 In fact, today Assistant Director Ivy described the
20 goals of the REAP with the phrase "reduce racial disparities in
21 policing outcomes." The CPD did not identify today a target
22 for the reduction in disparities they're working toward or how
23 they plan to do so.

24 When the REAP was in development, the Coalition
25 suggested to CPD in 2023 that the plan should include a goal

1 for reducing the persistent disparities in police response
2 times in various communities and fixing the disparities in the
3 Chicagoans who are subjected to stops and frisks and other
4 discretionary activity who are most often predominantly Black
5 or Latinx.

6 Those suggestions weren't adopted and the plan as
7 written doesn't set measurable benchmarks for reducing and
8 eliminating disparities in CPD's provision of police services.

9 Since the plan -- since implementation of the Racial
10 Equity Action Plan began in 2024, the public data shows the
11 continuation of the racially disparate impact of CPD's
12 operations on Black and Latinx people the same trends that were
13 documented almost a decade ago by the US Department of Justice.

14 This data which has already been obtained should be
15 telling the City the policies, the trainings, and the
16 approaches taken thus far while representing a considerable
17 effort have not touched the core of the problem.

18 For example, the Office of the Inspector General's
19 dashboard on CPD's Tactical Response Reports shows so far in --
20 from January to April of this year, in 2026, 1,030 use of force
21 incidents. In a shocking 91 percent of those incidents,
22 officers used force against people of color; 778 TRRs or
23 75 percent report force used against a Black person; 170 or
24 16 percent of the total TRRs involved force against people
25 officers identified as Hispanic.

1 The CPD districts with the most reported uses of force
2 so far in 2026 are all whom majority of Latinx residents.
3 District 25, including Humboldt Park, District 9, including
4 South Lawndale and McKinley Park, and District 10, which
5 includes Little Village.

6 The data tells the same story from the OIG dashboard
7 about the same four months in 2025. Last year, 75 percent of
8 995 reported uses of force were against Black people.
9 20 percent were against people identified as Hispanic.

10 And the OIG's dashboard on investigatory stops
11 presents the same tragically familiar racial disparities that
12 have been present since the Consent Decree was ordered.

13 The stop -- investigatory stop report dashboard
14 includes 2026 data only through February 3rd. But just in
15 January of 2026, the data shows that 92 percent of the people
16 CPD stopped were people of color. 70 percent of the people
17 stopped were Black. 24 percent were identified as Hispanic.

18 The City's data dashboards are examples of tangible
19 gains that have come out of the Consent Decree process.
20 They're gains for the public. The value of transparency and
21 accountability that is described throughout the decree is a
22 laudable value. But without acting on the data shows that
23 Black and Latinx Chicagoans are disproportionately subjected to
24 enforcement action, the City misses the point of the city's
25 data transparency requirements.

1 Today in the City's presentation, discussed a
2 framework for community engagement and plans to obtain further
3 data. What the Coalition would like to point out is that the
4 data obtained and the feedback already received from the
5 community should be telling the City that this is not working.

6 As another example of a plan that talks past the data,
7 let's look at that framework for community engagement. The
8 framework has much to say about engaging with the community for
9 purposes of crime prevention, but nothing to say about
10 remedying racial disparities and who is victimized by, arrested
11 for, or investigated about alleged crimes.

12 And this is a telling omission. It will prove fatal
13 to the success of the community engagement framework because
14 CPD has a significant deficit of trust with many Black, Brown,
15 and other marginalized communities through the City. And the
16 department cannot expect community buy-in for public safety
17 initiatives if those same communities are as likely to be
18 termed a subject or an offender as they are to be treated with
19 dignity and have the sanctity of their lives respected.

20 Just look at IMT's focus group with Black and Latino
21 men. IMT found in a bleak -- in 2022 a bleak picture of the
22 relationship between the CPD and young Black and Latino men.
23 I'm sorry, those findings were from the survey conducted in
24 2021.

25 In January 2025, the IMT released its community survey

1 report covering March 2024 to April 2024 and found overall
2 Chicagoans' perceptions of trustworthiness and procedural
3 justice have not changed significantly compared to 2020.

4 There was a troubling decline in the likelihood of
5 Chicagoans to report crimes or cooperate with the CPD as
6 witnesses. The longstanding disparities between white, Black,
7 and Latino adults continue with young Black men still
8 expressing the lowest ratings among all groups.

9 Holistically incorporating that feedback must mean
10 aiming for and actually achieving numerical reductions in
11 disparities. The aspirations to address the problem have not
12 been sufficient.

13 The Coalition's advocacy efforts have repeatedly
14 brought these disparities to the City and CPD's attention along
15 with the recommendation of setting clear attainable outcome
16 metrics to finally break these patterns. This was a demand of
17 the Coalition's unresolved enforcement action commenced last
18 year.

19 On September 19th, 2025, in the Coalition's notice of
20 intended enforcement regarding CPD's violation of Consent
21 Decree provisions regarding Use of Force, Impartial Policing,
22 Youth Interactions, and Crisis Interventions, we wrote, CPD's
23 policies and training on its Impartial Policing policies have
24 not reduced the significant racial disparities in the use of
25 force against Black and Latino individuals, according to CPD's

1 Use of Force dashboard data.

2 Consent Decree Paragraphs 49, 55, and 56 prohibit
3 racial and ethnic discrimination, yet CPD continues to use
4 force against Black people in numbers far exceeding their share
5 of Chicago's population, and force incidents against both Black
6 and Latinx individuals are on the rise.

7 The Coalition called for immediate and significant
8 action to change these patterns of discrimination, but the
9 City's public-facing plans as written and the updates today
10 indicate that rather than immediate action along new lines, the
11 public can expect more of the same and for the existing data
12 and feedback already obtained to remain on a shelf.

13 So what should CPD do to remedy these discriminatory
14 patterns? The Coalition has provided numerous recommendations
15 in the past and we have urged and continue to urge the CPD to
16 take the following steps:

17 First, prohibit pretextual stops. The vast majority
18 of unnecessary encounters between CPD and members of the
19 community are pretextual traffic stops, meaning traffic stops
20 where officers use a minor excuse like a broken headlight or
21 registration issue to stop a driver in hopes of deterring or
22 detecting some other type of crime. And they are inherently
23 escalatory, making no contribution to public safety while
24 disproportionately burdening drivers in neighborhoods of color.

25 Where the Consent Decree requires deescalation,

1 initiating hundreds of thousands of unnecessary encounters runs
2 contrary to the purpose and the requirements of the decree,
3 especially where those encounters are consistently burdening
4 the same Black and Latinx communities.

5 Second, CPD should rethink what officers do during
6 their proactive policing time. The Civic Consulting Alliance's
7 recent Community Policing report shows how CPD can completely
8 rethink how officers are interacting with the public when they
9 are not answering 911 calls. These recommendations are
10 consistent with what the Coalition has urged for years.

11 Third, rethink how CPD deploys officers. Saturation
12 policing in hotspots where crimes are recorded may sound
13 commonsensical, but police find crime -- police find crime
14 where they're looking for it, and the result is significant
15 racial disparities and overpolicing of Black and Brown
16 neighborhoods.

17 And the City's Violence Reduction dashboard which show
18 that these are the same communities that are experiencing the
19 brunt of violent crime and are then suffering extra penalty in
20 the form of traffic and pedestrian stops and disproportionate
21 enforcement action that's not reducing the crime, not making
22 the public safe, but continuing to target and harass Black and
23 Brown Chicagoans.

24 Fourth, CPD should undertake an audit of body-worn
25 camera footage to determine whether officers are effectively

1 deescalating encounters with the public. This audit would help
2 determine whether CPD's meeting its use of force
3 responsibilities and specifically why CPD continues to use
4 force disproportionately against Black and Latino individuals.

5 Your Honor, the Coalition has made numerous
6 recommendations drawn from the lived experience and subject
7 matter expertise of its members and those recommendations
8 remain viable and necessary course corrections. We continue to
9 urge CPD to aim higher and I thank you very much for the
10 opportunity to speak.

11 THE COURT: Thank you for your comments and for your
12 continued involvement. I know it's frustrating to you, but I
13 know that your comments are helpful.

14 MR. DiCOLA: Thank you, Your Honor.

15 THE COURT: All right. I think we're ready for
16 closing remarks from the City first and then from OAG and the
17 monitor.

18 MS. HICKEY: And I will just have everybody keep in
19 mind that we have seven minutes.

20 MR. SLAGEL: Okay. We'll be brief.

21 Thank you, Your Honor. Allan Slagel on behalf of the
22 City of Chicago. Wanted to send from Superintendent Snelling
23 his regards today. Unfortunately, he could not make it because
24 of commitments that he has out of town.

25 We want to thank the Monitoring Team for the report on

1 IMR-13, the OAG for their responses and comments, and the
2 comments from the Coalition on the topics covered today. And
3 thank you for arranging this opportunity for everybody to
4 discuss important topics as we continue to work on getting the
5 City into full and complete compliance on the Consent Decree.

6 THE COURT: Thank you, Mr. Slagel.

7 Will I be hearing from the OAG? Ms. Grieb, perhaps?

8 MS. GRIEB: Yes. Good afternoon, Your Honor. Mary
9 Grieb for the Attorney General's Office.

10 I echo Mr. Slagel's sentiments. We thank the City for
11 their presentations today and the Coalition for their comments
12 on CPD's data. We really -- our team was really pleased to
13 report on some progress today in the Impartial Policing section
14 and the Performance Evaluation System. But as I think we've
15 heard through all the discussions, there's a ways to go.

16 So we continue to work with the City and the
17 Department and the Monitoring Team in pushing compliance
18 forward. So thank you again, Your Honor.

19 THE COURT: Thank you.

20 And anything further from the Monitor?

21 MS. HICKEY: Briefly, and I will get it right this
22 time, just a reminder, next month's hearing is June 9th at
23 1 o'clock. And the parties will be focusing on Crisis
24 Intervention and the Community Policing sections of the Consent
25 Decree, and including a discussion on the district's strategic

1 plans as well as Youth Diversion and Deflection programs.

2 Again, our website is CPDMonitoringTeam.com and all of
3 the schedule of the hearings is on there, with the topic areas.

4 Again, thank you on behalf of the IMT, and I want to
5 thank everyone for participating today in these important
6 topics.

7 THE COURT: Yes. Thanks all of you. I -- you see me
8 once a month and I know you see one another far more often and
9 I know you're working hard and I appreciate the reports and the
10 diligence. And I know that the -- that we would all like to
11 make progress faster, but the most important thing is that we
12 go in the right direction. And let's keep that up.

13 So I'll see you a little bit less than a month from
14 now, June 9th, for our next public hearing at 1 o'clock, with
15 that agenda that the Monitor's mentioned. And I want to again
16 thank all of you. Best wishes for the rest of the spring.

17 MS. HICKEY: Thank you, Your Honor.

18 (Concluded at 1:55 p.m.)

* * * * *

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

22 /s/ Hannah Williams

August 31, 2026

23 Hannah Williams, RMR, CRR, FCRR
24 Official Court Reporter
25