

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
) September 15, 2026
Defendant.) 1:05 p.m.

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

APPEARANCES:

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1 APPEARANCES CONT'D:

2 Also Present: DR. LAURA KUNARD, Independent Monitoring
Team

3
4 MANAGING DEPUTY DIRECTOR CASEY MCKENZIE,
CPD

5 COMMANDER JAMES BERLAGE, CPD

6 CAPTAIN JACOB ALDERDEN, CPD

7 DEPUTY CHIEF ANDRE PARHAM, CPD

8 COMMANDER SHEAMUS MANNION, CPD

9 DEPUTY CHIEF BRIAN KINNANE, CPD

10 CHIEF ANGEL NOVALEZ, CPD

11 DR. ROB SOB0, Professional Counseling
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12 JESSICA ESTRADA, Communities United

13 ACTING SUPERINTENDENT FRED WALLER, CPD

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22 Court Reporter: HANNAH WILLIAMS, RMR, CRR, FCRR
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PROCEEDINGS REPORTED BY STENOTYPE
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1 (Proceedings heard via videoconference:)

2 THE COURT: Good afternoon, everyone. Thank you for
3 joining us for this afternoon's public hearing. We're
4 scheduled to begin a couple minutes ago already and we have a
5 full agenda this afternoon, taking us probably until close to
6 3 o'clock.

7 Just before we begin, let me remind you that recording
8 the hearing this afternoon is a violation of the Court's rules.
9 We are making a transcript. The Monitor makes the transcript
10 available to you on her website and you should not be making a
11 transcript or other recording on your own. It's a violation of
12 the rules.

13 What I'm going to ask that we do right now is begin
14 with some opening remarks from the Independent Monitoring Team,
15 Monitoring Team, Ms. Hickey and Dr. Kunard.

16 MS. HICKEY: Thank you, Your Honor, and to all of you
17 who are joining us today for our monthly status hearing. My
18 name's Maggie Hickey and I'm the Independent Monitor for the
19 Consent Decree.

20 Today we will hear from the parties, the City of
21 Chicago, and the Office of the Attorney General, on two topics.
22 First, the parties will present remarks regarding the Chicago
23 Police Department's responses to large gatherings, and second,
24 the parties will present remarks regarding the status updates
25 of the Officer Wellness and Support Section of the Consent

1 Decree.

2 We anticipate these presentations are on critical
3 topics and that they will likely run long, so I will keep my
4 opening remarks brief, potentially reserving some remarks for
5 the end of today's hearing if time permits.

6 Before I turn it over to the parties, however, I'd
7 like to introduce Senior Associate Monitor for Officer Wellness
8 and Support, Dr. Laura Kunard, for a little bit more detail
9 about CPD's efforts to comply with the requirements of the
10 Officer Wellness and Support Section of the Consent Decree.

11 I turn it over to you now, Dr. Kunard.

12 DR. KUNARD: Thank you, Maggie. Good afternoon, Your
13 Honor, and good afternoon to all of those who are participating
14 in today's hearing.

15 As you will hear a little bit more about today, the
16 Chicago Police Department has made admirable progress
17 addressing officer wellness. As the Consent Decree recognizes,
18 the Chicago Police Department personnel are exposed to
19 significant danger, high stress, and a wide spectrum of human
20 tragedy.

21 The City and the Chicago Police Department must help
22 members of the Chicago Police Department community cope with
23 the consequences that come with their service to the public,
24 including providing adequate support systems to treat Chicago
25 Police Department members experiencing mental health and

1 emotional challenges.

2 The IMT recognizes and appreciates the Chicago Police
3 Department's continued prioritization of comprehensive mental
4 health and substance abuse support, emotional wellbeing, and
5 trauma informed care for its members.

6 The City and the Chicago Police Department continue to
7 make steady compliance progress in implementing the
8 requirements of the Officer Wellness and Support Section. The
9 support services offered to members, including counseling
10 services, peer support engagement, chaplain services, and
11 voluntary wellness check-ins, have all experienced sustained or
12 increased utilization during the past several reporting
13 periods.

14 These trends suggest increased awareness of available
15 resources, growing trust in the services available, and most
16 importantly, continued normalization of support-seeking
17 behavior across the entire Chicago Police Department. For
18 example, participation in the Chicago Police Department's
19 annual Voluntary Wellness Check-Ins Program continues to
20 increase year over year.

21 On the other hand, while the Chicago Police Department
22 has made much progress in addressing the wellness and support
23 needs of its employees, the IMT continues to be concerned with
24 its lack of progress regarding its Traumatic Incident Stress
25 Management Program.

1 The most recent annual audit from 2025 indicates that
2 nearly 25 percent of officers who are required to attend and
3 complete the Traumatic Incident Stress Management Program are
4 failing to do so. And of those who are referred, roughly one
5 in five officers did not contact the Professional Counseling
6 Division or were not debriefed as required by CPD policy.

7 We encourage the Chicago Police Department to develop
8 an automated system to identify and track all members who
9 qualify for Traumatic Incident Stress Management Program
10 referral to engage in process mapping, working across bureaus
11 and divisions, and to ensure that officers involved in
12 traumatic incidents are identified quickly, provided services,
13 and that they do not fall through the cracks.

14 The Chicago Police Department must also implement the
15 recommendations from its own audit division in a timely
16 fashion, given that certain accepted recommendations for
17 improvement to the TISMP program have yet to be implemented.

18 Finally, we would also like to focus a bit today on
19 safety and wellness of officers in the field, especially since
20 the other topic of today's hearing is the Chicago Police
21 Department's responses to large gatherings.

22 In our report on the Chicago Police Department's
23 responses to protest and unrest in 2020, we identified critical
24 challenges related to officer safety and wellness and
25 recommended, for example, that the CPD provide better support

1 for officer safety and wellness through sufficient equipment,
2 food and water, supplies, support, mental health services, and
3 rest, and provide and track protective equipment,
4 transportation, hydration, food, facilities, and relief.

5 Since then, the Chicago Police Department has made
6 significant progress in this area. As we stated in our 11th
7 Monitoring Report, which was filed in 2025, we observed that
8 officers at the 2024 Democratic National Convention were
9 provided with proper nutrition and support, including water,
10 meals, rest locations, counselors, and clinicians, and mobile
11 advance for quick breaks.

12 The CPD is also continuing to work on improving ways
13 to more accurately track instances when force is used against
14 officers.

15 The CPD's interactions with the public when responding
16 to large gatherings can have an outsized effect on its ability
17 to build or undermine trust between officers and the
18 communities they serve. While challenges inevitably remain
19 regarding the CPD's efforts to respond to large gatherings, the
20 reforms to date set officers up for success through clearer
21 policies and expectations, applicable and timely training, and
22 significant resources, including safety equipment and reliable
23 body-worn cameras.

24 As a result, relevant reforms not only aid in the
25 CPD's ability to meet its mission of serving and protecting

1 Chicago's communities, but also supports the safety of officers
2 in these tense and often chaotic circumstances.

3 We look forward to hearing more today from the City,
4 the Chicago Police Department, and the Office of the Illinois
5 Attorney General on these efforts. Thank you.

6 THE COURT: Thank you, Dr. Kunard. I appreciate your
7 report this afternoon.

8 Are there questions for Dr. Kunard before we turn to
9 CPD for comments?

10 All right. Then I think we're going to be hearing --
11 I believe we're going to be hearing next from Executive
12 Director Allyson Clark Henson.

13 MR. SLAGEL: Casey McKenzie is going to be stepping in
14 for her today. She's out today unfortunately. Casey?

15 DEP. DIRECTOR MCKENZIE: Hi, Your Honor. Managing
16 Deputy Director Casey McKenzie.

17 As we do at the beginning of our public hearings, we
18 like to kind of go over upcoming community engagements that the
19 Department is advertising. And this month, we'd just like to
20 give everyone a heads-up on our upcoming Community Training
21 Observation Day.

22 On October 3rd, CPD will be putting on another -- for
23 our fall version of the Community Training Observation Day. We
24 had one earlier in the year. This will be our second one for
25 the year. And we'll be going over -- the public will be able

1 to go over different aspects of our inservice training. So
2 people will be able to participate in our summarized version of
3 our Crowd Management class, our Impartial and Community
4 Policing, and then the Active Threat Integrated Response
5 classes.

6 And people can sign up either for the morning or the
7 afternoon or they can stay the whole day. And registration is
8 open. So we just ask for anyone who's interested, please scan
9 the QR code. Also go to our website or social media where
10 we're advertising it everywhere.

11 So, please, we just encourage people everywhere to
12 sign up or spread the word because it's a great opportunity for
13 people to come in and interact with our training academy and
14 see how our Department members are trained. So with that, that
15 is all from me.

16 THE COURT: All right. Questions about the Community
17 Training Observation Day or other issues for Officer McKenzie?

18 All right. Then we're ready to hear a presentation
19 about large gatherings.

20 CMDR. BERLAGE: Good afternoon, Your Honor. Good
21 afternoon, everyone. My name is James Berlage. And I'm the
22 commander of the Wellness and Support Group. This group
23 includes the Tactical Review and Evaluation Division, which is
24 the unit responsible for reviewing department use of force.
25 Also includes -- the unit's responsible for officer wellness.

1 We're going to talk to you first and foremost about large
2 gatherings.

3 I'm going to give an overview of large gatherings, our
4 approach, some of the concepts that are important, and then I'm
5 going to turn it over to other presenters that will go into
6 greater detail.

7 So with that, you can go to the first slide, please.

8 Large gatherings are nothing new to Chicago. Chicago
9 hosts many types of large gatherings throughout the year,
10 whether they be parades, cultural celebrations, neighborhood
11 block parties, large gatherings that are fuelled by social
12 media, protests, festivals.

13 CPD literally responds to thousands of these
14 gatherings every single year, and a vast majority of them are
15 peaceful and community driven. There are a smaller portion
16 that do present public safety concerns that do require CPD to
17 coordinate and respond to.

18 I would also, before moving on, like to highlight some
19 of the community engagement that was done in the lead-up to the
20 2024 Democratic National Convention. Received a lot of very,
21 very valuable input from the community that came out to some of
22 these engagements, provided feedback, ideas, really believed
23 that we -- as a department believe that that improves not only
24 the policies but also the training for the DNC, and, you know,
25 benefited not just the event itself but CPD's response to large

1 gatherings in the years that followed the DNC. So just wanted
2 to take that quick minute to acknowledge and thank the
3 community for all of their input.

4 Next slide.

5 A lot of CPD's response to large gatherings is a
6 balance, it's a balancing act. It's balancing different
7 community needs, and sometimes these needs are pulling in
8 different directions. So first and foremost, we want to really
9 support the public's ability to get out and enjoy their
10 neighborhoods in Chicago, especially during the warmer months.

11 We want to protect people's rights to gather and
12 express themselves, whether it be a First Amendment gathering
13 or whether it be just an expression of cultural heritage.

14 At the same time, we also want to maintain public
15 safety and prevent the violence that might sometimes arise from
16 these types of gatherings.

17 On the other side, we are trying to really keep the
18 City moving, whether it's parents picking their kids up from
19 daycare, a nurse trying to get to their shift, or visitors
20 trying to get around the city to visit some of the sites.

21 Finally, we want to keep officers engaged. Sometimes
22 arrests are necessary. Sometimes use of force is necessary.
23 But we really try to avoid that as much as possible, because
24 that takes officers off the street and puts them into the
25 stations, the districts, to do reports. And so as much as

1 possible, we really want to keep them -- keep them out in the
2 street, keep them engaged, and really only making arrests and
3 using force when it's necessary.

4 Next slide, please.

5 There's been a huge emphasis on deescalation. And,
6 you know, since the start of the Consent Decree, and even
7 before the Consent Decree, there was a large emphasis on
8 deescalation. And as I've talked before on previous public
9 hearings, that the concept of deescalation is really trying to
10 use tools and strategies to either prevent the need for force
11 or reduce the amount of force that's needed.

12 As I said before, that just because we deescalate and
13 end up having to use force, that does not necessarily mean that
14 that deescalation was a failure. Sometimes that deescalation
15 prevents us from having to use higher levels of force. So it's
16 still very, very important. It's a very important tool that we
17 use.

18 And although oftentimes the policy and training, and
19 even in this sort of setting, we think about deescalation in
20 terms of one-on-one interactions. Those same concepts apply
21 just as much to crowds, to large gatherings.

22 So for example, we want to really identify early signs
23 of potential escalation and risk of violence. The best form of
24 deescalation is maintaining an environment that doesn't
25 escalate in the first place.

1 Communication is key. It's probably the most
2 important concept, giving warnings, giving persuasion, advice,
3 keeping those lines of communication open. And I'll talk in a
4 minute about how we do that.

5 Also, some of the more tactical aspects of
6 deescalation using time, distance, position. Sometimes
7 something like our positioning can, again, create that
8 environment that keeps things from escalating in the first
9 place. We want to be proportional. We want to adjust response
10 as group actions change throughout a gathering or an event.

11 And then finally, we want to make use of additional
12 personnel, whether they be specialized units, some of the bike
13 teams. The equipment like the bikes, those are tools that we
14 have to, again, keep an environment from escalating in the
15 first place, and if it does start to escalate, allow us to
16 deescalate.

17 Next slide, please.

18 So in addition to deescalation, procedural justice is
19 another concept that we've really, really emphasized heavily in
20 our policies and our training in recent years. And it doesn't,
21 again, just apply to one-on-one interactions. It's something
22 that applies to group settings as well.

23 First and foremost, people want to be heard. Even if
24 we're asking the public to do something, a lot of times they
25 want to be heard. They want us -- someone to understand why it

1 is that they're gathering, perhaps. They want to see -- you
2 know, we want to be neutral in our decisionmaking.

3 MR. SLAGEL: Hey Joe. Question from the judge.

4 CMDR. BERLAGE: I'm sorry. I did not see that. Yes,
5 Judge?

6 THE COURT: No, I think that was just -- I just -- I
7 laid a pad of paper on my keyboard and I think that's what
8 happened. All right. Sorry. No, I'm fine.

9 CMDR. BERLAGE: No worries.

10 THE COURT: Go right ahead. I was listening. Go
11 right ahead.

12 CMDR. BERLAGE: No worries. Thanks Allan, for noting.
13 Respect is important, treating people with courtesy
14 and with dignity and really gaining trust by being sincere and
15 being fair.

16 You know, the fact of the matter is, that people will
17 not always agree with CPD's decisions on scene, but if they are
18 treated with these pillars of procedural justice, it really
19 does keep -- it keeps things from escalating and it keeps that
20 environment from escalating in the first place oftentimes.

21 Next slide, please.

22 And then finally, I cannot overstate the importance of
23 leadership. You're going to hear a lot from the presenters
24 that come next talk about leadership and the importance of
25 leadership and setting a tone.

1 First and foremost, that means being out in front,
2 being visible. Second, it's constantly communicating, not only
3 with the community, but also with officers as well.

4 And also being responsible for officer wellness.
5 Dr. Kunard talked a little bit about, you know, the wellness,
6 especially during the DNC, and some of the events that we've
7 had since then. And that's really incumbent upon leadership to
8 pay attention, to really watch for signs of tension and
9 providing that support and relief proactively as things arise.

10 And I guess I would close this by just saying that,
11 really, when a leader is out in front, they're visible, they're
12 calm, they're confident, they're composed, those officers that
13 are out there, they see that and they really feed off of that.
14 That leadership sets the tone for the entire CPD response to a
15 particular incident.

16 With that, I'm going to turn it over to Captain
17 Alderden, who was going to talk a little bit about some of the
18 training that CPD provides.

19 Captain Alderden?

20 CAPT. ALDERDEN: Thank you, Commander. Good
21 afternoon, Your Honor.

22 First, I'd like to provide --

23 THE COURT: Good afternoon.

24 CAPT. ALDERDEN: Good afternoon.

25 I want to provide a little background into the amount

1 of training that all of our sworn members receive every year.
2 So annually, the Consent Decree requires 40 hours of inservice
3 training. This applies to all sworn, whether you have two or
4 32 years on the job.

5 24 hours of that training must be in person. We often
6 exceed that requirement. Last year and this year would be no
7 exception. We actually have four days of in-person training
8 for all of our members.

9 In 2026, one of those days is this 2026 crowd
10 management course. As mentioned earlier by Casey, this is one
11 of the three inservice training courses that the community has
12 the opportunity to attend at the Community Training Observation
13 Day.

14 You've been to these yourself, Your Honor. And I know
15 when we've had these, it's just been a great opportunity for
16 the community to ask questions, learn. And the learning was
17 not just, you know, one direction. Certainly all of the
18 Department members that participated really learned a lot from
19 the community and the questions that were brought up as well.

20 So the class teaches our members law, policy, and
21 unique challenges associated with the different types of
22 gatherings, be them planned, spontaneous, First Amendment, or
23 even car caravans and intersection takeovers.

24 At the end of the class, members participate in
25 scenarios to practice what they learned throughout the day, and

1 to date, we've trained 90 percent of our sworn members in this
2 course.

3 Next slide.

4 So, first, we need to understand why is CPD even at
5 these events, why is it critical for our officers to be
6 assigned here. This is a question sometimes posed by the
7 community at these events as well.

8 As you can see from the slide, the very first point is
9 to safeguard life, so the safety of everyone, those
10 participating in the gathering, bystanders, area residents,
11 first responders. That is our number one goal.

12 Those attending a First Amendment gathering, for
13 example, often care very deeply and are very passionate about
14 their cause. Our goal at these events is to, in accordance
15 with policy and only as necessary, isolate specific individuals
16 and gauge unlawful activity for enforcement actions while
17 allowing the broader First Amendment assembly to continue.

18 A very different type of gathering that certainly
19 presents unique challenges is a spontaneous crowd gathering.
20 So these could occur in the early morning hours. They're often
21 fueled by alcohol and they come with the potential for
22 violence.

23 These spontaneous gatherings are exceptionally
24 difficult to manage because members may be pulled in the middle
25 of the night from multiple districts and across different

1 areas.

2 Spontaneous events present many new challenges,
3 including simply identifying who organized it, communicating
4 effectively with them, staging vehicles, identifying a
5 centralized reporting location, ensuring that consistent
6 supervision, and as well as formulating a plan to address
7 public safety and making sure that that plan is communicated
8 and understood by everyone.

9 Also, if necessary, they need to be thinking about how
10 they're coordinating arresting transportation.

11 Next slide.

12 So officers and supervisors are tasked with
13 safeguarding life and property as well as ensuring they're
14 being thoughtful about the impact that these gatherings have on
15 the larger community.

16 So both preplanned and spontaneous gatherings often
17 result in blocked streets. These not only, you know, prevent
18 community members from going to work, picking up their
19 children, or in an extreme case, even trying to get a loved one
20 to emergency medical care. An even larger public safety threat
21 exists when these blocked streets restrict or delay the police
22 and fire emergency response.

23 Gatherings are filled with uncertainty. They're
24 stressful for officers. They're very stressful for the
25 supervisors as well. These crowd management trainings, along

1 with a lot of the different trainings, focuses on that critical
2 importance of professionalism while remaining calm. Our
3 members are trained to look for signs of stress in their
4 colleagues and ensure that, as necessary, the member gets the
5 break they need to reset and refocus.

6 Next slide.

7 So the Department puts all sworn members annually
8 through an in-person use of force class as well. This year,
9 it's a two-day course. Next year, it will be a two-day course
10 as well. Use of force specific to large gatherings is also
11 covered in that one-day crowd management course that we're
12 running this year. Emphasis is put on ensuring all members
13 know the applicable policies associated, as well as us training
14 our members to ensure that they're individually -- individual
15 uses of force are reasonable, necessary, proportional, within
16 policy, and accurately documented.

17 Next slide.

18 So we ask a lot of our supervisors every single day,
19 particularly when it comes to these events. We ensure our
20 supervisors have extra training to provide the appropriate
21 guidance to our members to ensure they're doing the right thing
22 at the right time for the right reasons.

23 Communication is stressed in all classes. Calm,
24 professional communication with everyone involved is the single
25 greatest tool the Department really has. I did a keyword

1 search for "communication" and it's actually listed 56 times in
2 this one-day crowd management class lesson plan.

3 Next slide.

4 So our supervisors, they often need to make very
5 difficult decisions with little time for thought. They're
6 tasked with trying to ensure the best outcome for everyone at
7 these very highly unpredictable events.

8 Next slide.

9 As we're all aware, not all events are attended on
10 foot. Some of the most challenging are car caravans,
11 intersection takeovers. These could quickly move from district
12 to district. This training also has a module that covers the
13 risks associated with these events as well.

14 Next slide.

15 So finally, I want to highlight something new we put
16 in this year's training. So prior to this year, we assembled
17 officers in a line and command was given to move the crowd
18 back. Our training always incorporated having a baton in hand
19 held at an angle as the officers in unison verbally directed
20 the public to move back.

21 There was a lot of that training obviously prior to
22 the DNC. And while certainly many situations do or may require
23 a baton to be held as trained, we're now training our members
24 that every crowd that needs to be moved in this manner does not
25 always necessarily require baton in the officer's hand.

1 Oftentimes our members are able to achieve voluntary compliance
2 with less resistance when they actually have their hands free,
3 and just use verbal direction to move the group.

4 Next slide.

5 So I'm going to share a portion of a video. This is a
6 video -- it's part of a bunch of larger video that we use in
7 class. This footage is from a spontaneous large gathering in
8 the 15th District in 2025. As a result of this gathering that
9 was spontaneous in the middle of the -- late evening hours,
10 multiple officers were injured after being battered while
11 attempting to ensure public safety.

12 Also tragically, multiple community members were shot
13 and one woman murdered by people in the crowd while the police
14 were on scene. Our officers did an amazing job providing
15 immediate emergency medical care to these community members
16 shot, consistent with their training.

17 You can go ahead and play the video.

18 So the video shows just how quickly this crowd
19 gathered.

20 (Video played.)

21 CAPT. ALDERDEN: You can see there's nothing going on
22 at 10 o'clock at night. 20 minutes later, there's a fairly
23 large crowd. Little over an hour from there, you have a very
24 large crowd on the street. So it was a social media-driven
25 event. So here's the event promoter.

1 Now you're going to see a crowd surge. You'll see the
2 crowd start running. I don't know exactly what precipitated
3 this in this incident. That said, usually this would be
4 members of the crowd fighting amongst each other, oftentimes
5 using pepper spray or sometimes they think they hear shots
6 fired or there are shots fired or fireworks and people believe
7 that somebody's shooting.

8 Next slide.

9 So this next video is a clip of exactly what I was
10 talking about, moving a crowd without batons. And Commander
11 Berlage was speaking of, just very clear direction, being very
12 thoughtful. It's from that same large crowd gathering and it's
13 a clip of the sergeant doing a great job moving the crowd
14 without batons.

15 You'll hear him giving very clear direction to his
16 team and then super importantly, actually slowing that team
17 down, allowing the community members time to respond and
18 actually comply with the verbal direction given by the sergeant
19 and the team.

20 You can go ahead and play the video.

21 (Video played.)

22 CAPT. ALDERDEN: You can see the officers in a line,
23 there's a plan to address public safety, and everyone's working
24 together.

25 (Video continues playing.)

1 CAPT. ALDERDEN: You can see that sergeant and other
2 CPD leadership was there, exactly like Commander Berlage was
3 speaking of, leading from the front, providing direction, and
4 then, you know, being so thoughtful about how they're actually
5 managing that crowd.

6 That's all I have for you today. Thank you for your
7 time, Your Honor, and for everyone that's attending today.

8 CMDR. BERLAGE: Thank you, Captain Alderden.

9 Next I would like to introduce Deputy Chief Parham
10 from Area 4.

11 DEP. CHIEF PARHAM: Good afternoon, everyone. My
12 name's Andre Parham. I'm Deputy Chief of Area 4. I'm going to
13 give you a quick presentation of what large gatherings look
14 like throughout Area 4.

15 So Area 4 is basically going to be comprised of the
16 10th District, the 11th District, and the 15th District. Our
17 northern boundary, we go as far as Division; its southern
18 boundary, we go as far as Ogden; east, it goes all the way to
19 Western; and west, it goes all the way to Austin.

20 Next slide.

21 So large gatherings, as Captain Alderden explained
22 earlier, the spontaneous gatherings, spontaneous events, they
23 require speed and efficiency, but oftentimes we know that these
24 are coming. And when they do, pre a large gathering occurring,
25 communication and relationships is everything. Our actions,

1 where we communicate with the block clubs or the areas where we
2 know there's going to come, we communicate with community
3 organizations that are in that area. We ensure manpower is
4 requested and we also communicate with various members of the
5 community who can assist us in handling these.

6 During -- it's essential, as Commander Berlage said,
7 to lead from the front. You need to identify what type of
8 large gathering that you have. And in saying that, we want
9 people to enjoy themselves, we want people to enjoy the nights
10 of Chicago, but we have to truly balance it on public safety,
11 and we ensure that our response during is efficient.

12 Afterwards, we debrief. We try to have communication
13 with the organizer, and we adjust our planning strategy. We
14 want to learn from what happened. A lot of these large
15 gatherings are completely different. And reviewing them
16 honestly and openly is a good way to, you know, ensure our
17 response is tighter in the future.

18 Next slide.

19 So online, this is an example of various flyers that
20 come out for the various large gatherings that we have.
21 They're very similar to flyers for clubs in Chicago in the late
22 '90s and early 2000s. But the difference between these and
23 clubs back then were those clubs had safety plans, they had
24 security, they had licenses, they had medical detectors.

25 These parties have none of that. There's no "We're

1 going to set a limit at 300 people." There's nothing like
2 that. They can get very large and very out of control. Some
3 of the organizers who put these together are -- you know, they
4 do it over and over. They're very attuned to communicating
5 with certain section of the community to get people to come to
6 these.

7 Next slide.

8 So in these large gatherings, a lot of times, you
9 know, we sit back and we think about the violence that are
10 associated, but it's not just the violence.

11 21 June at 4522 West 5th Avenue in the 11th District,
12 CPD got a call from OEMC because there was an ambulance that
13 was trying to respond to a citizen on that block that was in
14 the midst of a medical emergency. It took an extended period
15 of time for the ambulance to get through because CPD had to
16 respond and get the ambulance through the crowd to the house.

17 In this particular incident, the lady that was having
18 a medical emergency passed away. It was very tragic to the
19 community. It was very tragic to the police department.

20 Next slide.

21 And this is an example of large gatherings over the
22 last few years that have led to multiple people shot. Several
23 of these, I have been at personally. It's tragic. You know,
24 as a member of the community, as somebody that works for CPD,
25 it's heartbreaking to see this.

1 One of the last examples was from a 5th of July where
2 we had seven people shot on the 3800 block of Maypole.

3 Next slide.

4 Just to illustrate the problem, in the 10th District,
5 11th District, and 15th District, the 10th District sits --
6 May the 22nd to September the 7th, had 151 large gatherings.
7 The 11th District had 378 large gatherings. And the 15th
8 District had 152 large gatherings, which goes back to what I
9 was talking to before about the spontaneous events. It
10 requires speed and efficiency.

11 Total large gatherings for Area 4 in that timeframe
12 have been 681. Grand total for the City of Chicago that we
13 have for all districts combined is 2,845.

14 Next slide.

15 The last slide that I have is a slide of a residence
16 at 2551 Monroe. The reason I want to put this, the reason I
17 wanted to put this slide on the presentation is this is a
18 former residence of me and my family, which is right in the
19 area of Rockwell Gardens. So I show this slide to just explain
20 that I have been a part of this on both sides, on law
21 enforcement and as a member of the community, and I understand
22 the balance and I understand the public safety considerations
23 that have to be done to keep the community safe.

24 So thank you for your time. I appreciate you. Thank
25 you.

1 CMDR. BERLAGE: Thank you, Deputy Chief Parham.
2 Appreciate it.

3 Next, I would like to introduce Commander Mannion from
4 the 1st District.

5 CMDR. MANNION: Good afternoon, Your Honor. Good
6 afternoon, everyone. Thanks for the opportunity to discuss the
7 large gatherings.

8 As Deputy Chief Parham related, the large gatherings
9 can happen quickly, and if we don't act quickly in the
10 response, it can cause some problems long-term.

11 In the downtown area, our large gatherings are more
12 along the First Amendment type, whereby people come down as the
13 downtown is everyone's backyard, it's everyone's place to speak
14 and have their voice heard. So downtown area, we get a lot of
15 the protests, we get a lot of demonstrations.

16 Question is, how do we handle that and how do we
17 prepare? A lot of it goes behind the scenes and trying to work
18 with the organizers, because truthfully, they should have a
19 permit to take over the streets, there should be permits.
20 That's technically the proper way to do it.

21 But when we get down to it, we have that many people
22 showing up to the downtown area, trying to have their voice
23 heard, and many times, these voices are heard with an emotional
24 plea. There's a reason why they're coming downtown. There is
25 a cause that's bringing them down there.

1 So we want to be aware and cognisant of that, be
2 mindful of that. But we want to balance letting them have a
3 voice also with the public safety. We want to make sure that
4 public safety is always paramount, but close in conjunction
5 with giving them a voice and giving them an opportunity to be
6 heard.

7 So before that, and behind the scenes, and we're
8 working with the organizer, and we work with the organizer and
9 it takes years sometimes to really get that relationship with
10 the organizer. Even if there's some resistance, it doesn't
11 mean we stop trying. So we keep working with them and we're
12 trying to build that trust.

13 As we've talked and Stephen Covey has discussed it as
14 well, you know, from trusting them, becoming trustworthy, and
15 then having the trustworthiness, putting them altogether, and
16 when there's that consistency, when we have the consistency
17 with the leaderships -- commander Berlage referenced having the
18 police leadership. I'm on scene for many of these as well as
19 other police leaders. But we also want to bring up the future
20 leaders, so we want to have the next generation of leaders
21 listening, watching, and learning.

22 But we also take it another step, and truthfully we
23 want to have -- we want to have the organizers have that next
24 generation so we have that consistency. We almost had that
25 legacy going. So we may arrive on scene, they have a certain

1 level of expectation, and when they arrive on scene, we have a
2 level of expectation.

3 We talk about deescalation, and the ultimate goal is
4 almost having a prevention of escalation. And the main reason
5 how we do that, the goal is, communication. So we'll give you
6 the street at times. A lot of times it's for efficiency
7 purposes, so public safety and efficiency, because it takes a
8 tremendous amount of resources to have officers come down to
9 make this event successful and safe.

10 And they're coming from other districts, other units
11 throughout the whole city. And as someone that's working
12 downtown and leading that group, I'm mindful that I want to get
13 those officers back to their districts and back to the
14 communities in which they're assigned to serve.

15 There's many reasons, as I said before, what is the
16 why are they coming down. Is it a rally, is it a celebration,
17 is it a somber event, is it a protest. People come down in
18 large numbers to celebrate something and they come down in
19 large numbers to protest something. And we have to be prepared
20 for that.

21 So we're mindful. We want to make sure that the
22 officers are aware of what the organizers' intent is and why,
23 so they could just have a little bit more of an understanding
24 of why, this is why they're doing it, this is why they're
25 passionate, and have, you know, the officers engage.

1 They're a tenacious group. They're a resilient group.
2 Because that balancing act, as Commander Berlage mentioned, I
3 mention it as well, because there is a balancing act. We may
4 give them the street for efficiency and public safety purposes.

5 But by doing that, they may be getting yelled at by
6 their protest demonstration group, but the flip side of that
7 is, now we're taking away a street from a resident that lives
8 there, a worker that works down there, a patron that's trying
9 to go to a restaurant or try to go to a show. So there's
10 always that balancing act that we're working and that fine
11 line.

12 And I really think that the officers, especially the
13 ones in the blue shirt, they're doing a great job, you know,
14 being resilient and looking out for each other when emotions
15 take over and to try to explain to individuals in the street in
16 realtime, this is the process, this is what we're doing.

17 But with the communications, we're having a lot of
18 progress with communication. And it's forthright
19 communication. It's using honest communication. Because once
20 I breach that trust, once I breach that honesty, my word is no
21 longer valid to them and it will take many, many months or
22 years to get it back.

23 So we want to work in earnest communication obviously,
24 and just have an honest conversation with them. What is your
25 goal, this is how we can do it, how can we work together. But

1 as I said, the officers' really tenacious and resilient and
2 they're doing a great job with it.

3 But the planning, we want to get the route, we want to
4 get the understanding, we want to get the vibe, because you
5 want to put the officers in strategic locations. We don't have
6 to have everyone in one place, but the goal is, those officers
7 are doing the traffic, they're blocking traffic so the
8 individuals protesting, the individuals demonstrating, the
9 individuals marching in the street, they have these safe routes
10 and it's one less thing they have to worry about, and then we
11 put the officers in a nice position to make sure that the
12 streets are safe, there's reroutes for other people.

13 The big thing is the consistency to make sure, as I
14 said, bring up the next generation within the police and with
15 the organizers. Have a consistent voice. We're giving them a
16 voice, but I can give them a consistent voice as well. So they
17 have a level of expectation of how these large events downtown
18 go, with the police directing traffic and then go back to their
19 district.

20 We balance it, as we keep saying, giving a voice to
21 everyone with efficiency and public safety, but we don't want
22 to become the stage. It's their stage. It's their First
23 Amendment. It's their voice that's trying to be heard. We're
24 just -- ultimately our goal is to give them a facilitation and
25 method to make it a safe and efficient model to allow them to

1 do that and then allow our officers to go back to the districts
2 and then continue to patrol like they were before the event.

3 I appreciate the opportunity and thank you very much.

4 CMDR. BERLAGE: Thank you, Commander Mannion.

5 Next I would like to introduce Area 1 Deputy Chief
6 Brian Kinnane.

7 DEP. CHIEF KINNANE: Good afternoon, Your Honor. Good
8 afternoon, all. My name is Brian Kinnane. I'm the Deputy
9 Chief of Area 1, which takes in the 2nd, 3rd, 7th, 8th, and 9th
10 District.

11 For some reference, the area structures from Cermak in
12 the Chinatown neighborhood all the way to 75th Street, and from
13 the lakefront as far west as Harlem in the 8th District.

14 Today, I'm going to go over a brief case study on an
15 incident that occurred at 57th Street Beach, Memorial Day of
16 this past summer. That occurred in the 2nd and 3rd District,
17 57th Street being the border between the two.

18 A little bit of event history: This was a planned
19 event via social media. It was not a planned event with the
20 City. It was not a permitted event. And at that time, we did
21 not have an organizer identified.

22 We did have an incident action plan that was drafted.
23 We originally had 12 teams, each consisting of one sergeant,
24 eight police officers, that were assigned. I was the incident
25 commander accompanied by two captains as aides to the incident

1 commander.

2 Now if we take a look at the map --

3 If we can go back one slide, please.

4 If we take a look at the map, the star, 57th Street
5 Beach. That was the original incident. For reference,
6 directly west of there is the campus of the Museum of Science
7 and Industry. South of that location is the Obama Presidential
8 Center. And as we go west into the neighborhood, we're going
9 into Hyde Park and into the footprint of the University of
10 Chicago.

11 Now on this map, you'll see blue caution markers.
12 Those were subsequent large gatherings as we began to disperse
13 the group north and west from the beach.

14 The red firearm marker is an incident of a -- three
15 people that were shot on the 1600 block of West 55th Street.

16 And the yellow markers are the routes of dispersal
17 that we were continually attempting to disperse this group.

18 Next slide, please.

19 So this is just a condensed timeline of the events.
20 As I stated, the original 12 teams started about 3 o'clock for
21 the roll call. At about 6 o'clock, Memorial Day weekend, the
22 beach was about a third full, and we had a teen group of about
23 150. That grew quickly.

24 And as Deputy Chief Parham and Captain Alderden
25 stated, these groups grow very quickly in a short amount of

1 time. We had approximately 300 within a half hour. At that
2 time, by 6:30, we had multiple physical altercations and two
3 firearms had already been recovered at the beach.

4 So at about 6:45, I made the decision to close the
5 beach, not only to the teen groups, but to the public. Four
6 public safety announcements were made via the lifeguard PA
7 system.

8 At about 7:10, as the group continued to get larger
9 and we saw groups coming in from the west, additional resources
10 were requested by way of tac teams and Priority Response Teams
11 throughout the city.

12 At approximately 7:45, because we knew we were going
13 to be dispersing this group west across and underneath Lake
14 Shore Drive, made the decision to close Lake Shore Drive to
15 traffic for the safety of the participants and obviously the
16 safety of the officers. So with the assistance of the Traffic
17 section, we were able to close off a section of Lake Shore
18 Drive.

19 At about 7:45, when we had sufficient contingent of
20 officers arriving, they were then divided into two platoons,
21 one under each captain that was on scene.

22 Next slide, please.

23 So what we began to do, at about 7:45, is from the
24 north and south, is slowly push and disperse this group
25 westbound through the 57th Street underpass which goes

1 underneath Lake Shore Drive.

2 At approximately 8 o'clock, I declared a coordinated
3 multiple arrest.

4 By 8:15, this group had gotten to about 500 and we
5 were seeing multiple groups still arriving from the west.
6 Again, this is something that's organized via social media, so
7 they kept posting or reposting, and we kept seeing groups
8 coming from the west, coming from the south. So at its max, it
9 reached probably 900 to 1,000 people.

10 We have the beach cleared by approximately 9 o'clock.
11 But at that point, then we're moving into the campus of Museum
12 of Science and Industry and into the Hyde Park neighborhood.

13 At approximately 10 o'clock, as I stated, we did have
14 three people shot at 1600 East 55th Street. Luckily none were
15 life-threatening. But, again, that caused us to have to pivot
16 because not only did we have to then designate teams for crowd
17 control at the scene of the shooting, but reporting and then
18 maintaining the integrity of that crime scene.

19 At 10:30, additional resources were requested. These
20 were the incident cars that each district is required to put up
21 on every watch in the event that there's a need for them across
22 the city.

23 By 11:20, we were able to open up Lake Shore Drive.
24 And the event concluded when we were clear majority of the
25 large groups by about 2 a.m.

1 Next slide, please.

2 Now these were just some of the subsequent large
3 gatherings that we encountered. So we had to continually
4 communicate and coordinate our resources by staging resources
5 at some of these locations that we knew, based on our
6 experience in Hyde Park, that large groups of teens like to go
7 to, they like to assemble, up and down Lake Park Avenue, 5500
8 block of Shore. So with the resources we had, we prestaged
9 these resources so we had sufficient resources when these
10 groups came to this location.

11 We tried to push some groups to the west, some groups
12 to the north to try to spread out these groups as much as we
13 can, to make it more manageable groups. Instead of a thousand,
14 maybe we have two or three teams with a group of a hundred. So
15 these went from when we cleared the beach at about 9 o'clock
16 until about 2 o'clock in the morning when we were clear of the
17 large groups.

18 Next slide, please.

19 So in our afteraction review, we looked at what
20 happened and the overall enforcement efforts that were made.
21 At its peak of the event, there were approximately 300
22 Department members assigned to this large gathering. We had
23 units from 21 of 22 districts throughout the city that
24 responded, including teams from four of the five Priority
25 Response Teams. We also had Traffic section, Central

1 Detention, the helicopter, University of Chicago police,
2 evidence technicians, Detective division, and then we also had
3 a CPD water truck with snacks that we brought because of the
4 long day, and obviously we want to consider the wellness of the
5 officers, keeping them hydrated.

6 There were over 50 911 calls made during this event by
7 citizens, over 50 arrests, over 50 firearms recovered in total,
8 and 21 Tactical Response Reports.

9 Now when we take a look at the TRRs, what we do want
10 to consider is obviously not only the amount, but the amount in
11 relation to the amount of people that we had gathering. So if
12 we had a thousand people gathering, 21 Tactical Response
13 Reports is not that bad. It does not seem like that high of a
14 number.

15 But what we have to remain cognisant of, and this is
16 the job of leadership, and this is the job of the sergeants
17 that were leading teams and the captains that were leading
18 platoons, is number one, we have to look at the demographic of
19 this group. We had teenagers as young as 12 and 13 years old,
20 and we have to be cognisant of when we are going to use force,
21 we have to be cognisant that some of these are just 12- and
22 13-year-old teenagers. Some of them are not there intending to
23 cause chaos. They're just part of this mob mentality. So we
24 have to be cognisant of that.

25 And when we have a group of this size, we also have to

1 be cognisant of when we use force, there's also going to be --
2 always going to be that potential for escalation. Our goal
3 obviously is to deescalate so we have to take it on a
4 case-by-case basis.

5 Obviously officer safety, participant safety is
6 paramount, but we have to be cognisant of whether or not our
7 use of force is going to escalate this, where we're going to
8 cause injuries to members or injuries to the public.

9 Now two things that I want to bring up. First, I just
10 want to say that, you know, what we did throughout this, and
11 this is great job by the leadership, great job by the captains,
12 the sergeants, the lieutenants that were on scene, we remained
13 adaptable. We pivoted. We coordinated resources throughout
14 the event, whether that's staging resources, whether that's
15 putting teams over to the scene of the shooting to ensure that
16 that was sufficiently taken care of.

17 But two main points: Number one, these are highly
18 labor and resource intensive events. As I stated, 300
19 officers, 21 out of 22 districts. When we look at police
20 computer-aided dispatch, PCAT, a normal PCAT for a, say, a
21 battery in progress might be one to two pages. A person shot,
22 that PCAT printout generated by OEMC might be six, eight, ten
23 pages. The PCAT for this event was 126 pages, and that logs
24 every unit that responded and communications throughout. So
25 that just gives you an idea of the scope of this event.

1 From roll call to the conclusion of this event,
2 officers were on scene and on their feet for approximately
3 11 hours. For those officers that then went into the area to
4 process arrests, a lot of those officers didn't get finished
5 until about 6 or 7 o'clock in the morning. So we had some
6 people that were in roll call at 3 o'clock in the morning -- or
7 3 o'clock in the afternoon, I'm sorry, and walking, leaving
8 work at 6 o'clock in the morning on that Tuesday morning.

9 Which brings me to obviously to point number two,
10 which we spoke about earlier, and that's officer wellness.
11 Supervisors and leaders, for these large gatherings, not just
12 this large gathering but any large gathering, have to be
13 cognisant of fatigue, have to be cognisant of workload, and
14 that means if need be, pulling officers off the front line when
15 we see the tension is getting to them.

16 When they're the subject of constant berating or
17 assaults -- because, again, these are officers that are on
18 these frontlines, sometimes eight, ten, 12 hours, not only at
19 these large gatherings, but on First Amendment gatherings,
20 Democratic National Convention, so we have to be cognisant of
21 their mental health, of fatigue that's setting in, keeping them
22 hydrated. Right? Having them go to a squad car, having them
23 sit down, having them take a breath, whether it's five minutes,
24 ten minutes, 15 minutes, because if they're not taking care of
25 our officers, we cannot expect them to take care of the public,

1 especially in situations like this.

2 So in closing, I think what we did well and what we
3 continue to do well, not just in gathering likes this, but in
4 Area 4, downtown, 1st District, is being adaptable. We're
5 constantly pivoting. We're constantly coordinating our
6 resources, we're coordinating our response with units that are
7 coming in with outside police agencies, with outside -- whether
8 it be helicopter, water trucks, making sure that we're getting
9 as many resources as we can, using them as effectively as we
10 possibly can. We start training by foremen to platoons,
11 leveraged leadership by making sure that we're giving clear
12 directions throughout the event, and at the very end, making
13 sure that number one, the safety of our members is always
14 considered first.

15 That's all I have. Thank you.

16 CMDR. BERLAGE: Thank you.

17 THE COURT: Thank you very much.

18 CMDR. BERLAGE: Yes. Thank you, Deputy Chief Kinnane.

19 And if I may, for ten seconds, if you can go back to
20 the previous slide, just want to point something out, Your
21 Honor.

22 This falls under the Tactical Review and Evaluation
23 Division. Just to be clear, that 19 physical force and control
24 tactics, those are weaponless. So what that means is, there
25 were no -- there were no uses of OC spray, no uses of baton, no

1 uses of Taser. These are weaponless physical force, like, you
2 know, control holds, takedown, firm grips, things of that
3 nature. Just wanted to point that out for clarity.

4 Thank you, Deputy Chief Kinnane.

5 And then I would like to next introduce Chief Novalez
6 from the Office of Community Policing.

7 CHIEF NOVALEZ: Good afternoon, everybody. Good
8 afternoon, Your Honor, members of the Coalition, and the IMT
9 and the Office of the Attorney General.

10 I know in the last few slides, you had the opportunity
11 to listen to our folks talk about, you know, First Amendment
12 gatherings, planned large gatherings, and even unauthorized
13 large gatherings.

14 So what I want to do is just spend the next few slides
15 talking about what we are doing and not only to coordinate
16 internally but to coordinate with members of the community,
17 where we can have information exchanges that would help provide
18 actionable intelligence to help make these events or to bring
19 these events to a peaceful disposition.

20 Commander, if you can move to the next slide, please.

21 So first, what I wanted to do is talk about some of
22 the internal coordination that is occurring led by the first
23 deputy. She created opportunities for us to have informational
24 exchanges. These exchanges occur twice a week prior to the
25 weekend and after the weekend.

1 And what we do is take the opportunity to talk about
2 the things that we did well, talk about the things that we
3 could do better, talk about what, if anything, changes to the
4 number of personnel present would be helpful, how do we best
5 disperse our assets that are going to be best way to support
6 our officers out on the field, and how do we leverage
7 intelligence that we gather, whether from members of the
8 community or internally, to make sure that these come to a good
9 resolution, participating member of the bureau chiefs, the
10 affected deputy chiefs of those affected areas, the affected
11 district commanders, and any support personnel necessary to
12 garner information and create that positive collaboration to
13 ensure that these go off well and nobody is injured and
14 everybody has the opportunity to go home.

15 Next slide, please.

16 So the other thing that I wanted to talk about is how
17 we here at CPD have been leveraging our volunteer
18 infrastructure to exchange information in support of those
19 coordination calls and we learned the locations of where these
20 potential unauthorized large gatherings are occurring. What we
21 do is reach out to members of the community in that volunteer
22 infrastructure to see if they learned of any information that
23 would be helpful for us.

24 So one of the things that I wanted to touch on was
25 this. If we learn that there is an incident occurring in the

1 11th District, what we would do is reach out to our beat
2 facilitators, our block club leaders, our faith-based
3 organizations, to try to learn not only what information they
4 can provide us, but provide some awareness materials for our
5 members of the community.

6 What we want to do is work in partnership, keep our
7 members informed in the awareness section, work together to
8 find out what things we can mitigate to help eliminate the
9 violence that may be seen with large gatherings, unauthorized
10 large gatherings, and lastly, have the opportunity to allow
11 them a voice to vent some of the frustrations they feel when
12 large gatherings hit their community. And if there are
13 incidents of violence, we like to discuss how that impacts
14 that.

15 Next slide.

16 So the other thing that we do that we believe is going
17 to pay dividends is that we leverage our Intervention
18 Connection Program, right, to reach the organizers of these
19 large gatherings.

20 CPD informs the parties organizing these of the
21 dangers of unauthorized large gatherings, the impact to the
22 individuals in the community where these large gatherings
23 occur, and we try to curry to their good nature to get them to
24 voluntarily remove any post announcing an unauthorized large
25 gathering.

1 Also within those conversations, if we learn that
2 these individuals are in need of certain resources that would
3 help make their personal lives a little better and keep them
4 from engaging in these large gatherings, we will make those
5 efforts.

6 Some of our intervention connection partners are CVI,
7 for example, BUILD, Acclivus, et cetera, et cetera. Also
8 faith-based organizations are currently being helpful to us,
9 the district commander in the affected district, and members of
10 the Office of Community Policing.

11 Next slide.

12 The last thing that I want to talk about was, how do
13 we create opportunities for members of the community to share
14 information with us without the fear of any retaliation. That
15 fear is real out there. Right? And members of the community
16 are afraid of being harmed if they do talk to the police. And
17 we understand that apprehension.

18 So at the direction of the first deputy, what we have
19 done is established an anonymous tip line where members of the
20 community can provide information on these potential large
21 gatherings. Hopefully the information that's gathered there
22 helps us. What we do prior to putting that information out is
23 we verify that information, make sure that that information is
24 good, and then we will share that with the impacted district
25 where the locations where these unauthorized large gatherings

1 are going to occur.

2 Tips can be submitted via telephone or text messages,
3 so members of the community have that flexibility, whatever
4 they feel most comfortable with. And our CPD partner on this
5 tip line is the Cook County Crime Stoppers.

6 What I want to say to anybody who is watching this
7 webinar, to please, if you have information on these large
8 gatherings, if there's a negative impact in your community,
9 please come see us at the Chicago Police Department, or provide
10 an anonymous tip.

11 What we want to do is ensure that large gatherings are
12 conducted in a safe manner, that First Amendment gatherings,
13 you know, that we protect those First Amendment rights and
14 people's freedom of speech, and then also help us mitigate the
15 negative impacts of unauthorized large gatherings.

16 Thank you very much for your time. Commander, thank
17 you very much.

18 CMDR. BERLAGE: Thank you, Chief Novalez, and thank
19 you to all the presenters. Greatly appreciated.

20 Your Honor, I know we just gave a lot of information,
21 so before we pivot to wellness, just wanted to ask if there
22 were any questions.

23 THE COURT: I do have a couple of questions.

24 One, I think it was Deputy Chief Parham described
25 his -- the practice of meeting with the organizers or

1 attempting to meet with organizers before a large event, and
2 then afterwards, kind of a postmortem talking to them again.
3 And my question is, I guess, have they been -- have the
4 organizers been receptive to discussion or evaluation or review
5 of how the events went down and how the police responded?

6 DEP. CHIEF PARHAM: In my experience, they have not
7 really been that receptive. If it's just an understanding and
8 accepting responsibility type of thing, most of organizers that
9 I have seen us communicate with believe it's the police job to
10 keep the community safe, no matter what they decide to do and
11 kind of remove themselves from liability. That's been my
12 experience.

13 THE COURT: I was struck by the, you know, the account
14 of a large gathering that actually kept emergency responders
15 from getting there for a woman who needed medical assistance.
16 Really kind of tragic.

17 And I guess there may not be one answer to this
18 question, but what are the purpose for the gatherings? Would
19 you characterize them -- are they partying, are they -- it's
20 just recreation? Is it just a matter of, you know, meeting
21 with friends? What draws so many people suddenly to a
22 gathering of this nature?

23 DEP. CHIEF PARHAM: Well, I like to point this out,
24 and myself and Commander Berlage have talked about this. They
25 are all different. It's very hard to sit here and tell you

1 that there's just one type, because there's not.

2 But what you do see in the slides that's in front of
3 us now, that was previously in front of us with the large
4 gatherings with the shootings, on a social media base, or as
5 Deputy Chief Kinnane said from Area 1, they will go from 30 to
6 300 very, very quickly. They're well organized. They're well
7 planned out. Like I said, the message goes out through social
8 media. And people come at a particular time, because they know
9 that if they come in advance at that particular time, it
10 becomes very difficult for the police department to respond
11 and, you know, in a timely manner.

12 But like everybody has said, you know, speed and
13 efficiency is very, very important with this, a lot of
14 communication, a lot of relationships, that's pretty much what
15 we've seen.

16 THE COURT: And I assume law enforcement, you're doing
17 what you can to monitor the social media activity to see if --
18 is there a way to kind of get inside those networks and see
19 who's planning what?

20 DEP. CHIEF PARHAM: The Bureau of Counterterrorism
21 under Chief Papaioannou has done a tremendous job to, you know,
22 monitor and get ahead of as much as they can, but, I mean, as
23 you see with the pure numbers, next slide, there are a lot of
24 these that come up all over the city.

25 Like I said, I can't thank enough Bureau of

1 Counterterrorism along with some of our community groups and
2 our community partners who give us the heads-up, but we have to
3 be successful every time. And it's a very -- it can be
4 challenging, because like for instance, with the presentation
5 that Deputy Chief Kinnane gave earlier, they don't -- I mean,
6 they don't have to be successful every time to throw them. You
7 know, they can be successful one out of 40 times. And it can
8 be, you know, a challenge. But we have to be successful every
9 time.

10 THE COURT: Right. Well, this was very enlightening.
11 I appreciate the presentation and the detail that you have gone
12 into to explain, you know, to those of us who are not engaged
13 in your profession this -- exactly what -- how these things
14 come down.

15 Are there other questions? I don't want to be
16 monopolizing the conversation.

17 MS. HICKEY: Your Honor, before we move on to officer
18 wellness, I believe that the Attorney General's Office would
19 like to speak on this topic.

20 THE COURT: Sure.

21 MS. HICKEY: Thank you.

22 THE COURT: This is Mr. Tresnowski?

23 MR. TRESNOWSKI: Yes, thank you, Your Honor. My name
24 is Mike Tresnowski from the Office of the Illinois Attorney
25 General and we appreciate the opportunity this afternoon to

1 address the topic of CPD's handling of large gatherings.

2 As CPD discussed, as you heard their approach to two
3 different types of large gatherings, first are protests or
4 demonstrations and other First Amendment activity involving
5 groups of people gathering regarding a particular cause, and
6 then second, CPD discussed its responses to more spontaneous
7 gatherings of young people, often organized through social
8 media. So I'd like to address the two distinct kinds of
9 gatherings in turn.

10 So, first, turning to First Amendment activity, all
11 parties here today before the Court agree that the City and CPD
12 must protect the First Amendment rights of all people in
13 Chicago. And the Consent Decree specifically states that CPD
14 must police the city in a manner that allows individuals to
15 engage in First Amendment protected activity.

16 This Consent Decree process, which has now been in
17 place for over seven years, has in the past revealed
18 deficiencies in CPD's approach to protecting First Amendment
19 rights. Specifically, the large protest that occurred in the
20 city in the summer of 2020, revealed issues within the
21 Department, and these were outlined in the IMT special report
22 filed before this Court on July 21st, 2021.

23 And that report describes through extensive
24 evidentiary analysis how CPD often responded to protest
25 activity inappropriately. CPD frequently failed to deescalate

1 at past protests. They advanced on docile protests crowds with
2 batons in hand, officers were seen swinging batons to strike
3 protestors. Officers used OC spray or pepper spray
4 indiscriminately. Officers were kettling crowds and hitting
5 people who could not escape.

6 In the wake of the 2020 protests, OAG, IMT, and the
7 Coalition recommended additional training and policy
8 development regarding how officers respond to protests and
9 other First Amendment activity.

10 And the OAG is pleased this afternoon to hear about
11 the progress that CPD has made in responding to First Amendment
12 protected activities. We understand from the presentation we
13 just heard that officers responding to First Amendment
14 gathering sometimes will not even bring a baton to the event.
15 Even when a legal activity is occurring in the crowd during a
16 First Amendment gathering, we hear today that CPD prioritizes
17 allowing the demonstration to proceed and avoids blocking
18 crowds. Such practices are encouraging signs that there has
19 been progress within CPD on core Consent Decree principles,
20 including the principle of deescalation.

21 This progress has only been possible from efforts to
22 learn through past failures. Those efforts have involved the
23 City, CPD, the IMT, OAG and Coalition and the community as a
24 whole. And OAG looks forward to continuing to work with CPD as
25 it implements such principles in the future.

1 Turning to the second issue that CPD raised, which is
2 the challenges of large spontaneous gatherings, OAG appreciates
3 CPD's transparent and forthright discussion of its approach to
4 handling such events. The issue of large gatherings poses a
5 unique challenge not only for CPD, but for the city as a whole,
6 because as I think CPD captured it well, there's a balance
7 here. Many kinds of large gatherings are an essential part of
8 daily life in Chicago, particularly in the summer months.

9 Block parties, graduation parties, concerts, trips to
10 the beach, and such gatherings are a part of what makes this
11 city great, including for young people, from every neighborhood
12 in the City. And it is important that the City and CPD take
13 care not to criminalize such gatherings nor send a message to
14 young people that they are unwelcome in public spaces.

15 Now at the same time, large gatherings create
16 challenging public safety issues, particularly when there's
17 little or no notice and they rapidly grow in size. We saw from
18 CPD's presentation that CPD has fielded thousands of calls for
19 service arising out of large gatherings, and as CPD described
20 earlier, these large gatherings may involve the risk of
21 violence.

22 Now these large gatherings create a challenge and we
23 believe that the Consent Decree provides a set of principles
24 that can guide the Department in responding to such challenges.
25 Those Consent Decree principles include community policing,

1 deescalation, supervision, training, and data analysis.

2 Let me just briefly walk through each of those
3 principles. First, community policing, the Consent Decree
4 requires CPD to develop, quote, problem-solving strategies that
5 are consistent with the principles of community policing.
6 Community policing requires CPD to build community partnerships
7 with schools, churches, other neighborhood organizations, and
8 other City departments. And such partnerships can then inform
9 CPD's approach to handling public safety issues.

10 So as to large gatherings, effective and strong
11 community partnerships can help CPD understand when and why
12 people are gathering and how to best respond to such
13 gatherings.

14 OAG is encouraged to hear this afternoon of the
15 numerous community partnerships CPD has built in learning how
16 to respond to these gatherings, and we look forward to
17 continuing to hear how the Department is incorporating the
18 principles of community policing in responding to this issue.

19 Second principle I mentioned is deescalation. The
20 Consent Decree recognizes deescalation as a core principle.
21 That's Paragraph 161. Consistent with this principle, when a
22 large group of people gather, CPD's public safety approach must
23 prevent or reduce the need of the use of force whenever
24 possible. Deescalation tactics include how officers position
25 themselves in managing the crowd and how officers communicate

1 with the crowd.

2 And we are encouraged this afternoon to hear CPD in
3 its presentation highlight its focus on deescalation when
4 managing large group gatherings, and we look forward to
5 continuing to monitor uses of force at such gatherings to
6 ensure the Department is adhering to this principle.

7 The third Consent Decree principle I wanted to
8 highlight is supervision. The Consent Decree recognizes that
9 supervisors play a critical role in ensuring lawful, safe, and
10 effective community-centered policing. And you just heard CPD
11 discuss the role supervisors can play in responding to a call
12 for service for large gatherings.

13 We understand that supervisors are generally on the
14 scene coordinating the Department's response to such
15 gatherings. And we understand that many of these gatherings
16 occur in districts where there are younger or newer officers
17 serving. The need for leadership in such circumstances is even
18 more essential. We are encouraged to hear about CPD's use of
19 engaged supervisors to ensure safe, effective response to such
20 gatherings.

21 Fourth principle is training. The Consent Decree
22 requires CPD to provide its officers with effective training.
23 We are pleased to hear that CPD has developed and delivered
24 training to its officers specifically in how to respond so such
25 gatherings.

1 And finally, the final principle I want to touch on
2 this afternoon is data analysis. The Consent Decree calls for
3 CPD to become a department that engages in, quote, critical
4 self-examination, so it can maintain a commitment to
5 constitutional policing. We believe that CPD should continue
6 to analyze its response to large gatherings, to continually
7 improve how it can best manage public safety, while minimizing
8 the use of force.

9 To conclude, the purpose of the Consent Decree is to
10 put in place a set of durable principles that creates a
11 department that delivers services in a manner that fully
12 complies with the Constitution and the laws of the United
13 States and the State of Illinois, represents the rights of the
14 people of Chicago, and builds trust between officers and the
15 communities they serve and promotes community and officer
16 safety.

17 We believe that the Consent Decree principles are an
18 essential part of how CPD should respond to large gatherings
19 and we look forward to continuing to work with the parties to
20 ensure these Consent Decree principles are integrated into the
21 Department's daily operations. Thank you.

22 THE COURT: Thank you, Mr. Tresnowski.

23 Are there other comments for the Office of Attorney
24 General or for the police about this large gatherings issue?

25 All right. Well, we will then -- I think we're

1 turning next to the issue of officer wellness.

2 CMDR. BERLAGE: Yes.

3 THE COURT: Dr. Sobo?

4 CMDR. BERLAGE: Yes, thank you, Mr. Tresnowski.

5 I would like to introduce Dr. Sobo, from -- he's the
6 director of the Professional Counseling Division.

7 DR. SOBO: Good afternoon, Your Honor, and all in
8 attendance here. I'm Rob Sobo and I'm currently the director
9 of the Professional Counseling Division. I'm in my 27th year
10 with the Chicago Police Department, exclusively being involved
11 in the mental health and behavioral programs for officer
12 wellness.

13 I do have to say that the recognition, support, and
14 growth in this arena has been nothing short of astounding.
15 Beginning in 2019, we had three licensed clinicians for what
16 was approximated at the time to be 18,000 Chicago Police
17 Department employees and family members. We currently now have
18 27. We were once one office and now we have three different
19 locations.

20 The importance of this fact is that although we were
21 originally in a central office, depending on where you lived,
22 it could take an hour to an hour and a half for you to get --
23 one way, to receive support services. That means sometimes
24 family members and officers were driving three hours just to
25 get to their appointment. Not only was that stressful, but it

1 meant that for many department and family members coming for
2 support services that they needed and deserved to have access
3 to was not possible.

4 Now we have these three locations which means that we
5 are close to where our officers and family members live and
6 work. That means that all of our programs are accessible to
7 all of them and that we are easily deployable to areas where an
8 incident or crisis may be going on where we are needed to help
9 provide some sort of support services.

10 Today, I'm going to give you an overview of the
11 Professional Counseling Division. How we manage stress on the
12 frontline and trauma and the Officer Wellness Communication
13 Outreach Program, our Traumatic Incident Stress Management
14 Program, current compliance progress, and then just some
15 closing remarks.

16 Next slide, please.

17 As you can see from this slide, our Professional
18 Counseling Division is broken up to different services. We
19 have our clinical services, which is provided by our 27
20 licensed clinicians, and they provide individual, couples, and
21 family services to all Chicago Police Department employees and
22 family members.

23 We understand that our officers deserve wellness
24 programs to maintain both their physical and mental wellbeing,
25 as well as their family's, because their wellbeing impacts the

1 family, and the family wellbeing impacts them, and of course
2 together, our goal is to create an environment and culture of
3 wellbeing so that our Department members can better assist and
4 give support services to the communities that they serve.

5 We have a Trauma Debriefing Program, which is a
6 program where our officers and Department members go through a
7 mandatory debriefing in order to assure that after an incident,
8 they can process and help eliminate any seeds to trauma or
9 stress exposure that could potentially develop into more
10 negative consequences, like posttraumatic stress disorder,
11 drinking and alcohol usage issues, and any other undesirable
12 behavioral problems that can frequently come about after a
13 traumatic incident.

14 Those officers come in for a one-time debriefing, and
15 after that debriefing, if it is determined by them and the
16 licensed clinician that they see maybe they're not quite ready
17 to return back to full duty, then they can go on to medical and
18 continue to receive help until that time comes where they are
19 not only better from recovering from the incident, but actually
20 better in general because now they have added tools and
21 information and education to help them carry on through their
22 career and life in order to understand that when different
23 periods of stress or trauma accumulate, they'll know what to do
24 to take care of themselves.

25 One of the great other programs we have for our

1 Department members is called the Annual Voluntary Wellness
2 Check-in. That's a very important program because this allows
3 our members to come in once annually for kind of a checkup,
4 just the way that you would with your physician. They come in
5 for a half hour. And for many of the men and women in our
6 department, it's actually the first time they've ever sat down
7 with a licensed clinician to have the opportunity to talk about
8 and review and assessment of their wellbeing, both in their
9 personal and professional lives.

10 In that checkup, we do that assessment with them, make
11 some recommendations. And one of the consequences of that has
12 been that many of our officers have come back and actually
13 entered counseling to take care of the issues that they've
14 identified during that 30-minute session.

15 The incentive for our officers to participate in this
16 is that after that half hour, they get the rest of their tour
17 of duty off. It's been very successful in introducing wellness
18 to many of our Department members that, without this program,
19 probably wouldn't utilize mental health services.

20 One of the great programs that we have that is also a
21 model for the nation is our certified alcohol and drug
22 counselors. We currently have six of them. And their
23 responsibilities are to search out and make relationships with
24 external partners for in- and outpatient programs for drug and
25 alcohol usage.

1 In addition, they hold 13 No Cop Out meetings per
2 week. Those are basically drug and alcohol meetings for our
3 police officers and family members. They provide any sort of
4 supportive assistance 24/7 to all of our department and family
5 members.

6 And I should say that all of our programs as well are
7 available 24/7, especially is important because the Police
8 Department and the City continues 24/7.

9 We have a peer support program that is currently 20 --
10 excuse me, 200 volunteer law enforcement personnel who give of
11 their background, personal experience, and professional
12 experience to others in need, whenever that may be. For
13 example, they are deployed when an officer is injured, or a
14 family, you know, needs some support.

15 In addition, we have chaplains. We have six sworn
16 chaplains who provide spiritual and religious services to all
17 of our Department members daily and especially during times of
18 celebration, such as holidays and in the unfortunate times
19 where we lose department or family members, whether it be
20 through a line-of-duty death, an injury, or through natural
21 causes.

22 Next slide, please.

23 We all know and understand that law enforcement
24 personnel experience cumulative stress and unique occupational
25 trauma. You know, the men and women of this Department truly

1 provide an invaluable service and put their life on the line
2 every day, and that does come at a cost. And with that
3 recognition, that is what drives the mental health and
4 behavioral programs for officer wellness that we currently have
5 and strive to continue to grow.

6 We're proactive because we know that it is inevitable
7 that our officers' wellbeing is potentially going to be
8 compromised at one point or another during their careers. So
9 we don't just provide services when mental health has been
10 compromised. We go out there and make sure that our officers
11 are practicing wellness, resilience, so that when something
12 does occur, they are more likely to recover and not suffer
13 consequences. They just might if their wellness isn't
14 protected to begin with.

15 We believe early intervention prevents long-term
16 burnout, especially when we know that anxiety and posttraumatic
17 stress and physical exhaustion is a normal part of the job. We
18 cultivate a supportive culture, which ensures our officers
19 receive help without stigma or operational burden.

20 And part of how we do that is all of our clinicians,
21 our drug and alcohol counselors, our chaplains, and our peer
22 support members are assigned to the districts. We make sure
23 our members are familiar with the faces that provide them these
24 services, that they have trust in us, and that they know how to
25 reach us, because familiarity and trust is the foundation for

1 utilization.

2 Next slide, please.

3 It's great that we have all of these tools and all of
4 these programs, but without our officers knowing about it and
5 our families knowing about it, how much use can we be, how
6 helpful can we be?

7 So what we do is we have narratives as a Chicago
8 Police Department about public-facing web pages. We have an
9 internal and an external web page that provides all of the
10 information of our programs, all of the information about the
11 individuals who provide services under all of our programs so
12 that people can look up any number of our licensed clinicians,
13 for example, see them, see what they look like, what their
14 backgrounds are, what they specialize in, and see who they
15 might identify with best so that they can approach that
16 individual or call for services from that particular person to
17 establish that therapeutic relationship.

18 We design procedures of communication and materials
19 and reports that help communicate this as well. We have
20 brochures that are regularly available throughout the entire
21 department. Those brochures are also published and available
22 to all of the men and women of our department and family
23 members.

24 We also collaborate with the news fairs and graphic
25 arts to help streamline wellness unit initiatives and

1 various -- to various audiences. We do that through streaming
2 videos that have different topics such as drug and alcohol,
3 posttraumatic stress disorder programs. It helps our audience
4 familiarize themselves with the programs during times where we
5 might have their attention such as a roll call.

6 We also promote wellness events open to the public
7 through the CPD website and social media channels. For
8 example, we are available and participate in many of the things
9 that the community supports and is present at, such as the Run
10 to Remember or the Walk for Suicide Prevention. And just
11 another -- other initiatives where the community is involved
12 with, we are there as well so that they can learn about us and
13 know who we are and what we are doing to help provide them a
14 safer and healthier department.

15 Next, please.

16 I've talked about Traumatic Incident Stress Management
17 pretty much, so I'm going to skip over this for time's sake.

18 Again, policy improvements. This is important for
19 everyone to know, because what we've done is we've updated our
20 employee resources, E06-03, which is the Traumatic Incident
21 Stress Management Program, in order to clarify the
22 administrative purposes so that our supervisors are familiar
23 with the program, know their responsibilities to help the men
24 and women that they supervise, and to help assure that all
25 these men and women who experience an incident are put into the

1 program.

2 These revisions help ensure that our members are
3 properly referred to the program, they get referred in a timely
4 manner, and that participation is accurately documented and
5 followed through with.

6 In addition to that, we have training enhancements.
7 We have new TISMP training that has been developed and will be
8 delivered through e-learning and designated personnel this
9 year. Beginning this year, all of our Department members will
10 receive in-person TISMP training as part of our overall
11 wellness initiatives.

12 Our technology upgrades have come a long way as well.
13 Our department is implementing several technology enhancements
14 to strengthen our referral compliance. For example,
15 lieutenants are now required to document their referrals to
16 members when applicable, you know, during report of approval
17 process.

18 Additionally, the onscreen prompts in their reports
19 provide clear guidance to assure that they understand their
20 responsibilities for those referrals and it also again assures
21 accurate and timely referrals to our members who are in need of
22 a TISMP inclusion.

23 If we take a look at our compliance with the Consent
24 Decree, we have preliminary compliance of 100 percent of 36 of
25 the Paragraphs; 34 of the 36 paragraphs have secondary

1 compliance; and 42 percent, meaning 15 of the 36 programs, have
2 full compliance, and we are working diligently to bring that
3 number up.

4 Next, please.

5 So that's in a nutshell a very complicated but I think
6 exceptional program that we currently have for our Department
7 members. We are considered leaders nationally of wellbeing
8 programs. We strive to be better and to grow and we truly
9 appreciate the community support and the support from all
10 involved that has allowed us to grow in ways that one wouldn't
11 have seen a couple years ago.

12 So thank you for the opportunity to present this to
13 you and be well.

14 THE COURT: Thank you very much.

15 I know we're going to hear from the Office of Attorney
16 General in response to this report as well. But are there any
17 other questions for Dr. Sobo before we turn to Mr. Tresnowski?

18 All right. Let's hear from Mr. Tresnowski then about
19 the Office of Attorney General's response.

20 MR. TRESNOWSKI: Thanks again, Your Honor. And I'd
21 like to provide updates on behalf of the Office of the Attorney
22 General regarding the Officer and Wellness -- Officer Wellness
23 and Support Section of the Consent Decree, which is
24 Paragraphs 377 to 418.

25 The importance of this section cannot be understated.

1 As we have explained to this Court previously, the Department
2 is on the frontlines of many of the City's biggest challenges
3 every single day. We ask them and we indeed expect them to
4 handle these challenges with professionalism, grace, and
5 compassion. This is not an easy task and we know it is often a
6 thankless task. We know that officers need the right wellness
7 tools to meet these expectations.

8 The City and the Department understand this. They
9 understand what the public asks of police officers. They
10 understand the tools necessary to make sure officers are able
11 to perform their jobs appropriately.

12 OAG has previously spoken to the Court about the need
13 for adequate staffing levels, adequate availability of
14 providers, and the need for concrete data to demonstrate the
15 reform efforts are working.

16 Though I will not repeat those concerns in detail
17 today, our office continues to have concerns about the
18 Department's ability to produce adequate data to justify
19 further levels of increased compliance.

20 But OAG has had recent discussions with the
21 Independent Monitoring Team and the City on this issue that
22 have been incredibly productive, and we are hopeful that the
23 Department will be able to produce data to demonstrate how it
24 is achieving the necessary reforms.

25 There are areas where the City needs to -- still needs

1 to significantly improve, including in data collection, the
2 creation of a policy concerning the quiet rooms that the
3 Department maintains in each district for members to have a
4 calm and quiet environment, and importantly, by developing the
5 ability to identify its own needs and recommend changes to meet
6 those needs.

7 As our office has reported to the Court in the past,
8 one of the cornerstones of the Consent Decree is that the
9 Department become an entity that can learn from itself and grow
10 accordingly.

11 Although significant work remains, we believe the
12 Department should largely be commended for its commitment to
13 prioritizing officer wellness. Its efforts are working.

14 I want to highlight for the Court a few points about
15 the City's efforts that our office believes make a significant
16 impact. A major theme of the Officer Wellness Section in the
17 Consent Decree is eradicating stigma towards seeking mental
18 health care. It's not just a theme, it's also a requirement.

19 We've seen steps the Department has taken to address
20 this. They have improved communications throughout the
21 Department. They routinely publicize the services offered by
22 the Professional Counseling Division, and they have promoted
23 the use of a Cordico Wellness Application that allows
24 Department members to access resources anonymously through
25 their phones.

1 But perhaps the most significant tool that the
2 Department has provided to eradicate stigma has been the
3 creation and use of the Voluntary Annual Wellness Check-in
4 Program, which allows sworn officers and civilians to take a
5 day off work to see either mental health care providers within
6 the Professional Counseling Division or see their own provider.

7 The Illinois Attorney General's Office has heard
8 directly from officers about how impactful this has been in
9 changing the narrative and lessening stigma. Once an
10 individual walks through the door, the door becomes less scary
11 in the future. We understand that in June 2026, over 200 sworn
12 Department members utilized this benefit.

13 The Department has also taken additional steps to
14 address stigma and has recently created a public-facing website
15 that provides detailed information to Department members and
16 their families about the wellness tools that are available to
17 them, where to find them, and how to access them.

18 For individuals perhaps apprehensive about accessing
19 this information through the Wellness app, which, again, is
20 confidential, individuals still have another way to access this
21 information. Promoting this on its website not only
22 demonstrates the Department's commitment to wellness and its
23 efforts for reform, but it also sends a message to recruits
24 that an officer's wellbeing is a priority in the Department.
25 The efforts to eradicate stigma we believe are having their

1 intended effect.

2 Just as an example, we understand that in June 2026,
3 there were over a thousand individuals who received services
4 from the professional counseling division. 679 of those were
5 sworn members, and 75 were retirees. Over 880 peer support
6 contacts were made in that same month, and there were more than
7 450 contacts with alcohol and substance counselors.

8 There could be no doubt that there has been
9 significant progress towards reform with respect to
10 departmental wellness. We commend the work the Department and
11 the City have done and we look forward to continuing those
12 efforts.

13 Again, data remains an outstanding piece of these
14 reforms. We believe that better data can demonstrate what we
15 believe is likely true in practice, that the City's efforts
16 towards reform have resulted in a department that has
17 fundamentally changed its perspective on wellness.

18 A healthy officer is one who can serve their community
19 best, and the Department is working to ensure its officers are
20 mentally and physically healthy. Our office looks forward to
21 continued collaboration with the IMT and CPD, and looks forward
22 to continuing with the City to expand resources for all CPD
23 members.

24 Thank you for the opportunity to provide the Court
25 with a status update on the Officer Wellness Section today.

1 THE COURT: Thank you, Mr. Tresnowski. That was
2 helpful.

3 Comments or questions for him?

4 All right. Then I think we're ready to hear from --
5 will we be hearing from someone from the Coalition this
6 afternoon?

7 MS. HICKEY: Yes, Your Honor.

8 THE COURT: Great. Ready for that now.

9 MS. BLOCK: Good afternoon, Your Honor, and members of
10 the City and CPD, Office of the Attorney General, members of
11 the community. My name's Alexandra Block. I'm an attorney
12 with the ACLU of Illinois and we represent the Communities
13 United parties of the Consent Decree Coalition.

14 My remarks today are going to focus on the first part
15 of the presentations about CPD's responses to large gatherings.
16 CPD's presentation focused today a lot on the importance of
17 communication during large gatherings. And our presentation is
18 going to focus on a particular gap in CPD's communication, and
19 particularly CPD's communication with young people and youth
20 leaders regarding how police respond to youth gatherings and
21 create their policies with respect to youth gatherings.

22 And in order to address that topic, we have a client
23 representative from the organization Communities United Jessica
24 Estrada to make remarks today.

25 MS. ESTRADA: Thank you, Alexandra. Good afternoon,

1 everyone. My name is Jessica Estrada. And I'm the policy
2 director with Communities United. The young people in our
3 organization have been doing and have done an extraordinary
4 amount of work regarding the appropriate response to youth
5 gatherings in Chicago.

6 This is a topic where they have expertise and lived
7 experience. Our young people have argued against draconian
8 police responses, the snap curfews, and the proposed penalty
9 increases.

10 Last year, the young people met one-on-one with some
11 of the alderpeople to explain why the snap curfew and similar
12 proposed ordinances were the wrong approach. They shared how
13 these policies can affect young people and could bankrupt their
14 families with excessive fines, while also presenting
15 alternative solutions, including the need of safe spaces where
16 young people can be themselves.

17 Young people also sent letters to all 50 alderpeople
18 and spoke at several Consent Decree public hearings, city
19 council hearings, and opposing the changes to the Chicago
20 curfew ordinance.

21 On one occasion, the former superintendent stated that
22 he had not requested a snap curfew and that he didn't plan to
23 use it. Our youth held the superintendent to his word.
24 Thankfully that policy was never enacted.

25 The concern we would like to raise is that youth

1 voices continue to be left out of the discussion, when instead,
2 they should be centered and uplifted.

3 We're about to show a video of one of the young people
4 who have worked with multiple staff at the Chicago Public
5 Schools in shaping some policy, including the Whole School
6 Safety Initiative. Through this work, young people brought
7 their experiences to the conversation that helped school --
8 that helped schools address safety concerns in their schools.
9 Their advocacy contribute to moving schools away from relying
10 on police officers, so it's more supportive approaches.

11 Also young people played a significant role in shaping
12 Chicago Public Schools' search and seizure policy that focuses
13 on searches, searches the young person -- yeah, focuses on
14 searching the young people, how to notify parents,
15 documentation, desk and locker searches. Even young people
16 inform how to facilitate some of the trainings.

17 As a participant and support to the young people in
18 these meetings, the young people from like a diverse background
19 across the city, I can tell you that they're brilliant and
20 they're deeply committed in improving their communities.

21 When young people help shape policy, they take
22 ownership of the outcomes and become invested in creating
23 positive change in their community. Specifically, they become,
24 yeah, invested in defining and promoting safety in their
25 schools. This process, we have engaged with the Chicago Public

1 Schools. It should be an example of how the Chicago Police
2 Department should genuinely and productively engage the young
3 people.

4 And at this time, I would like to share the recording.
5 And this is Nor [phonetic].

6 (Video played in open court.)

7 MS. ESTRADA: So, again, that's Nor, one of our young
8 people in the West Ridge area. He's one of the brilliant young
9 people that we work with.

10 And I want to thank you all for allowing us to share
11 this video. And we hope in the future that there will be
12 opportunities outside of school hours when young people can
13 address the Court directly and meet with the Chicago Police
14 Department. Because too often, the decisions are made about
15 young people without including them in the conversation.

16 Romya Simone, a young person from Garfield Park,
17 Garfield Park community in Chicago, spoke to the city council
18 public hearing. It was convened by Alderwoman Jessie Fuentes,
19 who brought -- who brought young people into this hearing
20 together and to be seen and heard as experts in public safety.

21 And so during the hearing, during the hearing, at this
22 public safety meeting, a public safety representative in that
23 meeting shared the number of guns that were recovered during
24 the youth gatherings, and Romya responded by asking, "Like who
25 is selling these guns to the young people? Why aren't the

1 adults and the gun companies held accountable? And shouldn't
2 the City do an investigation?" These are great questions that
3 the City representatives didn't answer. Romya's question
4 showed that pointing fingers at young people isn't the
5 solution.

6 City officials need to dig deeper. And the City and
7 CPD officers should stop stereotyping young people of color as
8 troublemakers. And I will give an example. Something that a
9 young person shared at community -- at a meeting with
10 Communities United, and this happened this year, like a couple
11 months ago, a CPD officer saw a young person running near a gas
12 station in the West Ridge area. And without asking any
13 questions, the officer pointed a gun at the young person,
14 possibly believing that the young person was stealing
15 something. In reality, the young person was running away from
16 an armed adult. Yeah, an armed adult who had started -- he
17 started arguing nearby.

18 If I was faced with that similar situation, I would
19 have likely run away from the person with the gun. The police
20 officer should have been protecting the young person in this
21 situation, not making them fear for their life. We need to
22 make sure that young people are in the forefront in shaping
23 policy, to help other schools have demonstrated the trust that
24 they have in young people by intentionally involving them in
25 shaping the policy that directly impacted -- that impacts young

1 people.

2 We ask, why can't CPD intentionally connect with us,
3 the organizations who work with young people who are part of
4 the Coalition to shape policy? Together, we can shape policies
5 that are informed by lived experience by our young people.
6 Young people are the experts in their own experience and
7 deserve to be thoughtfully engaged to shape policy, or to
8 explain why their recommendations are not taken into
9 consideration.

10 And thank you for your time.

11 THE COURT: Thank you very much.

12 Any questions for Ms. Estrada?

13 MR. SLAGEL: Only thing I would point out, Your Honor,
14 is I believe we're working on the plan for 2027 public
15 hearings. And I believe we were considering doing, you know,
16 another Saturday event, so please be on the lookout for that,
17 Ms. Estrada, so that you can bring those who are in school
18 during workdays hopefully can attend a Saturday and provide
19 input to all of us on these important matters.

20 MS. HICKEY: I was going to raise that. We will also
21 do one at 5 o'clock. We try to rotate. In the past, we have
22 done one at 5 p.m. and on a Saturday.

23 THE COURT: For that exact reason, you know, young
24 people have to be -- need to be in school and have activities,
25 people working, people sometimes can't join us in the middle of

1 the day. We really do want to make every effort to get as much
2 input as we can, and that certainly includes the young people
3 who are affected by Chicago public -- Chicago Police Department
4 policies and by what goes on in the streets here.

5 I think we may be ready to -- are there additional
6 remarks from the Coalition besides -- beyond what we've just
7 heard?

8 MS. BLOCK: No, Your Honor. Thank you so much for
9 your time today.

10 THE COURT: Thank you. Thank you very much for the
11 efforts you're making for us.

12 And then I'll just ask then if we could hear closing
13 remarks, beginning -- I think beginning with the first
14 deputy -- beginning with the City.

15 MR. SLAGEL: It's going to be the acting
16 superintendent, Your Honor.

17 THE COURT: Great.

18 ACTING SUPT. WALLER: Okay. Good afternoon. Can you
19 hear me?

20 THE COURT: Yes, and thank you for being with us,
21 Superintendent Waller.

22 ACTING SUPT. WALLER: Yes, thank you, Judge. I've
23 been listening intently to all of the comments and I want to
24 thank all the presenters.

25 It's just refreshing to see a lot of the evolution of

1 the police department, where we've gone. This is my 40th year
2 in law enforcement, so some of the things that were spoken
3 about are very prevalent. And I was a chief of patrol at one
4 point in time for almost five years. There were times when we
5 didn't have the proper training, proper supervision, and
6 different things went on. And it's refreshing to see where
7 training, supervision, some of the implementation from
8 Superintendent Snelling that was his cornerstone of where he
9 wanted to lead the Department and where we are now.

10 And I had to take off my -- step outside of my old
11 school self, so to speak, when listening to some of the things,
12 because we have to be able to take constructive criticism that
13 way constructively and be able to use that criticism to change
14 or to make changes where we see and adjustments where we see
15 that need to be adjusted.

16 The way we handle large gatherings, all the
17 presenters, I've seen them operationally in the field, handling
18 those things, managing. And when we pivot when it's a protest
19 or when it's driven by some agenda, we've had to make
20 adjustments and I've seen those presenters do just that in the
21 field. And where it's a spontaneous popup, as we say, we've
22 had to make those adjustments also.

23 So I just want to say that I'm very proud of the
24 direction where CPD is going, and this is a continuum that we
25 will not stop until we continue to get it right.

1 But those cornerstones of that were spoken about,
2 training, supervision, the trainings, dealing with the
3 community, all those things in that pie of CPD where we tried
4 to just make sure that we do things the right way
5 constitutionally and try to be respectful of people's
6 constitutional rights.

7 So I just thank you for your time, Judge, and all the
8 presenters. Thank you for your time also and all the hard work
9 that you put into this.

10 THE COURT: Thank you, Superintendent Waller. I
11 appreciate your having spent some time with us this afternoon
12 as well.

13 Will we -- is there -- will there be any closing
14 comments from the Attorney General? Mr. Wells, or?
15 Mr. Tresnowski --

16 MR. TRESNOWSKI: Nothing further from the OAG. We
17 just want to appreciate the effort it took to put in -- into
18 the presentations from both the CPD as well as the Coalition
19 this afternoon, and appreciate the Court for sitting with us
20 longer than we typically do for this presentation, so.

21 THE COURT: I think this was a very effective
22 presentation, though. I think it was -- the time was well
23 worth it.

24 Any closing comments from the Monitor?

25 MS. HICKEY: Yes, just briefly, Your Honor.

1 I just wanted to remind everyone in attendance that
2 next month's hearing will be on October 20th, and the parties
3 will focus on use of force, including officer-involved shooting
4 and death policies, as well as the efforts to comply with the
5 Police and Community Relations Improvement Act, known as PCRIA,
6 and the hearing will also address district-level review of foot
7 pursuits. The schedule is available on our website,
8 CPDMonitoringTeam.com.

9 And on behalf of the Independent Monitoring Team, I'd
10 like to thank everyone for their participation today and we
11 look forward to hosting those hearings in the future at
12 alternative times and making sure that everyone's aware of that
13 so that everyone has an option to attend. Thank you, Your
14 Honor.

15 THE COURT: I thank all of you for your time and I
16 look forward to seeing many of you again in October. Best
17 wishes as we move forward. Thank you for your efforts and for
18 the continued determination to carry out the goals of the
19 Consent Decree. I think we're ready to adjourn.

20 (Concluded at 2:58 p.m.)
* * * * *

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

24 /s/ Hannah Williams
25 Hannah Williams, RMR, CRR, FCRR
Official Court Reporter

October 22, 2026