



## Community Newsletter

### Be Part of the Solution



*Independent Monitor Maggie Hickey and Chicago resident La'Rie Suttle at a recent community meeting*

- **You can have a voice on the CPD's progress toward compliance:**
  - **Attend the Independent Monitor's Community Meetings**
  - **Share Your Thoughts on New Policies on CPD's Website and on CPD's Community Conversations meetings**
  - **Stay Up to Date with the Monitor's [Plans and Reports](#) to the Judge**
  - **Invite a IMT Member to Your Community Meeting**

See Reports & Meeting Information at  
[www.cpdmonitoringteam.com](http://www.cpdmonitoringteam.com)

Welcome to the Independent Monitoring Team's first Community Newsletter! Here, we'll share information about our work over the past few months to monitor the City of Chicago and the Chicago Police Department's compliance with the consent decree. The consent decree is a 229-page court order from federal Judge Robert Dow, which requires reforms across many topic areas, including use of force; impartial policing; training; officer wellness and support; and accountability and transparency. In short, the consent decree requires the City and the CPD to provide constitutional policing that respects the rights of all Chicagoans, builds community trust, and promotes community and officer safety.

Former federal prosecutor and Executive Inspector General **Maggie Hickey** serves as the **Independent Monitor**. Maggie's extensive experience working in government accountability, overseeing compliance, and conducting internal investigations make her a great fit to lead the IMT.

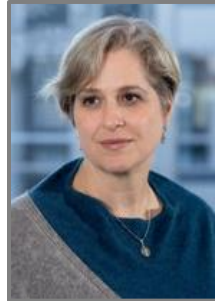
The IMT consists of recognized innovators in police reform from across the country who assess how the City is complying with consent decree requirements. The team has experience as police chiefs, academic scholars, psychologists, and attorneys who have a wide range of expertise that cover every aspect of the consent decree.

The following page of this newsletter includes more information on the IMT's Community Engagement Team and the last page includes a summary of our first [Monitoring Report](#).

## Meet the Community Engagement Team



**Steve Rickman**  
Associate Monitor  
for Community  
Policing



**Elena Quintana**  
CET Member



**Sodiqa Williams**  
CET Member



**Joe Hoereth**  
CET Member

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The Independent Monitor has a Community Engagement Team. The Community Engagement Team consists of dedicated community-minded people who gather community input on the City and CPD's progress.

Specifically, the Community Engagement Team assesses whether community members are experiencing positive changes in their day-to-day engagement with the CPD. The Community Engagement Team reaches out to community members to listen to their experiences and concerns and has already met with over 30 community groups, including the *Campbell* and *Communities United* plaintiffs.

In June 2019, the Independent Monitoring Team held its **first quarterly community meeting** at Kennedy King College in Englewood. Independent Monitor Maggie Hickey described the monitoring process and introduced the Community Engagement Team. The meeting also gave community members the opportunity to share their hopes and concerns about police reforms. Some community members raised concerns about a va-

riety of topics, including the role of collective bargaining units in police reforms, the historical failure of the CPD to enact meaningful reforms, and whether the consent decree will succeed in bringing the needed changes at the CPD. Some community members also expressed hope for increased positive and respectful police interaction, improved crisis response, enhanced officer-wellness programs, and reconciliation with past CPD practices.

The Independent Monitoring Team held its **second quarterly community meeting** in September 2019 at Austin Town Hall Park. Some community members expressed concerns that reforms may take too long and that they wanted more positive on-the-street interactions. Other community members expressed hopes for improvement in CPD-community relationships and wanted the CPD to continue its formal community meetings. One group expressed optimism that their experiences with the CPD in the Austin neighborhood had improved because of community programs like the youth baseball league, and they hope relations continue to improve.

## Independent Monitoring Report 1

Independent Monitor Maggie Hickey filed the first independent monitoring report in November 2019. The report assessed the progress by the City, the CPD, and other relevant entities on reform efforts from March 1 through August 31, 2019. This report is the first of 10 semiannual reports by the Independent Monitoring Team over the next five years.

The IMT found that the City had achieved preliminary compliance with 15 paragraphs of the consent decree. The City was not yet in preliminary compliance with the remaining 52 paragraphs that we assessed in the first six-month reporting period.

The City met 13 of the 50 agreed-upon deadlines. While the City missed 37 deadlines, it reached preliminary compliance with four of these paragraphs before the end of the reporting period.

Moreover, we noted concerns about the CPD's efforts to engage the community during the first reporting period and recommended that the CPD "establish regular procedures for garnering community member and community stakeholder input early in the policy development process" (IMR-1, p.34).

In many cases, the CPD continued to develop policies and train personnel after August 31, 2019. We did not assess those efforts in the report, but we will assess them in the next monitoring report.

### Consent Decree Assessment Levels, In General

#### Preliminary/Policy Compliance

Are sound, community-informed policies in place?

#### Secondary/Training Compliance

Has quality training been provided to educate officers on the policies?

#### Full/Operational Compliance

Have policy and training resulted in organizational 'best practices' at CPD?

"This first report begins to illustrate the scope of reform needed and explains how changes will take time and cannot be expected overnight," said Independent Monitor Maggie Hickey. "We continue to identify hurdles, provide recommendations, work with the community to assess the City and CPD's compliance, and ultimately, help the City reach full and effective compliance with the consent decree."

The IMT's next semiannual report will cover the reporting period from September 1, 2019, through February 29, 2020. It will provide updates on the IMR-1 paragraphs and will include 60 additional paragraphs.

**Learn more about who we are, what we are doing, and how you can help CPD evolve by visiting [cpdmonitoringteam.com](http://cpdmonitoringteam.com). If you would like to invite a team member to your neighborhood meeting, please send us an email at [contact@cpdmonitoringteam.com](mailto:contact@cpdmonitoringteam.com). Thank you!**