

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

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STATE OF ILLINOIS,)	
)	
Plaintiff,)	Docket No. 17 C 6260
)	
vs.)	
)	
CITY OF CHICAGO,)	Chicago, Illinois
)	June 2, 2023
Defendant.)	10:00 a.m.

TRANSCRIPT OF PROCEEDINGS - Hearing
BEFORE THE HONORABLE CHIEF JUDGE REBECCA R. PALLMEYER

APPEARANCES:

For the Plaintiffs:	HON. KWAME RAOUL ATTORNEY GENERAL OF ILLINOIS BY: MS. MARY J. GRIEB MS. PATRICIA N. JJEMBA 100 West Randolph Street Chicago, Illinois 60601
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1 APPEARANCES (Continued:)

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25

1 (The following proceedings were had via
2 videoconference:)

3 CHIEF JUDGE PALLMEYER: It is 10 o'clock. I think
4 we can get started here.

5 I will ask my deputy to call the case.

6 THE CLERK: 17 CV 6260, State of Illinois versus
7 City of Chicago, for public hearing.

8 CHIEF JUDGE PALLMEYER: Good morning, everyone, and
9 welcome to our virtual public hearing this morning.

10 I am looking forward to hearing from many of you,
11 both the lawyers that have been engaged in this case for
12 quite some time, but also members of the public,
13 representatives of the community, people who have the
14 community and the City of Chicago at their -- as interests
15 that they wish to preserve and protect. I am looking forward
16 to hearing from each of you with your views and your
17 experiences.

18 Recall that we have a schedule in place in terms of
19 the number of -- the order in which people will be speaking,
20 and I will be calling on you. You will each have a few
21 minutes to make your points.

22 We will begin, of course, however, with the
23 monitor, Maggie Hickey, who has got some comments that she is
24 going to make and, I believe, some slides to show us.

25 And then we will hear from the Office of the

1 Illinois Attorney General, attorneys for the City of Chicago
2 as well. And before proceeding with hearing speakers from
3 the Coalition, We will hear a few additional remarks from
4 you.

5 So we will begin, then, with Ms. Hickey.

6 MS. HICKEY: Thank you very much, your Honor, and
7 thank you for opening your virtual courtroom to community
8 voices on the consent decree.

9 My name is Maggie Hickey, and I am the independent
10 monitor.

11 I am joined today by my deputy monitor,
12 Chief Rodney Monroe. Chief Monroe has more than 30 years'
13 experience in law enforcement and is a recognized leader in
14 police reform and community policing. We both look forward
15 to hearing from the community members today.

16 The consent decree requires the City and the CPD to
17 integrate a community policing philosophy into the CPD
18 operations. This is to build and promote public trust and
19 confidence in the Chicago Police Department and to ensure
20 constitutional and effective policing; also, the public
21 safety and the sustainability of reform.

22 To do this, the City and the CPD must know where
23 they stand with the community. They must hear the voices of
24 the community.

25 I want to thank the community members today who are

1 coming here to speak for taking their time and making their
2 contribution to reform.

3 I would also like to use my time this morning to
4 highlight what we have recently heard from Chicagoans who
5 responded to our second citywide survey.

6 Earlier this week -- on Tuesday, May the 30th -- we
7 filed the second Community Survey Report, which is available
8 on our website.

9 This report details the results from over
10 1,000 randomly selected Chicagoans across all races and about
11 300 responses from young black men in Chicago between the
12 ages of 18 and 25.

13 The survey asked Chicagoans to provide feedback
14 regarding overall policing services, effectiveness, community
15 engagement, responsiveness, trustworthiness, and procedural
16 justice, and also contact -- their contact and interactions
17 with CPD, any misconduct complaints and investigations, and
18 their confidence in reform.

19 This is the independent monitoring team's second
20 community survey, and we used the same questions as the first
21 community survey.

22 As a result, we were able to compare the results
23 from the first survey, which occurred in 2019 and 2020, which
24 was before COVID and before the nationwide protests and
25 unrest following the tragic murder of George Floyd. And the

1 most recent survey results are from 2021 and 2022.

2 Comparing responses regarding overall police
3 services, for example, Chicagoans were less positive
4 regarding how officers were doing in their neighborhoods and
5 even less positive regarding how the CPD was doing citywide.

6 Overall the CPD received a combined positive rating
7 by over 50 percent of Chicagoans on only 11 of the 54 rating
8 questions. That's approximately 20 percent.

9 This is a decrease from the first survey where
10 20 of the 54 rating questions received an overall positive
11 rating. That was 37 percent.

12 The gap between White, Latino, and Black
13 respondents in the all-Chicagoan sample decreased compared to
14 2020, with Latinos remaining in the middle for most
15 questions.

16 Specifically, in 2022, White and Latino Chicagoans
17 had worse perceptions of the police than they did in 2020.

18 Black Chicagoans still had the most negative
19 responses when compared to other groups, but rated the CPD
20 better than they did in 2020, with fewer negative and more --
21 greater neutral responses.

22 While Chicagoans overall appear to have become more
23 similar in their perceptions of police than they were in
24 2020, the gap between young Black men and the average
25 Chicagoan persists.

1 Young Black men had, by far, the least positive and
2 most negative perceptions compared with the other groups.

3 Young Black men in 2022 answered most of the
4 questions similarly to their counterparts who answered in
5 2020, with a few exceptions where young Black men were more
6 likely to favor a neutral response rather than a negative or
7 a positive.

8 A notable difference between the young Black men
9 samples of 2020 and 2022 was the reduced rate of experiencing
10 gun-pointing by a police officer.

11 In 2022, slightly over 10 percent of young Black
12 men responding had experienced gun-pointing by the CPD
13 compared to 19 percent in 2020. But this rate was still much
14 higher than the average Chicagoans that answered the survey
15 and also the average Black Chicagoans that answered the
16 survey.

17 The consent decree requires the City and CPD to
18 demonstrate constitutional policing practices that respect
19 the rights of all of the people of Chicago while building
20 trust between officers and the communities they serve and
21 promoting community and officer safety.

22 In response to, how good is the relationship
23 between the CPD and the residents in their neighborhood? all
24 Chicagoans and young Black men were less negative, less
25 positive, and more neutral.

1 Still, nearly half of Chicagoans rated the
2 relationship between residents and the police in their
3 neighborhood as "good" or "very good" while only 23.6 percent
4 of young Black men provided that response.

5 The latest survey's findings demonstrate that
6 CPD must continue to develop and implement effective
7 community engagement strategies to build and maintain
8 community trust.

9 Because of the years of hard work from the
10 dedicated people from the City, the CPD, the OAG, the Court,
11 the Coalition, and the Chicago communities, CPD and the City
12 have developed and implemented many new and revised policies
13 and trainings.

14 It is our hope that CPD will use the results of
15 this second Community Survey Report to inform CPD policies,
16 training and practices, prioritizing community policing and
17 procedural justice.

18 This is the first public hearing under the new
19 mayoral administration and Acting Superintendent Fred Waller.

20 As we head into the summer months, the City, the
21 CPD, and Chicago continue to face new and ongoing challenges,
22 including high levels of violent crime, significant attrition
23 of officers, and nonsworn personnel, leading to staffing
24 difficulties and the heartbreaking loss of officers.

25 More will need to be done to address staffing and

1 resource issues and to comprehensively demonstrate compliance
2 efforts with officer wellness, community policing, impartial
3 policing, community engagement, and crime-fighting strategies
4 that reflect the CPD's commitment to constitutional policing
5 and reform.

6 We will continue to monitor and report on the City
7 and CPD's efforts to comply with the consent decree. In
8 fact, in the coming weeks we will be filing the Independent
9 Monitoring Report 7, which covers the City and CPD's
10 compliance efforts between July 1st of 2022 and
11 December 31st of 2022.

12 We will also file this summer the monitoring plan
13 for year five of the consent decree, as well as we will be
14 filing in the fall an upcoming comprehensive assessment which
15 will include the assessment of whether the outcomes, at this
16 point, intended by the consent decree are being achieved and
17 whether there should be any modification to the consent
18 decree to make it more effective.

19 We will continue to provide and report on the
20 results of citywide surveys, too.

21 But in addition to such representative samples of
22 community feedback, it is imperative that the City, the CPD,
23 the OAG, the ING, and the Court receive qualitative community
24 feedback.

25 We look forward to hearing directly from Chicagoans

1 today.

2 Thank you for the time, your Honor.

3 MS. BAGBY: Your Honor, before we start with the
4 Attorney General, I have been told by folks that the
5 livestream isn't actually working. I don't know if we can --

6 CHIEF JUDGE PALLMEYER: We have got to get that
7 straightened out.

8 MS. HICKEY: Thank you for sharing that. We will
9 put a pause and try to figure it out.

10 (Brief pause.)

11 MR. SEPÚLVEDA: The livestream is working now.

12 CHIEF JUDGE PALLMEYER: Back in action.

13 Do we have an idea when it was that we dropped off?

14 Ms. Hickey had an important report, and I would
15 like her to repeat it, if that's --

16 MS. BAGBY: Unfortunately, I believe, for the folks
17 I heard from, they never got in. So they haven't seen or
18 heard anything up until now.

19 MS. HICKEY: I can start all over again.

20 CHIEF JUDGE PALLMEYER: In that case, I do think
21 it's a good idea to start all over again.

22 And let me just say to those of you who just now
23 joined us, we are going to begin again. We don't want you to
24 miss what happened and what has happened.

25 So I want to welcome you to the livestream. Thank

1 you for your participation and reiterate my commitment to
2 making sure things move here.

3 Ms. Hickey has a pretty significant report that she
4 made a moment ago. I'm asking her to repeat the whole thing,
5 because I don't want you people that were not on earlier to
6 have missed it.

7 So we will start again with that.

8 MS. HICKEY: All right. I will just start from the
9 top, your Honor.

10 Thank you very much, and thank you for opening your
11 virtual courtroom to community voices on the consent decree.

12 Good morning, everyone. My name is Maggie Hickey,
13 and I am the independent monitor.

14 I am joined today by my deputy monitor, Chief
15 Rodney Monroe. Chief Monroe has more than 30 years of
16 experience in law enforcement and is a recognized leader in
17 police reform and community policing. We both look forward
18 to hearing from community members today.

19 The consent decree requires the City and CPD to
20 integrate a community policing philosophy into CPD
21 operations. This is to build and promote public trust and
22 confidence in the CPD and to ensure constitutional and
23 effective policing.

24 To do this, the City and the CPD must know where
25 they stand. They must hear from the community.

1 I want to thank the community members who are going
2 to speak here today for both their time and their
3 contribution.

4 I would also like to use my time this morning to
5 highlight what we have recently heard from Chicagoans who
6 responded to our second citywide survey.

7 Earlier this week -- on Tuesday, May the 30th -- we
8 filed the second Community Survey Report, which is available
9 on our website.

10 This report details the results from over
11 1,000 randomly selected Chicagoans across all races and about
12 300 responses from young Black men in Chicago between the
13 ages of 18 and 25.

14 The survey asked Chicagoans to provide feedback
15 regarding overall police services, effectiveness, community
16 engagement, responsiveness, trustworthiness, and procedural
17 justice, and also contact and interactions with the CPD, any
18 misconduct complaints and investigations, and their
19 confidence in reform.

20 This is the independent monitoring team's second
21 community survey and used the same questions as our first
22 community survey.

23 As a result, we were able to compare the results
24 from the first survey, which occurred in 2019 and 2020. That
25 was before COVID-19 and before the national nationwide

1 protests and unrest following the tragic murder of George
2 Floyd. And we were able to compare them then with the most
3 recent survey results that were from 2021 and 2022.

4 Comparing responses regarding overall police
5 services, for example, Chicagoans were less positive
6 regarding how officers were doing their job in their
7 neighborhoods and even less positive regarding how CPD was
8 doing citywide.

9 Overall the CPD received a combined positive rating
10 by over 50 percent of Chicagoans on only 11 of the 54 rating
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16 respondents in the all-Chicago sample decreased compared to
17 2020, with Latinos remaining in the middle for most
18 questions.

19 Specifically, in 2022, White and Latino Chicagoans
20 had worse perceptions of the police than they did in 2020.

21 Black Chicagoans still had the most negative
22 responses when compared to other groups but rated the CPD
23 better than they did in 2020 with fewer negative and neutral
24 responses.

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1 similar in their perceptions of the CPD than they were in
2 2020, the gap between young Black men and the average
3 Chicagoan persists.

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5 most negative perceptions compared with the other groups.

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7 questions similar to their counterparts in 2020 with a few
8 exceptions where young Black men were more likely to favor a
9 neutral response rather than a negative or a positive.

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11 samples of 2020 and 2022 was the reduced rate of experiencing
12 gun-pointing by police officers.

13 In 2022, slightly over 10 percent of young Black
14 men respondents had experienced gun-pointing by the CPD
15 compared to 19 percent in 2020. But this rate is still much
16 higher than that of the average Chicagoan and the average
17 Black Chicagoan.

18 The consent decree requires the City and the CPD to
19 demonstrate constitutional policing practices that respect
20 the rights of all the people of Chicago while building trust
21 between officers and the communities they serve and promoting
22 community and officer safety.

23 In response to, how good is the relationship
24 between the CPD and the residents in their neighborhoods? all
25 Chicagoans and young Black men were less negative and less

1 positive and simply more neutral.

2 Still, nearly half of the Chicagoans rated the
3 relationship between residents and the police in their
4 neighborhood as good or very good, while only 23.6 percent of
5 young Black men provided that response.

6 The latest survey's findings demonstrate that the
7 CPD must continue to develop and implement effective
8 community engagement strategies to build and maintain
9 community trust.

10 Because of the years of the hard work from the
11 dedicated people from the City, the CPD, the Attorney
12 General's Office, the Court, the Coalition, and the Chicago
13 community, the City and CPD have developed and implemented
14 many new and revised policies and trainings. It is our hope
15 that the CPD will use the results of this Community Survey
16 Report to inform future CPD policies, trainings, and
17 practices, prioritizing community policing and procedural
18 justice.

19 This is the first public hearing under the new
20 mayoral administration and Interim Superintendant Fred
21 Waller.

22 As we head into the summer months, the City, the
23 CPD, and Chicago will continue to face new and ongoing
24 challenges, including high levels of violent crime,
25 significant attrition of officers and nonsworn personnel

1 leading to staffing difficulties, and the heartbreaking loss
2 of officers.

3 More will need to be done to address staffing and
4 resource issues to comprehensively demonstrate compliance
5 efforts with officer wellness, community policing, impartial
6 policing, community engagement, and crime-fighting strategies
7 that reflect the CPD's commitment to constitutional policing
8 and reform.

9 We will continue to monitor and report on the City
10 and the CPD's efforts to comply with the consent decree. In
11 fact, in the coming weeks we will be filing the independent
12 Monitoring Report 7, which covers the City and CPD's
13 compliance efforts between July 1st of 2022 and
14 December 31st of 2022.

15 We will also file later this summer the monitoring
16 plan of year five as well as an upcoming comprehensive
17 assessment that will be filed in the fall, which will include
18 an assessment of whether the outcomes intended by the consent
19 decree are being achieved and whether any modifications are
20 needed to the consent decree to achieve its goals and
21 purposes.

22 We will continue to provide and report also on
23 results of citywide surveys every two years.

24 But in addition to such representative samples of
25 community feedback, it is imperative that the City, the CPD,

1 the OAG, my team, and the Court receive qualitative community
2 feedback.

3 We look forward to hearing directly from Chicagoans
4 today and in the future.

5 Thank you.

6 (Brief pause.)

7 MS. HICKEY: Judge, you are on mute. You are still
8 on mute.

9 CHIEF JUDGE PALLMEYER: I just said, thank you.

10 And can you remind us once again of the date on
11 which your seventh report is going to be filed.

12 MS. HICKEY: Your Honor, we expect before the end
13 of June. So it will be toward the end of June.

14 CHIEF JUDGE PALLMEYER: So shortly. All right.
15 Thank you.

16 I think the next matter we have on our agenda is to
17 hear from attorneys for the Office of the Attorney General
18 and your opening remarks.

19 I will hear from Ms. Grieb and Ms. Jjemba.

20 MS. GRIEB: Good morning, your Honor, Ms. Hickey,
21 counsel, and members of the community.

22 My name is Mary Grieb. I am the Deputy Bureau
23 Chief of the Civil Rights Bureau at the Illinois Attorney
24 General's office, and I represent the State of Illinois in
25 this matter.

1 I am joined by many of the attorneys on our team,
2 one of whom will also give brief remarks.

3 We first want to acknowledge that this hearing
4 comes at a time that presents a genuine opportunity for a
5 reset of the City's and Chicago Police Department's approach
6 to reform over the past four years.

7 Recently Chicago welcomed a new interim
8 superintendent and a new mayor. We urge them to prioritize
9 the difficult work for CPD of engaging and building trust
10 with many of Chicago's most vulnerable communities and
11 putting the necessary resources toward reform.

12 We also acknowledge that summer brings its own
13 challenges to the City and can carry the temptation to put
14 consent decree efforts on hold until after Labor Day.

15 We again encourage the leadership of the City and
16 the CPD to prioritize reform and a community policing
17 philosophy even during these summer months -- especially
18 during these summer months.

19 When we were last before you, your Honor, we shared
20 several areas of concern, including CPD's overdue written
21 policies, staffing allocation, building community trust, and
22 officer wellness.

23 I will give updates on the first two areas:
24 policies and staffing. And my colleague, Patricia Jjemba,
25 will speak to the last two: officer wellness and community

1 trust.

2 Lastly, I will reflect on some of the community
3 input we heard at November's hearing.

4 First, we have seen mixed progress from CPD in
5 completing critical and long-overdue policies required by the
6 consent decree.

7 In November, we highlighted eight written policies
8 that CPD still had not finalized.

9 We are pleased to report today that CPD has made
10 significant progress on four of them. They include a policy
11 requiring officers to interact with young people in a
12 developmentally appropriate way, which was posted for public
13 comment on the City's website earlier this spring; a policy
14 prohibiting sexual misconduct by officers, which is currently
15 up for public comment on CPD's website; a policy allowing for
16 people to record officers performing their duties in public,
17 which has been published to department members; and a policy
18 ensuring respectful interactions between officers and members
19 of religious communities, which has also been published to
20 the Department.

21 To build on this progress, CPD must begin training
22 on these policies in the coming months and then begin to show
23 those changes in practice.

24 Unfortunately, though, CPD continues to delay in
25 finalizing four other critical policies. Those include

1 provision of meaningful access to police services for
2 individuals with physical, emotional, and mental
3 disabilities; provision of meaningful access to police
4 services for individuals with limited English proficiency; a
5 policy requiring officers to use body-worn cameras in
6 compliance with the consent decree and state law; and
7 policies related to search warrants.

8 All of these last four policies are in development.
9 And the independent monitoring team, our office, the
10 Coalition, and many community members have provided numerous
11 recommendations.

12 The Department should act promptly to incorporate
13 this input and finalize these important policies. These
14 policies are critical first steps to change how CPD officers
15 interact with Chicagoans every day. But in the last four
16 years we have seen reforms, like policy development, come to
17 a near standstill in the summer. That pattern must change.

18 We hope to report to the Court and the public at
19 our next public hearing that all four of these outstanding
20 policies are final and have been published to officers.

21 Second, we remain concerned that the City and CPD
22 have failed to allocate adequate staff and resources to key
23 reform and accountability units, including the Office of
24 Community Policing, the Crisis Intervention Unit, Tactical
25 Review and Evaluation Division, Training Division, and the

1 Office of Constitutional Policing and Reform, among others.

2 This is limited progress across many areas of the
3 consent decree. This is not an issue of overall staffing or
4 resource levels. CPD has both a much higher ratio of sworn
5 officers to civilian employees than typical among U.S. law
6 enforcement agencies, and a higher number of police officers
7 per capita.

8 Instead, it is an issue of allocation. The City
9 and CPD must commit the resources to reform that the consent
10 decree requires and Chicagoans deserve.

11 As CPD again faces the demands of summer in
12 Chicago, we urge the Department to keep staff in these
13 critical units on task to do reform work.

14 Your Honor, my colleague, Ms. Jjemba, will address
15 officer wellness and CPD's efforts at building community
16 trust.

17 MS. JJEMBA: Good morning.

18 My name is Patricia Jjemba, and I am an Assistant
19 Attorney General in the Civil Rights Bureau at the Office of
20 the Illinois Attorney General.

21 I currently lead on behalf of our office's review
22 of the Officer Wellness and Support section of the CPD
23 consent decree. My remarks today, therefore, will center
24 around the topics of officer wellness as well as its
25 connection to community trust.

1 First, as an office, as well as members of this
2 community, we acknowledge and extend our sincere condolences
3 to the Chicago Police Department for the losses that they
4 have experienced by way of line-of-duty deaths and suicides
5 throughout this past year.

6 The deaths of Officers Aréannah Preston, Andres
7 Vasquez-Lasso, and too many others are a crippling loss to
8 the greater community as a whole, as well as a poignant
9 reminder of the importance of the City and the Department
10 providing holistic wellness and support services.

11 These services are not only vital to carrying
12 officers through trying times but also crucial to effectively
13 conducting positive community policing and building community
14 trust.

15 Positive wellness makes for more thoughtful,
16 compassionate, and effective interactions between officers
17 and members of the Chicago community.

18 Since the last public hearing, CPD has continued
19 its efforts to provide wellness and support services to
20 department members, retirees, and their families. Those
21 efforts include promoting the use of robust teams of clinical
22 counselors, chaplains, peer support members, and alcohol and
23 substance abuse advisers; conducting wellness-related
24 training, which touch on things such as bias, critical
25 incident responses, and identification of mental distress;

1 the launch of an internal wellness application for current
2 and former sworn and unsworn members and their families; as
3 well as the implementation of mandatory programs, such as the
4 Traumatic Incident Stress Management Program, which officers
5 must undergo or engage in following a traumatic incident on
6 the job.

7 We commend the Department for this work and
8 encourage CPD to collect the data necessary to ensure that
9 these programs and services are being effectively used by all
10 of those who need them.

11 The reality is that the demands of the work
12 officers are engaged in is what precipitates the need for all
13 of these services.

14 In speaking with members of CPD, wellness service
15 providers, as well as the community at large, it is evident
16 that the Department's crime-fighting strategy, which can
17 result in officers with low morale being deployed to
18 unfamiliar neighborhoods, often in Black and Brown
19 communities of the city, is hard on officer wellness and
20 already dismal community trust.

21 The mental health and wellness of police officers
22 is ultimately imperative to the safety of officers
23 themselves, their colleagues, sworn and unsworn, and the
24 Greater Chicago community at large.

25 Just as CPD must treat reform as integral to its

1 day-to-day work of preventing and responding to crime, it
2 must treat officer wellness as critical to community trust
3 and vice versa.

4 Addressing the root causes of public mistrust also
5 has the potential to contribute to officer wellness by
6 reducing tension in the everyday community police
7 interactions.

8 Unfortunately, public mistrust of CPD remains very
9 high. CPD should continue to be mindful about how the
10 tactics it employs affects both public trust and officer
11 wellness.

12 As we raised in November, the consent decree
13 requires the Department to adopt a community policing and
14 trust-building approach, but CPD has struggled to meet these
15 requirements.

16 For example, we continue to be concerned about the
17 overuse of traffic stops targeting young men of color in
18 neighborhoods and downtown. Such tactics negatively impact
19 overall community trust in CPD, as we heard from many
20 community members who spoke at November's hearing.

21 Two recent reports have also highlighted
22 impediments to CPD building trust within the community.

23 For example, in a recent report, the City's Office
24 of Inspector General found that structural failures in
25 Chicago's accountability system allowed CPD members with

1 sustained violations of Department rules against making false
2 reports to remain in positions that depend on their
3 truthfulness and credibility.

4 We are deeply concerned that officers with a
5 sustained history of lying remain in positions where their
6 credibility is critical to an individual's freedom and
7 constitutional rights.

8 The City must strengthen its accountability systems
9 and avoid further erosion of public trust in CPD.

10 As another example, the results of the IMT's recent
11 community survey report, which was conducted between
12 October 2021 and May 2022 and filed earlier this week, serves
13 as a call to action to the City and Chicago Police
14 Department, given that it shows declining rates of trust in
15 CPD and confidence in its effectiveness.

16 This mistrust is widespread amongst Whites,
17 Latinos, and Black Chicagoans alike, with the most negative
18 perceptions stemming from Black Chicagoans and the most
19 pronounced negative perceptions from young Black men.

20 The Department must approach every strategy it
21 employs to reduce violence and prevent crime with an eye
22 toward improving community trust, especially during the
23 difficult summer months.

24 Now I will hand it back over to Ms. Grieb for some
25 concluding reflections from our office.

1 MS. GRIEB: Your Honor, as we look forward to the
2 speakers today, we also want to thank and acknowledge those
3 who shared their experiences at our last public hearing.

4 In particular, we heard from a number of Black
5 community members about the harms they had suffered because
6 of CPD's search warrant practices.

7 Since then, our office has provided extensive
8 written recommendations to CPD about its latest draft search
9 warrant policies.

10 Informed by this community input and by the
11 recommendations of the Coalition, we have encouraged the
12 Department to avoid tactics that lead to traumatic warrant
13 executions, to limit investigative techniques that may lead
14 to wrong raids, and to provide a feedback loop to community
15 members who share their expertise and lived experience in the
16 policy development process.

17 We want to acknowledge that the City has now begun
18 a pilot program involving coordination between multiple city
19 agencies, which provides for securing and repairing property
20 damage caused by a warrant execution and provides resources
21 for trauma-informed counseling services to individuals
22 present when officers execute a warrant.

23 Our office continues to implore the City and CPD to
24 meaningfully engage with impacted community members and
25 community groups, including the Coalition, in revising its

1 search warrant policies and practices.

2 To close, your Honor, the pace of progress under
3 the consent decree continues to be far too slow, and that
4 lack of progress has real-world daily consequences.

5 Six months ago we heard Black and Brown Chicagoans
6 share their experiences of officers mistreating young people,
7 people in mental health crisis, and people with disabilities
8 on a regular basis, including using derogatory language,
9 violent tactics, and even unlawful practices.

10 We will expect -- we expect we will hear about some
11 of these deeply troubling tactics again today.

12 And as we enter the summer season and the fourth
13 year of the consent decree, we hope that new leadership at
14 the Department and in the City take a different approach than
15 the past and embrace reform, public safety, officer wellness,
16 and building community trust as shared goals for the entire
17 city.

18 Thank you, your Honor.

19 CHIEF JUDGE PALLMEYER: Thank you, Ms. Grieb.

20 And thank you, Ms. Jjemba, for your remarks as
21 well.

22 I think the next speaker that we have this morning
23 is from the City of Chicago, Ms. Bagby, who's with us.

24 If you want to, go ahead.

25 MS. BAGBY: Good morning, your Honor.

1 Good morning, everyone.

2 Thank you.

3 My name is Jennifer Bagby, and I am the deputy
4 corporation counsel for the Public Safety Reform Division in
5 the City of Chicago Department of Law.

6 I, along with Allan Slagel, Arthur Haynes, Max
7 Frazier, and Danielle Clayton, represent the City of Chicago
8 in the consent decree matter.

9 Also listening in today are various members of the
10 Chicago Police Department, including Chief Angel Novalez,
11 Executive Director Tina Skahill, Managing Director Allyson
12 Clark-Henson, and Lieutenant Michael Kapustianyuk, who are all
13 integral and very involved in CPD's consent decree progress
14 and reform efforts.

15 As well, also listening in today is Inspector
16 General for the City of Chicago, Deborah Witzburg, who's also
17 integral to reform efforts and the progress of the Inspector
18 General and the City of Chicago.

19 We are all happy to be with you today to listen to
20 the comments and concerns of the community and to update the
21 Court and the public on the City's consent decree progress.

22 The work of reform under the consent decree takes
23 time. And the hard work of reform is being carried out every
24 day by members of the Chicago Police Department, the Office
25 of Emergency Management and Communication, the Civilian

1 Office of Police Accountability, the Office of the Inspector
2 General, the Office of Public Safety Administration, members
3 of the police board, the office of the mayor, the Department
4 of Human Resources, the Department of Law, and the newly
5 formed Community Commission For Public Safety and
6 Accountability.

7 All of these departments, along with other
8 dedicated City employees, all of whom are doing this work
9 along with their other duties and responsibilities to serve
10 and protect the city of Chicago.

11 In doing the work of reform, the goal is not merely
12 to check things off of a list quickly but to take the time to
13 build lasting change that will endure long after the consent
14 decree is over.

15 As Judge Dow often said and as we all, I think,
16 quoted and repeated at November's hearing, you can do things
17 quickly or correctly but rarely both. And it's important
18 that we remember this as we provide this update on the City's
19 work since we last met.

20 It is also important to point out the time and work
21 that is required by the consent decree, the process that no
22 one talks about and the process that describes what is going
23 on behind the scenes as this work of reform continues into
24 year five.

25 To achieve preliminary compliance generally, a

1 policy must be implemented that covers the requirements of a
2 particular consent decree paragraph.

3 What most people don't recognize is that every
4 Chicago Police Department policy that is required by the
5 consent decree must be approved by both the monitor and the
6 Attorney General and requires community feedback and input.

7 The approval process involves extensive review and
8 comment as well as revision.

9 And once the monitor and the Attorney General
10 approve the policy, it is posted for public comment.
11 Depending on those comments, it could require additional
12 revision by CPD and additional review and comment by both the
13 monitor and the Attorney General before it is finalized and
14 implemented by CPD.

15 This process takes 60 days at a minimum and
16 typically longer, depending on the subject of the policy.

17 Once approved and implemented, CPD policies require
18 review every one to two years.

19 Community engagement and input is also an integral
20 and important part of the policy process. This can range
21 from a two-week public posting after approval by the monitor
22 and the Attorney General to extensive community engagement in
23 the development and drafting process before a policy is
24 produced to the monitor and the Attorney General.

25 Community engagement is an important part of the

1 process that builds in weeks to months in the process that
2 can lead to a minimum now of 60 days to much longer timelines
3 for significant policies, such as search warrants or use of
4 force. It's important to remember this and to point this out
5 when people talk about the policies not happening fast
6 enough.

7 Secondary compliance is generally achieved through
8 training. And the consent decree requires that all trainings
9 required by the consent decree be approved by both the
10 monitor and the Attorney General.

11 Multiple rounds of review and comments are often
12 required for training that often include not just hours but
13 days of instruction. And once approved, the Department must
14 then train 95 percent of its members to achieve secondary
15 compliance.

16 Since our last public hearing, CPD's policy work
17 has included the finalization of numerous policies, including
18 an extensive suite of policies surrounding officer
19 accountability in misconduct investigations; the completion
20 of two-year reviews of numerous policies, including the
21 processing of juveniles and minors under Department control;
22 and the engagement and extensive policy review, comment, and
23 revision on use of force policies and the sexual misconduct
24 policy, both of which, as the Attorney General noted, are
25 posted for final public comment and should be implemented by

1 the end of June.

2 CPD has also conducted extensive and ongoing policy
3 revisions surrounding interactions with youth, as well as
4 search warrants, that has included not just regular meetings
5 with the members of the Coalition, the monitor, and the
6 Attorney General to discuss the contents of these important
7 policies, but participating in a large-scale community
8 engagement event that was coordinated by the office of the
9 mayor as well as community partners at the South Shore
10 Cultural Center.

11 All of this policy work has been ongoing along with
12 numerous nonconsent-decree-related policy reviews and
13 revisions.

14 And it's important to note that many of the
15 Attorney General's comments in their opening remarks
16 regarding policy development are somewhat misleading.

17 The requirements of both interactions with persons
18 with disabilities and persons with limited English
19 proficiency are enshrined in CPD's current and implemented
20 protection of human rights policy.

21 And while the Attorney General is correct that the
22 specific operational details of these principles is still in
23 development, there has been extensive review and revision
24 with both the monitor and the Attorney General. And the City
25 and CPD are currently utilizing a service to ensure that

1 immediate interpretive services are available to officers on
2 the street when necessary.

3 Additionally, the City and CPD are developing a
4 mechanism to certify Department members as interpreters,
5 which is also required under the consent decree.

6 And likewise, the disability policies have been the
7 subject of extensive review and comment by the monitor and
8 the Attorney General, as well as community engagement and
9 input, because the Department and the City recognize that
10 numerous specific policies are necessary to cover this
11 wide-ranging and important area of interactions with members
12 of the community.

13 And finally, the body-worn camera policies have
14 undergone extensive review and revision between the CPD, the
15 monitor, and the Attorney General, as well as input from
16 Department members and the community.

17 Since our last public hearing, CPD has been
18 involved in extensive training development and delivery as
19 well. CPD has completed a 40-hour in-service training
20 program for the 2022 training year.

21 Specifically, over 95 percent of Department members
22 have completed 40 hours of instruction covering the following
23 topics: Active bystandership for law enforcement,
24 deescalation and response to resistance and use of force,
25 gender-based violence, crisis intervention, curfew

1 enforcement, foot pursuits, hate crimes, accountability,
2 crime victim and witness assistance, First Amendment rights,
3 the processing of juveniles and minors under Department
4 control, and traumatic incident and stress management.

5 While completing the 2022 in-service training
6 program, CPD has continued to develop approved trainings for
7 the 2023 training program, which is currently underway and
8 includes courses on constitutional policing and deescalation
9 in the use of force.

10 And beyond these CPD policy and training
11 accomplishments, the City and CPD have achieved the following
12 as well.

13 As the Attorney General noted, CPD listened to the
14 community and concerns of the community in revising and
15 considering its search warrant policies and implemented in
16 this process the Search Warrant Community Resources and
17 Referrals Pilot Program. This allows for the securing of a
18 resident following the service of a search warrant and
19 connects those present with necessary social and mental
20 health services through the coordination of multiple City
21 entities. This is a pilot where the City is working to
22 ensure that all aspects of the City are able to work for the
23 residents of Chicago.

24 Additionally, the Police-Community Mediation Pilot
25 Program was launched through a partnership between COPA, CPD,

1 the Office of the Mayor, and the Center for Conflict
2 Resolution. And this pilot allows for the mediation of
3 certain community member complaints against members of CPD
4 and will continue through the end of 2023.

5 Additionally, CPD has hired a full-time Director of
6 Wellness to oversee and develop wellness programs and
7 initiatives for Department members.

8 The Office of Inspector General has maintained full
9 compliance with all of their consent decree paragraphs and
10 are nearing the end of their sustainment period.

11 As well, there have been the completion of numerous
12 required trainings by members of COPA and OEMC. And there
13 has been coordination of hiring and promotional policies
14 between the Department of Human Resources, the Public Safety
15 Administration, and the Chicago Police Department.

16 Finally, although a pilot program not specifically
17 enshrined in the consent decree, it's important to note that
18 there has been an expansion of alternate responses and
19 response options through the Care program, which is
20 administered through the Department of Public Health.

21 All of these achievements by the hardworking City
22 employees working on reform have led the City to reach some
23 level of compliance with over 80 percent of consent decree
24 paragraphs according to the latest draft monitoring report.
25 This is an increase over the monitor's previous report.

1 It's important that I stress that the City
2 recognizes the important work of reform, and the City is
3 committed to continued increased compliance as we move to
4 more and more areas of both secondary and operational
5 compliance.

6 I thank you for your time, and we look forward to
7 hearing from the comments and concerns of the community.
8 Thank you.

9 CHIEF JUDGE PALLMEYER: Thank you very much as
10 well, Ms. Bagby.

11 I am interested in hearing what people have to say.
12 Obviously, we have heard different perspectives on the
13 progress that has been made or is not being made on the part
14 of the City and the police with respect to these important
15 concerns.

16 I know that the members of the public will have
17 their own perspectives, and I look forward to hearing from
18 those.

19 Please note that we have set up a schedule for the
20 speakers.

21 Before we do begin that process, I know that
22 representatives from the Coalition would like to make some
23 opening remarks as well. So I will turn first to the
24 Coalition. I believe it's either -- Ms. Block, Ms. Bedi, and
25 Mr. Futterman will be making some comments.

1 MS. BLOCK: Good morning, your Honor.

2 Good morning, Counsel.

3 Good morning, members of the community.

4 My name is Alexandra Block. And, together with my
5 colleagues from ACLU of Illinois and Equip for Equality, I
6 represent the Communities United parties and the Coalition of
7 14 civil rights and community organizations that have
8 enforcement rights under the consent decree.

9 Your Honor, we were before you for the first in the
10 series of hearings back in November of last year, when you
11 said that you intended to make sure that the public sees
12 changes to policing in Chicago in one year.

13 Also at that hearing, you heard from the Coalition
14 and community members about the Chicago Police Department's
15 harmful and violent home raids and search warrant executions.

16 Since then, thanks to your efforts, the Chicago
17 Police Department is beginning to address the coalition's
18 demands for change regarding home raids, including through
19 the policy negotiation process that we demanded in our motion
20 to enforce the consent decree in 2021 and that Ms. Grieb and
21 Ms. Bagby talked about briefly.

22 However, we are six months into the one-year
23 deadline that the Court set to expect significant progress on
24 the ground, and essentially nothing has changed in how
25 community members actually experience interactions with the

1 police.

2 CPD officers continue to harm people, especially
3 Black and Brown people and people with disabilities, in
4 Chicago every day.

5 CPD is still in compliance with only about
6 5 percent of the paragraphs of the consent decree.

7 CPD has no apparent strategy to move toward full
8 and meaningful consent decree compliance.

9 The Court will hear today from many coalition and
10 community members that the consent decree has not changed the
11 "us versus them" mentality nor the culture of racism and
12 brutality within the police department.

13 We part ways with counsel for the City when she
14 says that the consent decree process really requires more
15 time.

16 The City and the CPD have had four years to begin
17 making changes, and the community is not experiencing changes
18 on the ground.

19 More importantly, community engagement is not the
20 reason for delays that occur in CPD formulating policies.

21 The community knows that CPD does not sufficiently
22 solicit their input or incorporate public feedback into the
23 policy development process.

24 As shown by the survey that Monitor Hickey
25 highlighted, the community has very low trust and faith in

1 the police department's ability to take community needs into
2 regard in their development of policy.

3 I will give one example. The policy on police
4 interactions with people with disabilities that Ms. Bagby was
5 talking about, the draft policy that CPD released in recent
6 months was a version from 2016, before the consent decree was
7 even in place.

8 It didn't incorporate any community feedback from
9 numerous community engagement events that the CPD had held in
10 2020 and 2021. Activists and members of the community put
11 extensive efforts into commenting on that draft policy in
12 prior years, and CPD ignored all of that input and simply
13 re-released an old policy with no regard for the amount of
14 effort that the community had put into trying to reform the
15 policy relating to people with disabilities. It's extremely
16 disappointing.

17 I will give you a few more examples of how, despite
18 the efforts that the parties and the monitor have discussed
19 working toward policy revisions (unintelligible), that the
20 policies just don't fulfill the fundamental goals of the
21 consent decree. So let me give you three specific examples.

22 The policy on interactions with young people that a
23 few folks have talked about already today, that draft policy
24 was released in March, but it didn't include specific and
25 concrete guidance for officers on the most important terms

1 that are needed to achieve the goals of Paragraphs 32 and 33
2 of the consent decree.

3 Those would be detailed guidance on age-appropriate
4 techniques for interacting with young people and especially
5 young people of color, who likely have suffered trauma
6 related to police and the criminal legal system; and specific
7 instructions for how officers should use their discretion to
8 divert young people from arrest and court involvement.

9 You also heard a little bit earlier about the
10 development of policies relating to body-worn cameras. CPD's
11 existing policy and state law already require officers to
12 turn on body-worn cameras every time they engage in law
13 enforcement activities. This footage is meant to be a tool
14 for training and accountability, but it's not written that
15 way in policy, and it's not working that way in practice.

16 We see countless instances where officers don't
17 turn their cameras on or don't turn them on at the beginning
18 of an encounter or cover up the cameras with their hands or
19 conveniently lose the footage of critical incidents.

20 And CPD policy as written doesn't ensure that
21 supervisors catch officers who don't turn on their cameras.
22 Even when officers do turn on their cameras, most of the
23 footage is pointless because CPD policy doesn't require
24 supervisors to watch most of it.

25 I will give you a third example of how a policy

1 that's been developed through this process doesn't fulfill
2 the consent decree's central goals, and that's the crisis
3 intervention policies.

4 Paragraph 85 of the consent decree requires CPD to
5 decrease unnecessary criminal justice involvement for
6 individuals in crisis. But despite several revisions,
7 including with community input, CPD's crisis intervention
8 policies don't achieve this crucial goal. They continue to
9 prioritize arrests and hospitalizations rather than diversion
10 as the primary forms of police response to people in crisis.

11 And worse, their crisis intervention policies don't
12 require officers to defer to alternative response providers,
13 and they don't provide clear directions on how to transfer an
14 incident to an alternative nonpolice response when a law
15 enforcement response isn't needed.

16 As a result of all of the issues that I have just
17 discussed, the public sees words on paper but no real changes
18 in how officers treat people experiencing a mental or
19 behavioral health crisis; no real changes in how officers
20 treat young people or people with disabilities or a variety
21 of the vulnerable population where the goal of the consent
22 decree specifically is to improve CPD's treatment of
23 marginalized and vulnerable populations.

24 So you heard from Monitor Hickey earlier a detailed
25 discussion about the community survey that she released

1 earlier this week.

2 I want to highlight one additional set of results
3 from that survey, which is that almost half of Chicagoans of
4 all races and ethnicities were doubtful that police reform
5 would have a lasting and positive effect.

6 The consent decree process itself is losing
7 legitimacy in the minds of the public, and the public
8 skepticism is justified. The consent decree has not achieved
9 meaningful changes. And the process has not been
10 transparent, as shown by the fact that only 15 percent of the
11 survey respondents felt they were well-informed about Chicago
12 police reform efforts over the past year.

13 Now, as a number of the other speakers have
14 correctly recognized, we have some new opportunities in the
15 City of Chicago.

16 We have just elected a new mayor. We will soon
17 have a new permanent superintendent of the CPD. And we are
18 also searching the date when the monitor can recommend
19 changes to the consent decree. She called this the date for
20 the comprehensive assessment of how the consent decree is
21 working.

22 And we urge the City, the Attorney General, the
23 monitor, and the Court to view this moment as a turning
24 point.

25 In the minds of the public, we are at a

1 now-or-never moment.

2 Four years into the consent decree we should be
3 seeing results. And by "results," we mean measurable and
4 tangible changes in how CPD treats people and especially
5 marginalized and vulnerable people, which is the goal of the
6 consent decree.

7 Specifically, we mean fewer uses of force against
8 community members; less racial and ethnic disparity in the
9 uses of force against community members; less racial and
10 ethnic disparity in who gets stopped and frisked and searched
11 while driving or walking down the street; more people
12 diverted from arrest for low-level offenses; department-wide
13 training and supervision to ensure more appropriate and more
14 humane responses to vulnerable people, such as children,
15 people with disabilities, people who speak limited English;
16 fewer arrests and fewer uses of force against people in
17 crisis; and a measurable increase in the number of crisis
18 responses by nonlaw enforcement alternate responders.

19 We need to see more officers being disciplined for
20 dishonest or violent or disrespectful or discriminatory
21 treatment of community members. We need more thorough and
22 more consistent training and supervision of officers.

23 And crucially, we need adoption of a true
24 neighborhood policing model throughout all police districts
25 that will allow officers and community members to establish

1 partnerships and promote a public safety model that responds
2 to community needs.

3 These outcomes that I just listed will signal to
4 the Coalition and to the community at large that CPD has
5 begun to change.

6 CPD will not change unless the mayor, the
7 superintendent, the Court, the monitor, and the Attorney
8 General force CPD to completely transform its culture and its
9 operations. And the changes won't be seen as legitimate
10 unless the process of achieving the changes is transparent
11 and the parties invite the Coalition and the community to
12 fully participate. That time is now.

13 Thank you, your Honor.

14 CHIEF JUDGE PALLMEYER: Thank you.

15 And will I be hearing further from Ms. Bedi or
16 Mr. Futterman? I know we don't have a lot of time left on
17 your clock, but I think there are five minutes.

18 MS. BLOCK: Yes, your Honor. Ms. Bedi is next.

19 CHIEF JUDGE PALLMEYER: All right.

20 MS. BEDI: Thank you, your Honor.

21 I am Sheila Bedi. I am one of the counsel for the
22 Coalition, and I represent the Campbell group of plaintiffs.
23 I appreciate the opportunity to address the Court this
24 morning.

25 Since we last appeared before the Court, nothing

1 has changed. And you've heard so many examples of that
2 already. Yet also everything has changed. Nothing has
3 changed because, yet again, CPD is making headlines for
4 furthering a culture of deception and through deep-seated
5 accountability failures.

6 You heard about the Office of Inspector General's
7 report that documented that a minimum of 110 officers have
8 Rule 14 violations. What that means is, they were found to
9 lie on police reports or during investigations. Some of
10 these members include detectives. Many of them were
11 promoted.

12 A similar investigation by the tribe found that
13 over 200 CPD officers are on "do not call" lists. What that
14 means is that these officers' history of misconduct and
15 deception is so widespread, so well-documented they cannot be
16 called to testify in court.

17 Nothing has changed because data from the Inspector
18 General's use of force dashboard shows us that CPD officers
19 used more force, more violence against community members in
20 2022 as compared to 2021.

21 That same data suggests that we are on an upward
22 trajectory and that 2023 will continue to demonstrate more
23 officer use of force.

24 Nothing has changed because, as Monitor Hickey
25 explained while going through the community survey data,

1 regardless of how many policies have been drafted, how many
2 documents have been exchanged, too many Black and Brown
3 Chicagoans experience CPD as an inherent and often deadly
4 threat.

5 But at the same time, everything has changed. We
6 have a new mayoral administration, who has pledged over and
7 over to move quickly to implement the consent decree, and has
8 pledged to work with the Court, the parties, and the
9 Coalition to modify consent decree terms to include the
10 creation of proven effective diversion programs.

11 And also because, as you heard many times this
12 morning, we are at an inflection point in this consent decree
13 process. We have waited too long for the change to become
14 real and tangible on the streets of Chicago, and now is the
15 time to modify these consent decree terms to ensure that this
16 change actually will occur.

17 Far too many of the consent decree terms that were
18 originally proposed over five years ago by people directly
19 affected by police violence have been omitted from this
20 consent decree. It is far past time to remedy those
21 admissions.

22 Far too many of the consent decree terms have been
23 interpreted by all parties as purely procedural, not focused
24 on outcomes or measurable change.

25 And far too many of the consent decree terms that

1 would redress the foundational problems with the CPD are
2 simply nonexistent in the current decree.

3 I am going to close with two examples. The first
4 has to do with diversion programs.

5 One of the most intransigent problems within the CPD
6 is the way CPD officers escalate encounters with members of
7 the public, particularly when officers suspect individuals of
8 engaging in low-level quality-of-life offenses.

9 In order to remedy those problems, diversion
10 programs, including a citation program, including requiring
11 that officers get supervisory approval before making
12 low-level arrests, are required.

13 These provisions are in consent decrees in other
14 jurisdictions, and they have a proven success rate of
15 reducing the use of force and racial disparities.

16 The second example, and the last one I will close
17 with, has to do with accountability.

18 We heard about the hundreds of officers who were on
19 the force even though we know that they have engaged in
20 misconduct and deception that should disqualify them from
21 policing our communities. Yet they are still policing our
22 communities, in spite of the fact that we have had this
23 consent decree pending for over four years.

24 That failure of accountability demonstrates the
25 need for enhanced accountability provisions that require the

1 superintendent to use their discretion to immediately strip
2 police powers from officers who violate the public trust in
3 this matter and also to require random audits of body cam
4 footage so that we can ensure that we are actually
5 identifying officers who engage in this level of deception.

6 These are just some of the changes that are
7 required so that when we are together a few years from now,
8 we can say that everything has changed. Full stop.

9 I will end there and turn it over to my colleague
10 Craig Futterman.

11 CHIEF JUDGE PALLMEYER: Thank you very much,
12 Ms. Bedi.

13 Mr. Futterman?

14 MR. FUTTERMAN: Good morning, your Honor.

15 Craig Futterman, also on behalf of the community
16 coalition. And I will work to keep it brief.

17 As Ms. Bedi eloquently summarized, nothing has
18 changed, and yet everything has changed.

19 The police department remains mired in resistance
20 and denial, denial of the reality of police abuse and
21 resistance to change.

22 CPD remains especially resistant to embracing the
23 community coalition, people who have been most impacted by
24 the Department's pattern of civil rights violations embracing
25 the Coalition as a partner in this process; and, as a result,

1 as you heard, people of Chicago continue to suffer.

2 Your Honor, nearly four years into the decree,
3 things remain, as you have heard, the same on the ground for
4 Black people in Chicago.

5 As the monitor's newly filed survey dramatized,
6 young Black people continue to live in fear of predatory
7 behavior by the very people who are sworn to protect them.
8 And growing numbers of people in the city's White and Latinx
9 communities also have negative perceptions of CPD.

10 And yet everything has changed. More accurately,
11 everything can change.

12 One of the things that your Honor discussed with
13 Judge Dow and the monitor, Monitor Hickey, at the last public
14 hearing -- and the monitor again reminded us of today -- is
15 that we are fast approaching that critical juncture in the
16 decree: the time contemplated under the decree to examine
17 what's working, what's not working, to decide what can and
18 what should be done to make it stronger, to make it more
19 effective. That process is scheduled to begin in earnest at
20 the end of this month.

21 Equally importantly, this juncture comes at a time
22 in which the people of Chicago have elected a new mayor,
23 Brandon Johnson, someone who has come into office with the
24 express commitment to change paths, to end the City's denial
25 of reality and resistance to the decree, and to embrace the

1 decree as a path of change, a commitment not only to give the
2 decree the priority that it long deserves but also to do
3 whatever is necessary to strengthen the decree, to make it
4 sure that it will do the work that it was designed to do: to
5 end unnecessary police violence that has been
6 disproportionately targeted in Black and Brown communities
7 against Black and Brown people.

8 When I spoke with the Court at the last public
9 hearing, I shared the historic role that people in the
10 community played in bringing about this decree and the
11 historic powers that we won under the decree. This is the
12 first consent decree in the nation with a governmental body
13 as plaintiff that's enforceable by people from communities
14 most impacted by CPD civil rights violations.

15 And we also shared, though, despite those
16 historical powers, the community remains on the outside
17 looking in, excluded from the room where it happens.

18 Your Honor heard that heart-wrenching testimony of
19 survivors of violent dehumanizing CPD raids that continue to
20 target the homes of Black and Brown families.

21 The Court also heard about the resistance -- CPD's
22 resistance to even meet with us, much less work together, to
23 end those raids.

24 And as Ms. Block expressed, we are grateful. We
25 are grateful that your Honor heard and responded to our cries

1 for help among the things that are changing.

2 To close, we need to stop. The ongoing harm being
3 inflicted on tens of thousands of individuals and families
4 represented by the Coalition couldn't be more urgent.

5 If I may? Your Honor, Mayor Johnson,
6 Superintendent Waller, Attorney General Raoul,
7 Monitor Hickey, this is the time to think big. We need to
8 make the most of this moment to strengthen the consent
9 decree, to make it the very first decree in the United States
10 in which people who are most impacted by CPD practices are
11 full and equal participants, full and equal partners. That
12 has to be Priority No. 1 as we enter the next phase together,
13 because if we are genuinely committed to implementing
14 remedies that will stop CPD's ongoing violations, if we are
15 committed to ensuring that those remedies address the actual
16 problems that people are experiencing on the ground, we hope
17 that the people of Chicago and particularly the people who
18 have been most impacted will have faith in the process, that
19 folks will believe in the changes that are being made.

20 If we hope to build a better, safer Chicago, it is
21 essential that the City, the Attorney General, the monitor,
22 and the Court embrace the tens of thousands of impacted
23 people from all parts of the city represented by the
24 community coalition as full and equal partners.

25 As Judge Dow said, we are more than ready to

1 continue this work, and let it begin.

2 CHIEF JUDGE PALLMEYER: Thank you, Mr. Futterman.

3 I think we are ready, then, to move forward with
4 hearing from community speakers who are scheduled before me.

5 I believe the first name on the list is Tanya
6 Woods.

7 Tanya Woods, if you would like to activate your
8 camera or your telephone and make a statement, you are
9 welcome to do that right now.

10 MS. WOODS: Good morning, your Honor.

11 And good morning to all those assembled.

12 Thank you for this opportunity. If you will give
13 me an opportunity to just change my background. Thank you so
14 very much.

15 CHIEF JUDGE PALLMEYER: Sure.

16 MS. WOODS: I would like to just offer a few
17 observations this morning that I hope the Court will find
18 illustrative as, in my opinion, we are trodding this historic
19 journey together in an effort to rebuild and strengthen our
20 communities.

21 My name is Tanya D. Woods, and I am the executive
22 director of the West Side Justice Center, and I am also an
23 adjunct faculty member at Loyola School of Law, as well as a
24 mediator at the Center for Conflict Resolution.

25 The West Side Justice Center is a holistic

1 trauma-informed legal aid clinic providing free legal
2 services and education, as well as direct representation for
3 community members who cannot afford a civil law attorney.

4 And we specifically address the areas of housing,
5 probate, and especially reentering citizens as they attempt
6 to right themselves after serving time.

7 And I'm hoping that in this conversation and in my
8 brief observations I can offer a picture of what life is like
9 post-conviction, post-incarceration, and what it takes for
10 individuals after an interaction with a police officer, after
11 a conviction, after serving time, to rebuild their lives, and
12 this in an effort to encourage greater oversight and greater
13 accountability and consequences for police officers when the
14 reforms and the goals that are set forth in a decree such as
15 this are not adhered to.

16 The stories that I offer are not meant to argue the
17 merits or the underlying conviction, whether or not a person
18 deserved to go to jail or not, but rather to illustrate how
19 incredibly mammoth the task is in overcoming a conviction
20 when you are especially a juvenile or a youth, which is why
21 is it so vitally important that we treat our youngest members
22 of society with the greatest amount of care and concern and
23 not the least.

24 At the West Side Justice Center, we hear all kinds
25 of stories that often start with the misguided youth, no real

1 male role models in the home, single-parent family, too much
2 time on their hands, altercations with their peers that often
3 become violent and then lead to even more violence, and
4 eventually lead them in jail. And they see a future that
5 they have no idea how they got there and how they are going
6 to get out of it.

7 It is my hope that, if we can envision for a moment
8 the outcome at the end of this road, that we can go back to
9 the beginning and rethink those initial interactions between
10 the police and the communities that they serve, between the
11 police and the youth that so desperately need our protection,
12 especially as we are on the precipice of this summer, so that
13 we can stop referring to neighborhoods as overpoliced and
14 overcriminalized, as I often have to do, your Honor.

15 The current policy from my vantage point as a
16 community member and community leader does not lead enough
17 and do enough to keep youth out of the criminal legal system,
18 especially those who have identified as having mental health
19 issues.

20 The default for all youth should be a diversion
21 away from the criminal legal system and not ways that we can
22 find to lock them up and put them away.

23 I am looking forward to an opportunity that, as we
24 get into the summer, that we are not seeing more and more
25 Black and Brown youth, especially our males, locked up and

1 incarcerated and hauled off.

2 When I serve as a court-appointed mediator, I often
3 request to meet with juveniles who have an opportunity to
4 participate in diversion programs, because often mediation is
5 the way out.

6 I often have to visit police stations late at night
7 sometimes and meet children with crying parents, and they are
8 on cement floors and sobbing and crying.

9 One such young man was my son a couple of years
10 ago, who called for his mom to pick him up from the police
11 station. My heart sank when I realized all of the laws that
12 are there to protect adults are not often there to protect
13 juveniles and youth.

14 A youth can be questioned without a parent or a
15 legal guardian present, even if they make a reasonable
16 attempt to get in touch with a parent. And if it's a felony,
17 they can go even farther with deceptive practices.

18 I often ask myself: Does this help us in any way?
19 And how does this get us closer to the utopia, to the present
20 that we often want to see?

21 All these young people that I have talked about
22 were eventually released. They had advocates, either in
23 myself or in others, that were able to fight for their
24 release. But so many other youth are out there that don't
25 have an advocate, that don't have a mom that's an attorney,

1 and they are continuing to fight every day.

2 Parents are having to teach their children that, if
3 you are in the custody of a police officer, you have to
4 recite things like, "I will not talk without my lawyer," or,
5 "I don't consent to searches." That, in and of itself, is
6 trauma that no young person should have to learn while they
7 are also learning how to do physics or long division.

8 I have one great story that I will leave you with.
9 And this is a young man who fell into hard times. He ended
10 up having to serve a long period of time in prison.

11 He was able to get his CDL truck driver's license,
12 and now he wants to own his own business, but he can't
13 because he has this arrest record on his record. So he is
14 coming to the West Side Justice Center seeking expungement
15 and sealing. And I so desperately hope that our petition is
16 successful and he can reach that. But I more importantly
17 wish that he had not been able to fall into that life of
18 crime in the beginning.

19 What all these young people have in common is, they
20 all have also identified as having mental health problems,
21 either a crisis, or they eventually learned that they had a
22 condition that needed to be treated.

23 It's not the stark, raving mad person that we
24 envision when we think of mental health illness or problems
25 running down the street. It's often the children in our own

1 homes. And these stories get even worse when we talk about
2 young women and girls.

3 So I'm hoping that we will encourage the police
4 from doing things like handcuffing youth unless you
5 absolutely have to; trying deescalation techniques first;
6 that we strive to protect the most vulnerable of our groups,
7 the young people, and especially those who are in mental
8 health crises. Our youth are the most vulnerable and should
9 be protected.

10 Police should live and work in the neighborhoods
11 that they patrol so that they know the families and they know
12 these young people that they are helping to protect. While
13 Officer Friendly may be a concept of the past, I do envision
14 a present as well as a future that we can cocreate that
15 doesn't pit them against us.

16 I will never be able to hire enough attorneys, your
17 Honor, to draft petitions to expunge and seal records. So
18 I'm hoping that we can stop creating these records to begin
19 with.

20 I will just leave you with this final thought
21 that's my favorite. Your children are not your children.
22 They are the sons and daughters of lives longing for itself.
23 And they come through you but not from you. And though they
24 are there with you, they do not belong to you.

25 Thank you for this opportunity.

1 CHIEF JUDGE PALLMEYER: Thank you very much,
2 Ms. Woods. I know that quotation, and I just love it. So
3 thank you.

4 I believe our next speaker is Janice Pass.

5 Ms. Pass, are you with us?

6 (No response.)

7 CHIEF JUDGE PALLMEYER: Okay. We will skip over
8 Ms. Pass for now, but if she shows up later, we will resume.

9 And I will turn now to Mr. Jeff Tischauser.

10 Mr. Tischauser, are with us?

11 (No response.)

12 CHIEF JUDGE PALLMEYER: Okay. Dr. Vince Davis is
13 next on the list.

14 I'm not sure whether -- I'm going to look at the
15 list of participants and see if these people are here.

16 (Brief pause.)

17 CHIEF JUDGE PALLMEYER: I do see Dr. Davis as being
18 on the call right now, but I'm not hearing from him.

19 MR. DAVIS: Hello?

20 CHIEF JUDGE PALLMEYER: Oh, there you are. Good.

21 Good morning, Dr. Davis.

22 MR. DAVIS: Okay. Thank you. Thank you very much.
23 It's an honor to speak.

24 My name is Professor Davis.

25 It's advantageous that this consent decree address

1 all past and present police department corrective actions
2 regarding crimes committed by police officers and while
3 working under color of law.

4 At this present time, I have a fraud and fictitious
5 contract that was created by the procurement department, as
6 well as police personnel.

7 And, yes, I'm a victim. Yes. I was employed as a
8 Chicago police, and I was terminated by a fraudulent company.

9 This fraudulent contract has a forged signature of
10 the mayor. It has a fraudulent, fictitious certification
11 under the Department of Health and Human Service. And as a
12 result, I went to the Police Board -- Chicago Police Board.
13 I was discharged. The FOP refused to represent me. Okay.

14 This specification cannot be found in the
15 procurement department nor the clerk's office. It has not
16 been recorded at all. Over \$2 million was stolen. Stolen.
17 And the City of Chicago citizens has to bear the cost.

18 But the fact of the matter is that this contract --
19 this fraudulent and fictitious contract has a forged
20 signature of the mayor, and it has fraud certifications by
21 the Department of Health and Human Service.

22 Again, the clerk's office has nothing in their
23 record that indicates that this company ever existed or
24 having a contract with the City of Chicago.

25 All contracts are recorded by the clerk's office,

1 and they are approved by the clerk's -- the clerk, the mayor,
2 and city councilmen and city councilwomen.

3 I'm asking this Court -- I'm asking this judge --
4 Judge, I'm going to ask you to review and investigate and try
5 to find out and maybe come up with a remedy what happened to
6 me.

7 I have contacted the independent monitor and to no
8 avail. I contacted the girl in internal affairs. They
9 refused to investigate per an order by COPA.

10 But the fact of the matter is that they continue to
11 conceal and collude that this company's trying to hide the
12 wrongful acts that were committed by police personnel.

13 This needs to be addressed. You know, I understand
14 that the consent decree addresses, you know, past and
15 present.

16 But, please, your Honor, please. It's been a
17 struggle for me. However, in spite of all the negative
18 slandering, I went back to school. And at this time, I'm an
19 expert. I have a law degree.

20 Actually, I'm going to fight this here. And I'm
21 asking the Court to investigate this fraudulent, fictitious
22 contract, fictitious contract with a forged signature of
23 Mayor Daley, forged federal certifications, as well as the
24 continuation of the collusion within the procurement
25 department, as well in police department, the Bureau of

1 Internal Affairs, which they will not investigate per the
2 order of COPA.

3 CHIEF JUDGE PALLMEYER: Dr. Davis, I'm not sure
4 that this is directly related to the consent decree, but I am
5 certainly willing to take a look.

6 Why don't you send me the information you have got
7 in writing, and I will take a look at it.

8 MR. DAVIS: And I request that Ms. Maggie --
9 Maggie, that she take a look at it as well, because I have
10 been contacting her office, because it's a continuation.

11 All this stuff was fraud upon the court. The FOP
12 refused to represent me, and they knew all about this company
13 was fictitious.

14 And it's more to the facts, but I can't just give
15 you all the information right now.

16 CHIEF JUDGE PALLMEYER: Right.

17 MR. DAVIS: But, again, I will send it to you.

18 CHIEF JUDGE PALLMEYER: Thank you.

19 MS. HICKEY: Your Honor, I have a couple of things
20 I wanted to let you know.

21 First, I believe Ms. Pass is on now.

22 CHIEF JUDGE PALLMEYER: Oh, good.

23 MS. HICKEY: Second, I did want to let you know
24 that -- all speakers and everyone present should be able to
25 see -- we have a timer. So if you are in the green, your

1 time is good. And then, we will give you a 30-second warning
2 with yellow. And then when your time is up, there is red.

3 I meant to -- forgive me -- to explain that in my
4 remarks, and I did not. So I wanted to let the speakers know
5 that and you know that.

6 And I did want to also let you know that I believe
7 Ms. Pass is on now.

8 And it was just -- forgive me. You have to accept
9 being elevated to be a speaker. And I think that she is
10 listening, so I would encourage her to -- if she gets an
11 email or any type of a thing, accept becoming a speaker or a
12 panelist.

13 Every person who speaks gets upgraded, when it's
14 their turn to speak, to a panelist. So if you get that kind
15 of popup, please accept it.

16 We can go on to the next person, and then we will
17 continue to try to get in touch with Ms. Pass. And anybody
18 else that passes over, we will contact them via email to
19 explain what they need to do to be elevated to be a panelist
20 to speak.

21 So we can go on to the next person.

22 CHIEF JUDGE PALLMEYER: We will go on to Kameron
23 Huckleby. I think the green light is on for Kameron
24 Huckleby.

25 (Brief pause.)

1 MS. HICKEY: I think we will go to Mr. -- or
2 Ms. Rodriguez. I believe she is on.

3 CHIEF JUDGE PALLMEYER: Okay. Rosanna --

4 MS. HICKEY: I'll keep a list to go back to.

5 CHIEF JUDGE PALLMEYER: Yes.

6 Rosanna Rodriguez, are you with us? We can go
7 ahead with your comments now.

8 MS. RODRIGUEZ: Can you all hear me?

9 CHIEF JUDGE PALLMEYER: Yes. Yes, quite well.

10 MS. RODRIGUEZ: Hello, everybody.

11 Thank you so much for the chance to speak in this
12 listening session.

13 My name is Rosanna Rodriguez Sanchez. I am the
14 alderwoman of the 33rd Ward.

15 As a member of City Council and somebody that has
16 been trying to legislate for four years to develop the
17 structures of care that we desperately need in our
18 communities, I really wanted to be here to talk about the
19 need to -- not only to advance the work around the consent
20 decree but how we need to use all the areas of government to
21 be able to support this work.

22 But there are three main reasons why I decided to
23 speak, I think. The way that we can transform policing in
24 Chicago is associated with these three points and the reasons
25 why we haven't gotten there. Right?

1 I think that the first reason is that there has
2 been no political will to truly change CPD until this moment.
3 I think the consent decree does not have the specific terms
4 that are needed to reduce unnecessary police community
5 interactions. And culture change is going to require bold
6 transformative leadership from within the police department.

7 I want to focus most of my comments on Point No. 2,
8 because I think this consent decree must be modified to
9 include diversion programs so that we can reduce demands of
10 CPD services. And then we can transfer those resources to
11 mental health and other structures of social care and
12 (unintelligible) interventions. We know that this is an
13 achievable goal. It is being done in other cities in the
14 United States. And we can definitely draw on those examples
15 from around the country.

16 For the arrest program specifically -- the Arrest
17 Diversion Program, that is -- we can give police officers the
18 discretion to divert people from the formal justice system,
19 which significantly reduces police uses of force and
20 unnecessary police escalation.

21 Scholarly research also demonstrate that diversion
22 allows individuals with substance or mental health issues to
23 seek necessary and effective health. It reduces recidivism
24 rates, keeps youths out of the criminal justice system, and
25 allows police to dedicate more time and resources to

1 addressing serious crime, and reduces (unintelligible) and
2 jail overcrowding.

3 Diversion also provides individuals with access to
4 substance use and mental health treatment programs in the
5 community rather than in jails, prisons, and further reducing
6 the demand on the criminal justice system.

7 And I want to be clear that, you know, thinking
8 about using diversion programs is one of -- it's a part of
9 the work, but we also need to build those structures of care.
10 Right? Like, we need to make sure that we are investing in
11 those structures of care so that other departments in the
12 city, such as the Department of Public Health, such as the
13 Department of Family and Support Services, are adequately
14 funded and creating the structures that can take away that
15 work from the police officers. That is not what the police
16 should be doing.

17 We continuously talk about staffing problems in the
18 police department, yet we continue to use the police to
19 address things that have nothing to do with policing, that
20 police is not trained to address, putting the officers in
21 harm's way, putting our communities in harm's way, sending
22 armed police officers to things that have nothing to do with
23 the criminal justice system.

24 Jurisdictions operating under federal consent
25 decrees mandating police reform -- and, in particular,

1 Ferguson and Baltimore -- have also implemented substantive
2 diversion-related provisions.

3 With community-oriented and problem-solving police
4 inspection, the Ferguson decree, which went into effect in
5 March of 2016, provides for mediation at all stages of the
6 dispute, from early intervention to intervention after
7 charges have been filed, as a diversion from the criminal
8 justice system.

9 In Baltimore, the consent decree there requires
10 that when police are responding to quality-of-life offenses,
11 like loitering, open container, disorderly conduct, the
12 policy for the police department should be the least
13 intrusive response appropriate under the circumstances as
14 reasonably understood by the officer at the time, meaning
15 that a verbal warning and counsel is -- and counseling is
16 preferable to a citation. A citation is preferable to a
17 custodial arrest.

18 Moreover, as with low-level offenses, a permanent
19 right supervisor must approve or disapprove the officer's
20 request to make an arrest, and the police department will
21 ensure that a supervisor ensure any arrest is based on the
22 existence of probable cause and that the officer adhere to
23 Department policy when determining when to verbally warn and
24 counsel, issue citations, and arrest individuals for
25 quality-of-life offenses.

1 CHIEF JUDGE PALLMEYER: Thank you.

2 MS. RODRIGUEZ: Additionally, the consent decree
3 should be modified to say that the effectiveness of community
4 policing efforts will be measured by a reduction in arrests
5 and uses of force rather than frequent interactions between
6 police and members of the public.

7 I think that these changes can turn around this
8 failed process by investing in community-based solutions. We
9 have been proposing those solutions.

10 I really hope that as we try to move forward with
11 implementing the consent decree, we are also going to try to
12 strengthen the structures that can support that work from
13 outside of the police department.

14 CHIEF JUDGE PALLMEYER: Thank you very much,
15 Ms. Rodriguez. I very much appreciate those comments and
16 suggestions.

17 I think our next speaker -- perhaps we can turn
18 back to Janice Pass or Jeff Tischauser at this point.

19 MS. HICKEY: Yes, your Honor. I believe that there
20 are multiple speakers in one room.

21 So I would ask, if you are you under the
22 "Communities United" banner, would you unmute, and we will
23 promote you to panelist, and then take in the order those
24 that are sitting in that same room if they will wait until
25 their turn is called.

1 But we will go back and start with Ms. Pass, and
2 then potentially Mr. Huckleby may be in the same room.

3 CHIEF JUDGE PALLMEYER: Okay. Good.

4 MS. HICKEY: Please -- everyone, thank you very
5 much for your patience. It is not as easy to run a virtual
6 hearing as it seems.

7 MR. LEVIN: Good morning, your Honor.

8 And thank you, Ms. Hickey.

9 Janice Pass is going to be speaking from a
10 different Zoom login. So we will communicate that to the
11 monitoring team and appreciate your patience.

12 But Mr. Huckleby is prepared to speak now.

13 CHIEF JUDGE PALLMEYER: Wonderful.

14 Go ahead, Mr. Huckleby.

15 MR. HUCKLEBY: Good morning, your Honor. How are
16 you?

17 CHIEF JUDGE PALLMEYER: Good morning.

18 MR. HUCKLEBY: My name is Kameron Huckleby.

19 So basically I just want to give a rundown of the
20 situation that I dealt with as far as police harassment and
21 things of that nature.

22 So we've heard a lot today from, you know, White
23 lawyers, who probably never dealt with CPD in their lives.

24 I'm a 34-year-old Black man, who was born and
25 raised on the South Side, still actually reside on the South

1 Side.

2 And due to my race and where I live, I'm actually
3 always harassed by CPD. And it's, like, not on a daily
4 basis, but it's very -- it's, like, regular, as far as my
5 lifestyle. You know, just -- it's a lot, like more than
6 enough, you know.

7 I just want to explain, like, how it makes me feel.
8 Basically it's like you can't even, like, live a regular
9 life, it feel like, without officers bothering you just
10 because of the color of your skin.

11 You know, I'm going to work or going -- picking up
12 my children and things of that nature, and it's still --
13 like, they pull me over, you know, harassing me. And then
14 the first thing is, "Where's the guns? Where's the drugs?"
15 You know, things of that nature.

16 And it just, like -- it just needs to change
17 because -- just because, you know, how a person looks, I
18 mean, you shouldn't judge them. It's like prejudging.

19 I mean, I'm -- basically I do -- I'm into, like,
20 the community outreach, things of that nature . I do a lot
21 of stuff in the community, helping with the youth, mentoring,
22 all types of things like that. So I'm basically a person
23 that's working on making change for the better and positive
24 and bringing good things to the community.

25 So I actually had an incident recently with my

1 daughter where I picked her up from school, and the officers,
2 they -- I was driving down a residential block. I stopped at
3 the stop sign. And officers looked at me and basically
4 pulled right in front of my vehicle and just stopped me. And
5 they said something about me not making a complete -- no. I
6 was blocking the crosswalk. That's what it was.

7 So they end up writing me a ticket. They threw the
8 ticket -- actually, the officer threw the ticket in my
9 daughter's face. I have a seven-year-old daughter. The
10 officer actually threw the ticket in my daughter's face,
11 because she was mad, you know, basically because she didn't
12 have anything on me. It was just basically racial profiling,
13 you know, by her harassing me.

14 Also, a traffic stop. I had a traffic stop where
15 it led for me to be incarcerated for months. I had to, you
16 know, basically sit down for a couple months until the
17 charges were dismissed, which was wrongful incarceration,
18 wrongful arrest, and things of that nature.

19 So that's just basically, like, a short draft of,
20 you know, just things that I've been through.

21 And also, I left out that I did my research, and
22 I've been pulled over 28 times just in the small time frame
23 that I have been driving. So I kind of found that, like --
24 that's kind of crazy to me.

25 But, yeah, that's really basically all I have. I

1 mean, that's pretty much, you know, just my situation of what
2 I have went through dealing with the Chicago Police
3 Department.

4 We definitely need to make a change for our people.

5 CHIEF JUDGE PALLMEYER: Mr. Huckleby, I really
6 appreciate that. Thank you.

7 MR. HUCKLEBY: Okay. Have a good day.

8 CHIEF JUDGE PALLMEYER: You, too.

9 I don't know whether somebody in that chat room is
10 ready, or we are returning to Ms. Pass at this point.

11 MS. HICKEY: I think the next speaker available is
12 No. 8, Ms. Thompson.

13 CHIEF JUDGE PALLMEYER: Great.

14 Amy Thompson, if you are with us, you are welcome
15 to speak at this point.

16 (Brief pause.)

17 MS. HICKEY: We may have skipped over calling
18 Ms. Lynne, Mara Lynne. But Amy -- we will go with Amy
19 Thompson first, and then we will turn over to Ms. Lynne.

20 CHIEF JUDGE PALLMEYER: Okay. So first
21 Ms. Thompson, and then we will return to Ms. Lynne.

22 Ms. Thompson, if you are with us, you are welcome
23 to get started.

24 MS. THOMPSON: Good morning, Chief Judge Pallmeyer.
25 Thank you for the opportunity to speak today.

1 My name is Amy Thompson, and I'm staff counsel at
2 Impact for Equity, formally known as BPI, a law and policy
3 center in Chicago.

4 Our policing reflects on enacting systemic changes
5 to promote community safety, to strengthen accountability and
6 transparency, and to reimagine the role that police should
7 play in society.

8 The consent decree is one of the tools used to fuel
9 reforms within the Chicago Police Department. Unfortunately,
10 four years into implementation, there are significant doubts
11 about CPD's commitment to making serious change, given the
12 lack of meaningful progress.

13 A clear example of CPD's failure to make meaningful
14 progress can be seen with respect to the "Impartial Policing"
15 section. These provisions seek to transform CPD's practices
16 that disproportionately harm our city's Black and Latino
17 residents.

18 This section is premised on the idea that treating
19 all Chicagoans fairly and with care and respect is a
20 fundamental obligation for CPD. Without impartial policing,
21 promoting community engagement and fostering public
22 confidence and trust is simply not possible.

23 Since the consent decree took effect, the
24 independent monitor's reports, community surveys, and
25 external community counts and data analysis all show that

1 CPD's strategies continue to sow harm and mistrust among
2 Black and Latino Chicagoans.

3 One example of CPD's actions that is illustrative
4 of this larger issue is CPD's use of traffic stops.

5 This spring, Impact for Equity and the Free2Move
6 Coalition released reports showing that, since 2015, CPD has
7 made hundreds of thousands of unnecessary traffic stops that
8 targeted and harmed Black and Latino motorists and did not
9 keep Chicago's roads or communities safe.

10 In 2022, officers made over 511,000 traffic stops.
11 Black and Latino Chicagoans are experiencing the brunt of
12 this strategy.

13 In 2022, Black people made up 57 percent of all
14 traffic stops, despite being only 29 percent of Chicago's
15 population.

16 That year, 60 percent of all traffic stops took
17 place in just two of CPD's 22 police districts, District 10
18 and District 11. These districts are in Chicago's West Side
19 and are over 96 percent Black and Latino.

20 Citywide in 2022, Black and Latino people were also
21 the targets of nearly 97 percent of the uses of force during
22 traffic stops.

23 But all these stops aren't leading to any
24 appreciable public safety benefits. It's clear that CPD
25 allocates countless resources to widespread traffic stops as

1 a crime-fighting strategy, using the justification of minor
2 traffic infractions to fish for criminal activity.

3 Internal communications from CPD confirm that
4 leadership has pushed officers to make excessive traffic
5 stops in attempts to reduce shootings and violent crime, but
6 the data shows this approach doesn't work.

7 In 2021 and 2022, less than 1 percent of stops
8 resulted in recovery of illegal materials, like alcohol,
9 drugs, or guns.

10 This data makes clear that CPD's use of traffic
11 stops is not only ineffective at addressing public safety but
12 also harmful to Chicago's Black and Latino communities.

13 Earlier this week the independent monitor released
14 results from its second community survey that echo this data.
15 Across the board, the results show that Black and Latino
16 residents in Chicago had less trust, less confidence, and
17 greater concern for their safety with CPD than their White
18 neighbors.

19 Black respondents were four times more likely than
20 White respondents to have been stopped in a vehicle or while
21 walking or standing on the street over the year prior.

22 Young Black men reported being stopped,
23 interrogated, and arrested over four times the rate of the
24 average Chicagoan.

25 Over half of Black respondents and 36 percent of

1 Latino respondents felt they had been personally stopped by
2 CPD because of their racial or ethnic backgrounds.

3 Over half of young Black men respondents rated CPD
4 poorly on providing a valid reason for stopping them and on
5 expressing concern about their feelings during the encounter.

6 And as others have said, the majority of
7 respondents of all races said that CPD are doing a poor or
8 very poor job at treating members of the Black community
9 fairly.

10 All evidence points to an inexcusable failure to
11 make meaningful progress toward the impartial policing
12 obligations under this consent decree that's subjecting our
13 city's Black and Latino communities to harmful overpolicing.

14 If CPD was meaningfully pursuing these objectives,
15 we would not see this high level of traffic stops in Black
16 and Latino communities with disproportionate numbers of
17 searches, uses of force, and arrests.

18 This lack of progress is causing communities to
19 lose whatever confidence they had remaining in CPD's ability
20 to make positive change. Chicagoans have fought and waited
21 long enough for results.

22 As you preside over this case, please sustain an
23 urgency regarding CPD's compliance with this agreement and
24 reject any continued stagnation. Our city's residents
25 deserve no less.

1 Thank you.

2 MS. HICKEY: Your Honor, you are on mute.

3 CHIEF JUDGE PALLMEYER: Thank you very much,
4 Ms. Thompson. I appreciate those comments as well.

5 I think we are now moving back to Mara Lynne. Is
6 that right?

7 MS. HICKEY: Correct. I'm not sure that she is in
8 the waiting room, but if you would like to call her -- oh,
9 yes, she is. Sorry about that.

10 CHIEF JUDGE PALLMEYER: If you would like to make a
11 few comments, please do so right now.

12 MS. LYNNE: Yes. Thank you.

13 My name is Mara, and I'm born and raised here in
14 Chicago and have invested my soul in advocating for basic
15 human rights.

16 I'm a longtime advocate for mental health, a
17 dedicated ally for folks with developmental disabilities who
18 are in mental health crises a lot, as well as personally
19 living with nonapparent disabilities.

20 Police officers should not be our city's first
21 responders when people are in need of mental health
22 assistance or other kinds of crisis. But too often, they are
23 exactly that.

24 Too often those interactions go wrong and people
25 who need help end up getting hurt, arrested, or killed,

1 especially if you are Black or Brown. Getting help should
2 never be a death sentence.

3 As a White privileged women, I have too many horror
4 stories that I have witnessed, especially watching the ways
5 our Black and Brown communities are treated. It doesn't have
6 to be this way.

7 I don't see serving and protecting. If I don't see
8 it, how can people of color see it?

9 You cannot tell by looking at someone that they
10 have a mental health condition. This is why I always preach
11 about not judging a disability by its disability.

12 For years the City has paid empty talk to reform
13 while it actually fought against and delayed the necessary
14 changes to CPD policy, CPD training, and officer
15 accountability.

16 Why?

17 The consent decree promised to find different
18 solutions and bring a different kind of police response to
19 people in crisis. The consent decree promised a response
20 that would work to deescalate situations and find a different
21 income -- outcome. Sorry.

22 I have never, ever seen deescalation during a
23 mental health crisis. Never. I am speaking from my
24 experience as someone who has gone through this myself and as
25 someone who cares for folks that have.

1 My experience has been the exact opposite of
2 deescalating anything. I have only seen more trauma, and
3 this trauma never goes away, especially when there is no
4 accountability.

5 How about an outcome that involves people not being
6 harmed, not being pulled into the criminal system, and not
7 being killed.

8 We are all human. We don't want anyone, cops or
9 not, showing up that can't show compassion. This is the
10 absolute last thing that happens when police show up in
11 uniform with their guns, handcuffs, and aggressiveness.

12 If we don't want to live -- this is super -- this
13 is super from the heart. If we don't want to live, why would
14 this behavior and their response help anyone want to stay
15 alive?

16 Showing up with no empathy or compassion and
17 instead are aggressive, intimidating, angry, loud, yelling,
18 banging on doors, and being very threatening, how is this
19 going to help, let alone someone who is experiencing a mental
20 health crisis? It will not help.

21 I don't care if they have CIT training. I don't
22 care. Even when I have asked specifically for that, I have
23 not seen any difference.

24 Mental health is a human right. Chicago needs a
25 powerful publicly funded network of mental health clinics to

1 make sure there is access to true support. We need a
2 publicly funded mental health crisis response system without
3 police being involved.

4 Mental health workers save the lives of folks --
5 they have saved my life -- with mental health conditions; not
6 police. These workers should be able to have a way to
7 well-paid, quality employment so they can give their
8 exceptional services to communities across Chicago, not
9 police.

10 This is one of the many reasons I and many of my
11 comrades worked tirelessly to get our new mayor, Brandon
12 Johnson, elected.

13 Nearly one in four people killed by police involve
14 someone with a mental health condition. It doesn't have to
15 be this way. No one should be hurt because they live with
16 these conditions, and definitely not killed for it.

17 There are people all over the world that live with
18 mental health conditions, and they are not being shot. They
19 are not being killed by police. This is where I always think
20 about "shoot to kill" comes to so many minds of citizens.
21 Police are not mental health workers nor nurses. We don't
22 need them showing up. We need treatment, not trauma.

23 No solutions in this crisis are simple, but the
24 bottom line is that we have right now -- what we have is not
25 working, especially if you are a person of color.

1 Police and their use of force is not a right to
2 respecting or effective response to mental health crisis,
3 neither is shooting someone who has no weapons and have their
4 hands up. They are literally fighting to live and instead
5 are being hurt or killed.

6 The truth is that the majority of violence is not
7 perpetuated by people with mental health conditions. We know
8 this. It just isn't.

9 If you are having a mental health crisis, please
10 reach out to 988. Please. Not 911.

11 I want to end by saying that it's okay to not be
12 okay, and I promise you are not alone and you are enough.

13 Thank you for letting me speak.

14 CHIEF JUDGE PALLMEYER: Thank you so much,
15 Ms. Lynne. I appreciate those comments as well.

16 I believe we are turning next to Ledarrel Goss-EI,
17 unless we have Mr. Tischauser or Ms. Pass available.

18 (Brief pause.)

19 CHIEF JUDGE PALLMEYER: Okay. Let's turn to
20 Ledarrel Goss-EI.

21 MS. HICKEY: Your Honor, from what I can see, the
22 next person probably available is Pastor Hunter.

23 And we will keep track of those that -- and at the
24 end, recall them.

25 We have been in touch with Ms. Pass. She said

1 something happened, and she hopes to reconnect later.

2 So I think we can go through them, and then --
3 everybody that's here, and then at the end, we will recall
4 everyone for the morning session.

5 CHIEF JUDGE PALLMEYER: All right. That sounds
6 good.

7 So in any case, Pastor Marvin Hunter is with us.
8 And maybe we can ask him to go ahead.

9 (Brief pause.)

10 MS. HICKEY: I believe Pastor Hunter may be in the
11 Communities United room potentially.

12 CHIEF JUDGE PALLMEYER: I can see the Communities
13 United room. Oh, here. Just got to unmute it. All right.

14 MS. HICKEY: Just needed to unmute.

15 CHIEF JUDGE PALLMEYER: All right. Pastor Hunter,
16 go ahead.

17 MR. HUNTER: Hi. Hello, everyone. Chief Judge.

18 I want to first say thank you to the Coalition for
19 the job that you guys are doing in advocating for this
20 consent decree, which I think is very important for our
21 people.

22 I'm here today because I represent my family, the
23 family of Laquan McDonald. And I also represent a protected
24 class of people, Fourteenth Amendment citizens, Black people
25 in America, who are constantly and have always been, since

1 policing started, affected by the policing policies that have
2 been put in play in this country to maintain us in poverty.

3 I think that this consent decree is very important.
4 I think that we need to begin to implement the demands that
5 have been put into this consent decree, and we need to begin
6 to do it right away. I think this procrastination that has
7 taken place has taken place long enough.

8 And I'm asking you, your Honor, with whatever
9 powers you have, to please help us to make sure that the City
10 of Chicago takes this thing seriously.

11 I have heard both sides of the argument. And when
12 you listen to it, the real bottom line is, we have been asked
13 to do something. We have a road map to do it, and we need to
14 just do it, because it will save lives. It will not only
15 save lives, it will save our country. It will make America
16 better.

17 If we get the consent decree right here in Chicago,
18 then we could change policing across this country.

19 The death of my great-nephew, Laquan McDonald, has
20 already began to set in a process that has changed policing.
21 As a result of his death, we do have body cameras now,
22 although we find that there are some things that need to be
23 fixed as it pertains to that.

24 And I believe that those things are directly
25 connected not just to the police department in and of itself

1 but as to how the police department is forced to deal with
2 the contracts in which they have with the municipality of the
3 City of Chicago.

4 And so I would like -- and I haven't heard it -- to
5 have someone to begin to look at the Uniform Disciplinary
6 Peace Officers' Act, because I believe it's that act that is
7 allowing the police officers to get away with violating the
8 Eighth Amendment rights and the Fourth Amendment rights and
9 the Fourteenth Amendment rights of a protected class of
10 people.

11 A lot of things that you hear the police doing to
12 people, they are doing it, and they are not being fired
13 because the City of Chicago, based on the contract that they
14 have with the police department, cannot fire them.

15 And so I think we need to really take a deep dive
16 into it, because what I'm discovering is, the issue is not
17 just the officer in and of themselves. So we can train the
18 officer, but training the officer doesn't change the culture.
19 And the culture is coming from the top down, not the bottom
20 up.

21 We act as if we have forgotten that policing in
22 this country was not put together to serve and protect. It
23 was put together to maintain people in their poverty -- to
24 protect property -- and at that time, our protected class of
25 people. It took an amendment, an executive order, Fourteenth

1 Amendment, to change that. So once the amendment changed,
2 the laws and the style of policing didn't change.

3 That Uniform Disciplinary Peace Officers' Act
4 existed in every state in the union. We need to begin to
5 take a look at it. It seems like it's harmless and it's
6 simple, but it's not. They hid all the (unintelligible) laws
7 in it. Everything that could cause every problem that you
8 have heard today is within that act.

9 And if we take a real look at that and begin to
10 move those things and give the municipalities more power over
11 their police department, I believe that we could get rid of a
12 lot of these problems.

13 This stuff is not just the officer. It is the
14 politics that pays the officer. And so that's what I would
15 like to say.

16 Again, I'm going to close by saying thanks to this
17 group of people who have advocated for this consent decree.
18 We need it.

19 Thank you, your Honor, for what you do.

20 Hello, Maggie. Good to see again.

21 CHIEF JUDGE PALLMEYER: Pastor Hunter, I want to
22 thank you for those comments. I appreciate that.

23 We next -- next on the list would be -- obviously,
24 we can back up, but why don't we turn to La'rie Suttle.

25 (No response.)

1 CHIEF JUDGE PALLMEYER: How about Danette Bullard?
2 Are you with us, Danette Bullard?

3 MR. LEVIN: Ms. Bullard is not speaking today, your
4 Honor.

5 CHIEF JUDGE PALLMEYER: She is not? All right.
6 What about Renee Nowlin?

7 MS. HICKEY: Your Honor, I believe she is present
8 and is being lifted up to be a panelist and should be
9 accepting --

10 CHIEF JUDGE PALLMEYER: Okay. We will give it a
11 minute until she does that, and then we will hear from Ms.
12 Nowlin.

13 (Brief pause.)

14 MS. HICKEY: I saw somebody.

15 CHIEF JUDGE PALLMEYER: I did, too. I thought I
16 did.

17 Maybe that was the interpreter -- the ASL
18 interpreter.

19 Well, I'll tell you what. Ms. Nowlin, I'm not
20 going to miss you. We will hear from you whenever you are
21 ready.

22 I'm going to call the next two names and see if any
23 of them are ready.

24 Andre Vasquez or Paul McKenzie, do I have either of
25 you ready to go?

1 MS. HICKEY: I believe Mr. Vasquez is here.

2 CHIEF JUDGE PALLMEYER: Great. Mr. Vasquez, can I
3 hear from you?

4 MR. VASQUEZ: Yes, Judge. I'm ready.

5 CHIEF JUDGE PALLMEYER: Great. Good. Thank you.
6 I can hear you, and you can get started. That's great.

7 MR. VASQUEZ: Thank you so much. I really
8 appreciate the time and opportunity to speak.

9 I am Alderperson Andre Vasquez of the 40th Ward.
10 The 40th Ward covers Lincoln Square, Andersonville,
11 Edgewater, West Ridge, North Side of Chicago.

12 I come here not only as a City Council member but
13 as a Chicagoan, who was born and raised in this town.

14 In my time, I have had really the gamut of
15 experiences that pertains to Chicago police. I have been
16 profiled growing up, kicked out of public spaces just for
17 being a youth of color. I can see, in most recent times,
18 cities doing that. It's very problematic, because it doesn't
19 create the kind of city we all want to see.

20 But I've also been a facilitator for CAPS prior to
21 being elected.

22 In my elective role, I have worked with CPD, the
23 17th, 19th, 20th, and 24th Districts. So I've also seen the
24 investment and, to be very frank, care of some of the folks
25 who are working, trying to make sure the city is safer.

1 So in seeing what's been occurring, as far as the
2 consent decree, I have got concerns, as do most Chicagoans.

3 We brought this up year after year. We know that
4 it's been four years that it's been happening, and we have
5 not seen the results we want to see.

6 Whenever we find out how the City is doing and how
7 far they have gone as far as the consent decree, the response
8 and the grades are never really promising ones. And I think
9 some of that was shown in the survey that was shared at the
10 beginning of this meeting.

11 You know, I recognize how challenging it is to try
12 to change an institution and really do the kind of cultural
13 and systematic reform necessary to make sure everyone else --
14 everyone here is safe. That's a reality. I can imagine
15 there is also challenges added on, having gone through a
16 pandemic over the past three years and trying to implement
17 change and trying to figure out all of the above.

18 But I think some of the things that need to be done
19 when changing any institution or any infrastructure, I don't
20 know that they are happening at the rate they need to.

21 What I mean by that is, I know that we are having
22 periodic check-ins as to the consent decree. We need more of
23 them in between those check-ins with communities and those
24 who are implementing, those who are doing the audits, those
25 who are doing the research to make sure that we are actually

1 tracking progress, that there is a baseline established, and
2 that we are looking at very frequent intervals to make sure
3 there is movement happening, because if they are checking in
4 every number of months, I don't believe we will get the
5 change necessary or the sense of urgency needed to improve
6 things.

7 And my fear is, when we brought this up to
8 Mayor Lightfoot in our last term, the answer we got from
9 folks was, well, you know, for most cities to really go
10 through a consent decree, you are looking at something that
11 might take ten years.

12 There is a very real concern if it would take that
13 long. The way the city is going, that the changes in our
14 dynamics as it pertains to a city might be radically
15 different than what they were when the consent decree first
16 began. So there is a fair urgency necessary in getting the
17 changes made and adopted.

18 You know, I believe, in my experience with police,
19 I view their court functions as being really threefold:
20 investigation, apprehension, and emergency response when
21 appropriate.

22 What we are finding is actually the case here in
23 Chicago is, they are being called for those things. They are
24 also being called for permit parking where cars are parking
25 in the wrong place. They are being called for a cat stuck in

1 a tree, mental health disorders, substance abuse disorder --
2 right? -- everything under the sun, and we end up with a
3 process that doesn't work.

4 We end up with officers who are working 16,
5 17 hours a day, multiple days without knowing when they have
6 days off. They are being burned out, having their own mental
7 health issues that aren't being treated properly.

8 We recently -- not recently -- about a year
9 ago found out that if officers are seeking mental health
10 support, they can do so up to ten sessions. After that,
11 because of the insurance policy the insurance company has
12 with the City, a doctor has to prove that they need more
13 mental health support services.

14 I would argue, if there's any role that doesn't
15 need that much proof, it would be an officer in the kind of
16 roles that they have to deal with.

17 So there are a lot of problems that we already see
18 that I find challenging. But when we see the problems, they
19 aren't being fixed quickly. So even though there is a larger
20 assessment of what's going on, when we see actual problems,
21 they are not being addressed.

22 We have officers who are members of the Oath
23 Keepers, officers who are members of the Proud Boys, and they
24 are not being removed from the force.

25 So the things that we are doing not only makes it

1 less safe for the city as a whole, it also makes it less safe
2 for the officers doing the job. They are being burned out.
3 Officers who should never have worn a badge to begin with are
4 still on the force, making it that much dangerous and making
5 the relationship between community and officers that much
6 more strained.

7 So I would really urge this group and this body and
8 everyone associated to have more frequent conversations with
9 the public, with the council about what's being done.

10 Something I would also advocate for, because we
11 find ourselves at a time where funding of the police affects
12 the rest of our government -- we are spending close to
13 \$100 million in just settlements for police misconduct
14 annually. You are looking at a budget that's about
15 \$3 billion as a whole. We are going to see effects of the
16 rest of government where we can't fund those services.

17 So I do want to make sense, even right now in the
18 immediate, is to call for a full audit of CPD, because when
19 you talk to the officers on the street, they don't see where
20 that money is going. They don't feel that they are getting
21 any of it to do the job they need to do.

22 And so, again, I recognize there is a lot of work
23 that needs to be done, but there are things that need to be
24 done urgently. And I believe that communication with the
25 community and with the council needs to be more frequent so

1 we can work in partnership to improve outcomes and really
2 have the departments that could address the issues that I
3 believe CPD should not be responsible for doing so. That way
4 we can have CPD focusing on the three core functions --
5 apprehension, investigation, and emergency response when it's
6 appropriate -- and really have a better balance for our city
7 that leads to safety for all.

8 Thank you very much for the opportunity to speak
9 and for your time.

10 CHIEF JUDGE PALLMEYER: Thank you very much,
11 Mr. Vasquez.

12 I just want to comment that some of your
13 suggestions, I think, are very well-taken. And given your
14 role in the City Council, I'm hoping that you will be
15 instrumental in helping us to move those initiatives along.
16 I think you have got important viewpoints and important
17 experiences that I am hoping will translate into City Council
18 activity.

19 I think we -- do we have Paul McKenzie available to
20 speak to us this afternoon?

21 MS. HICKEY: Your Honor, I believe Paul McKenzie
22 and Mercedes Alday are in the Communities United room. And
23 Ms. Alday may be prepared to go first, before Mr. McKenzie.

24 We are also going to be promoting -- Ms. Alday will
25 be utilizing an interpreter, so we are working on getting

1 that interpreter on, too.

2 MR. LEVIN: If you could just give us ten seconds,
3 we have the interpreter in the same room.

4 MS. HICKEY: Okay. Thank you.

5 MR. LEVIN: So let me just shift the screen. Just
6 give us 10 or 15 seconds, and we will be ready to go.

7 MS. HICKEY: Please take your time. Thank you.

8 (Brief pause.)

9 MR. LEVIN: Before they begin, I just want to
10 explain that we have Ms. Alday's interpreter in the room with
11 her. So Ms. Alday will give her full testimony, if that's
12 all right, and then Ms. Escarcega will provide the
13 interpretation in full.

14 CHIEF JUDGE PALLMEYER: That would be fine.

15 MS. HICKEY: And we have provided double time
16 because of the necessity for translation. So she will have
17 double extra time.

18 CHIEF JUDGE PALLMEYER: Okay. Good.

19 (Brief pause.)

20 MS. ALDAY (Through interpreter): Judge Rebecca
21 Pallmeyer, thank you for providing Spanish interpretation.
22 That was absolutely very important.

23 My name is Merced. I live in Albany Park community
24 on the North Side of the city, and I am a leader at
25 Communities United.

1 Today, like many stories that you have heard from
2 my sisters and brothers, I want to reemphasize the importance
3 of community participation in order to spark social change
4 throughout the city, because we, people with these
5 experiences, are the experts.

6 My son and his friend tried to stop a domestic
7 violence situation, but his action of trying to prevent
8 further violence led to the policeman accusing my son of
9 violence.

10 Shortly after, not two but eight police officers
11 came to my home, where my family was present, and accused my
12 son of violence. They entered my home in a state of
13 aggression and anger. They asked me, "Where is your son?
14 Why are you hiding him?" Not only were they accusing my son
15 of violence, but they were accusing me of hiding him.

16 They demanded to enter my home. So I asked them if
17 they had permission from the judge to enter, and they told
18 me, "We're going to lock you up for hiding your son."

19 I became angry. I had to protect my family. I
20 told them, "Come inside." And I reminded them that my son
21 was not home. My home soon became filled with policemen as
22 they searched for my son, who was not there.

23 I eventually lost count of the policemen present as
24 countless police (unintelligible) came to block my
25 neighborhood.

1 They were willing to enter my home and cause
2 traffic because they believed that my son was violent and I
3 was hiding him.

4 So to say the situation was traumatizing would be
5 an understatement. I felt powerless and voiceless.

6 In order to protect myself and my daughter, I had
7 to let -- I could not leave my daughter, and I feared if I
8 did not let the police enter my home, then I would be
9 arrested.

10 No one should fear for their freedom over simply
11 asking the police a question. I knew that the police needed
12 permission from the judge to enter our home, but I also know
13 that the police usually do what they want without
14 repercussions.

15 After this encounter with the police, my house was
16 under constant surveillance for an entire week there by the
17 Chicago Police Department. I was exhausted and wanted the
18 police to respect me and my home.

19 It became unbearable. I did not want to go home.
20 I would leave in the morning and come back at nighttime,
21 because I couldn't live in a constant state of police
22 harassment.

23 This happened a year ago, but I think about the
24 situation daily.

25 We are in desperate need of police reform. The

1 consent decree should be implemented. The police should not
2 have the power to intimidate our communities of color.

3 Thank you for being able to provide interpretation
4 in order to be heard. Thank you.

5 CHIEF JUDGE PALLMEYER: Thank you very much. I
6 appreciate those comments.

7 MS. HICKEY: Your Honor, I do believe that Mr. Ross
8 and Ms. Ivory may also be in the Communities United space and
9 be available to testify earlier.

10 And then, when they are finished, we can recall
11 everyone from the morning and adjourn for lunch.

12 CHIEF JUDGE PALLMEYER: That would be great.

13 So we have heard from Merced Alday just now. And
14 we are going to turn to Mr. Ross and Ms. Ivory and then
15 return to the people that we had to skip over earlier.

16 So Mr. Ross is next. Is that right?

17 MS. HICKEY: If he is available. I would ask the
18 Communities -- the room where Josh Levin is in with the
19 Communities United, if Mr. Ross is available or Ms. Ivory?

20 And they may be just setting up.

21 MR. LEVIN: Your Honor, if we could just have
22 30 seconds to get the next speaker set up?

23 In the meantime, feel free to call the next speaker
24 after Ms. Ivory, if that person is already present and ready.

25 MS. HICKEY: Is Mr. Ross in the room with you,

1 Josh?

2 MR. LEVIN: We are figuring it out.

3 MS. HICKEY: Okay. Thank you. I appreciate it.

4 CHIEF JUDGE PALLMEYER: And we do -- just so it's
5 clear, we haven't forgotten about those of you who are on the
6 list for earlier: Janice Pass, Jeff Tischauser --

7 Tischauser -- I'm sorry -- Ledarrel Goss-El, Stephanie Skora,
8 La'Rie Suttle, Danette Bullard, Renee Nowlin, and Paul
9 McKenzie. Those people are also entitled to be heard if they
10 are available.

11 MS. HICKEY: We did learn that Mr. McKenzie is
12 unavailable.

13 CHIEF JUDGE PALLMEYER: Unavailable. All right.

14 MS. HICKEY: He can be taken off the list.

15 CHIEF JUDGE PALLMEYER: Okay.

16 Are any of the other individuals whose names I just
17 mentioned available now?

18 MR. LEVIN: Mr. Ross is here, your Honor.

19 CHIEF JUDGE PALLMEYER: Great.

20 MR. LEVIN: One correction. Mr. McKenzie may be
21 available later today. So we are trying to communicate with
22 him, if he could come this afternoon.

23 CHIEF JUDGE PALLMEYER: Okay. Thank you.

24 MS. HICKEY: We will keep him on the running list,
25 then.

1 CHIEF JUDGE PALLMEYER: Put him on the list.

2 Mr. Ross, do you want to be heard? Go right ahead,
3 sir.

4 MR. ROSS: Well, there's things in the streets
5 that's going on with the accountability part. It's not that
6 they are not in places they should be. It's not being put
7 down or projected where the children can have help and know
8 that there is help, because there was a relationship with the
9 police force at one time where you could talk to them and
10 they could talk to you. They played sports. They took you
11 on trips to help you communicate in the community a lot
12 better.

13 We got separated because the names and nicknames,
14 color barriers, all the foolishness above. You know, the
15 Creator said, "my people." He didn't say a certain kind of
16 people.

17 So when you get lost in the sauce, you'll just say
18 or try to do anything. So in order to communicate with the
19 police force or the police communicating with you, you have
20 to have something for the children to do. (Unintelligible)
21 ability only comes if the children have -- you have their
22 attention. The attention span is short, just like the
23 adults' attention spans are short.

24 We have to use it in a measurable time so where, as
25 we saying something, it has to make sense. If it don't make

1 sense, they say it don't make dollars. But then short of
2 that, if it doesn't make sense, you don't have the mind of
3 the people.

4 And the unity of the people is us coming together.
5 No one group and no certain person can do this no matter how
6 smart they think they are -- smart TV, smart car, smartphone,
7 smart computers, but dumb people, because we're not putting
8 all the smartness together. We lose sight of the creator and
9 what really goes on.

10 I mean, the police out there doing they job, but
11 it's something that we don't pay attention to.

12 If the police shoot one of us, we march, right? We
13 up in arms. But we shoot each other and nobody says
14 anything. You didn't even know the child's name or the
15 family.

16 The communication of the family is f-a-m-i-l-y --
17 father and mother, I love you.

18 Just like we deal with denial, but we don't define
19 "denial" -- didn't even know I am lying.

20 Each word is abbreviated. Words have strength.
21 They have power. You have to watch what you put out in the
22 atmosphere. You put good out, good comes back.

23 We have a lot of things that we go through.

24 I went through some things where I had a life
25 sentence in the prison correctional center in the federal --

1 in the feds. I had a life sentence, but I done ten years,
2 and I was allowed to come back out because I had another
3 mission.

4 To advise people to change your life is just like
5 changing when you bat your eyes. You bat your eyes ever nano
6 of a second, but it's a different bat. It's not the same
7 bat.

8 If you don't change, the system will make change
9 out of you. So if you don't have the attention of the
10 children, of the people with a heartbeat of what's going in
11 the communities, you just walking around docile.

12 And what I mean by that is, if you don't give these
13 children something to do, they will find something to do.
14 And as you see, what they -- what they -- when they find
15 something to do, we don't like it. It brings corruption,
16 violence, negative talk, separateness.

17 But when you find something for them to do -- I
18 used to have a gym (unintelligible) on 61st and Indiana where
19 they skated at and they played basketball against each other.
20 But all I wanted to do is get them in the gym.

21 Once I got them in the gym with a sport, then you
22 could teach them financial literacy, about the economics and
23 savings and how you could communicate with your family
24 better, your mother and your father. Your days on earth are
25 much longer if you treat them right.

1 I treat all elders right. I was taught that coming
2 up. It's different than learning and just growing up.

3 We have -- most of us on this Zoom right now have
4 manners because we were taught that.

5 I don't have my hat on because there's a roof over
6 my head. My grandmother slapped my hat off in 1968. To show
7 you how long that slap lasted, I still talk about it, and I
8 don't wear hats inside of buildings.

9 We got to come back to the basics, the fundamental
10 things. And if you involved in the police, they will involve
11 themselves, because they used to give tournaments and little
12 things where they involve themselves with the people and they
13 knew who they were. We don't even know who the police are
14 that ride through the neighborhood. And the recommendation
15 of it is, is just us coming together as a unit.

16 Children don't do what you say, by the way. They
17 do what you do. So if you show -- display -- I'm talking on
18 the Zoom right now, and we all family in this Zoom
19 conferencing call in this room. But when I get outside the
20 room, I'm talking to them about you behind your back.

21 My grandmother said, if your feet don't fit your
22 mouth, put your feet in it. If you don't walk it, don't talk
23 it.

24 So a lot of things we presenting and saying, but we
25 are not following up behind it. I try to be the message that

1 I bring or I don't bring the message.

2 And, like I said, it takes all of us to do this,
3 not just some of us. And if we don't unify now, when? If
4 not you, who? If not now, when?

5 Just little common sense thing. We done lost
6 ourself with all this smart stuff. We done got too smart for
7 ourselves now. Now we have to come back to the basics and do
8 what Big Mama used to tell you, what Granny used to tell you.
9 When they fed you, they fed the neighborhood. When you come
10 in the house to eat, they used to ask you where -- the little
11 child that you was playing with outside, bring them in, too.

12 Now we don't even eat at -- we can go to the fast
13 food places. We don't even eat at the same table. We'll be
14 in the same house texting each other, upstairs and
15 downstairs. Where did we get lost at? How do we bring it
16 back home?

17 CHIEF JUDGE PALLMEYER: Those are very good
18 questions, sir, and I appreciate your raising them with us
19 this afternoon.

20 Thank you very much.

21 MR. ROSS: Yes, ma'am.

22 MS. HICKEY: Your Honor, we have had a request, if
23 Assata Lewis could go next and before lunch?

24 CHIEF JUDGE PALLMEYER: Sure.

25 MS. HICKEY: If she is here, I would ask my IT

1 people to give her the permission to speak.

2 CHIEF JUDGE PALLMEYER: Assata Lewis, if you are
3 here, we are going to try to put you in right now.

4 MS. LEWIS: Hello. Can everybody hear me?

5 CHIEF JUDGE PALLMEYER: Yes.

6 MS. HICKEY: Yes. Thank you so much.

7 CHIEF JUDGE PALLMEYER: Go right ahead.

8 MS. LEWIS: Good afternoon. I appreciate you all
9 for fitting me in before lunch. I know we have had a very
10 long session.

11 I just wanted to introduce myself. My name is
12 Assata. I am an organizer and restorative justice
13 practitioner. I'm an educational consultant with the
14 organization called GoodKidsMadCity.

15 In GoodKidsMadCity we work to end all forms of
16 violence, and that includes police violence.

17 We know that the consent decree is supposed to
18 change policing in Chicago, but from many voices, and even
19 from the data that we have been shown before this started, we
20 have really seen that it's failed.

21 Our communities continuously remain overpoliced and
22 subject to police harassment and brutality. As somebody who
23 has been born and raised in Chicago -- particularly from the
24 South Side of Chicago -- I have witnessed and been a part of
25 that.

1 So at the same time our communities are
2 experiencing the overpolicing, we are also suffering
3 under-resource and intercommunity violence and interpersonal
4 violence that's often a result of, you know, that poverty and
5 that lack of resources.

6 As a restorative justice practitioner and believer,
7 we work on restorative justice and use that as stopping
8 violence before it starts. So it's a proactive means that is
9 guided by a commitment to put peace and community building.
10 And we compare that to the work of police who have really
11 only minimal tools, which is to utilize more violence or
12 arrest folks, which really doesn't cause any healing to
13 happen within our community.

14 Chicago's young people really do deserve widespread
15 access to the same programs that the consent decree somewhat
16 offers in their community-based mediation programs, which
17 includes the purpose of promoting the voluntary resolution of
18 disputes between community members to reduce the needs for
19 involvement in the justice system.

20 But too often young people are not given that
21 opportunity or that chance to go through that process so that
22 we can reduce violence or police community interaction while
23 also building the tools to keep our community safe and the
24 people (unintelligible).

25 I think it's urgent that, before the City puts more

1 money into changing CPD, it remedies what's missing from the
2 consent decree, starting with these community mediation
3 programs so that restorative justice is built up from the
4 community, and that can have a significant place in this
5 effort.

6 So I think that we really need to be thinking about
7 how something as vital and important and as life-changing as
8 restorative justice can be used and utilized as a tool toward
9 transformation in our communities and toward community
10 building and revitalization of a lot of harm that's happened.

11 There's so much healing that needs to happen, and
12 we know that hurt people hurt people. And so how can we
13 begin to utilize all of our tools at our disposal, which
14 includes hiring restorative justice practitioners and giving
15 them an opportunity to be a part of the process within
16 reducing that violence and really giving them the opportunity
17 to prevent these things before they happen? I think too
18 often we are very reactive, but how can we begin to be
19 proactive in our accounts with young people?

20 So thank you for your guys' time, and I hope y'all
21 have a good lunch.

22 CHIEF JUDGE PALLMEYER: Thank you very much. I'm
23 glad we were able to get you in this morning.

24 Let's turn, then, to -- that was Ms. Lewis.

25 We will turn to Darlene Ivory, if she is available.

1 And then, if she is not, I want to back up to some
2 of the names again from earlier today.

3 MR. LEVIN: Ms. Ivory is here, your Honor.

4 CHIEF JUDGE PALLMEYER: Great. Why don't we go
5 ahead with Ms. Ivory next, then.

6 MS. IVORY: Hi, your Honor.

7 CHIEF JUDGE PALLMEYER: Good afternoon, Ms. Ivory.

8 MS. IVORY: Good afternoon, your Honor.

9 I'm here because, what happened to my daughter
10 again, it was very devastated.

11 When I was sitting in the beauty shop last year
12 trying to get me some pants, and then my son called me, like,
13 "Get out here. We about to die today."

14 And I'm like, "Nobody dying today."

15 He was like, "Mama, it's a whole lot of cops here,
16 and they ready to shoot."

17 I'm like, "Not today. Nobody dying."

18 So I flew out there, dropped my pants. And what I
19 saw was unbelievable. They told my daughter to get out the
20 car.

21 And I'm like, "Why she got to get out the car? Why
22 y'all messing with her? Because this is a parked car. They
23 have not moved."

24 Because they was Black, they stereotyped them
25 because they had dreads in they hair.

1 So I'm like, "Please, leave my daughter alone."

2 So after that, he said, "Get out the fucking car."

3 So my daughter didn't get out of the car because
4 she was scared. She had been raped, so she didn't know what
5 was going on. She like, "I can't get out of the car. I'm
6 scared. Don't rape me. Don't rape me."

7 So he grabbed her. Hit her. And at that point in
8 time, she was forced to bite him and defend herself. They
9 took her to jail.

10 My daughter is mental ill. She should not never
11 been to no jail. The police should not never hit her,
12 because this always happen to Black peoples. If we was
13 another color, white, this would not have happened to them.

14 The car was parked. So why would you mess with a
15 defensive young lady?

16 And then my other sons was in there, too. Held
17 them to the car like they was criminals.

18 I mean, this was ridiculous. This really hurt me,
19 because my daughter is mental ill.

20 And so after that, she's like, "Mom, help me. Help
21 me."

22 I couldn't help her. They put the cuffs on her.
23 And he's the one attacked my daughter.

24 I'm like, "God, I need some justice."

25 So I'm standing today, because, your Honor, all

1 colors matter. Every color out here matter. And mental ill
2 is important, too.

3 But y'all have to do more. You have to stop these
4 polices from abusing the mental ill. Not just the mental
5 ill, everybody out here. Because when I got out and I saw
6 all them different color, I thought they was gonna blow my
7 kids' brains out, so I hurried up and got out there.

8 And she was like, "Mama. Mama."

9 I said (unintelligible). "Don't let them rape my
10 baby. Nobody raping you today. Nobody raping you."

11 So I talked to them, and they still threw her in
12 jail for defending herself.

13 These polices, you have to give them some classes.
14 They have to get training how to deal with the mental ill.

15 And, your Honor, y'all have the power to change it.
16 Let's do something about it now.

17 If we was White, this would not have happened to my
18 child. They was parked. This is an injustice. We have to
19 fight for what we believe in.

20 And, your Honor, this is on y'all to fight, and
21 let's change the world. Let everybody have equal
22 opportunities out here to be parking they car where the
23 police cannot mess with us or abuse or shoot us or attack us
24 or bully us.

25 Because now when I call the police, that girl run

1 in the basement and get up under the bed. "Mama, don't call
2 them. They gonna kill me, Mama. They gonna kill me."

3 I said, "No, ain't nobody gonna kill you. I have
4 to call the police, because we being stalked, so I have to
5 call the police."

6 So she run and get up under the bed, and she under
7 there shaking.

8 I said, "The police gone, baby."

9 And it's hard to see my daughter going through
10 this.

11 I'm asking you, your Honor -- you have the power to
12 change it. Let's change the law. Let's do it today, because
13 if you don't help us, a lot of us gonna wind up dead --
14 injustice -- and more Black peoples gonna wind up dead.

15 So I just want to tell my daughter's story, and I
16 pray to God you heard it.

17 Change the law. Let's do it today.

18 Thank you, your Honor.

19 CHIEF JUDGE PALLMEYER: Thank you very much for
20 your time and for the very compelling story that you told us
21 about what's gone on with you and your daughter. Best wishes
22 to you.

23 MS. IVORY: You're welcome, your Honor.

24 Thank you for listening.

25 CHIEF JUDGE PALLMEYER: Thank you.

1 Can we turn, then, to a few of the names that -- of
2 people that were on the list for this morning one more time
3 and make sure that, if they are available now, that we hear
4 from them?

5 That would be Janice Pass and Jeff Tischauser --
6 Tischauser. I'm sorry. I keep mispronouncing that.

7 Ledarrel Goss-El.

8 MR. LEVIN: Your Honor, I have heard from
9 Mr. Goss-El, that he is on, and that he is trying to be able
10 to access, but is having trouble, being unable to turn --
11 unmute himself.

12 CHIEF JUDGE PALLMEYER: Maybe we can find out
13 whether anybody else might be available. Stephanie Skora or
14 La'rie Suttle, Danette Bullard, Renee Nowlin.

15 Paul McKenzie, you said maybe this afternoon.

16 Are any of those individuals here with us? We have
17 a few more minutes before we are going to take our lunch
18 break.

19 MS. HICKEY: Your Honor, we do not see anyone in
20 the waiting room.

21 And we will, during the lunch break, try to work
22 with Mr. Goss-El to figure out what the technical
23 difficulties are with the unmuting. I'm not sure it's on our
24 end, but anything is possible. So we will try to work with
25 him over the lunch hour to make sure that then he can speak

1 when we return at 2 o'clock.

2 CHIEF JUDGE PALLMEYER: That's great.

3 Well, I want to thank all of you have been
4 listening along with me. And I will see you again at
5 2 o'clock, and we will resume and hear from more members of
6 the community.

7 Thank you.

8 MS. HICKEY: Thank you very much.

9 (A luncheon recess was taken at 12:26 p.m.)

10 * * * * *

11 I certify that the foregoing is a correct transcript from the
12 record of proceedings in the above-entitled matter.

13 /s/ Frances Ward August 6, 2023.
14 Official Court Reporter
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