

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

4	STATE OF ILLINOIS,	)	
5	Plaintiff,	)	Docket No. 17 C 6260
6	vs.	)	
7	CITY OF CHICAGO,	)	Chicago, Illinois
8	Defendant.	)	March 12, 2024 1:00 p.m.

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

APPEARANCES:

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1 APPEARANCES (Continued:)

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Independent Monitor:

ARENTFOX SCHIFF  
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Also Present:

Mr. Rodney Monroe  
Mr. William Lowry, Jr.  
Ms. Norma Ramos  
Ms. Ana Reyes Sanchez

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Court Reporter:

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1 (The following proceedings were had in open court:)

2 THE CLERK: 17 CV 6260, State of Illinois versus  
3 City of Chicago.

4 Please be seated.

5 THE COURT: Good afternoon, everyone. Happy to  
6 have you here with us.

7 I wonder if I can ask the lawyers who are among us  
8 to introduce themselves.

9 We will begin with the monitor.

10 MS. HICKEY: Good afternoon, your Honor.

11 Maggie Hickey, independent monitor.

12 THE COURT: Good afternoon.

13 And for the Office of Attorney General.

14 MS. BASS EHLER: Good afternoon.

15 Karyn Bass Ehler on behalf of the State.

16 MS. GRIEB: Good afternoon.

17 Mary Grieb also on behalf of the State.

18 MR. WELLS: Christopher Wells also on behalf of the  
19 State.

20 MR. KENNEDY: Sam Kennedy on behalf of the State.

21 MS. NEWMAN: Rebekah Newman on behalf of the State.

22 MR. LOWRY: William Lowry, Jr. on behalf of the  
23 State.

24 THE COURT: Good afternoon to all of you.

25 And for the City.

1 MR. SLAGEL: Good afternoon, your Honor.

2 Allan Slagel on behalf of the City of Chicago.

3 MS. BAGBY: Jennifer Bagby on behalf of the City.

4 THE COURT: I believe we have some representatives  
5 from the coalition as well, correct?

6 MR. LEVIN: Yes, your Honor. Communities United  
7 plaintiffs are here today. I'm Joshua Levin on behalf of  
8 Communities United plaintiffs. With me are co-counsel  
9 Michelle Garcia, Alexandra Block, and Amanda Anholt.

10 THE COURT REPORTER: I'm sorry. Can you say their  
11 names again.

12 MR. LEVIN: Yes. Sorry.

13 Michelle Garcia, Alexandra Block, and Amanda Anholt

14 THE COURT: All right.

15 MS. BEDI: Good afternoon, your Honor.

16 Sheila Bedi, B-e-d-i, also on behalf of the  
17 coalition.

18 MR. FUTTERMAN: Hi, your Honor. Good afternoon.

19 Craig Futterman, F-u-t-t-e-r-m-a-n, also on behalf  
20 of the coalition.

21 THE COURT: Good afternoon.

22 I need one minute. I need a different pen. I am  
23 going to go back inside for a second. I'll be right back  
24 with you.

25 (Brief pause.)

1 THE COURT: All right. Thank you.

2 So we will proceed with our agenda for the  
3 afternoon beginning with a brief statement from Ms. Hickey  
4 and from Mr. Monroe, who I see is with us this afternoon.

5 MS. HICKEY: Good afternoon. Thank you, your  
6 Honor, and thank you for convening us here today.

7 I am Maggie Hickey, and I'm the independent monitor  
8 for the consent decree.

9 I'm here with a few members of the Independent  
10 Monitoring Team: Deputy Monitor Rodney Monroe, Meredith  
11 DeCarlo, Ana Reyes Sanchez, and Dr. Norma Ramos.

12 As you know, your Honor, in late 2023, you began  
13 holding monthly status hearings regarding the City's progress  
14 with the requirements of the consent decree.

15 Last month the hearing focused on officer wellness  
16 and support section of the consent decree. We heard from the  
17 City of Chicago, the CPD, and the Office of the Attorney  
18 General about the importance of these ongoing efforts for the  
19 well-being of our officers, our communities, and effective  
20 and constitutional policing.

21 Today's hearing is about hearing from the members  
22 of Chicago's communities on topics related to the consent  
23 decree of their choosing. To ensure each member of the  
24 community receives their fully allotted time, I will keep my  
25 remarks brief.

1           But our deputy monitor, Rodney Monroe, and I would  
2 like to provide a few status updates on our monitoring  
3 efforts.

4           Specifically I will provide a brief update on our  
5 ongoing reporting efforts, and Deputy Monitor Monroe will  
6 provide a brief update on consent decree efforts related to  
7 key opportunities and challenges facing Chicago in 2024  
8 regarding large gatherings, protests, and the DNC.

9           As we have raised at previous hearings, the consent  
10 decree requires the Independent Monitoring Team to provide  
11 semiannual monitoring reports and to conduct a comprehensive  
12 assessment.

13           Originally the comprehensive assessment was to  
14 begin three years after the effective date. In  
15 March of 2022, however, the City of Chicago and the Office of  
16 the Attorney General entered into a stipulation which, among  
17 other things, moved the start date of the comprehensive  
18 assessment to June of 2023.

19           In November of 2023, we filed Independent  
20 Monitoring Report 8 and Comprehensive Assessment Part 1.

21           Part 1 of our comprehensive assessment included the  
22 compliance status for all original requirements as well as  
23 the principal achievements and challenges facing the City's  
24 ability to reach full and effective compliance.

25           The following month, on December 31st, 2023, at the

1 last nick of time to have a 2023 date, we provided the  
2 parties with our first draft of comprehensive assessment  
3 Part 2.

4 The final report will include our assessment of  
5 whether any changes to the consent decree are necessary in  
6 light of changed circumstances or unanticipated impact or  
7 lack of impact of the consent decree's requirements.

8 It also includes our recommendations for any  
9 changes to the consent decree that we believe are necessary  
10 to accelerate full and effective compliance and achieve and  
11 sustain the intended results.

12 At the end of the following month, in  
13 January of 2024, we provided the parties with a draft of  
14 Independent Monitoring Report 9, which includes our  
15 assessments of monitoring efforts between July 2023 and  
16 December 31st of 2023.

17 We continue to work with the parties to finalize  
18 these reports. We anticipate filing Independent Monitoring  
19 Report 9, or as we affectionately call "IMR 9," next month.

20 In response to feedback from the community and this  
21 Court, including feedback from our last public hearing with  
22 community comments in October of 2023, we have worked with  
23 the parties to significantly shorten the length of the  
24 report. It is our hope that IMR 9 will be less than half the  
25 size of our previous reports.

1           We are aiming to file Comprehensive Assessment  
2 Part 2 in the months that follow. After we file Part 2 of  
3 the comprehensive assessment, the City of Chicago and the  
4 Illinois Attorney General's office, as parties to the consent  
5 decree, will ultimately determine what modifications, if any,  
6 are made.

7           We look forward to hearing from the public speakers  
8 today. We look forward to reviewing the written community  
9 feedback, which will be accepted through the court up until  
10 Friday, March 15th. For those who have not yet submitted  
11 comments and would like to do so, there are instructions on  
12 how to submit comments in the Court's order setting this  
13 hearing as well as our website, [cpdmonitoringteam.com](http://cpdmonitoringteam.com).

14           For those who are unable to speak today and who are  
15 unable to provide written comments, we note that the consent  
16 decree requires additional channels for community input,  
17 including direct channels with the Chicago Police Department.  
18 And we will continue to monitor and report on the City and  
19 the CPD's efforts and ability to create, maintain, and  
20 utilize these opportunities for community input and  
21 engagement.

22           And, as always, our website contains information on  
23 how community members may contact the Independent Monitoring  
24 Team with any ideas, feedbacks, or questions. We thank those  
25 community members and stakeholders who have already reached



1 out.

2           Again, I want to thank the parties, the Court, and  
3 the community members that came here today for their time and  
4 their attention to the well-being of Chicago.

5           I will now turn it over to Deputy Monitor Rodney  
6 Monroe.

7           THE COURT: Good afternoon, Mr. Monroe.

8           MR. MONROE: Good afternoon, Judge.

9           Thank you, Maggie.

10           Good afternoon. I'm Rodney Monroe. I currently  
11 serve as a deputy monitor for the Independent Monitoring  
12 Team.

13           Before helping to lead the IMT, I served as the  
14 chief of police of the Charlotte-Mecklenburg Police  
15 Department in North Carolina, the Macon Police Department in  
16 Georgia, and the Richmond Police Department in Virginia.

17           I also spent 23 years with the Washington, D.C.  
18 Metropolitan Police Department.

19           In these positions I have had the privilege of  
20 overseeing many major events, including the 2012 Democratic  
21 National Convention, two presidential inaugurations, and the  
22 historic Million Man March.

23           As deputy monitor, I have also had the privilege of  
24 working with several talented and professional associate  
25 monitors who have significant experience in overseeing and

1 working with major law enforcement organizations.

2           Using this experience, in 2021, the Independent  
3 Monitoring Team provided a special report on the City of  
4 Chicago and the Chicago Police Department's response to  
5 protests or unrest between May of 2020 and November of 2020.

6           In that report we provided several recommendations  
7 on how the City and the CPD could improve their response to  
8 protests and significant civil unrest and providing for the  
9 safety, protection, and well-being of Chicago, its  
10 communities, and their officers.

11           While the report focused on a significant period of  
12 2020, the consent decree process has continued. The IMT has  
13 continued to work with the City and the CPD to improve its  
14 policies, training, and operations related to responses to  
15 large gatherings.

16           Most recently we have worked with the CPD to help  
17 ensure its preparation, planning, and operations for hosting  
18 the Democratic National Convention that's consistent with the  
19 consent decree and best practices.

20           We have greatly appreciated CPD's willingness to  
21 work with the IMT during this process, including the CPD's  
22 ongoing efforts to address and implement the IMT's  
23 recommendation from the 2021 report.

24           This includes updating of policies, training that  
25 are specific to the First Amendment, body-worn cameras,

1 supervision, coordinated responses to large gathering. This  
2 also includes the improved practices and procedures for  
3 reporting and monitoring all police tactics and operations.

4 As with any large metropolitan city, the City of  
5 Chicago and the Chicago Police Department will continue to  
6 face evolving and complex challenges.

7 To this end and consistent with the consent decree,  
8 the CPD is also implementing an ongoing policy review  
9 process, including opportunities for community input, a  
10 comprehensive training evaluation and actual reviews for  
11 major events.

12 Upon entering the consent decree, the City of  
13 Chicago and the Chicago Police Department acknowledged room  
14 for improvement.

15 It is through transparency, candor, and cooperation  
16 that the City of Chicago and the Chicago Police Department  
17 has made some great strides toward meeting the intended  
18 outcomes of the consent decree and changes to its policies,  
19 training, and operations.

20 Our hope is that these recent success  
21 collaborations will extend to all areas of the consent  
22 decree. The superintendent, the IMT, and the OAG are  
23 comitted and continues to emphasize a collaborative  
24 engagement.

25 Your Honor, I thank you for this opportunity. I

1 look forward to hearing from members of the community.

2 Thank you.

3 THE COURT: Thank you, Mr. Monroe.

4 I think we will be hearing next from Ms. Grieb of  
5 the Office of Attorney General for some opening remarks.

6 MS. GRIEB: Good afternoon, your Honor.

7 My name is Mary Grieb, and I'm the deputy chief of  
8 the Civil Rights Bureau at the Illinois Attorney General's  
9 office.

10 We first want to thank this Court and the  
11 Independent Monitoring Team for providing the space and  
12 logistical support to make monthly status hearings and these  
13 quarterly public hearings a reality.

14 We appreciate the opportunity to speak to this  
15 Court and the public about the progress and challenges of the  
16 consent decree on a regular basis.

17 Today we are here to listen to feedback from  
18 Chicagoans about how they are experiencing the Chicago Police  
19 Department's efforts to enact these comprehensive reforms.

20 We come before you and members of the community in  
21 the courtroom and listening in via phone just over five years  
22 from the date the consent decree became effective.

23 In our remarks today we will briefly call back to  
24 some of the comments we heard at the public hearing in  
25 October. Then we will look forward and speak to what we

1 expect to see in the coming months.

2 First I want to take a few moments to respond to  
3 some of the themes we heard last fall.

4 We heard that the reports from the Monitoring Team  
5 were too long and difficult to digest. In November, the  
6 monitor filed a report that was about 120 pages, which is  
7 much more accessible and digestible than previous monitoring  
8 reports that were over 1,000 pages long. The Monitoring Team  
9 supplemented that report with links to more detailed analysis  
10 posted on its website.

11 We expect the monitor's next report to be filed  
12 later this spring to be similar, a summary of the key  
13 progress and challenges in each section, and a much more  
14 digestible format.

15 We thank the monitor and her team for their  
16 responsiveness to this community feedback.

17 Last fall we also heard frustration that much of  
18 the work towards reform happens behind closed doors. And  
19 starting last November, the Court has held monthly status  
20 hearings for the Attorney General's office, the City, and the  
21 independent monitor to provide updates on the realtime  
22 progress of each section of the consent decree.

23 To date, the parties have discussed reforms related  
24 to pedestrian stops, use of force, training, accountability,  
25 and officer wellness.

1           In addition, the State and the City filed a joint  
2 status report last Friday to provide updates on some of the  
3 topics in these areas.

4           We look forward to monthly hearings in the rest of  
5 2024 and hope they provide the public with a window into the  
6 progress on areas such as crisis intervention, community  
7 policing, and impartial policing, which are our next three  
8 topics.

9           These hearings provide accountability and  
10 transparency regarding the process of reform.

11           We heard, both in October and in community member  
12 feedback over the past several months, about great concern  
13 about CPD's use of traffic stops and the disparate impact and  
14 treatment for Black and Brown drivers.

15           We listened to people share their experiences being  
16 stopped. Whether they were stopped by CPD officers years ago  
17 or just weeks before the hearing, we heard about the lasting  
18 trauma that a traffic stop could cause.

19           And we heard differing perspectives from community  
20 members and community organizations on whether oversight of  
21 CPD's traffic stop practices belongs in the consent decree.

22           Our office remains deeply concerned about the  
23 alarming data regarding racial disparities in CPD's traffic  
24 stops.

25           We continue to monitor reporting on CPD's use of

1 traffic stops and are strategizing about the best remedy to  
2 address these troubling findings.

3 One thing remains clear. CPD's traffic stop  
4 practices require oversight and reform.

5 Last fall we also heard calls for CPD to involve  
6 community members, especially Black and Brown people with  
7 lived experience, earlier in the policy development process  
8 and to listen and respond to concerns and recommendations  
9 made by the community.

10 CPD has struggled with engaging in robust community  
11 engagement and providing a feedback loop for the past five  
12 years, and that struggle continues. But we know that CPD is  
13 working to obtain community member input on critical  
14 policies, and we will continue to encourage the department to  
15 work hard to get this input from a broad range of people,  
16 including on policies governing officer interactions with  
17 individuals with physical, mental, and developmental  
18 disabilities and policies regarding individuals with limited  
19 English proficiency.

20 As CPD has been putting drafts of these policies  
21 through the consent decree review and comment process, we  
22 hope to report to the Court at a future hearing that CPD has  
23 successfully sought and incorporated input into policies that  
24 impact Chicagoans every day.

25 The types of experiences people shared with the

1 Court in October and their recommendations for changes must  
2 serve as the foundation for CPD to become a learning  
3 organization and to ensure effective and constitutional  
4 policing in Chicago.

5 Today, your Honor, we also want to look forward.  
6 Every year summer presents the temptation for the department  
7 to put reform on the back burner. This summer will no doubt  
8 present the same challenge of ensuring public safety while  
9 also maintaining the critical work of reform. But we urge  
10 the department to continue its progress on the consent decree  
11 because we know that the work of reform and public safety go  
12 hand in hand.

13 We acknowledge that the department has been working  
14 hard for months to prepare for the Democratic National  
15 Convention in August. Safeguarding the DNC is a massive and  
16 critically important responsibility.

17 A fundamental component of that responsibility is  
18 protecting the exercise of First Amendment rights, and we  
19 appreciate the department's focus on training officers how to  
20 respect First Amendment freedoms in the midst of an event of  
21 this magnitude.

22 As Deputy Monitor Monroe shared, the department has  
23 sought the expertise of the Monitoring Team for technical  
24 assistance and appears committed to implementing important  
25 policy and training changes adopted after the summer of 2020.



1           This summer will present a significant challenge  
2 for CPD, but that challenge is also an opportunity. Even  
3 without the DNC, summers in Chicago bring the possibility of  
4 increased violence on officers who are stretched thin by  
5 deployments.

6           With the DNC in the mix, the department's job this  
7 summer will have an especially high degree of difficulty. We  
8 urge the department to meet the moment, to demonstrate that  
9 reform and public safety go hand in hand, to protect members  
10 of the public exercising their First Amendment rights, and to  
11 show that the progress the department has made on paper over  
12 the past five years is truly having an impact on the ground  
13 for Chicagoans. A safe constitutional response to the DNC  
14 offers an opportunity to build trust with Chicagoans.

15           In closing, our team is here to listen as the  
16 speakers share their experiences with Chicago police officers  
17 and the City's efforts to date toward implementing reform.

18           Our office is committed to doing this work along  
19 with the monitor and her team, the City, Chicago Police  
20 Department, the coalition, and all Chicagoans for as long as  
21 it takes.

22           Thank you for the chance to provide remarks, your  
23 Honor.

24           THE COURT: Thank you, Ms. Grieb.  
25           Mr. Slagel.

1 MR. SLAGEL: Good afternoon, your Honor.

2 On behalf of the City, we want to thank you for  
3 hosting this public hearing as well as the public status  
4 hearings that you have been holding virtually. We think it's  
5 one of the many ways the public can provide input to the  
6 Court; to the monitor; to the AG; and, most importantly, to  
7 the City on the progress that we are making, concerns that  
8 they have, and a way for the future.

9 We very much want to echo the sentiment that was  
10 expressed by Deputy Monitor Monroe. I am grateful to the  
11 team of the Monitoring Team for their assistance on their  
12 development of the policies and the training for the upcoming  
13 Democratic National Convention. That was invaluable.

14 Mr. Monroe undersold their work in that regard. He  
15 and other members of the Monitoring Team came out twice and  
16 did walk-throughs with the department on the policies and the  
17 practices on how we are going to implement large gathering  
18 responses and, if necessary, coordinated multiple arrests.

19 That was an invaluable experience for the  
20 department to practice, as well as -- his unique, as well as  
21 other members of the Monitoring Team's unique experience in  
22 dealing with large events, such as -- he talked about  
23 inaugurations and conventions.

24 So as an example of how the parties here can work  
25 together, it is a template that we are trying to use in the

1 future.

2 For example, tomorrow we have another event on  
3 policies that we are trying to work through, and we are going  
4 to do a demonstration of those policies in realtime at the  
5 new training academy so that both the Monitoring Team and the  
6 AG can see how the department envisions implementing those  
7 policies and then developing the training from there.

8 This is the model we want to use going forward. On  
9 behalf of the City and the CPD, we very much appreciate the  
10 cooperative attitude that the Monitoring Team and the AG have  
11 brought in the recent months to our efforts to implement the  
12 consent decree and, more importantly, to improve the  
13 department.

14 I just want to note, today we are here to hear from  
15 the public mostly and hear -- there are representatives of  
16 the Chicago Police Department, as well as the mayor's office,  
17 specifically Chief Novalez, Lieutenant Benigno,  
18 Sergeant Stoia (phonetic), Danish Mohammad (phonetic), and  
19 Natashee Scott are here as well, in addition to the lawyers,  
20 to hear what the community has to say.

21 These events are not -- while we are in court, it  
22 is not just for the Court. It is not just for the parties  
23 and the lawyers. It is for the City to hear what the  
24 community has to say.

25 So with no further ado, I'm going to let the

1 community talk and end my comments for today.

2 Thank you, your Honor.

3 THE COURT: Thank you, Mr. Slagel.

4 I do appreciate what I am hearing about the genuine  
5 cooperation, which is the point of all this.

6 We will hear next, I believe, from the coalition.

7 So either from Ms. Bedi, Mr. Futterman, or from Mr. Levin.

8 Mr. Futterman.

9 MR. FUTTERMAN: Thank you.

10 Good afternoon again.

11 Craig Futterman on behalf of the community  
12 coalition.

13 Of course, your Honor, we also want to thank you  
14 for creating these regular hearings, opportunities that truly  
15 welcome community voices, people of lived experience, into  
16 the consent decree process. We are grateful for that.

17 I have been asked to share a few comments today on  
18 the FOP contract that was recently ratified by the City.

19 While the City has not made the progress that we  
20 expect under the decree, we have seen some real reasons for  
21 hope.

22 We have long recognized primary anecdotes to  
23 address patterns of unchecked abuse -- police abuse in  
24 Chicago being transparency and accountability, just core  
25 components to the decree.

1           For decades, the City agencies that have been  
2 responsible for investigating police misconduct in Chicago  
3 had operated in secrecy to protect officers from discipline.  
4 Rather than conducting fair, honest, or quality  
5 investigations designed to ferret out misconduct, CPD  
6 Internal Affairs, OPS, and its successors functioned as  
7 critical parts of the City's machinery of denial.

8           That resulted in a state of impunity, a police  
9 impunity that led to this very decree, a state where abuse of  
10 officers had been permitted to harm the most vulnerable among  
11 us without fear of consequence.

12           So progress. While COPA continues to have a long  
13 way to go, this is the first time in my lifetime that we have  
14 seen any City agency make genuine good-faith efforts to  
15 conduct independent, high-quality investigations into CPD  
16 misconduct without bias in any direction.

17           It's also the first time that we have witnessed  
18 such an agency endeavor to make good on its commitment to  
19 transparency, working to make its work product available to  
20 the community for public examination after its investigations  
21 are complete; and also the first time in history that a City  
22 agency has ever sought to hold Chicago Police officers  
23 accountable when they abuse their powers to hurt people.

24           We have also seen improvements on the Police Board,  
25 the body responsible for adjudicating the most serious

1 instances of police abuse in Chicago.

2 So the consent decree's requirements on  
3 transparency and accountability have done work and hold the  
4 promise that the people of Chicago may or could actually see  
5 and experience what real police accountability looks and  
6 feels like on the ground for the first time in their lives.

7 But before people in the community could actually  
8 experience this, experience the reality of police  
9 accountability on the ground, the City approved the new  
10 collective bargaining agreement, the new FOP agreement, first  
11 without sharing that contract with the public or even City  
12 Council before the day of the vote, a contract that contains  
13 provisions that your Honor need to be -- needs to be aware of  
14 because they subvert the very purposes of the decree and  
15 threatens to -- they threaten to eviscerate the progress that  
16 we have made together.

17 First, arbitration of CPD discipline, something  
18 that to date that has remained untouched by the decree,  
19 largely a third rail. The public attention that has been  
20 devoted to Arbitrator Benn's award, richly deserved. It's an  
21 award that would enable police officers in Chicago who have  
22 been found to have inflicted the most serious abuses, most  
23 serious harm on community members to escape accountability by  
24 sending those cases to closed-door hearings before FOP  
25 approved arbitrators rather than having their cases publicly

1 adjudicated before the Police Board.

2           And as we have reflect on the very CPD abuses and  
3 the grave harm that led to this decree, including  
4 Officer Jason Van Dyke's murder of 17-year-old Laquan  
5 McDonald -- if you think about this, under Benn's award, that  
6 case would be heard in secret, behind closed doors, away from  
7 public scrutiny by one of three handpicked FOP-approved  
8 arbitrators, who have made clear that they will protect  
9 officers like Jason Van Dyke even when they murder a  
10 17-year-old child.

11           Bringing us back to the time of just a few short  
12 years ago when an officer could fire those 16 shots into a  
13 child's body, a teenage boy's body, while he lay -- most of  
14 which while he lay on the ground and know that nothing is  
15 going to happen to him.

16           So we have got to also applaud Mayor Johnson, the  
17 City Council, and their ongoing efforts to challenge  
18 Arbitrator Benn's award.

19           However, at the same time that the City is rightly  
20 challenging this award about CPD firings and suspensions of  
21 greater than a year, the City also agreed to place a cloak of  
22 secrecy over every other case, every other case in which it  
23 seeks to hold officers accountable for misconduct.

24           And most egregious among this is what the City  
25 ironically dubbed "a people's court." Far from the people's

1 court, but it presides over every instance in which the City  
2 seeks to suspend an officer for 30 days or less, and that's  
3 the bulk of CPD disciplinary cases.

4 The City has agreed to these quick, secret,  
5 off-the-record meetings that protect officers from  
6 discipline, no ability of the public to see or to challenge  
7 what goes on there or what happens. The antithesis really of  
8 the people's court, because no matter -- and when you think  
9 about this, with respect to the reforms under the decree, no  
10 matter how careful, no matter how independent COPA's  
11 investigation may have been, it could be undone in a secret  
12 hearing in one fell swoop just like this (indicating),  
13 insulating an officer -- any officer -- from accountability.

14 Informal hearing, private, civil arbitrator. One  
15 arbitrator presides over every such meeting for an entire  
16 year, one of the same arbitrators that the City's own  
17 Inspector General found to have a track record of overturning  
18 or reducing discipline in 80 percent of the cases that they  
19 decide -- 80 percent.

20 The new contract allows these police reps to make  
21 quick oral arguments before the FOP arbitrator, who then  
22 gives his -- I said "his" intentionally because the  
23 arbitrators are all white men -- and give that verbal  
24 decision the same day. No evidence, no written material  
25 allowed. And the off-the-cuff decision is final and binding.



1 No court reporters, no public record, no review of the  
2 arbitrator's decision, no public access whatsoever.

3 To heck with the consent decree's requirements of  
4 transparency or accountability. To heck with the consent  
5 decree's express recognition. And I quote from the decree,  
6 that holding public servants accountable when they violate  
7 the law or policy is essential, essential to the legitimacy  
8 and ensuring legitimacy and community confidence.

9 Final point I just want to make before I kick this  
10 over to my cocounsel, Sheila Bedi and Josh Levin, also cuts  
11 at the heart of CPD accountability, and this is about body  
12 cameras, new provisions also in the contract.

13 Specifically the City agreed to prohibit the  
14 recording of any conversation between police officers or  
15 police officers and supervisors after an officer shoots,  
16 kills, or seriously injures a person. These are called --  
17 "post-incident conversations" they have been dubbed.

18 And we are talking about the very same  
19 conversations in which officers and their supervisors have  
20 long worked together to create sometimes false narratives,  
21 the official story to justify CPD violence, including  
22 killings; the same conversations that a U.S. Department of  
23 Justice stressed in its civil rights investigation of Chicago  
24 has to be monitored, need to be monitored to prevent officer  
25 collusion, to prevent the tainting of witness statements, and

1 to preserve critical evidence, basically for accountability.

2 And the DOJ's primary recommendation for addressing  
3 the documented code of silence that they found throughout the  
4 Chicago Police Department among officers and their  
5 supervisors was, one, to separate officers -- you know,  
6 involved officers and witness officers after an incident like  
7 this until they have been interviewed and then cleared by  
8 COPA to do so; to require officers to actually keep their  
9 cameras on, the opposite of what this contract does, so that  
10 those conversations, if any should occur, would be monitored  
11 and evidence would be preserved.

12 Consistent with these findings, the coalition has  
13 long, long, long pressed as a part of the consent decree to  
14 require that officers must keep their body cameras on after  
15 any incident in which they kill or seriously injure someone  
16 or shoot someone until either interviewed by COPA or the end  
17 of their shift, whatever comes sooner.

18 In compounding this harm, directly contradictory --  
19 contrary to the decree, the City also agreed in this same  
20 contract to prohibit the use of any of that video footage of  
21 post-incident conversations between or among officers,  
22 including admissions, including any evidence of collusion,  
23 and any disciplinary investigation of the incident, and that  
24 the video may even be deleted.

25 So let me just close with this. The provisions in

1 this new contract -- and these are provisions that haven't  
2 received so much public attention and that were actually  
3 agreed to by the City, not the thing that's been in the news  
4 that the City is fighting and fighting hard, that we  
5 appreciate -- that these provisions, with little fanfare and  
6 notice, really have the potential to undermine all we are  
7 working for together, and the coalition wants to be sure that  
8 we here collectively need to find ways to address them  
9 because the people of Chicago are indeed counting on us to do  
10 so.

11 Thank you, your Honor. Let me kick it to Sheila.

12 THE COURT: Thank you, Mr. Futterman.

13 Ms. Bedi.

14 MS. BEDI: Thank you, your Honor. And thank you  
15 for creating this space where community voice regarding  
16 consent decree implementation is valued and heard.

17 Each time you have had one of these convenings, the  
18 coalition has appeared before you and expressed some  
19 frustration about the pace of consent decree implementation.

20 One of the frustrations that this Court has  
21 repeatedly heard is that, until this day, the City has  
22 insufficiently held accountable the CPD officers who were  
23 involved in rights violations during the summer of 2020.

24 During the summer of 2020, CPD officers repeatedly  
25 attacked peaceful protesters with baton strikes, taunted

1 protesters, engaged in unlawful mass arrests, and failed to  
2 document uses of force and mass arrests.

3 CPD officers broke the law in these ways while  
4 covering their names and badges; refusing to turn on their  
5 body cams; and, again, not documenting their activities  
6 during this time.

7 You have heard us repeatedly call out the lack of  
8 accountability as one of the most salient demonstrations of  
9 the consent decree's failure.

10 But there is a success story related to the 2020  
11 protests. After the coalition documented stories from  
12 hundreds of protesters, including over 500 people who  
13 testified in this court in August of 2020 about the harm they  
14 experienced at the hands of CPD, we filed a notice of intent  
15 to enforce the consent decree.

16 That triggered the consent decree's enforcement  
17 provisions. And, as a result, the coalition, the IMT, and  
18 the City collectively spent many hours renegotiating the  
19 Chicago Police Department's First Amendment policy to ensure  
20 that there would never be a retread of 2020.

21 The resultant policy contains provisions explicitly  
22 crafted to prevent another 2020 and to give the department  
23 the tools it would need to hold accountable officers who  
24 violate its terms. That policy contains language that  
25 prevents officers from making arrests when there is no threat

1 to public safety, community safety, or a threat to property;  
2 that prohibits officers from engaging in inherently  
3 escalatory behavior, like taunting or threateneing  
4 protesters; that requires officers to use the minimum amount  
5 of force; and to only use force after a warning in most  
6 circumstances; and that mandates that officers must give  
7 people an opportunity to comply with any commands prior to  
8 making an arrest.

9 This First Amendment policy, the post-2020 First  
10 Amendment policy, is one of the few successes of the consent  
11 decree.

12 But as you heard today, in preparation for the DNC  
13 this summer, the CPD has issued a policy on mass arrests that  
14 eviscerates the protections we secured after 2020. It  
15 violates the consent decree in numerous ways, and it ignores  
16 the undisputed findings of the IMT, the OIG, and the City  
17 itself regarding the City's unlawful protest response.

18 Now, the policy isn't officially finalized yet.  
19 The deadline for public comment is actually tomorrow. But as  
20 we have heard today, CPD is already training its officers on  
21 this policy even though there hasn't been any real public  
22 engagement on its terms.

23 So as I mentioned, the policy contradicts the First  
24 Amendment policy. The proposed mass arrest policy  
25 contradicts the First Amendment policy in a couple of really

1 important key ways.

2 The First Amendment policy, as I mentioned,  
3 requires officers to use minimum force only after a warning.

4 The mass arrest policy merely restates the Fourth  
5 Amendment standard. Doesn't require any warnings.

6 There are also no explicit prohibitions on  
7 retaliatory arrests in the mass arrest policy. This was a  
8 key provision of the 2020 First Amendment policy.

9 This mass arrest policy, if implemented, would give  
10 CPD officers discretion to issue a disbursal order and  
11 implement mass arrests whenever it determines that three or  
12 more people are engaging in disorderly conduct.

13 The policy doesn't sufficiently define "disorderly  
14 conduct," nor does it instruct officers that mass arrests are  
15 inherently escalatory and create dangers for both protesters  
16 and officers alike.

17 The policy fails to contain even the most basic  
18 constitutional protections about the need for individualized  
19 determinations of probable cause.

20 And it doesn't state that when officers issue a  
21 disbursal order, they have to give people an opportunity to  
22 comply before they can go forward with any mass arrests.

23 Clearly the collaboration you heard Mr. Monroe  
24 speak about did not include the coalition.

25 For these reasons and for reasons that Josh Levin

1 will talk about in a moment, the coalition intends to file  
2 with the Court a notice of our intent to enforce the consent  
3 decree related to the City's mass arrest policies.

4 We are going to ask the Court to oversee expedited  
5 settlement talks so that the policy can be revised in short  
6 order, so that DNC protesters will have some measure of  
7 protection so that four years from now we are not before the  
8 Court talking again about CPD's failures during the summer of  
9 2024.

10 Thank you, your Honor.

11 THE COURT: Thank you, Ms. Bedi.

12 Mr. Levin.

13 MR. LEVIN: Thank you, your Honor. And good  
14 afternoon. Thank you for giving us the opportunity to  
15 address the Court today.

16 I would like to pick up where Ms. Bedi left off  
17 with the coalition's concerns about this draft mass arrest  
18 policy, and then I would like to preview some other areas of  
19 community concerns that you will hear about today,  
20 specifically about how CPD is falling short in accommodating  
21 people with disabilities and people with limited English  
22 proficiency.

23 Now, with respect to the mass arrest policy, the  
24 coalition appreciates the work that the Independent  
25 Monitoring Team has done to try to prepare CPD for the

1 Democratic National Convention, but we need to clarify that  
2 what is being put forward are not policies aimed at  
3 protecting the safety and the exercise of free speech of  
4 protesters at the DNC. These are policies aimed to  
5 facilitate mass arrests. They envision each individual  
6 officer arresting up to 15 people per day.

7 We share all of the concerns that Ms. Bedi  
8 expressed. I want to take a moment to highlight some  
9 additional concerns that will be the basis for our  
10 enforcement notice tomorrow.

11 The policy conflicts with important consent decree  
12 requirements for use of force and also the reporting of use  
13 of force.

14 First, the mass arrest policy does not adequately  
15 prohibit officers from retaliatory use of force against  
16 protesters.

17 The policy needs to be revised to make clear that  
18 physical response to people exercising their First Amendment  
19 rights is forbidden by the consent decree and by law. Full  
20 stop.

21 Next, the mass arrest policy violates two of the  
22 consent decree's key requirements for documenting and  
23 investigating officers' use of force.

24 First, the policy says that an incident commander  
25 can suspend the requirement of completing the decree-mandated



1 reporting form known as a Tactical Response Report from many  
2 uses of force unless that use of force results in a "major  
3 injury."

4           So, for example, an officer dealing with a protest,  
5 who kicks or hits a protester but causes no major injury,  
6 will not be required to fill out the consent decree's  
7 mandatory reporting form.

8           The mass arrest policy allows officers instead to  
9 use a shortened form, but the key problem is that this  
10 shortened alternate form doesn't collect all of the  
11 information required by the consent decree, and it doesn't go  
12 through the consent decree's key accountability structures:  
13 supervisory investigation of every reportable use of force  
14 and independent review by TRED, which is the Tactical Review  
15 and Evaluation Division.

16           The second reporting violation that this new policy  
17 would put forward is that it would allow an incident  
18 commander to just shrug off the important timeline mandate  
19 that every use-of-force report needs to be submitted by the  
20 end of an officer's tour of duty.

21           This policy would let an incident commander suspend  
22 that and implement a new deadline without any requirements  
23 for when the use-of-force report must be filed. Our concern  
24 is that this would enable officers to submit reports days or  
25 weeks or even months after the use of force during a protest.

1           These use-of-force reporting issues are not  
2 hypertechnical concerns. In the run-up to the DNC, CPD  
3 should be strengthening all accountability systems for  
4 officer use of force during protests. As Ms. Bedi said, we  
5 need to ensure that the complete breakdown of accountability  
6 structures that happened in 2020 does not repeat itself.

7           Instead, these policies send the opposite message  
8 to officers. They say use-of-force reporting and  
9 investigation doesn't really matter during a protest,  
10 especially if the officer doesn't cause violence ending in a  
11 major injury.

12           The last point about the mass arrest policy that I  
13 need to underscore is the complete failure to comply with the  
14 consent decree's community engagement requirement.

15           As Mr. Slagel on behalf of the City mentioned, the  
16 City is doing a training on this policy tomorrow even though  
17 the public comment deadline ends tomorrow. There is no way  
18 that the City is meaningfully incorporating community  
19 feedback when they have begun training on a policy before the  
20 public comment period has even ended.

21           Now, next I would like to turn to a different  
22 subject and discuss CPD's interactions with people with  
23 disabilities and people with limited English proficiency,  
24 known as LEP.

25           Protections for people with disabilities and people

1 with limited English proficiency are two of the most lacking  
2 and behind schedule areas of the entire consent decree. We  
3 heard from the Attorney General's office already that CPD is  
4 working on these policies, but we must underscore how urgent  
5 it is and how little CPD seems to understand that urgency.

6 The consent decree required CPD to put in place a  
7 new disability policy by January of 2020 and the Limited  
8 English Proficiency policy by August 2019. Obviously it has  
9 done neither. It is currently operating under a disability  
10 policy that is eight years old and an LEP policy that is  
11 12 years old.

12 There are daily ongoing harms to people in our city  
13 due to CPD's failures to have compliant policies.

14 In the last hearing you heard from Cherise Palacios  
15 (phonetic) about how her Spanish-speaking grandparents' home  
16 in Humboldt Park was wrongly raided by CPD. And she, at age  
17 15, had to step in to become the interpreter because CPD  
18 didn't have an interpreter present. And that led to  
19 confusion and terror. CPD has the same policy in place today  
20 as it did then.

21 And during today's hearing you will hear about this  
22 ongoing program -- problem from representatives of the  
23 Chinese-speaking community in our city.

24 Similarly, harms to people with disabilities are  
25 ongoing every day. And in prior hearings, your Honor has

1 heard from Roxanne Smith about the completely unnecessary use  
2 of violence against people with physical or intellectual  
3 disabilities, and your Honor will hear again from Ms. Smith  
4 today.

5 We know that CPD, as the Attorney General's office  
6 mentioned, is currently in the process of revising -- or  
7 developing new policies that will actually comply with the  
8 consent decree.

9 But most importantly, CPD must consult with the  
10 coalition about these policies now so that we can provide  
11 input in the most efficient and impactful manner rather than  
12 waiting until after the policies are effectively finalized,  
13 which is exactly what CP did with the mass arrest policy and  
14 with so many other policies.

15 Overall, the coalition's fear is that the monitor,  
16 CPD, and the OAG seem to view the coalition as an impediment  
17 to progress. We are not. We are the propeller of the key  
18 advancements that have been made from the First Amendment  
19 policy to the foot pursuit policy to the home raid search  
20 warrant policy. The coalition's advocacy is key to creating  
21 change on the ground, and we hope that that can be embraced.

22 Thank you.

23 THE COURT: Thank you, Mr. Levin.

24 That concludes the comments to be made by lawyers,  
25 but we have a number of individuals from the community who

1 are here with us and who will be speaking beginning with  
2 Crista Noël.

3 Is Crista Noël here?

4 (No response.)

5 THE COURT: If any speaker is not here, I will call  
6 your name again when we finish, because I want to make sure  
7 that everybody who did want to be heard has that opportunity.

8 Next on the list is Karl Brinson.

9 Sir, if you could step forward, that would be  
10 great.

11 MR. BRINSON: Good afternoon, your Honor.

12 THE COURT: Good afternoon, Mr. Brinson.

13 MR. BRINSON: I'm the president of the West Side  
14 (unintelligible) and for the Campbell plaintiffs.

15 This afternoon I just want to address two items --  
16 two of many items that we have concerns with dealing with the  
17 FOP contract.

18 Recently adopted FOP contracts which created a new  
19 disciplinary procedures called the people's court, which was  
20 spoken about by attorney Craig Futterman.

21 This provision seriously undermines transparency  
22 and accountability measures outlined in the contract in the  
23 consent decree.

24 Under the contract, when an officer is facing a  
25 suspension of 30 days or less, they may challenge the

1 suspension in people's court.

2 Your Honor, no one in people's court can submit any  
3 written documents. An arbitrator issues a binding ruling on  
4 the same day that the hearing takes place, and the ruling is  
5 not reported publicly.

6 Your Honor, we believe the goals of this contract  
7 provision is clearly to make sure that disciplinary matters  
8 are happening behind closed doors before CPD-friendly  
9 arbitrators and on an expedited timeline.

10 Now, our second concern is -- under the  
11 provisions -- is the investigation time limits. Under the  
12 new contract, if a disciplinary investigation takes more than  
13 18 months to conclude, then the investigators must appear  
14 before an arbitrator and explain a reasonable basis for why  
15 the investigation took this long. If they cannot satisfy the  
16 arbitrator that there is a reasonable basis, the entire  
17 investigation and disciplinary process gets thrown out.

18 Your Honor, we believe the consent decree requires  
19 that CPD thoroughly investigate allegations of police  
20 misconduct. Where most allegations do not last 18 months,  
21 the ones that do are often the most serious offenses.

22 This new contract provision gives officers accused  
23 of serious misconduct a chance to escape any punishment based  
24 on a technicality. It is yet another method of obstructing  
25 justice and making sure that important disciplinary decisions

1 are made by police friendly arbitrators.

2 Your Honor, we believe that these contract items  
3 conflict with the consent decree, which is aimed at ensuring  
4 public accountability and increasing trust with Chicago  
5 policing.

6 When the public is shut out of this process, this  
7 undermines the community trust and legitimacy of law  
8 enforcement.

9 Your Honor, these provisions -- these items that's  
10 in the FOP contract, we believe they will set us back. Any  
11 progress that we have made, any hopes that we have of reform  
12 would not take place. These mere provisions will impede and  
13 set us back and will hamper any progress and any hopes we  
14 have in true reform in this consent decree.

15 Thank you for your time.

16 THE COURT: Thank you very much, Mr. Brinson.

17 Do we have Loren Jones here? Loren Jones is next  
18 on the list.

19 MS. JONES: Good afternoon, your Honor.

20 THE COURT: Good afternoon.

21 MS. JONES: My name is Loren Jones, and I'm  
22 speaking on behalf of Impact For Equity, a public interest,  
23 law, and policy center working towards transformational  
24 change in the criminal legal system and policing.

25 Just to zoom out for a moment, at its core, the

1 consent decree calls for a shift in culture and to overhaul  
2 the system to transform the Chicago Police Department  
3 practices that disproportionately harm our communities,  
4 particularly those who are Black, Latina, LGBTQ+, low income,  
5 are unhoused, or have disabilities.

6           The consent decree took effect five years ago, yet  
7 CPD has only reached compliance with 6 percent of its  
8 assigned provisions.

9           While the decree operates as one of the many tools  
10 available to create meaningful change within CPD, we are  
11 deeply concerned by the department's lack of progress and  
12 meaningful commitment to change. Today I'm going to talk  
13 about just a few of the areas that we would like to see some  
14 immediate progress.

15           One is community policing. CPD is only in full  
16 compliance with two out of 35 community policing paragraphs  
17 in the consent decree, calling into question the department's  
18 commitment to compliance in this area.

19           Superintendent Larry Snelling has mentioned that,  
20 under his leadership, every officer should be a community  
21 police officer, not just select employees. This promise is  
22 underscored by the recent \$5 million increase in CPD's office  
23 of community policing budget.

24           However, given the deep mistrust between  
25 communities and the police, it's critical for the public to



1 lead in plans for how to use these resources in a way that  
2 ensures that officers are both engaged in and that these  
3 engagements are positive and recorded.

4           Additionally, the recent IMT report also emphasized  
5 the importance of CPD improving coordination with the Chicago  
6 district councils.

7           Nearly three years after this position was created  
8 there is still no CPD policy guiding officers on how to  
9 engage with them. Instead, the choice of whether to  
10 cooperate with these public safety and accountability experts  
11 has been left up to individual district commanders, creating  
12 a piecemeal system that stagnates an avenue that CPD could be  
13 using to meaningfully engage with communities they police.

14           Additionally, CPD has continued to show a  
15 resistance to complying with the laws and policies governing  
16 body-worn cameras.

17           Impact For Equity recently released a brief  
18 underscoring data that shows even experienced officers are  
19 regularly investigated for failure to comply with these  
20 provisions. The infrastructure to hold these officers  
21 accountable for noncompliance has proven to be ineffective,  
22 and body-worn camera data is often lost and mislabeled.

23           These issues demonstrate a resistance and/or apathy  
24 to true accountability and are underscored by the ongoing  
25 body-worn camera policy negotiations.

1 CPD is currently advocating for a body-worn camera  
2 policy that would allow officers to turn off their cameras  
3 during conversations with supervisors following an  
4 officer-involved shooting. Not only will this exception  
5 violate state law, it would create a gaping loophole allowing  
6 for the exact kind of obstruction and collusion that the  
7 consent decree is tasked with preventing.

8 We share the First Amendment concerns that have  
9 been raised today as well. CPD has failed to respond in a  
10 meaningful way to the questions posed regarding the violent  
11 uses of force in 2020 protests.

12 With ongoing protests in the upcoming DNC on the  
13 horizon, any CPD community safety plans and policies should  
14 ensure and engage communities and ensure that practicing  
15 constitutional policing is a priority and that Chicagoans  
16 feel safe exercising their First Amendment rights.

17 As far as workforce allocation, CPD regularly cites  
18 insufficient staffing as a reason for inching toward consent  
19 decree compliance. We see these issues as arising from CPD's  
20 ineffective use of its abundant resources rather than a need  
21 for more funding.

22 In recent years, Chicago has had one of the highest  
23 police-to-resident ratios in the country. In the past  
24 several months, the CPD budget has increased by millions, and  
25 officers have been granted significant pay increases.

1 Pouring additional resources into the department has not  
2 translated into effective management or meaningful reform.

3 While the City Council's ordinance calling for a  
4 comprehensive CPD staffing analysis was a promising step  
5 forward, stakeholders and advocates must work together to  
6 ensure that this time CPD gets it right. A staffing  
7 allocation assessment done transparently, consistently, and  
8 in partnership with community will allow for more purposeful  
9 data-driven advocacy and reforms.

10 To conclude, five years into the consent decree  
11 process, the people of Chicago should feel significant  
12 difference in the way the Chicago Police Department works.  
13 They should feel safer in their neighborhoods and more  
14 trusting of officers in the department. While I commend the  
15 parties here and the community here that continually shows up  
16 to do the hard work, that is simply not the case.

17 Our hope is that, moving forward, there will be a  
18 more robust effort on the part of the department not just to  
19 comply with the decree but to go above and beyond.

20 Thank you.

21 THE COURT: Thank you very much, Ms. Jones.

22 The next speaker I have on the list would be  
23 Anjanette Young.

24 MS. YOUNG: Good afternoon.

25 I want to first start by saying that I think

1 everyone who has spoken today has reinforced the thought that  
2 it's taking too long for these changes to happen. So what  
3 I'm about to say today will continue to mirror that the  
4 timing of these changes, the timing that is -- that we are  
5 needing for effective change in the city of Chicago is taking  
6 way too long.

7           So my name is Anjanette Young, and I speak today on  
8 behalf of myself, for myself and other families in the city  
9 of Chicago who have been traumatized by a wrong raid on their  
10 home.

11           2024 marks five years since the  
12 February 21st, 2019, wrong raid on my home, which has changed  
13 my life forever.

14           Many of you sitting here may be thinking: Yes,  
15 Ms. Young, we've heard about or read about what happened in  
16 your home.

17           My response to that would be: You may have heard or  
18 read about the facts that happened inside my home that night,  
19 but you will never know my story. I also pray that none of  
20 you ever have the experience that I had and have the  
21 opportunity to share my story.

22           My story or my life story now includes depression,  
23 PTSD that has been caused by the City of Chicago raid team.

24           My story also includes moments where I have had  
25 uncontrollable crying at something as simple as the thought

1 of having to call the police because my car was broken into.  
2 That happened to me.

3 My story also includes being fearful of police  
4 officers pulling me over because I didn't make a complete  
5 stop at a stop sign in my neighborhood. That happened to me.

6 These are normal interactions that people in the  
7 community have with the police. However, these things are no  
8 longer normal for me and cause emotional crisis that in turn  
9 cause me to have therapeutic intervention. I hope and I pray  
10 that none of you know my story.

11 The unfortunate truth is that I do not live this  
12 story alone. There are many families, women, children, and  
13 young Black and Brown men in our communities who share this  
14 club with me.

15 Let us not forget young Peter Mendez. Peter was  
16 eight years old when the City of Chicago raid team raided his  
17 home. Peter is now in high school and still has not gotten  
18 resolution from the lawsuit that his family filed against the  
19 City of Chicago police. It's taking too long for resolution.

20 Peter has had to sit in depositions with the City's  
21 legal team and be questioned, did the police really point a  
22 gun at him? That should never happen.

23 It's troubling that the consent decree process  
24 started back as early as 2017, and since that time, very  
25 little has happened.

1           The initial hope was that the City would take the  
2 consent decree seriously, and police reform around policy and  
3 police practices would be tracked, and very few data shows  
4 that.

5           I would like to think that, had those changes been  
6 implemented within the first two years or shortly thereafter,  
7 that there just may not have been a wrong raid on my home,  
8 because police would have been trained on how to do proper  
9 surveillance to determine if it was illegal action happening  
10 at my home before they put my address on a search warrant.

11           If those changes had happened, I would like to  
12 think that the 12 men who stood in my home that night would  
13 have treated me with dignity and respect, or maybe there  
14 would have been a female officer there so I would not have to  
15 stand in handcuffs naked, because officers would have been  
16 trained on how to interact with the community when they have  
17 to conduct a raid. It's taking too long for real change to  
18 happen.

19           I do understand that there is no perfect scenario  
20 when an officer has to conduct a search warrant on anyone's  
21 home. However, I do believe that if we would take the  
22 consent decree -- if we would take the consent decree  
23 seriously, we would begin to remove the barriers that prevent  
24 change from happening.

25           We would move a lot closer to community safety and

1 trust. In fact, in my opinion, we are moving further away  
2 from community safety and trust just as a report came out  
3 this week that there are cases of police misconduct that are  
4 being closed for insufficient evidence or they are being  
5 closed without any resolution. That was just in the *Tribune*  
6 and *Sun-Times* just this week.

7 The report states that many of those cases involve  
8 332 police officers accused of misconduct, and those cases  
9 are stemming from allegations that go as far back as 2019.  
10 And those cases are being closed with no resolution. It's  
11 taking too long for us to come up with real change.

12 Your Honor, we have a timing issue, a serious  
13 timing issue as it relates to individuals like myself feeling  
14 safe in our communities, individuals like myself believing  
15 that there is some real change that's happening within the  
16 police department that is paid to serve and protect us off my  
17 tax dollar money I work every day. Almost everybody in this  
18 room and everyone who is in this situation that I'm in, we  
19 work, we pay our taxes, and we are paying for police officers  
20 to treat us badly. It's not fair.

21 I know firsthand that it's taken too long as the  
22 investigation on the wrong raid of my home took 18 months.  
23 And it took 18 months because I was told that the police  
24 officers are being coached to miss interviews. So they are  
25 constantly missing scheduled interviews to give their side of

1 the story, and it's taken 18 months to get an investigation  
2 closed. It took 18 months for me to get a resolution on the  
3 case that I experienced.

4 In that time where police officers are sitting  
5 comfortable and evading interviews for 18 months, and  
6 individuals like myself, it takes us three to six months to  
7 even get a therapy appointment to deal with the trauma that  
8 we have experienced by the hands of the police department.

9 And during that time, police officers are still  
10 going to work, they are still getting paid, they are retiring  
11 with their pension, and they are leaving behind the trauma to  
12 the individuals in the community, victims who spend many  
13 years fighting lawsuits to get some type of financial  
14 compensation which still does not resolve the issue or help  
15 them to heal from the trauma experienced by the hands of  
16 untrained, desensitized, reckless police officers that our  
17 tax money is paying for.

18 We don't want the money. The money does not fix  
19 the situation. I received a settlement from the City, and  
20 that was all it was. I don't want the money.

21 What myself and families in this community want, we  
22 want to feel safe. We want police officers to do their job  
23 appropriately so that we feel good about our tax dollars that  
24 are paying their salary. We don't want large settlements  
25 after the fact. We shouldn't have to be in this space.



1           So I say it's time for real change. I appreciate  
2 the opportunity to be able to speak here for myself and on  
3 behalf of the families who have had wrong raids on their  
4 home.

5           I am good friends with Peter Mendez, who is now in  
6 high school and still struggling. It's taking us too much  
7 time to resolve these issues.

8           Thank you.

9           THE COURT: Thank you, Ms. Young.

10          I believe Michael Harrington is next to be heard.  
11          Mr. Harrington.

12          MR. HARRINGTON: Good afternoon, your Honor.

13          THE COURT: Good afternoon.

14          MR. HARRINGTON: Thank you very much.

15          I am Michael Harrington. I serve as cochair of  
16 Network 49, a membership organization in Chicago's Far North  
17 Side, Rogers Park community.

18          We are here today as a member of the coalition, as  
19 well as Campbell plaintiffs, the collective of civic  
20 organizations and individuals who were the original advocates  
21 in 2017 for the Chicago police consent decree over which you  
22 now preside.

23          Everything I will share with you is about  
24 supporting Chicago police professionalism, transparency, and  
25 accountability, and the goal of staying true to the spirit

1 and specifics of the consent decree mandate for broad police  
2 reform.

3 We have faith that most police officers sign up to  
4 do that job with passion and with principles of  
5 professionalism to support public safety.

6 Chicago residents have countless experiences with  
7 officers who conduct themselves with integrity and a  
8 commitment to delivering admirable, respectful, and honest  
9 public service. However, we also have countless and  
10 documented experiences, past and present, with officers who  
11 demonstrate none of that.

12 In relation to this category of officers, we are  
13 concerned about the recently adopted collective bargaining  
14 agreement between the City of Chicago and the Federation of  
15 Police.

16 The police contract items not only hide officer  
17 misconduct from public scrutiny, they also hamper  
18 investigations and thus impede sanctions for misconduct.  
19 These contract items clearly violate the intent of and the  
20 specific sections outlined in the consent decree.

21 Our members, Network 49, asks that you and the  
22 court monitor initiate a project to seriously scrutinize this  
23 contract and your particular attention to the following:  
24 body-worn cameras.

25 The contract prohibits recording or using video of

1 police conversations after an officer shoots, kills, or  
2 seriously injures somebody. It prohibits CPD officers from  
3 keeping their body cams on when they are engaging in --  
4 quote -- routine nonlaw enforcement activities and when they  
5 are in places where -- quote -- facilities in which private  
6 activities of officers are occurring.

7 It also gives officers the option to turn off their  
8 body cam when not actively engaging with the public.

9 Most notably, officers are now prohibited from  
10 recording post-incident conversations with any CPD officers  
11 or supervisors. This includes the incidents where officers  
12 shoot, kill, or seriously injure a member of the public.

13 By prohibiting recording of these conversations,  
14 the new contract ensures that the community is kept in the  
15 dark and that conversations between CPD members after a  
16 use-of-force incident cannot be used during disciplinary  
17 proceedings.

18 The new FOP contract significantly undermines  
19 current measures aimed at ensuring transparency and  
20 accountability. By introducing more circumstances in which  
21 officers may turn off their body cams, the contract seeks to  
22 turn back the clock and make meaningful oversight of police  
23 activities more difficult.

24 The prohibition on post-incident recording also  
25 allows officers to create a common story to justify police

1 misconduct. The U.S. Department of Justice found this to be  
2 a routine practice, a routine practice at CPD, and is a core  
3 component of the code of silence.

4 Without recordings as a transparency measure,  
5 police can fabricate stories to mislead investigators and the  
6 public.

7 Further, the new contract gives supervisors the  
8 option to delete footage that they determine has been taken  
9 in violation of the contract.

10 This also violates current policy and Illinois law,  
11 which requires that footage be kept for at least two years if  
12 it is determined to be relevant for officer disciplinary  
13 proceedings.

14 The new contract allows for footage to be deleted  
15 in a much broader set of circumstances and prohibits any  
16 footage taken in violation of the contract from being used in  
17 officer discipline.

18 This means that if a supervisor determines that an  
19 officer kept their body camera on when they were not supposed  
20 to, they can delete the footage, and it cannot be used even  
21 if the recording officer or one of the other officers on  
22 camera is facing disciplinary hearings.

23 These contract items conflict with the consent  
24 decree, which is aimed at ensuring public accountability and  
25 increasing trust in Chicago policing.

1           When the public is shut out of the disciplinary  
2 process, this undermines the community's trust in the  
3 legitimacy of law enforcement.

4           In conclusion, our members ask that you and the  
5 court monitor and all parties initiate a project to seriously  
6 scrutinize the contract.

7           Thank you.

8           THE COURT: Thank you so much, sir.

9           That was Mr. Harrington. I would like to hear next  
10 from Latesha Newson.

11          MS. NEWSON: Good afternoon, your Honor.

12          Thank you for this opportunity to speak before the  
13 Court on today.

14          My name is Latesha Newson, and I am here on behalf  
15 -- as the board president of the National Association of  
16 Social Workers, Illinois Chapter.

17          In my profession, I am a licensed clinical social  
18 worker, and currently I'm involved in -- our chapter has been  
19 involved in many of the endeavors that surround policing and  
20 the safety of policing, not only in the city but in the  
21 state.

22          As we know, the past four years we have watched the  
23 heinous injustice at the hands of police that has provoked an  
24 unrest and a dire need for pursuit of justice, not only in  
25 our city but in the country.

1           For the past four years, my organization has been  
2 very, very focused on advocacy and policy efforts on justice  
3 and accountability in policing.

4           In 2020, I was appointed as cochair of the task  
5 force on racial justice for our organization. And through  
6 that position, along with my committee members on that task  
7 force, we developed a comprehensive list of recommendations  
8 that outlined our recommendations for police reform.

9           I will say that those recommendations were not only  
10 in alignment with many of the community members in the BIPOC  
11 community, but also groups that include the Illinois  
12 Legislative Black Caucus, Black Lives Matter, the Civilian  
13 Police Accountability Council, Access Living, the Chicago  
14 Torture Justice Center, and various other organizations.

15           The resulting work of the task force and the  
16 group's final recommendations were approved by our board, and  
17 that body of recommendations went on to inform legislation in  
18 our state and is reflected in the criminal justice omnibus  
19 bill that was signed into law by Governor J.B. Pritzker in  
20 February of 2021. It is important to note that this  
21 legislation calls for reforming the use-of-force standards  
22 among numerous other provisions in policing.

23           The recommendations call for specifically training  
24 for police officers in areas, including deescalation  
25 strategies, inform -- trauma inform interactions, implicit

1 bias, and antiracist practice trainings.

2 It calls for the ending of qualified immunity and  
3 increasing police accountability for practices and actions  
4 while on duty. This may include ending public funding of  
5 police settlements and instead requiring police to obtain a  
6 form of liability insurance to cover police misconduct.

7 I will say, your Honor, as a licensed clinical  
8 social worker, I am held to the highest level of ethics in my  
9 work with the clients that I handle. I am held responsible  
10 and have to carry malpractice insurance if I am involved in a  
11 form of misconduct with a client. So to see that social  
12 workers are held at a higher standard than police is just  
13 outrageous to us and to myself.

14 I will also say that the other reforms that were  
15 recommended were the removal of school resource officers,  
16 which are police, from Chicago Public Schools.

17 Two years ago Chicago Public Schools began the  
18 process of removing those officers and, as of recent, have  
19 made -- have moved forward with removing all of those  
20 officers out of the schools, because of the misconduct that  
21 has happened to children.

22 So if Chicago Public Schools can move forward with  
23 reforms for policing, I struggle with understanding how CPD  
24 can't move forward with the reforms of the consent decree.

25 I will also add that I am also a part of the

1 Treatment Not Trauma working group for the City of Chicago,  
2 which has the full backing of the mayor and City Council, and  
3 is now an official ordinance. And we are moving forward with  
4 the implementation of those reforms for the City of Chicago,  
5 which include opening two public mental health clinics, as  
6 well as a nonpolice responder for mental health crisis in the  
7 city of Chicago. We are moving forward. We have -- we  
8 started in October, and we are moving full forward.

9 So I struggle with understanding how the Chicago  
10 Department of Public Health can move forward with these  
11 reforms and implementation but Chicago police struggle with  
12 implementations of police reform with the consent decree.

13 In regards to Ms. Young, Ms. Young and I not only  
14 share the same profession, but we also serve on the board of  
15 the national association of Illinois -- excuse me -- the  
16 National Association for Social Workers, Illinois Chapter.

17 What Ms. Young shared that she experienced is  
18 absolutely inconceivable that the police would raid her home,  
19 have a lack of regard for how she was treated. She cried out  
20 43 times during that raid in her home to no avail, informing  
21 and pleading with Chicago police that they had the wrong  
22 home.

23 The level of disregard, dehumanization, and  
24 humiliation at the hands of Chicago City officers was on full  
25 display for the world to see.



1           We must recognize that Ms. Young's treatment is not  
2 an isolated incident, and it is an example of perpetuation of  
3 an egregious culture of policing which exists in Chicago and  
4 which disproportionately victimizes the BIPOC community.

5           When we talk about the current culture of policing  
6 in the city of Chicago, we have to consider the 20-year  
7 legacy of former police Commander Jon Burge which he leaves  
8 behind, which is rooted in racist police culture.

9           A former police commander, Burge was indicted in  
10 2008 on perjury and obstruction of justice charges related to  
11 a civil case involving torture of mostly Black suspects in  
12 police custody from 1972 to 1991.

13           It is important to note that Jon Burge was never  
14 brought to true justice, having only served slightly four and  
15 a half years in prison for charges related to torture.

16           Meanwhile, the City of Chicago and the State of  
17 Illinois spent over \$100 million on various settlements,  
18 reparation fees, legal fund defense for Burge and his  
19 associate officers that participated in these crimes.

20           The money for civilian payouts for police  
21 misconduct is astronomical. The fact that Chicago taxpayers  
22 are expected to shoulder the burden of responsibility of  
23 police brutality through settlements is financially  
24 irresponsible.

25           Chicago taxpayers spent at least \$74 million to

1 resolve lawsuits alleging Chicago police officers -- that  
2 Chicago police officers committed regarding misconduct,  
3 including false arrest and excessive force. And that  
4 statistic is for 2023.

5 Between 2022 and 2021, taxpayers and the City of  
6 Chicago spent an average of \$95 million in each year to  
7 resolve more than 120 lawsuits for police misconduct, all  
8 paid off the backs of taxpayers.

9 We should not be in the practice of righting wrongs  
10 with payouts. We should be in the practice of righting  
11 wrongs with the implementation of policy changes.

12 THE COURT: Thank you, Ms. Newson.

13 MS. NEWSON: Thank you.

14 I just wanted to add -- do I have any more time?  
15 I'm sorry.

16 THE COURT: Well, you are over your time, but I  
17 will give you another minute. Go ahead.

18 MS. NEWSON: I'm sorry.

19 We are also advocating in support of CESSA, which  
20 is also being implemented, and we are a part of that process.  
21 CESSA is the Community Emergency Services Supports Act. And  
22 that is moving forward, your Honor.

23 So when I hear the rhetoric that CPD is struggling  
24 with implementation, every system in Illinois is moving  
25 forward but Chicago police regarding the consent decree.

1 THE COURT: Thank you.

2 MS. NEWSON: Thank you.

3 THE COURT: Roxanne Smith is next.

4 MS. SMITH: I'm moving a little slow, but I'm here.

5 THE COURT: Good.

6 Good afternoon, Ms. Smith.

7 MS. SMITH: Good afternoon, Judge Pallmeyer.

8 Thank God to be here right now.

9 Everyone here today, good afternoon.

10 My name is Roxanne Smith. I'm a longtime resident  
11 of the Austin community and also the board president of  
12 Communities United.

13 I'm part of the coalition of community and civil  
14 rights organizations that enforce the Chicago Police  
15 Department consent decree.

16 For over 15 years, I have tirelessly advocated for  
17 policy reforms within Chicago's policing system. Am I  
18 exhausted? Yes, I am. Absolutely. But giving up is not an  
19 option when the safety and well-being of future generations  
20 are continuously at stake.

21 I'm going to continue to advocate for our Black and  
22 Brown communities. We cannot allow the generational harm and  
23 violence at the hands of the police department and political  
24 shortcomings to continue to violate our communities.

25 Let me be blunt. Despite our efforts, little has

1 changed. I have witnessed firsthand the brutality and trauma  
2 inflicted by the Chicago Police Department on Black people  
3 with disabilities.

4 I have said this before. My son Roget Smith, who  
5 was born with fragile X syndrome, suffered a panic attack at  
6 church, and he required medical attention.

7 I called 911 to get an ambulance with paramedics.  
8 I communicated how to engage with my son Roget due to him  
9 being born with fragile X syndrome, a developmental  
10 disability.

11 Instead, my son was brutally met by more than six  
12 police officers, Chicago police officers, who proceeded to  
13 throw my son to the ground and handcuff him, put a gun to him  
14 without concern for his well-being.

15 And another thing I want to say. I really felt  
16 hopeless in that situation. And he has passed on. I have  
17 him in my heart and on my necklace. He passed suddenly, and  
18 I'm still going through that. It's a process that I have to  
19 deal with. But I will not take down. I will not give up.

20 There are some things that just need to be changed.  
21 The image of my son's cry for help will remain forever in my  
22 mind as I carry on that pain in my heart.

23 We need some change. How many more lives? That's  
24 my question. How many will continue to suffer at the hands  
25 of the police?

1 CPD's policy on how officers should treat people  
2 with disabilities is eight years old. My God. We need -- we  
3 need the help and the consideration for the police to treat  
4 people with disabilities with dignity and respect, provide  
5 accommodations, not violence. Intimidation and aggressive  
6 have no place in our communities.

7 And it's not just individuals with disabilities who  
8 suffer. Our young people constantly get harassed by the  
9 police, too.

10 Just last weekend, as our young people canvassed in  
11 the Roseland community by motivating and inspiring people to  
12 go out and vote in this year's primary election, they were  
13 met with police harassment. If candidates for an elected  
14 office were to be canvassing for votes and encountered the  
15 same treatment, I'm sure there would be some action taken.

16 Our communities stand ready to collaborate. It has  
17 been over five years since the implementation of the consent  
18 decree, and it has only reached 6 percent of compliance.  
19 This is unacceptable.

20 For over six years, we have fought and organized  
21 for police reform through the consent decree but have seen  
22 little to no transformative change within Chicago's policing  
23 landscape.

24 In closing, I urge everyone to work together to  
25 advance the safety and well-being of every Chicago community.

1 Let's resolve these police policies under the consent decree.

2 I'm ready. I am ready. Our community is ready.

3 And I hope CPD is ready. They are slacking. Everybody else  
4 is moving up except for them. We could no longer put justice  
5 on hold. The lying of police under oath, the code of  
6 silence, it's got to stop.

7 I could go on about my other son, but I'm not going  
8 to talk about that right now.

9 And I thank you, and I will see you in the next  
10 public hearing.

11 THE COURT: Thank you.

12 MS. SMITH: Thank you for hearing me.

13 THE COURT: Thank you so much, Ms. Smith.

14 MS. SMITH: You're welcome.

15 THE COURT: Grace Chan McKibben.

16 MS. CHAN MCKIBBEN: Good afternoon.

17 THE COURT: Good afternoon.

18 MS. CHAN MCKIBBEN: Good afternoon.

19 My name is Grace Chan McKibben, and I'm the  
20 executive director of Coalition for a Better Chinese American  
21 Community. We are a nonprofit organization focused on civic  
22 engagement and community development working with the Chinese  
23 American community in Chinatown and surrounding  
24 neighborhoods.

25 Residents often report reluctance to report to the

1 police because of language barriers. CBCAC and other  
2 Chinatown organizations have worked closely with CPD's Ninth  
3 District to have Chinese bilingual police officers offer  
4 educational sessions on how to report to police, which are  
5 always well-attended and well-received by the residents.

6 For a while we were able to ensure that there is at  
7 least one Chinese-speaking -- either Cantonese or Mandarin --  
8 officer on every shift in the Ninth District. But with staff  
9 shortages, that has been a struggle to maintain.

10 The Ninth Chicago Police District covers Back of  
11 the Yards, Bridgeport, Brighton Park, Canaryville, Chinatown,  
12 McKinley Park, and New City.

13 Many new immigrants, whose first language -- or  
14 older immigrants, whose first language is Chinese or Spanish,  
15 live in these neighborhoods.

16 According to the community profiles released by the  
17 Chicago Metropolitan Agency For Planning, CMAP, in July 2023,  
18 57.7 percent of Armour Square residents speak Chinese at  
19 home, and Chinatown is located in the Armour Square  
20 neighborhood.

21 In Bridgeport 31.7 percent of the residents speak  
22 Chinese at home; and in McKinley Park, 21.9 percent of the  
23 residents speak Chinese at home.

24 I would like to share two recent stories that  
25 illustrate the gap between what CPD's language assistance

1 brochure describes and what actually happens in real life.

2           In the first case, a Chinese-speaking resident was  
3 bicycling in the area and saw a wallet on the ground. She  
4 picked it up. She took it to the Ninth District police  
5 station on Halsted Street. Because she was not able to  
6 communicate with them in English, the police officers refused  
7 to take the wallet and tried to turn the resident away.

8           The resident called one of CBCAC's staff, who was  
9 able to translate on the phone for her. In the end, the  
10 police took the wallet, and were able to use a credit card in  
11 the wallet to contact the bank, which then contacted the  
12 owner of the wallet. The police department was kind enough  
13 to call my staff afterwards to let them know the outcome.

14           In the second incident, a resident contacted our  
15 office to let us know that he had been a victim of identity  
16 theft. A CBCAC staff person accompanied the resident to the  
17 Ninth District police station.

18           The officer they saw there told them there was no  
19 Chinese-speaking officer on duty and told them to go to the  
20 First District police station instead on 18th Street.

21           The two of them waited a little while at the First  
22 District station and were able to make their report to a  
23 Chinese-speaking officer when he finished his patrol round.

24           In both situations, the residents were helped in  
25 the end. However, CPD's own *Guide to Language Assistance*,



1 which I have in my hand, clearly stated that a client with  
2 limited English proficiency can be helped by a bilingual  
3 police officer or via the language line app, which provides  
4 24/7 interpreter services.

5 Further, in the first situation, the officers  
6 should have asked the client to identify the language she  
7 speaks on the language assistance guide, another thing that  
8 was pointed out on the brochure, which should be at every  
9 police station.

10 CPD already has resources available to provide  
11 language assistance. However, police officers either do not  
12 know about this or are reluctant to use the resources.

13 I urge CPD to redouble its efforts to train every  
14 police officer on its language assistance guidelines and the  
15 internal resources that are available to them.

16 Every officer should be familiar with how to use  
17 the language line app on their cell phones, whether at the  
18 police station or while on patrol. The residents should not  
19 be the person dependent upon to be resourceful and call on  
20 family and friends for interpretation.

21 Thank you.

22 THE COURT: Ms. Chan McKibben, one question.

23 I don't work for the police, as you know, but the  
24 story you are telling me sounds like a situation where there  
25 just aren't enough officers who have this proficiency.

1           They should, of course, use their apps.

2           MS. CHAN McKIBBEN: They should use their apps,  
3 right.

4           THE COURT: That's a solution.

5           But don't you think it would also help for there  
6 just to be more officers who speak Mandarin or Chinese?

7           MS. CHAN McKIBBEN: Right. Yeah. It definitely  
8 would help if there are more police officers that speak  
9 different languages, particularly in the neighborhoods that  
10 they serve.

11           As I said in the beginning of my testimony, we were  
12 able to get at least one officer that speaks Chinese on every  
13 shift for a while in the Ninth District, but not anymore  
14 because of staff shortages.

15           THE COURT: Just a suggestion on my end. Not going  
16 to indicate that you are going to have any success, but maybe  
17 you ought to be recruiting people in your community to enroll  
18 in the police academy. We need more people that can speak a  
19 language that would be helpful to the community, and maybe  
20 there just aren't enough of these officers.

21           MS. CHAN McKIBBEN: Right. I don't disagree, but I  
22 also think that they already have internal resources, such as  
23 the app on their phone, that they should be able to use.

24           THE COURT: Sure. Better than using an app is a  
25 human being that can speak to you in the language that you

1 understand.

2 MS. CHAN McKIBBEN: Yeah. Thank you.

3 THE COURT: Thanks.

4 All right. I think we are ready to hear from  
5 Marchon Williams.

6 (Brief pause.)

7 THE COURT: Is Mr. Marchon Williams here? No.

8 We will call him again. We will call Marchon again  
9 in a moment, but first Arewa Karen Winters.

10 MS. WINTERS: Good afternoon, your Honor.

11 THE COURT: Good afternoon.

12 MS. WINTERS: Thank you for this opportunity.

13 I am Arewa Karen Winters, founder of The 411  
14 Movement for Pierre Loury, my great-nephew who was shot and  
15 killed by Chicago police in 2016 in the North Lawndale  
16 community, which I became activated in the work around police  
17 reform, oversight, and accountability.

18 I'm also a consent decree coalition member.

19 I'm also a district councilwoman for the 15th  
20 Police District.

21 I didn't have a chance to really organize my notes,  
22 but it's a few things I want to highlight and make mention  
23 of.

24 First of all, I want to just note something from  
25 the independent monitor's -- their seventh report. And I'm

1 just reading a couple of caption here. It says, "To reach  
2 full and effective compliance, the CPD must urgently address  
3 lingering challenges. These challenges include, one,  
4 staffing shortages, two, supervision deficiencies; and,  
5 three, missing data collection, management, and analysis."

6 And then it further says, "We urge the City and its  
7 new administration to immediately make sure and long-term  
8 efforts to ensure required reforms become daily practices.  
9 This will likely need to include urgent implementation of  
10 comprehensive staffing studies, efficient reporting, and data  
11 systems, and consistent community policing strategies."

12 And, your Honor, I'm just not confident that that  
13 has happened as of yet.

14 I also would like to note that the current  
15 superintendent has neglected to meet with the consent decree  
16 coalition. I take that to mean that -- I'm not going to say  
17 that he doesn't care, but, to me, it speaks to where his  
18 priorities are.

19 It's not like the department is in the green. The  
20 department is in the red. And you would think that, with him  
21 coming into this new administration with this existing body,  
22 with the challenges and struggles that we have been having,  
23 with the fact that they are only at 6 percent full  
24 compliance, that he should want to meet with -- we are the  
25 community members. We are the community voices, the

1 community representatives. And he should want to meet with  
2 us about our concerns so we could begin to authentically  
3 engage around the work.

4 But one thing I want to highlight is around the Use  
5 of Force Working Group, which I was a chairperson for. And  
6 this work started in 20 -- my timeline may be off -- in 2022.

7 But in 2023, after some of us attended a  
8 use of force training, we sent the report to the department.  
9 I believe we sent that report to the department in March of  
10 2023. Your Honor, we didn't hear back from the department  
11 until October of 2023, and this was after, you know, several  
12 requests had been sent to the department about us wanting to  
13 further engage with them around the work and the report.

14 I just want to highlight some of the things that  
15 were in our request.

16 In our last meeting with the independent monitor --  
17 and it was supposed to have been at one of the monthly  
18 meetings -- which haven't been consistent -- with the police  
19 department, the only person there was Allan Slagel --  
20 Attorney Allan Slagel. There was not one representative  
21 there from the police department.

22 And I think that is also problematic for us to be  
23 where we are five years, going into six years, and we have a  
24 meeting and we have a department of however many members that  
25 they have, and they cannot have a representative present.

1           And I understand he is their attorney and their  
2 legal voice, but I still think it just says something to  
3 community members that are volunteering their time and energy  
4 and intellectual property to show up and be present when you  
5 can't have members of the police department present. And I  
6 think it's a lack of critical work.

7           And I also want to say that we cannot talk about  
8 constitutional policing nor community policing when we have a  
9 police department that is not transparent, that is not  
10 responsive, inclusive, or communicative.

11           Some of the things that we asked for in response to  
12 the letter that they sent us was that -- we had been  
13 repeating the request that we started making back in March  
14 and April to attend ongoing in-service trainings on  
15 deescalation, force, and biases and to review the updated  
16 curriculum and materials for these trainings, which I am not  
17 sure that we have received.

18           And then, second, we also asked last spring to,  
19 "Please share updated curriculum and materials for the  
20 current deescalation, force, and bias trainings," which I am  
21 still not sure we have received.

22           And then, third, we said, "Please provide us with  
23 more information about the Training Community Advisory  
24 Committee that you referenced in your response."

25           And what that was, is that they said -- what was

1 this? -- in their responses, that they have formed a  
2 community -- in response to their training, that they got  
3 community feedback that they received from the Training  
4 Community Advisory Committee, something called TCAC. It was  
5 created to ensure a sustainable and ongoing process to engage  
6 community partners, promote dialogue, and encourage  
7 participation in training delivery.

8 So, your Honor, what we are asking them is, who is  
9 this new body that you have created? Who are they? What are  
10 the outcomes? How are they going about this work?

11 And what it says to us is that they are really,  
12 truly trying to undermine the work that we have already  
13 started to do in cooperation and collaboration with them.

14 And then one of the fourth things it says that, "We  
15 would appreciate clarification about the testing of officers  
16 following the trainings," because we were concerned about  
17 them not having pre- and post-tests. So it's a matter of  
18 what officers are able to retain or not retain.

19 And then the last thing we wanted to know was more  
20 about how CPD chooses their instructors to lead the  
21 classroom. So they did give us a breakdown of what their  
22 instructor body looks like. So it's like their count, they  
23 have 73 female instructors, four Asian, 22 African American,  
24 18 Hispanic, 29 Caucasian, 233 male instructors. And then it  
25 goes back to 10 Asian, 54 African Americans, 74 Hispanic.

1           And we were just asking of a breakdown of the  
2 officers. Like we know, for instance, say, their  
3 use-of-force training, that they have tendencies to start  
4 using -- they are using more African American trainers, but  
5 we still wanted a breakdown as to where are the females  
6 training? Because that's important and that's also relevant.

7           So, your Honor, all I'm asking is -- and I don't  
8 know whose responsibility this is, but we do need more  
9 communication from the department.

10           And, unfortunately, because we are not the City  
11 that fines -- can fine or sanction our department, we just  
12 feel like they have been lackadaisical about this work. It's  
13 very unfair to the people on our side who have been involved,  
14 and it's very unfortunate and hard on the community members,  
15 your Honor.

16           Thank you.

17           THE COURT: Thank you very much.

18           Mr. Peter Mendez.

19           MR. FUTTERMAN: He is on his way up. He was just  
20 going through security.

21           THE COURT: Okay. Great.

22           MR. FUTTERMAN: You can go ahead and take somebody  
23 else.

24           THE COURT: Okay. Why don't we hear from Abbey  
25 Eusebio.



1 MS. EUSEBIO: Good afternoon, your Honor.

2 My name is Abbey Eusebio, and I serve as the  
3 manager in the Anti-Hate Action Center at the nonprofit  
4 organization Chinese American Service League, CASL for short.

5 Thank you for the opportunity to address the Court  
6 today.

7 I would like to also talk about language access to  
8 police services for individuals with limited English  
9 proficiency.

10 At the Anti-Hate Action Center, we support  
11 survivors of hate crimes and those who are targeted for hate  
12 incidents. For these individuals whose primary language is  
13 not English, reporting these crimes and incidents is less  
14 likely due to the challenges of navigating what can be a very  
15 intimidating system with law enforcement and government  
16 agencies.

17 It can be difficult also because these individuals  
18 may not have a language and understand the terms to describe  
19 what crime and harm and trauma they experienced. They may  
20 not know their rights and protections under the law,  
21 regardless if they are documented or not.

22 The chronic lack of trust with law enforcement that  
23 any proper investigation will be done, let alone that their  
24 experience will be taken seriously, is a constant concern of  
25 our clients.

1           To demonstrate the need for language access, I  
2 would like to briefly references and lift up a few client  
3 cases.

4           Our legal services program shared that most  
5 frequent cases in which language access is an issue is when a  
6 client is a victim of domestic violence, and they call  
7 police, but they are not able to communicate competently what  
8 they experienced due to the language barrier. That results  
9 in giving the opportunity for the opposing party, which is  
10 the offender/abuser, the chance to twist the story around and  
11 tell the police that they are actually the victim instead.

12           In another case, an elderly Chinese American man  
13 was attacked while walking in front of a hospital nearby to  
14 his apartment on his daily walk.

15           He is an existing client of CASL, and our  
16 behavioral house staff asked about the bruises they noticed  
17 on his arms and face.

18           After we learned about the attack, he said that he  
19 didn't want to go to police due to his limited English, and  
20 he did not think that they would take his story seriously and  
21 even try to help find the attacker. We are now working with  
22 the police to have this attack fully investigated.

23           Another individual whose primary language is not  
24 English shared with us that he witnessed a person being  
25 attacked and robbed, and he was afraid to call police to help

1 this person because he could not communicate well in English,  
2 and he was not aware that he could ask for a translator.

3 Clients who are also undocumented and do not speak  
4 English proficiently share that contacting police in an  
5 emergency is also something they would not necessarily do due  
6 to fear of being removed from the U.S., and that whatever  
7 they would need to do to report would not be taken seriously,  
8 again due to their accent and their difficulty to explain the  
9 situation.

10 Another client experienced an incident of  
11 harassment at a Chicago Public Library, and she only speaks  
12 Spanish. It was her understanding that when she was forced  
13 out of the library, the police was contacted. She was too  
14 fearful to confirm that with police due to her language  
15 barrier.

16 Community policing and relationship building is  
17 critical and lifesaving. For the immigrant community, many  
18 of them escape countries whose police departments have  
19 numerous reports of corruption.

20 Working together to serve the most vulnerable and  
21 restore trust in law enforcement is crucial. With increased  
22 reporting of both hate crimes and hate incidents, we have  
23 more of an accurate picture of the unique needs of the  
24 immigrant community. And, in turn, the immigrant community  
25 feels more seen, heard, and belong.

1           A few recommendations I would like to offer for a  
2 continued relationship building include, in partnership with  
3 other community organizations:

4           Host more safety workshops.

5           Role play the practice of asking for a translator  
6 and using that app so that individuals feel more comfortable  
7 about knowing the process of how to seek assistance with  
8 police.

9           Increase safety walks. We partner also with the  
10 Ninth District and the Chinatown Peace Project and Chinatown  
11 Christian Union Church to walk the streets of Chinatown to  
12 listen to residents about their safety concerns and offer our  
13 resources.

14           Increased culture competency training around  
15 specific needs of the immigrant community.

16           And continue to assign bilingual officers in the  
17 neighborhoods that critically need that language access. For  
18 the immigrant community, having officers that look like them  
19 really does help build that trust.

20           And follow through on community policing  
21 commitments and increase and update translated materials.

22           Ensure to the immigrant community that when they  
23 call police, that they will be treated with respect and  
24 dignity.

25           (Unintelligible) striking new trust with the

1 immigrant community members and implementing language access  
2 to police services provides equal access to all and fosters  
3 more of that safe community for the most vulnerable.

4 Thank you.

5 THE COURT: Thank you very much.

6 Did Mr. Mendez appear?

7 MR. FUTTERMAN: Yes, he is.

8 THE COURT: If you want to step forward,  
9 Mr. Mendez.

10 MR. MENDEZ: Hello.

11 Your Honor, (unintelligible) --

12 THE COURT: I'm sorry. I can't hear you. Can you  
13 get close to the mic.

14 MR. MENDEZ: Yes, ma'am.

15 THE COURT: Thank you.

16 MR. MENDEZ: Is it okay if I could pull something  
17 up real quick? It's for this.

18 THE COURT: Sure.

19 MR. MENDEZ: Thank you.

20 UNIDENTIFIED FEMALE: Your Honor, would it be all  
21 right if Ms. Young stood next to him?

22 THE COURT: Of course. Of course. That's fine.

23 MR. MENDEZ: Hello, your Honor.

24 THE COURT: Hello.

25 MR. MENDEZ: My name is Peter Mendez.

1 I was wrongfully raided. At the time of the raid,  
2 I was nine, and my baby brother was five.

3 The reason why I agreed to speak here is because I  
4 would like to see some changes. For instance, no guns being  
5 pointed at minors, the search warrants being thoroughly  
6 checked and -- excuse me.

7 (Brief pause.)

8 MR. MENDEZ: -- and not -- excuse me. Sorry about  
9 that.

10 -- and not being -- and if the parents or parent is  
11 in handcuffs, they should not be presented in front of the  
12 children like that.

13 On that day, me and my brother were playing on the  
14 floor. The police came into our -- came into the front door  
15 apartment, bashed in the door.

16 Me and my brother got up, went into the other room.  
17 We jumped on the couch. The officers screamed, "F the -- get  
18 the F down."

19 Excuse me. I'm kind of stuttering.

20 They screamed, "Get the F down."

21 We got on the floor, and they were pointing guns at  
22 us. It was for several seconds to a minute, but to me, it  
23 felt like an eternity because I never thought that this would  
24 happen. I didn't want it to happen. It didn't feel real.  
25 As I said, I didn't want it to happen. It felt unreal.

1           And especially when they brought my dad in  
2 handcuffs, I assumed the worst, because what was happening  
3 was the worst. That's what they -- you know, that's what you  
4 see on TV. When somebody is in handcuffs, you assume that  
5 they are going to jail. And I didn't want to lose my father  
6 because he means a lot to me. Both parents do.

7           As I said, when I was on the ground, I looked at my  
8 mom. They were pointing a gun at her head and chest.

9           And it has affected us in many ways, and it still  
10 affects us to this day. It has affected me by, it is still  
11 engraved in my mind. The damage has already been done. It  
12 is still with me. I can never go back.

13           We were affected in so many ways that our lives  
14 have changed. Like, the way we used to act, we can't act the  
15 way we are no more. We try to because that's how we are. We  
16 keep trying to push back -- we keep trying to push forward.  
17 We are staying strong, but sometimes it gets to you.

18           I don't talk about it a lot because it's nothing to  
19 talk about. It's nothing to brag about because of how  
20 traumatic it was. And I try to get away from those feelings,  
21 even though it still haunts me. I could still see myself  
22 being put on the floor -- being on the ground with the guns  
23 pointed to me and my family.

24           And it has affected my brother, too, because he  
25 doesn't like loud alarms. Even though our alarm system

1 that's supposed to protect us, he does not like that at all.  
2 He gets afraid. He's afraid that something is going to  
3 happen.

4 He is terrified of police cars and police officers.  
5 Because he'll ask my dad, "They're not gonna come after us,  
6 right?" He has to make sure that everything is going to be  
7 okay. And sometimes I get frustrated with that, but at the  
8 same time, I have to understand. My little brother was never  
9 like this. Until that fateful day, he started acting  
10 differently. I can obviously tell.

11 And the things I would like to see changed is that  
12 no families -- as I said, they should check the search  
13 warrants thoroughly because the way we got raided was an  
14 apartment. I would like to see them thoroughly check so they  
15 get the right floor right, because we were second floor.  
16 They were looking for the third floor. They did not check  
17 their homework. They did not thoroughly check. And that's  
18 how this situation happened.

19 And I would like not to see my dad be brought in  
20 handcuffs, because it traumatized me because I thought my dad  
21 was going to go away. I didn't want to see that happen. I  
22 love my dad so much. I just thought it was over. I didn't  
23 know if he did anything wrong. And I know he didn't, but it  
24 just haunted me. I don't want to see that happen to anybody  
25 else, because how it affected me.



1           Another thing I would like to see changed is no  
2 guns being pointed at minors or children, because they  
3 shouldn't be able -- have to go through that, because how  
4 terrifying it is, because it's -- you know, you're a child.  
5 You don't expect that, especially with, like, a big, scary  
6 weapon like that that can, with one single -- excuse me --  
7 that can just do so much damage in the span of a second.  
8 That's how it affected me.

9           I'm sorry if I repeat myself, but I just have to  
10 make sure that, like -- I just have to make sure I said this.  
11 But, as I said, I just don't want to see other parents  
12 handcuffed in front of them, because when you're a kid, you  
13 assume the worst. You assume that everything is going to go  
14 bad because that's what they portray on TV. You don't want  
15 to see that happen to somebody you love, especially your  
16 parent, especially the person that's supposed to be guiding  
17 you, especially the person that you love so much.

18           And especially with the apartments, I feel like if  
19 they have more, like, a secure process -- I don't want none  
20 of this to happen to future kids in Chicago, future kids  
21 that -- the stuff that has happened to me has affected me so  
22 much. I don't want to see that happen to anybody else,  
23 especially kids.

24           The way it has affected me -- I live normally now,  
25 but it still affects me to this day. It's still in my mind.

1 It's still engraved. It's still with me. I can never let go  
2 of it. It's always going to be there with me. And  
3 especially -- it sticks to you, especially -- it's going to  
4 stick to you forever, but especially at a young age, like  
5 nine or five. It's going to affect you for a while.

6 THE COURT: Thank you, Mr. Mendez.

7 MR. MENDEZ: Thank you.

8 THE COURT: I am going to back up for a second.  
9 Is Crista Noël with us at this point?

10 UNIDENTIFIED FEMALE: No, your Honor.

11 THE COURT: No.

12 And what about Marchon Williams?

13 (No response.)

14 THE COURT: Okay. Then I am going to move on to  
15 Robert Douglas.

16 UNIDENTIFIED SPEAKER: He's not here.

17 THE COURT: Not here yet. Okay.

18 Samuel Hallam.

19 MR. HALLAM: Good afternoon, your Honor.

20 THE COURT: Good afternoon.

21 MR. HALLAM: My name is Sam Hallam.

22 I'm a second-year law student at the University of  
23 Chicago. And I'm here as part of the Civil Rights and Police  
24 Accountability Project in the Mandel Legal Aid Clinic. We  
25 represent the community coalition.

1           Among the foremost goals of the consent decree are  
2           accountability, transparency, and building community trust.

3           The new FOP contract undermines these goals and  
4           instead ensures the important decisions happen behind closed  
5           doors and away from public view.

6           Since I have limited time, I would like to touch  
7           briefly on three of the key provisions in the new contract.

8           First, Section 8 of the contract extends the list  
9           of circumstances in which officers may turn off their  
10          body-worn cameras.

11          Perhaps most notably, Section 8(b) prohibits CPD  
12          personnel from recording post-incident conversations with  
13          department members or supervisors. This means that after a  
14          use-of-force incident in which police shoot, kill, or  
15          otherwise harm a member of the public, conversations among  
16          officers cannot be recorded and cannot be used in  
17          disciplinary proceedings.

18          Recordings taken in violation of this policy may be  
19          unilaterally deleted by supervisors. Deletion is now allowed  
20          in a wider set of circumstances than is allowed under  
21          Illinois law and a wider set of circumstances than was  
22          permitted under CPD draft policy.

23          The U.S. Department of Justice found in its  
24          investigation of CPD that it was routine practice for police  
25          to fabricate a common story in order to escape accountability

1 for disciplinary violations. This is a core component of the  
2 so-called police code of silence.

3 The new contract undermines accountability and  
4 transparency by ensuring that important evidence of  
5 misconduct is never collected or meaningfully examined.

6 Second, Section 9.3(d) of the new contract allows  
7 officers to challenge suspensions of less than 30 days in a  
8 new people's court.

9 During these abbreviated hearings before a single  
10 arbitrator parties are now permitted to submit written  
11 materials. The arbitrator issues a final and binding ruling  
12 on the same day that oral arguments take place, and the  
13 decision is not reported to the public.

14 Paragraph 419 of the consent decree reads, "Holding  
15 public servants accountable when they violate law or policy  
16 is essential to ensuring legitimacy and community  
17 confidence."

18 The expedited arbitration system, misleadingly  
19 deemed "the people's court," does just the opposite. It  
20 ensures the decisions concerning officer misconduct happen  
21 behind closed doors before police-friendly arbitrators and on  
22 a consolidated time frame.

23 Third and finally, Section 8.10 of the new contract  
24 sets a time limit of 18 months for all investigations of  
25 officer misconduct. When an investigation takes longer than

1 18 months, parties must appear before an arbitrator, and the  
2 burden is on the City to show that there was a reasonable  
3 basis for the investigation to last this long.

4 If the City does not meet that burden, the  
5 investigation cannot continue, and the disciplinary case is  
6 dismissed.

7 Investigations that last more than 18 months are  
8 generally concerned with some of the most serious allegations  
9 of misconduct, and this provision allows officers to escape  
10 accountability based on a technicality.

11 Paragraph 423 of the consent decree requires CPD to  
12 conduct thorough investigations of alleged misconduct, a goal  
13 that is clearly hindered by the artificial time constraint  
14 imposed under the new contract.

15 In sum, the new FOP contract violates the text and  
16 the spirit of the consent decree and is antithetical to the  
17 goals of improving accountability and transparency.

18 It turns back the clock on substantial progress  
19 that has been made and hinders further progress from being  
20 achieved.

21 Thank you.

22 THE COURT: Thank you, Mr. Hallam.

23 Kenneth May.

24 (No response.)

25 THE COURT: Is Kenneth May with us?

1 (No response.)

2 THE COURT: Chris Javier.

3 MR. JAVIER: Good afternoon, your Honor.

4 THE COURT: Good afternoon.

5 MR. JAVIER: My name is Chris Javier.

6 I work for Chinese Christian Union Church, as  
7 previously mentioned by Abbey Eusebio from CASL. I've been  
8 working there for a year, but prior to that, I've been  
9 serving at the church basically my whole life.

10 So I live in the 11th Ward, Bridgeport area. And I  
11 work in Chinatown. So the Ninth District is the police  
12 station that I work most closely with.

13 As a member of the pastoral staff, we have worked  
14 on getting our church -- connecting our church to the  
15 community. One of the biggest stated community needs in  
16 Chinatown is the need for safety.

17 To that end, we have started safety walks. So  
18 going with CASL, going with CPD, we go door to door, and we  
19 knock on the doors of our neighbors to tell them about best  
20 practices, how to keep themselves safe, different safety news  
21 that's happening in the neighborhood, but also we want to  
22 hear from them.

23 Oftentimes the people in our neighborhood, they are  
24 telling us that they don't call 911. They don't trust  
25 calling the police, but it's not for reasons of abuse or fear

1 of police. Oftentimes the people that we have spoken to,  
2 they just fear that nothing is going to be done, or they have  
3 called before and nothing has been done.

4 An example I can give to you is, recently -- on our  
5 most recent safety walk we went to businesses. We talked to  
6 Chinatown businesses trying to encourage them to increase  
7 interactions. When they are getting robbed, when crimes are  
8 being committed on their property to call police.

9 They gave the example of one particular case that  
10 happened in our district. It was somebody who would  
11 consistently rob them, just take cash out of their tip jars  
12 or steal things from their restaurants.

13 They would call the police. They would -- the  
14 police would show up, and then nothing would happen. This  
15 person would show up the next day.

16 Finally there was a chase one day involving this  
17 person. This person broke an officer's finger, and this  
18 person was then apprehended, went to court, was gone for one  
19 month and then was back.

20 There are many problems that are happening in our  
21 community, some of them involving police. But I feel like,  
22 in Chinatown, language access has been one of the needs that  
23 we have done a decent job of meeting and that CPD has done a  
24 decent job of meeting.

25 And I know there have been a lot of complaints

1 today about things that need to be done better. I want to  
2 highlight one example of things that have been done well.

3 Five years ago, if you looked at CPD Ninth  
4 District, there was one person on the force in that district  
5 that could speak Mandarin, that could speak Chinese. Today  
6 there are nine. Out of those nine, there are two officers  
7 who are brass. One is a sergeant. One is a lieutenant.

8 So this has happened over the course of five years,  
9 and it's a picture of what happens when the police invest in  
10 the community but also the community participates and invests  
11 and cooperates with the police officers.

12 That has meant -- we were able to do that, we were  
13 able to increase those numbers because there are people in  
14 our community who worked with police, but not only that, they  
15 reached over into our community. They talked to young men  
16 and women, and they encouraged them to also -- to apply, to  
17 go take the police test, apply and go to the police force and  
18 work together, and then work for the force.

19 So I wanted to speak to that because I feel like  
20 that's something that we have seen a great benefit from,  
21 because even though there is a bit of hopelessness in  
22 Chinatown when it comes to these crimes, what we are seeing  
23 is, when we go door to door and they are seeing Chinese  
24 faces, people who can speak their language interacting with  
25 them, we do see an increase in, I hope, trust and



1 cooperation, but I also hope there is an increase in hope for  
2 our community. So I wanted to share that.

3 One thing I would like to share in terms of  
4 recommendation is, we have been sad to see officers who are  
5 language-equipped go up through the Ninth District, get a lot  
6 of experience, know the community well; but then once they  
7 looked for promotion, they are sent away. So I have asked  
8 officers about that.

9 My understanding is that that happens because you  
10 want them -- it could make a difficult situation if you are a  
11 superior over your peers who you grew up with or rose up  
12 with. But we are seeing that that has a detrimental effect  
13 because we lose limited officers who can speak the language,  
14 and then we are without people who are most experienced. So  
15 they are going away.

16 Luckily the sergeant that I was talking about, he  
17 was promoted. He went to another district and was able to  
18 return. That's not always guaranteed.

19 So the recommendation is, we would hope that there  
20 would be -- when it comes to promotion and to these higher  
21 positions within the district, we would hope that there would  
22 be a preference for officers that have language capacity  
23 meeting the needs of their community so that there is a  
24 higher chance of people promoting into those positions that  
25 can understand the community well and the language.

1 THE COURT: What you are saying makes all kinds of  
2 sense to me.

3 I think you were here -- were you here when I was  
4 speaking to Ms. Chan McKibben? The most important thing is  
5 to recruit people from across the spectrum to serve as police  
6 officers.

7 We often hear concerns about the way the police  
8 behave and concerns about groups that they are hard on or  
9 that they are unfair to. That's not acceptable under any  
10 circumstances. I don't want to suggest otherwise.

11 But I think one step toward a solution is to make  
12 sure that the people from these communities that have been  
13 victimized, that are fearful, that have been isolated, that  
14 they become part of the system by potentially going to the  
15 academy, joining the force, especially people with language  
16 capacity that would help them get groups over that mistrust.

17 So anyway, thank you. Very helpful.

18 I think next on our list is Biliah Mandela  
19 Castleberry.

20 Good afternoon.

21 MR. MANDELA: Good afternoon, your Honor.

22 It's Biliah Mandela.

23 THE COURT: Oh, Biliah. Okay. Thank you for  
24 telling me that.

25 MR. MANDELA: No problem at all.

1           So my name is Bilihah Mandela.

2           I am with the Community Renewal Society, a  
3 faith-based, community-organizing, social justice, and public  
4 policy organization, which is a part of the coalition.

5           I am 30 years old. I have been in Chicago for 24  
6 years, so most of my life. I wanted to share an experience.

7           About five months ago, I was pulled over by -- I'm  
8 sorry.

9           Walking back home to my apartment -- it's in East  
10 Garfield on the West Side of Chicago -- I was stopped by a  
11 police on the corner of my block, and four police popped out  
12 of a large SUV.

13           Upon exiting their vehicle, their hands were firmly  
14 placed on their firearms, and I was immediately questioned  
15 and told to get on the wall. I was frisked without consent  
16 and placed in cuffs until my identification was run through  
17 the system.

18           I walk this path almost every day back and forth to  
19 the store without any incidents. And I was absolutely  
20 shocked at the amount of force used for questioning one  
21 individual. I was indeed scared for my life.

22           When I asked what the issues were and the reasons  
23 for stopping me, I was met with authority, being told to be  
24 quiet or else I might actually be charged with something or  
25 something else.

1           Then I was given the time and time again story that  
2 has never really been concerned. When I asked, "Why did you  
3 stop me?" their story was, "You matched the description."

4           When the officers found nothing to arrest me for,  
5 they let me go, but I didn't get any documentation. I didn't  
6 get any explanation or an apology.

7           In our community of Black and Brown Chicagoans, we  
8 all happen to match the description, and that causes us to  
9 fear the police and the interactions that we have with them.

10          CPD -- when we have these encounters, it's a  
11 crapshoot on whether or not we will be arrested or shot or  
12 dead. In my role as a community organizer, I have spoken to  
13 many people in the community. As tough as it is to say, our  
14 stories are very similar, the unfair and degrading stop and  
15 frisk based on racial stereotypes that happens to me and  
16 happens to everybody else in the community, too.

17          A lot of the times it kind of feels as if it's  
18 normal, that this type of situation is something that  
19 continues to happen all day every day, but that's not really  
20 the case. It should never be that way.

21          We have charged the police department with being  
22 able to protect and serve us, but that doesn't always happen.  
23 This is why the Community Renewal Society stands with the  
24 fully realized consent decree, because we seek to effect real  
25 substantial change and keep CPD accountable. So I think this

1 is a priority for CPD to take now.

2 Thank you.

3 THE COURT: Thank you, sir.

4 One more time, Crista Noël or Marchon Williams or  
5 Robert Douglas, any of you with us, or Kenneth May?

6 (No response.)

7 THE COURT: All right. Anybody not listed who  
8 wanted to make a statement?

9 UNIDENTIFIED MALE: Your Honor, there is one.  
10 Darlene Ivory. She wasn't able to make the deadline, but she  
11 is here and would like to make a statement.

12 THE COURT: That would be fine.

13 You are welcome to step forward. Make sure we get  
14 your name for the record.

15 MS. IVORY: Good afternoon, your Honor.

16 It's hard for me to speak out because my kids don't  
17 even want me here, but if I'm going to fight for justice, I  
18 have to be here.

19 THE COURT: You need to state your name.

20 MS. IVORY: Darlene Ivory.

21 THE COURT: Thank you.

22 MS. IVORY: In 2019, I called the police. And the  
23 reason why? Because my son is diagnosed with bipolar.

24 And so they told me to go in the room and get my  
25 ID. I have to prove that I'm his mother.

1           So I said, "Okay." I went in the room, got the ID.  
2           When I come back, blood everywhere. I'm like,  
3           "What happened to you?"

4           "The police just beat the hell out of me, Mom, and  
5           told me to" --

6           I said, "I didn't call them to beat you. I called  
7           them to help you with the situation that was going on here."

8           Blood was everywhere. I said, "Let me take you to  
9           the hospital."

10          And I asked the police, "What happened?" They just  
11          left out my door and gave me no answer.

12          So I told my son, "Let me take you to the  
13          hospital."

14          He said, "I'm not going. It's no justice out here,  
15          Mom. The police get away with killing us every day. If I  
16          speak, I'm going to be a dead Black man."

17          And I said, "Son, if you don't speak, then how can  
18          we have peoples that's going through this?"

19          "Mama, you trust the police in our house. It's  
20          your fault that this happened to me."

21          I said, "If we can't trust the police, who can we  
22          trust? Who else can I call when stuff going on, and I don't  
23          know what to do with it 'cause you bipolar?"

24          And he said, "Mama, you always used to call God and  
25          Jesus. Call God and Jesus because we more safer."

1           The police told me not to say a word. They better  
2 not get a call to this story. And I didn't call, because my  
3 son said he's not telling nothing, because when he dead on  
4 the streets, then I'm gonna be burying my child. And it's a  
5 shame.

6           So another situation happened with my daughter. So  
7 she got hit by the police, too, and wind up going to jail for  
8 it, and she disabled.

9           So it's so many situations of stories that I done  
10 been in with the police. But, you know, I fought that with  
11 my daughter. She wind up being guilty for protecting herself  
12 from the police, snatching her out the car, hitting her. And  
13 she on probation for protecting herself.

14           She thought the police -- when he said, "Get out  
15 the car," she thought the police said, "I'm about to rape  
16 you." So that's what she thought in her head. So she didn't  
17 know.

18           So the police need to be trained how to deal with  
19 the disabled kids, because I'm tired of the police killing  
20 our kids, all colors. I'm standing for every color out here.  
21 I stand for all colors matter.

22           So I'm just very upset that we don't get a chance  
23 to get the police help.

24           And I've been here before. Ain't nothing done  
25 about these polices hitting my disabled daughter. So now she

1 said, "Mama, if you get shoot in your head, I'm not calling  
2 the police because I'm scared of them."

3 She traumatized from the police, and they supposed  
4 to be serving and protecting us.

5 If we can't depend on the police, who can we depend  
6 on, your Honor? I'm asking you.

7 And I'm begging you for all the disabled kids out  
8 here, that everybody that been hurt by the police, please get  
9 us justice. We need it. We need help out here because if  
10 you don't, it's going to be so many colors dead. And I'm  
11 saying all colors gonna be dead.

12 Thank you, your Honor, for hearing my story. It's  
13 hard for me to even tell these stories. Thank you.

14 THE COURT: Thank you, Ms. Ivory.

15 Are there others here who are waiting to be heard?

16 (No response.)

17 THE COURT: All right. Any final statements from  
18 the monitor?

19 MS. HICKEY: Yes, your Honor.

20 I just wanted to thank the community members very  
21 much for coming here today and providing your thoughtful  
22 comments.

23 I wanted to really give extra thanks to young Peter  
24 Mendez for coming and telling his story to make sure that  
25 other children do not have to face what he faced. He showed



1 great bravery coming here today.

2 Thank you.

3 THE COURT: All right. I too want to thank all of  
4 you. Some I have seen before. Some of you are new to the  
5 process. But everyone here is welcome. Your voices are  
6 important, and we do want to hear from the community.

7 We aren't able to solve these problems. And as  
8 Ms. Young points out, it's taking too long, but we are  
9 working on it. I am going to continue working on it. I hope  
10 all of you will be joining us in that effort in recognizing  
11 that we need not only your patience, but we need your good  
12 ideas, and we need your thoughtful concerns. So thanks for  
13 being with us this afternoon.

14 Mr. Slagel.

15 MR. SLAGEL: Your Honor, on behalf of the City, I  
16 also want to thank everybody for their contributions today.  
17 We very much appreciate these sessions and hearing from the  
18 community.

19 Your Honor, I just wanted to make one point.

20 THE COURT: Sure.

21 MR. SLAGEL: That is with regard to our coordinated  
22 multiple arrest policy, it doesn't overrule or take out of  
23 place the existing First Amendment policies, the reporting  
24 policies for uses of force.

25 We look forward to whatever comments are provided.

1 There is a process for providing comments. We extended the  
2 period for comments to be provided, and have not -- this is  
3 the first we heard today that there were objections that  
4 would be filed. And we just note that the objection process  
5 is provided for in the consent decree, and filing with the  
6 Court is not the first step in that process.

7 Thank you.

8 THE COURT: All right. Thanks.

9 Although it wasn't mentioned earlier, let me just  
10 point out that we do have members of the police force who  
11 have been here and have been listening respectfully all  
12 afternoon.

13 Ms. Bass Ehler, you wanted to make a comment?

14 MS. BASS EHLER: Yes, your Honor. I did want to  
15 address the public.

16 Thank you so much for coming. I know that for many  
17 of you this is not your day job, but this is your day and  
18 night and waking, sleeping, every moment of your day job, but  
19 it's not one that you are necessarily here and paid for to  
20 do.

21 So we thank you for taking the time. We thank you  
22 for taking the time off work to be here and share your truth  
23 and your stories with us. It helps us keep momentum going on  
24 the consent decree that, yes, is five years on. And we are  
25 continuing to push to make that reform a reality.

