

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

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STATE OF ILLINOIS,)	
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Plaintiff,)	Docket No. 17 C 6260
)	
vs.)	
)	
CITY OF CHICAGO,)	Chicago, Illinois
)	May 14, 2024
Defendant.)	1:00 p.m.

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

APPEARANCES:

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1 APPEARANCES (Continued:)

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Also Present: Steve Rickman
Associate Monitor for Community Policing

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Commander Karla Johnson
Office of Community Policing

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

3 THE COURT: All right. We have got our meeting --
4 our monthly meeting this afternoon. I'm just going to
5 quickly walk through the agenda, and then we will hear
6 opening remarks from the monitor and the associate monitor.
7 We are going to be hearing those remarks, and then we will
8 hear a response from the Office of the Attorney General and
9 then also from the City; and if we have a few minutes, we
10 will have -- and some interest, we will hear from the
11 coalition parties who are here. And then, we will have a
12 very brief moment for some closing remarks from the parties
13 and then from the monitor.

14 So I think we will go ahead and get started. I
15 know that the monitor has some opening remarks that she is
16 prepared to make.

17 MS. HICKEY: Good afternoon, everyone.

18 And thank you, your Honor. And thank you for
19 convening us here today for our monthly status hearing
20 regarding the City and CPD's progress with the requirements
21 of the consent decree.

22 Today we will focus on the "Community Policing"
23 section of the consent decree. The requirements in this
24 section are crucial to effective and community-oriented
25 policing in Chicago.

1 As the consent decree notes, "Strong community
2 partnerships and frequent positive interactions between
3 police and the members of the public making policing safer
4 and more effective, and increase public confidence in law
5 enforcement."

6 Moreover, these partnerships allow police to
7 effectively engage with the public in problem-solving
8 techniques, which include the proactive identification and
9 analysis of issues in order to develop solutions and evaluate
10 outcomes.

11 The IMT continues to encourage the CPD to implement
12 fully the consent decree's community policing requirements,
13 which will ultimately promote public trust and confidence in
14 policing in Chicago.

15 Our associate monitor for community policing, Steve
16 Rickman, will talk a bit about what the City and the CPD have
17 accomplished regarding community policing and the challenges
18 they face to reach full compliance with the remaining
19 requirements.

20 I will now turn it over to Steve Rickman.

21 MR. RICKMAN: Thank you, Maggie. And thank you,
22 your Honor. And thanks to everyone at this hearing today.

23 I began my career as a community organizer in
24 Washington, D.C., where I later served in local government as
25 the public safety coordinator and director of the district's

1 Homeland Security and Emergency Management agency.

2 I moved on to the U.S. Department of Justice as a
3 member of the Senior Executive Service managing crime
4 prevention programs across the country dedicated to building
5 partnerships between local government and community
6 stakeholders.

7 I have nearly 12 years of experience as an
8 independent monitor as set in community policing, and in
9 addition to here in Chicago, also serve as a community
10 policing monitor in Albuquerque, New Mexico.

11 The "Community Policing" section of the consent
12 decree requires a wide range of activities, including the
13 operations of the CPD's Office of Community Policing,
14 developing community-driven strategies and processes,
15 engaging in nonenforcement contacts with the community,
16 empowering the community to provide input on policing
17 practices, developing and maintaining community partnerships,
18 and improving CPD's interactions with you.

19 The consent decree requires the CPD to -- I
20 quote -- "ensure that its community policing philosophy is a
21 core component of its provisions of police" -- policing
22 services.

23 As a department philosophy and not just a program,
24 community policing should ideally be embraced and practiced
25 by every CPD officer. Efforts to hold special units and

1 specialist officers accountable are laudable but just steps
2 toward maturing the philosophy of community policing
3 departmentwide.

4 A department grounded in community policing
5 principles allows considerable time for all police officers
6 to engage in more meaningful nonenforcement interactions and
7 problem-solving activities and to build community
8 partnerships to expand crime prevention resources and improve
9 community safety.

10 The philosophy of community policing also promotes
11 broader citywide strategies that involve other city agencies
12 and partner entities.

13 Community policing principles also encourage city
14 residents to contribute to the coproduction of community
15 safety by attending beat and district advisory council
16 meetings, community conversations, forums to inform strategy
17 development process, and public hearings to make sure their
18 voices are heard.

19 Thus far, the City and the CPD have made
20 significant progress in updating many of the policies
21 pertaining to the "Community Policing" section; most notably,
22 those governing the community-driven strategy development
23 processes, community partnerships, processing of juvenile
24 arrestees, and most recently, police interactions with youth.

25 The CPD also revamped and updated training in the

1 basic community policing practices, including working with
2 community stakeholders, problem solving and training,
3 addressing arrestee processes to ensure arrestee rights.

4 The CPD has also established a strategy development
5 process that includes both crime reduction and community
6 engagement strategies in all 22 districts.

7 As part of that process, the CPD hosts community
8 conversations in each district where community members have
9 an opportunity to provide input in identifying crime
10 reduction and community engagement priorities.

11 The city is also having city agencies identify ways
12 in which they can support community safety goals and
13 encourage increased coordination and efforts to do so.

14 Moving forward, much work remains to be done to
15 implement these revised policies and trainings and hold
16 officers accountable to the philosophy of community policing.

17 First, the City and the CPD needs to develop and
18 implement an overarching community engagement strategy. This
19 overarching strategy should address broadening opportunities
20 in enhancing ways in which community members and stakeholders
21 can provide meaningful input and take more ownership in how
22 the CPD serves its community.

23 The strategy must encompass community input in
24 policy formulation, training, and ongoing community policing
25 practices, such as problem solving.

1 The strategy should also cover community engagement
2 in recruitment, accountability, and resource utilization.

3 Most importantly, the strategy should address the
4 CPD's efforts to create, maintain, and expand partnerships
5 with community-based organizations to leverage these
6 resources in achieving community safety goals.

7 The CPD and each of its districts will be
8 developing community policing plans. It is critical that
9 community members have a significant input in this planning
10 process.

11 These community policing plans must also address
12 harmonizing its community policing activities, including but
13 not limited to CPD's Alternative Policing Strategy, better
14 known as CAPS; its neighborhood policing initiative; and the
15 responsibilities of district coordination officers; and
16 identify ways for all CPD officers to greatly expand in
17 nonenforcement contacts and problem-solving activities.

18 Finally, supervisors must hold officers accountable
19 for community policing across the CPD operations.

20 The IMT thanks the Court for the opportunity to
21 cover progress and the remaining challenges in implementing
22 the community policing requirements in this consent decree.

23 And now back to Maggie.

24 MS. HICKEY: Your Honor, I will return it back to
25 you. Thank you.

1 THE COURT: Thank you.

2 And thank you very much, Mr. Rickman. That was
3 useful.

4 I think what we are going to do is hear next from
5 the OAG. You will hear remarks about what we just heard and
6 where we stand on the whole initiative regarding community
7 policing.

8 MR. LOWRY: Can you hear me?

9 THE COURT: Yes, I can. Thanks.

10 MR. LOWRY: Thank you.

11 First, good afternoon, your Honor, and to all
12 members of the community who are joining us here today.

13 My name is Bill A. Lowry, Jr., and I'm an Assistant
14 Attorney General with the Illinois Office of the Attorney
15 General.

16 I'm here to speak to you today about the current
17 status and progress of the Chicago Police Department's work
18 on accomplishing goals of community policing set forth in the
19 consent decree.

20 Your Honor, for a little context, the "Community
21 Policing" section of the consent decree, while one of 11
22 total sections, is the first section where (audio
23 interruption) in the decree.

24 So, in fact, when creating the consent decree, CPD
25 and the City of Chicago first and foremost committed to

1 constitutional and effective law enforcement, respecting the
2 rights of people in Chicago, building trust between officers
3 and the communities they serve, and promoting community and
4 officer safety.

5 So, your Honor, in that way, the community and the
6 people were the top priority in foundation of this decree.
7 Ultimately we hope that, by achieving the purposes of the
8 community section, it will make positive interactions between
9 officers and members of the community so that everyone, from
10 the youngest to the oldest among us; from the South Siders,
11 the West Siders, East Siders, and even North Siders; no
12 matter if you are a student, teacher, community organizer, or
13 a police officer yourself, you can go about your day, take
14 care of what you need to take care of and get home to your
15 family safely.

16 So to do that, together we must work and take a
17 look at where we stand. And that's why it's important we are
18 here today.

19 So today I will focus on three areas where CPD has
20 made progress, your Honor, in community engagement centered
21 around Chicago's youth, language and information that will
22 guide the future of community policing.

23 I will also focus on three areas of engagement
24 where the Office of the Attorney General believes there is an
25 opportunity to obtain better results moving forward. That

1 includes comprehensive feedback following officer
2 interactions, the community's role in crime prevention, and
3 development of a more directed and comprehensive community
4 engagement plan. So that's the focus for today.

5 Now, first we want to highlight CPD was able to
6 publish their updated interactions with the youth and
7 children policy at the end of 2023, as Monitor Rickman
8 (inaudible).

9 This is a crucial step forward in leading the
10 requirements of Paragraph 32 and 33 of the consent decree. A
11 formal publication means that we can now do robust training
12 and implementation.

13 So while it may have been a long road to get here,
14 we encourage CPD to keep the momentum on its policy going
15 forward by making training implementation a top priority so
16 we have substantive changes and protections for our most
17 important population, which is our kids and our people here
18 in the city.

19 Secondly, we want to note CPD's, again, efforts to
20 improve their language access services, which is very
21 important. Chicago is home to many different languages and
22 dialects, as we know, which makes it a crucial foundation of
23 part of engaging with the community.

24 So CPD recently fully activated and rolled out
25 their LanguageLine translation application from a limited

1 pilot program to now a citywide functioning accessible to all
2 officers.

3 We hope that the widespread availability and use of
4 this technology will directly address requirements of
5 Paragraph 64 but also support Paragraph 28 as officers use
6 this application as a tool to help serve the limited English
7 proficiency communities in Chicago.

8 We also encourage CPD to take the next steps to
9 make sure officers are trained on that technology but also
10 that they continue to develop an additional secondary program
11 to professionally certify multilingual officers as official
12 interpreters so that members of the community know that their
13 language of choice is not an obstacle to them getting
14 resources and also that if an officer is helping translate,
15 they know that officer is qualified and invested in that
16 translation service.

17 Lastly, your Honor, we want to highlight CPD's work
18 to increase the ability to analyze and use data about Chicago
19 communities. (Audio interruption) by their partnership with
20 an outside company, your Honor, called Zencity. They manage
21 and track community engagement responses to survey questions
22 that are sent out to the people of Chicago regarding their
23 sentiment about police. And they recently added new
24 questions designed to assess and measure sentiment around
25 procedural justice, which is key for community policing, for

1 non-emergency situations with officers or officer
2 interactions for communities individually but also
3 individuals themselves.

4 So that is made up of five core procedural areas,
5 your Honor. That's safety, fairness, respect, speech, and
6 transparency. Those are the new focuses of these questions
7 to get back and see how the community feels about those
8 things. And the dashboard is available to the public to look
9 at the trends and look at the data as it goes and is updated.

10 Further, that data is aligned with other major city
11 standards so that CPD can compare and see where we are
12 excelling in Chicago and where work still needs to be done by
13 comparison to other major cities.

14 And lastly, that new application helps to identify
15 trends and patterns both in the short- and long-term,
16 including at the individual and district level. So that
17 means that, your Honor, it's not identifying just trends in
18 Chicago. I can look at the specific neighborhood or the
19 specific area or a specific demographic and see where they
20 are in terms of the sentiment, which is incredibly helpful to
21 identify where and what's needed.

22 Now I want to turn our collective attention to
23 areas that we still believe require some work to meet the
24 principles and the standards required by the consent decree,
25 this Court, as well as the people of Chicago.

1 So first, CPD has made progress building upon and
2 expanding avenues for data collection, as I said. And there
3 is still a lot of work to be done in increasing those tools
4 for collecting data that is fully representative of the full
5 community and its diverse identities.

6 We understand the difficulties that can come with
7 long-term community engagement, whether it's burnout or
8 attrition or repetition, but this still remains the best way
9 to reach people and then create effective outcomes.

10 So ideally, as we think about what types of
11 engagement or what our engagement looks like moving forward,
12 it may exhibit some of the following things, and that's that
13 when you have a request of somebody for feedback on CPD or
14 whatever the case is, that it wouldn't first be done through
15 an unprompted, unfamiliar code approach via ad on social
16 media, but instead the first point of contact with somebody
17 would be to inform them of the importance and the need for
18 feedback of CPD as part of a larger awareness campaign that
19 is conducted or facilitated by entities that are already
20 established, familiar, and trust the sources within the
21 community so people know what's going on. And that way, that
22 ad asking for feedback or asking for questions is a secondary
23 point of contact to build upon what they already know.

24 Secondly, maybe ideally feedback would also be able
25 to be given in situations where it's not just after an

1 immediate or unexpected interaction with the police that
2 people have every day, situations that may be in the heat of
3 the moment or a person may be overwhelmed or inclined to feel
4 a certain way they may not normally feel.

5 Those are some of the different things we look for
6 in terms of community interaction.

7 To further accomplish these goals, your Honor, we
8 want to make sure CPD prioritizes resource allocation within
9 the Department to make sure they have the most effective
10 technologies and mediums of communication available.

11 This means placing a high importance on improving
12 data and programming capabilities, as well as upgrading
13 internal software where it needs so that people who rely on
14 the data can quickly identify and fix any points of weakness
15 in the process, and it ultimately will make their jobs easier
16 to enact the changes, to make it more streamlined, accurate,
17 and successful for everybody.

18 The other thing we want to focus on with getting
19 this better feedback overall is to have the Department build
20 up its already existing communities that include your
21 district advisory councils, your youth district advisory
22 councils, and then the different beats within Chicago.

23 By implementing specific guidance, organization,
24 reporting requirements, and data collection for those groups
25 to making sure that's in alignment, that additional

1 reinforcement can make sure they are coordinated and
2 purposeful in advancing the goals of community policing at
3 the local level by being a convenient and familiar outlook
4 for people to voice their concerns or their thoughts or their
5 feedback, and then in terms of getting overall more feedback
6 that's represented overall from the community.

7 We want to keep in mind (unintelligible), your
8 Honor. And the reality is, people want their voices heard,
9 but people have many ongoing daily concerns or needs. There
10 are roadblocks that prevent them from engaging in
11 (unintelligible). I know I'm tired at the end of the day
12 sometimes, and I just want to go home. So I get that. That
13 is why the value, the time, and resources either spent or
14 gained from giving input must be weighed against the time
15 taken to be in that process and give back.

16 So we urge CPD and its partners to submit time and
17 resources to strategize to implement new meaningful and
18 impactful incentives so everybody, no matter who you are, you
19 are getting some real benefit and encouragement for giving
20 your time. They become invested and engaged with that
21 feedback process. And ultimately CPD will have higher
22 quality information to make those informed decisions that
23 produce outcomes that are readily observable on the ground to
24 everybody.

25 The next thing I want to talk about is the

1 community's role in policing -- excuse me -- in
2 crime-fighting strategy.

3 So we know that Chicago is not just one specific or
4 one thing. It varies from block to block, street to street,
5 district to district. So a one-size-fits-all approach will
6 not work when dealing with crime.

7 While officers are trained in some of these
8 strategies, at the end of the day, it's the people living in
9 those communities who know their neighborhoods in a much more
10 real and personal way. So having them bring a unique and
11 fresh perspective, out-of-the-box ideas can often be
12 something that's the key in terms of advancing crime-fighting
13 strategies.

14 So we ask that CPD move forward -- to move forward
15 with compliance and help meet the principles of Paragraphs 8
16 and 9, as well as paragraph requirements of 15, 18, and 47 to
17 engage in problem-solving discussions and getting ideas from
18 the community about how to address specific unique issues.

19 Ultimately we hope this will increase the
20 community's trust, strengthen those connections, and again,
21 increase overall effectiveness of the engagement that CPD is
22 doing and the time that they are taking.

23 Lastly, your Honor, we want to focus on the
24 community engagement process overall in a big picture
25 perspective. That's why we're here. We want to lift up the

1 areas where CPD has shown strength in community engagement.

2 While we have seen some of that in their work with
3 different outside groups, like the Chicago Hearing Society as
4 it created their upcoming policy for interactions with
5 persons who are deaf and hard of hearing and deaf/blind, we
6 encourage them to continue that type of networking with other
7 groups and impacted community members on other policies that
8 will be forthcoming as well.

9 That will require them to have an organized system
10 for tracking their contacts; those contacts' preferred roles
11 in the engagement process, whether it be policy review, event
12 collaboration, or just resource exchange; and then, CPD
13 continue to report and track what comes out of those
14 engagements so they can replicate it and build upon it in
15 future engagements.

16 Second, it will require CPD to show that the
17 policies that impact multiple groups of people, that they are
18 engaged in those groups of people across the board and
19 getting feedback from everybody that these policies touch.

20 Ultimately, when CPD does give input, we want to
21 make sure that they are highlighting and closing the feedback
22 loop about what they got from the community feedback and
23 where it was put into the policy or in the training, whatever
24 the case may be. That way there is a real return on
25 investment for community groups, and it provides those groups

1 a more tangible update to share amongst their members and
2 their groups.

3 Also, looking forward for overall engagement, we
4 hope that there is continued progress regarding Paragraph 28
5 to have a public -- annual public awareness campaign that is
6 clear, informative in its messaging; and then also continued
7 momentum on the digital resource guide, which is going to be
8 forthcoming, to get that into the hands of the community; and
9 also officers to commit referrals to areas that maybe are
10 outside of policing -- mental health, substance abuse, those
11 types of things -- so they can send those to the experts.

12 And last, we want to encourage CPD's continued
13 progressive efforts to just share information and resources.

14 Your Honor, being here is a privilege and an honor
15 for me and our office. But the reality is that a lot of
16 folks are busy. They have work. They have school. So it's
17 important to continue to share information and get that into
18 the hands of the people the other three weeks, six days, 20
19 to 22 hours, depending on the length of the hearing, of the
20 month so that everybody knows what's going on.

21 Your Honor, members of the community, I want to say
22 it's no secret that Chicago is home to one of the most
23 diverse populations of people in the world. It's that
24 diversity of thought, culture, community that makes Chicago
25 unparalleled with any other city in the world. We see that

1 from our foods via the Taste of Chicago; diverse music
2 tastes, whether that's Lollapalooza, Chosen Few, or even
3 Jazzin' at the Shedd; or mini festivals that we're about to
4 start up from all the different amazing neighborhoods from
5 Andersonville Midsommarfest all the way up North to Hyde
6 Park's Fest all the way on the South Side and everything in
7 between.

8 Chicago is a result of diverse groups coming
9 together in a unified identity under one city. We know it's
10 not always easy to do that. But to be fair, your Honor,
11 achieving something that great rarely is easy.

12 So our hope is that through hard work,
13 communication, and collaboration, all the parties involved in
14 this engagement, as well as from your stewardship, your
15 Honor, and the court, we will be able to create a
16 self-sustaining, self-evaluating system of constitutional
17 policing and a solution-oriented community engagement that
18 not only supports but strengthens the communities of Chicago.

19 Thank you, your Honor.

20 THE COURT: Thank you very much, Mr. Lowry.

21 All right. I think we are ready, then, to hear
22 from the lawyers for the City as well. Correct?

23 MR. SLAGEL: Yes, your Honor. Allan Slagel.

24 Commander Karla Johnson from the Office of
25 Community Policing is going to be doing a presentation today.

1 So I will turn it over to her.

2 COMMANDER JOHNSON: Good afternoon, everyone. Can
3 you hear me?

4 THE COURT: Yes, I can.

5 COMMANDER JOHNSON: I would like to share my screen
6 first. Let me try to -- please let me know if you can see my
7 screen.

8 MS. HICKEY: Yes, but you may want to put it in
9 presentation mode.

10 COMMANDER JOHNSON: Okay. Let me see how to do
11 that.

12 MS. HICKEY: I think if you go up to "Slide
13 Show" --

14 COMMANDER JOHNSON: Okay.

15 MS. HICKEY: -- at the very top, the bar that
16 says -- where it says, "Home, Insert, Design" -- if you go
17 over to "Slide Show" after "Animation" -- go up.

18 COMMANDER JOHNSON: Okay. Hold on. You said go
19 to --

20 MS. HICKEY: There you go. Keep going over. Do
21 you see where it says "Slide Show"? So one, two, three,
22 four, five over from --

23 COMMANDER JOHNSON: Right here (indicating)?

24 MS. HICKEY: No. Yeah, I think that will work,
25 too.

1 COMMANDER JOHNSON: Is that it? Is that better?

2 MS. HICKEY: Yep. That will work, too.

3 COMMANDER JOHNSON: Okay. Okay. Thanks. Perfect.

4 Good afternoon, Chief Judge Pallmeyer. I am
5 Commander Karla Johnson of the Office of Community Policing.

6 I'm going to provide you with a brief overview of
7 the Office of Community Policing, some of our successes, our
8 challenges, and our goals for this year.

9 Superintendent Larry Snelling had planned on
10 attending the hearing today. He is actually in DC for the
11 National Police Memorial, as I am in DC as well. He had some
12 other commitments he needed to attend on behalf of the Gold
13 Star family members, but I wanted -- of the Chicago Police
14 Department, but I wanted to ensure that you knew that he is
15 committed to the philosophy of every officer is a community
16 policing officer.

17 I would like to start by sharing my background with
18 you before I get started, your Honor.

19 I have 21 years with the Chicago Police Department.
20 I started off working in Englewood, the 7th District and the
21 4th District, South Chicago.

22 I was an evidence technician that processed crime
23 scenes. And then I became sergeant of police where I worked
24 in the 3rd District, Grand Crossing, as well as human
25 resources where I handled personnel matters for sworn and

1 nonsworn members.

2 And then I was a lieutenant where I worked in our
3 Crime Prevention and Information Center, which is a fusion
4 center, one of 75 fusion centers across the country that
5 receives as well as provides information -- realtime
6 information on events that occur throughout our city, the
7 state, and the country.

8 I then was a lieutenant in the Office of
9 Superintendent. And then I was promoted to commander of the
10 Office of Community Policing in September of 2023.

11 I'm a lifelong resident of Chicago as well.

12 Your Honor, if you have any questions through this
13 presentation, please feel free to interrupt me.

14 So currently our unit has 62 department members.

15 THE COURT: Hold on. I'm sorry. I'm sorry. I
16 have got to turn that off. I don't know why that's
17 happening.

18 Okay. Sorry. Go ahead.

19 COMMANDER JOHNSON: That's okay.

20 So currently our unit has 62 department members in
21 the Office of Community Policing -- 51 nonsworn and 11 sworn
22 members.

23 Our unit is like the central pillar to all the
24 districts in the community policing offices of the 22
25 districts. So we continuously work toward cultivating,

1 community building, and problem solving across the city.

2 So our District Strategic Plans involve two main
3 areas.

4 And before I get started, I want to explain to you
5 our unit successes. Some of the policies are District
6 Strategic Plans, community partnerships, District Advisory
7 Committee, and interactions with youth and children. I then
8 am going to touch on the digitized resource guide.

9 So with problem solving priorities and community
10 engagement priorities, those are the two main areas of our
11 District Strategic Plans.

12 The reason behind the District Strategic Plans is
13 to gather input from community members who reside in that
14 district, that specific district, which includes a
15 representative sample of various communities and populations
16 within that district.

17 Community members are then involved in
18 problem-solving strategies that reflect the needs of the
19 district.

20 All the districts are similar in regards to the
21 type of incidents that occur, but also the districts are --
22 due to them not having the same major crime concerns, they
23 are very distinct, too.

24 So the District Strategic Plans list the major
25 crime concerns and identify the crime reduction strategy and

1 the types of resources that might be needed, such as CPD
2 resources, City agencies, and community-based resources.

3 The development of the District Strategic Plans
4 comes from information that's collected with our community
5 conversations, our beat meetings, and a District Advisory
6 Committee meeting.

7 The true significance of community engagement when
8 it comes to the Chicago Police Department is building trust
9 and listening to community members and working together to
10 build safe communities and reducing violent crimes.

11 Our community conversations involve two large
12 community meetings.

13 The first one -- the first community conversation
14 involves gathering community input. And that's sort of
15 created in a World Café method, which involves, like, a safe
16 space for everyone.

17 District personnel and community members, they will
18 meet to discuss the goals and crime reduction strategies.
19 This involves enforcement as well as nonenforcement
20 strategies.

21 The second community conversation is called
22 soliciting community feedback. And that comes from the first
23 community conversation they had. And this is involving Open
24 Space Technology, which is a meeting, which is a format of
25 information that's constantly evolving. So it's not a

1 planned meeting.

2 So they present the plan to the community for
3 feedback. Beat community meetings involve an exchange of
4 information to identify chronic crime as the sort of
5 problems.

6 So a particular district may have so many sectors
7 in that district. And from those sectors, they have
8 different beat meetings, beat areas. And from there, that's
9 where they have beat community meetings.

10 District personnel and community members attend,
11 and they talk about -- discuss announcements, identify
12 problems, provide data on crime stats necessary, and get
13 progress updates.

14 Each beat meeting hosts a minimum of six beat
15 community meetings a year in that particular beat.

16 So for District Advisory Committee meetings, these
17 members meet with the district personnel to discuss and
18 identify issues that are involving crime and disorder. They
19 also help to develop the District Strategic Plans.

20 And the committee chair for the District Advisory
21 Committee, he meets -- they meet with the district commanders
22 on a regular basis to discuss and identify effective district
23 level crime reduction strategies.

24 From there, our annual District Strategic Plans is
25 created. It's finalized and approved by that district

1 commander or the command staff and staff of Community
2 Policing. It's then posted on the website for all community
3 members and stakeholders to view.

4 Additionally, a quarterly progress report is
5 completed by the district, and that's submitted to the chain
6 of command also. And this quarterly progress report informs
7 the community members on any updates or new strategies that
8 the district is implementing.

9 So identifying problem solving priorities, it helps
10 establish community engagement priorities.

11 When it comes to community engagements, there are
12 areas where we can improve -- where the Office of Community
13 Policing and the district department can improve in regards
14 to gathering more input from community members on policy and
15 in reaching our target audience.

16 Representation and having more voices in the
17 community is needed. We understand that. So we are working
18 hard to reach our target audience through Zencity surveys.
19 And these surveys are -- they work to add -- we are currently
20 working with these surveys to add more questions to them to
21 get more community input.

22 We are also currently working towards increasing
23 our Youth District Advisory Committee membership. The DAC or
24 the YDAC, the Youth District Advisory Committee, members,
25 they are a liaison between the community and the district.

1 So the district works with our youth liaison
2 officers, who are actually assigned to the district community
3 policing officers, in helping to receive more input from
4 youth and young adults.

5 Community partnerships. Chicago Police Department
6 is committed to working with the community to build trust and
7 work toward positive solutions.

8 Our office is in the process of developing an
9 in-service training for all department members.

10 So Superintendent Snelling's philosophy that every
11 officer is a community policing officer will not just be a
12 quote repeated throughout the Department by Department
13 members, but it will actually allow members and give them the
14 appropriate skills and knowledge and communication skills and
15 resources to provide that information to the citizens in the
16 community.

17 From this, a community partnership template has
18 been developed by our office, and it will be used by district
19 community policing office personnel.

20 What's helpful about this form is, it's going to
21 ask, what's the purpose of this partnership -- this community
22 partnership? Is it formal or informal?

23 What other district does this organization serve?

24 What's the true relationship between this district
25 and this community partnership?

1 And what type of goals will be achieved from this
2 partnership, as well as what challenges are from this
3 partnership?

4 So with all these questions listed in this form, it
5 allows the district to assess the true value of this
6 partnership so you are not just having partnerships for the
7 sake of having partnerships.

8 There is also going to be a place for note-taking.
9 And discussions will be held so that fresh information can be
10 documented at that time and written down. So we believe this
11 form will create uniformity and compliance throughout all the
12 districts.

13 We also started focus groups. These focus groups
14 are being held with the community policing sergeants and the
15 community organizers to help discuss this template and get
16 feedback from this template.

17 So once we receive -- finish our focus groups, we
18 will finalize this form so it will be ready to be submitted
19 for approval, training, and training to all the district
20 community policing office personnel.

21 This form will also be audited by our office on a
22 quarterly basis so this information can be provided in our
23 annual report that we submit.

24 So this form is an important feedback loop that we
25 talk about for evaluating community partnerships.

1 Interactions with youth and children.

2 Why do we need a policy like this? Well, this
3 policy is here to give officers a much more broader level, a
4 perspective when they encounter youth, not just as offenders
5 or suspects for a crime, but as witnesses and victims and
6 people who are in crisis.

7 So these interactions will not just be law
8 enforcement situations. They will be nonenforcement
9 situations, too, to understand that, when we talk about
10 children, we are talking about children under the age of 13,
11 and for youth and young adults, to age 13 to 24.

12 This will help officers to be mindful of the
13 perception that youth and young adults have when they
14 encounter officers and the responses they have and to
15 understand that these responses are not the same as the
16 responses that we receive from adults.

17 It also helps them to understand that with their
18 first encounter with the police and the Department and how
19 that is going to leave a lasting impression, to think about
20 that, how they perceive the police department and the justice
21 system.

22 We are always going to keep in mind that officer
23 safety and public safety is going to be a priority, but it
24 helps them to understand their level of thinking when they
25 respond to youth.

1 And it's so important to make sure that we create a
2 safe space for them and that we listen more to them and
3 observe their actions and how they respond more.

4 Another component of this is to remind officers
5 that there are referrals to the district community policing
6 offices and introduce them to community partnerships that we
7 have and engagements, counseling services, educational
8 information, and maybe mental health services.

9 So now the discussions are being started for
10 implementation of this policy through department training.
11 So this training is a critical piece to moving forward and
12 understanding the different alternatives that officers have
13 as opposed to just arrest and court referrals.

14 This will also help to broaden our youth
15 participation as we move forward to expanding our youth and
16 young adult engagements.

17 Digitized resource guides.

18 Digitized resource guides are being created, and
19 they will be available soon for all department members to
20 utilize through all our CPD networking, our intranet, our
21 tablets, the computer that they have in their vehicle --
22 department vehicle -- as well as on their phone.

23 This information will have City agency information,
24 hospitals, schools, and community partnerships in a
25 particular district. So it's not just a law enforcement

1 service being provided, but it's community service.

2 And this will definitely be extremely beneficial to
3 new probationary police officers, as well as officers that
4 transfer from one district to another.

5 So, your Honor, if I could provide a scenario of an
6 example of an officer that's on routine patrol having an
7 interaction -- positive interaction with citizens that may
8 start discussing with them something that's nonlaw
9 enforcement related, maybe information on social services for
10 their child or maybe housing information. That officer can
11 look on his phone and pull up information, or if they are in
12 their vehicle, look in their vehicle on their computer and
13 pull up that information and perhaps click on something
14 that's family services related in that district. He can
15 click that district, but he or she could also click another
16 district.

17 So that would help to broaden resources for that
18 citizen. And with that information, they could provide that
19 information on the spot to that citizen -- the name of the
20 organization, the phone number, and the address. And they
21 can provide that to them.

22 Most districts do keep a resource log in this
23 office of community -- their district community policing
24 offices, but what's helpful now is this digital resource
25 guide will allow officers to be able to get the information

1 from another district and look up information that they may
2 not be aware of and provide that to someone else.

3 But before the community partnerships are added to
4 this resource guide, they will be vetted, and information
5 will be requested from community members on what they would
6 like to see in this resource guide. That information will be
7 obtained from the beat community meetings and other community
8 meetings.

9 And this information for community partnership
10 information that will be received will be reviewed and
11 evaluated carefully for approval and then added to the
12 digitized resource guide. And on a biannual basis, it will
13 be reviewed to ensure that the resources are still available.

14 Our community policing challenges are our beat and
15 our District Advisory Committee meeting documentation, our
16 youth and young adult engagements, and staffing within the
17 Office of Community Policing.

18 So meet documentation -- meeting documentation is
19 very important and critical when it comes to -- the
20 information that must be obtained is agendas, sign-in sheets,
21 and note-taking.

22 The Office of Community Policing began developing a
23 community meeting template similar to the community
24 partnership template that provides information regarding
25 District Advisory Committee meetings and community meetings.

1 It could be used for beat meetings as well.

2 This information asks the question, is an agenda
3 provided? which should be included.

4 It asks, was there discussion on the district
5 strategic plan?

6 It asks, are crime stats reported? Is that
7 information provided?

8 So it provides the same purpose as mentioned before
9 in our community partnership template, which will be
10 uniformity and compliance.

11 And, of course, the Office of Community Policing
12 personnel will also audit these forms and review them on a
13 quarterly basis, and that information will be included in our
14 annual report. So, again, this will be a critical feedback
15 loop that we need.

16 Expanding youth and young adult engagements.

17 So recently the Office of Community Policing held
18 our first youth summit resource fair, which was held at
19 Olive-Harvey Community College, which is a city college on
20 the far South Side of Chicago in the Roseland community. And
21 this was targeting youth and young adults, ages 14 to 24
22 years old. It was called a "say it your way" campaign.

23 And at this particular engagement that we had, we
24 had City partners, like the Chicago Fire Department,
25 Department of Family & Support Services, as well as community

1 organizations. They had tables where they provided
2 information to youth -- employment resources, health
3 resources, career resources, not just education, but
4 technical and trade school information.

5 We also had our own Chicago Police Department
6 Bureau of Detectives attend, and they provided expungement
7 information regarding criminal records.

8 Additionally, there were breakout sessions on
9 mental health services, teen trend discussions. And we also
10 had a presentation on "know your rights," meaning how to
11 interact with police officers when you meet them in different
12 situations.

13 We had a youth moderator. Panel discussions was
14 held. And we also had our very own Superintendent Snelling.
15 He was part of our panels. And he asked -- he was asked
16 questions and answered them and provided information on
17 his -- he shared information on his background, his growing
18 up, you know, where he came from, which he grew up in
19 Englewood.

20 And it was very well-received, because people --
21 the young adults saw that, like, Superintendent Snelling and
22 the other panelists, their lives were just like everyone
23 else, ordinary lives. And how did they overcome the
24 challenges they had growing up in their communities? So it
25 was great to see that information was shared among -- to our

1 youth and young adults.

2 I must say that our next youth forum will be held
3 at -- is being planned in July and will be held at
4 Kennedy-King Community College, which is in Englewood.

5 So we are working toward -- that's another city
6 college. We are working toward partnership with the City
7 Colleges of Chicago as we try to go across to different ones
8 this year to have different youth forums this year.

9 Another partnership that we are working on is with
10 the Boys & Girls Clubs. We met with the community engagement
11 and communications department. So we would like to partner
12 with them. And that age group will be maybe between 8 and 13
13 where we will have Chess with Cops, and we will have officers
14 volunteer on a weekly basis in certain Boys & Girls Clubs.
15 And we also will reach out to the parents and inform them on
16 the community partnerships as well.

17 And what's great about this partnership is to make
18 sure that they understand our role as police officers with
19 Officer Friendly programs and know that we are for the
20 community. And with this expansion, we hope to -- this will
21 also increase our youth summits that we are having throughout
22 the city as well.

23 As I mentioned previously also, we would like to
24 increase our Youth District Advisory Committee membership.
25 Again, this is a liaison between the community and the

1 district for the youth. They advise our department on ways
2 that we can improve youth programs, policies, and training.

3 So the youth liaison officers and the youth service
4 coordinators in the CAPS office, they work with the Youth
5 District Advisory Committee and work towards increasing
6 membership.

7 So we believe that continuing and increasing our
8 youth and adult engagements will help to increase our Youth
9 District Advisory Committee membership.

10 Staffing.

11 We are now beginning to -- with the new budget, we
12 will begin to post for newly budgeted positions. So we can
13 eventually begin the interview and hiring process. We have
14 full positions that are opening, such as community
15 organizers, information coordinators.

16 So from that, once we begin that process, we know
17 that that will increase our total number of staff so that we
18 can do more outreach in the community.

19 Also, we are working on an onboarding for new
20 personnel and getting them up to speed. So that's one of our
21 challenges that -- we are working on that. And we know that
22 will take some time, understanding the job responsibilities
23 as it relates to the consent decree, as well as just their
24 normal daily duties.

25 So we understand this process. Like I said, it's

1 going to take time, because you have to post the positions,
2 then you have to go through the hiring and onboarding, which
3 is not an immediate process. So that's something that we are
4 working on.

5 Our 2024 goals are to continue to expand youth
6 engagement and our young adult engagement; also onboarding
7 for nonsworn Office of Community Policing personnel.

8 We understand that for nonsworn members of the
9 Department, it can be a challenge to navigate into the
10 different bureaus and departments. So we want to make sure
11 that they have a fresh and an updated onboarding so that they
12 can understand the internal data systems that we have and
13 just pretty much how working with sworn personnel in the
14 Department is and understanding their responsibilities and
15 kind of like the challenges that they go through every day
16 also.

17 And another piece we are adding is when we hire, we
18 are not just assigning, like, let's say a community
19 organizer, your Honor. We are not just assigning them to a
20 district. We want to make sure that there is a perfect fit
21 before we move them to the next place of their assignment by
22 having them have an interview process with the commanders and
23 the CAPS sergeants in the district and other personnel to
24 make sure that that's the right fit for them, because we
25 don't want there to be any -- this will help to limit any

1 issues in understanding their roles prior to them going to
2 that district.

3 Also, professional development training for sworn
4 and nonsworn personnel.

5 We want to -- we have a project administrator right
6 now that's currently researching training outside of the
7 Department on formal project management training, community
8 engagement training, as well as note-taking and computer
9 software training. We feel that's necessary. So we are
10 working to get all the tools needed to ensure that when we
11 hire someone, they have what's needed to be a success at
12 their position.

13 And finally, I would like to add that, with the
14 consent decree, we are in preliminary compliance with all
15 except Paragraphs 32 and 33, and that deals with interactions
16 with youth. And as I discussed with you, we are currently
17 working on discussions with the training for this policy.

18 We also have some level of secondary compliance
19 with some of our (unintelligible) in the consent decree.

20 That ends my presentation.

21 THE COURT: Thank you very much, Commander.

22 I do have a hard stop very soon, but I want to give
23 the coalition an opportunity if they do wish to make a couple
24 of comments to do so before we conclude today.

25 MS. HICKEY: Commander, if you could take your

1 screen-sharing down, that would be great.

2 COMMANDER JOHNSON: Oh, okay. Thank you.

3 MS. HICKEY: No problem.

4 COMMANDER JOHNSON: Is it off? I think it's off.

5 MS. HICKEY: Yes, it is.

6 COMMANDER JOHNSON: Okay. Great.

7 MS. HICKEY: I believe we have promoted -- I see
8 her now.

9 MS. BLOCK: Thank you.

10 Josh Levin is going to take the lead for the
11 coalition. Did he get promoted to panelist? I don't see him
12 on here.

13 MR. SEPÚLVEDA: I tried to promote him. I can
14 allow -- oh, there he goes.

15 MS. BLOCK: Thank you.

16 MR. LEVIN: Good afternoon, your Honor. Can you
17 hear me?

18 THE COURT: Yes.

19 MR. LEVIN: Thanks, your Honor.

20 This is Josh Levin for the coalition.

21 We have heard a lot today about what CPD is working
22 on in terms of community policing. And what it really boils
23 down to sounds like a lot of forms and committees and surveys
24 and data tracking on behalf of the black and Latino
25 communities that the coalition represents. There is just a

1 huge disconnect between all of that and the daily experiences
2 that our clients, the actual community members, go through
3 when they encounter CPD in their daily lives.

4 What we haven't talked about yet today is the
5 outcomes of policing for black and Latino Chicagoans and
6 young people and people with disabilities who have to
7 actually deal with the CPD. And if all of this at the end of
8 the day is about building trust with those community members,
9 then it's their perspective that needs to be centered.

10 So if I could boil it down, the fundamental problem
11 with CPD's approach to community policing that we have heard
12 so much about today is that CPD views community policing as
13 this siloed, separated-out set of paths that's separate and
14 apart from its operational crime-fighting tactics and
15 practices. But we know that you can't separate the two.

16 What we have heard about is that CPD is focused on
17 measuring sentiment without procedural justice. That's the
18 wrong priority. CPD needs to be focused on creating
19 procedural justice in its day-to-day interactions.

20 It's just hard to take CPD seriously that every
21 officer is a community policing officer when we see what
22 happens in our communities, when CPD is continuing to swarm
23 black and Latino neighborhoods with heavily armed
24 plain-clothed tactical teams that jump out and terrorize our
25 community members when they are just simply trying to go

1 about their day.

2 That's what happened to Dexter Reed when he was
3 killed. That's what happens in communities, particularly on
4 the West and the South Side of our city. And that is the
5 fundamental break in trust that needs to be repaired. No
6 amount of data tracking or collection or analysis or surveys
7 is going to solve that until the actual conduct of our police
8 officers toward our community members changes.

9 So these things need to be done together as opposed
10 to focusing on data tracking when the initial conduct on the
11 street hasn't even changed.

12 I would like to just hone in on the issue of youth
13 interactions for one minute, your Honor, because it is in
14 many ways the most vulnerable population that our city has.

15 And we have heard from CPD that they did indeed
16 publish their youth interaction policies. The publication of
17 this policy is not going to fix the problem, which is that
18 CPD engages in really systemic and pervasive mistreatment of
19 young people, in particular young people of color.

20 People -- young folks in our city, particularly as
21 we arrive now at the sixth summer under the consent decree,
22 are facing another round of CPD harassment, intimidation, and
23 needless arrests when young people come to the downtown
24 central business district or go to the beach to hang out with
25 their friends.

1 And our concern is that the youth interaction
2 policies that CPD published does not incorporate hardly any
3 of the coalition's core recommendations. Chief among them is
4 that CPD needs to actually constrain officer discretion by
5 making arrests so that we keep our young people out of the
6 criminal legal system unless there is an absolute necessity
7 in order to ensure public safety. And without that kind of
8 constraint, we are continuing to look at the overpolicing of
9 our young folks.

10 The core consent decree requirement is to ensure
11 that officer discretion is exercised in a way that prevents
12 that from happening, while the policy going into effect just
13 doesn't do that.

14 So the coalition implores the City and the OAG and
15 the monitor to continue to work on youth interactions in a
16 way that actually keeps as many young people out of the
17 criminal legal system and more broadly, on the topic of
18 community policing, looks at the outcome of what is happening
19 to community members on the street as opposed to styling this
20 stuff out as a lot of paperwork and surveying.

21 Thank you very much.

22 THE COURT: Thank you very much, Mr. Levin.

23 I know that I personally and the team generally
24 share your concern that there not be simply a matter of
25 reporting but that there be a substantive -- substantive

1 addresses of the concerns that you have got.

2 Anything -- any closing remarks this afternoon from
3 the monitor?

4 MS. HICKEY: No, your Honor. And keeping the time,
5 no.

6 THE COURT: All right. Well, thank you very much.
7 And I will see you all next month, June 11th. Again, we are
8 going to issue an order on that end. The order will direct
9 that we have kind of two stages. We will be hearing from
10 people virtually and also in person. So I will look forward
11 to seeing many of you in person then.

12 Thank you.

13 MS. HICKEY: Thank you, your Honor.

14 MR. LEVIN: Thank you, your Honor.

15 COMMANDER JOHNSON: Thank you, your Honor.

16 THE COURT: Thank you.

17 (An adjournment was taken at 2:02 p.m.)

18 * * * * *

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

21 /s/ Frances Ward November 23, 2024.

22 Official Court Reporter

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