

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

STATE OF ILLINOIS,)	Case No. 17 C 6260
)	
Plaintiff,)	
)	
v.)	
)	
CITY OF CHICAGO,)	Chicago, Illinois
)	February 11, 2025
Defendant.)	1:02 p.m.

TRANSCRIPT OF PUBLIC HEARING
BEFORE THE HONORABLE REBECCA R. PALLMEYER

APPEARANCES:

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Also Present: DR. LAURA KUNARD
COMMANDER RALPH CRUZ
SUPERINTENDENT LARRY SNELLING

Court Reporter: HANNAH JAGLER, RMR, CRR, FCRR
Official Court Reporter
219 S. Dearborn Street, Room 2504
Chicago, Illinois 60604

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PROCEEDINGS REPORTED BY STENOGRAPHY;
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TRANSCRIPT OF PROCEEDINGS

(Proceedings commenced by videoconference at 1:02 p.m.)

THE COURT: Good afternoon, everybody. We're here for our monthly status hearing. And I know that several of you will want to be heard from. I'm going to be expecting to hear reports briefly from the Monitor and also from the Attorney General and the City, and we'll certainly hear from the Coalition as well.

Why don't I ask you to get this started, Ms. Hickey, if you wouldn't mind.

MS. HICKEY: Yes. Thank you, Your Honor. And thank you for convening us here today for our monthly status hearing.

Today we will hear updates regarding the City of Chicago and the Office of the Illinois Attorney General's responses to the Independent Monitoring Team's Comprehensive Assessment for the Consent Decree.

By way of background, the Independent Monitoring Team filed our Comprehensive Assessment in two parts. On November 1st, 2023, we filed Part 1, which included whether and to what extent the City of Chicago and the CPD are in compliance with the Consent Decree, including areas of greatest progress and achievement and the requirements that appear to have contributed to these achievements, as well as the areas of greatest concern.

And then on October 11th of 2024, we filed Part 2,

1 which included the outcomes intended by the Consent Decree and
2 whether they were achieved and whether any modifications to the
3 Consent Decree were necessary in light of changed circumstances
4 or unanticipated impact or lack of impact of the requirements.
5 This included strategies for accelerating full and effective
6 compliance.

7 Our recommendations to address our areas of greatest
8 concern included adding requirements to address probable cause
9 traffic stops, providing for consistent and progressive
10 discipline, incorporating the Community Commission for Public
11 Safety and Accountability into the Consent Decree, specifically
12 specifying a path for compliance with the Police and Community
13 Relations Improvement Act, known as PCRIA, and providing
14 community members with access to observe Chicago Police
15 Department trainings.

16 Following the terms of the Consent Decree, the parties
17 may, subject to the approval of this Court, choose to modify
18 the Consent Decree in response to our Comprehensive Assessment.
19 The Independent Monitoring Team cannot unilaterally modify the
20 Consent Decree.

21 On December 12th, 2024, the Coalition filed a response
22 to the Consent Decree Comprehensive Assessment Part 2 and
23 request for status conference. This included, for example, a
24 response to our recommendation that the City of Chicago and the
25 Office of the Illinois Attorney General specify Coalition

1 procedures under the Consent Decree.

2 Last Friday, in response to the Court's order, the
3 City of Chicago and the Office of the Illinois Attorney General
4 filed a status update, identifying that the parties continued
5 to negotiate potential changes to the Consent Decree in
6 response to our recommended changes, as well as feedback from
7 the Coalition.

8 Today the parties are likely to highlight some of the
9 developments that have come out of these ongoing discussions,
10 including changes related to Level 1 uses of force by the
11 Tactical Review and Evaluation Division, known as TRED, and the
12 latest versions of the Coordinated Mass Arrest policies.

13 Related to our recommendation, it is my understanding
14 that the Chicago Police Department will also present today on
15 their efforts and plans to provide community access to observe
16 Chicago Police Department trainings this year. We greatly
17 appreciate the CPD's efforts to address this feedback and meet
18 the spirit of the Consent Decree without modification.

19 Before turning it over to the parties, I would also
20 like to highlight two developments from the Independent
21 Monitoring Team. First, our third community survey was filed
22 with this Court, and second, we have a new associate monitor
23 for Data Collection, Analysis, and Management.

24 First, on May the 30th, 2023, we filed our special
25 report for the -- I'm sorry, we filed a couple weeks ago our

1 third community survey. It's available on our website. And
2 the report details survey responses from a large representative
3 sample of Chicagoans, 1,209 randomly-selected Chicagoans from
4 across all races and 424 responses of young black men in
5 Chicago between the ages of 18 and 25. We conducted the survey
6 between March of 2024 and April of 2024.

7 This community survey used the same questions as we
8 used on the first and second community surveys that were done
9 in 2020 and 2022. The surveys include questions about overall
10 police services, effectiveness, community engagement,
11 responsiveness, trustworthiness, and procedural justice and the
12 contacts and interactions with the Chicago Police Department,
13 and also include questions about misconduct complaints and
14 investigations, and also, most important, confidence in reform.

15 In response to all three of these surveys, young black
16 men gave the Chicago Police Department the lowest ratings,
17 followed by all black Chicagoans, Latino Chicagoans, and white
18 Chicagoans. While still significant in the latest survey,
19 these differences were smaller than in the first two surveys,
20 with black Chicagoans providing fewer negative ratings and
21 white Chicagoans providing fewer positive ratings.

22 As I have previously highlighted, these statistically
23 representative surveys of Chicago communities are one of the
24 important metrics of CPD's reform efforts until the Consent
25 Decree. In 2024, the Chicago Police Department received a

1 combined positive rating by over half of Chicagoans on 19 of
2 the 54 rating questions. This is an increase from the second
3 survey where over half the Chicagoans gave the police
4 department a positive rating on only 11 of 54 rating questions,
5 but slight decrease from the first survey, where that applied
6 20 of the 54 questions.

7 Overall, the results of the latest survey reflect the
8 community sentiments have returned to comparable levels from
9 before the 2022 downturn following the murder of George Floyd
10 and subsequent protests.

11 While this is a movement in the right direction, the
12 results continue to demonstrate need for improvement. You can
13 find the full survey on our website, CPDMonitoringTeam.com,
14 where we have all of the data, but also two-page highlights,
15 which can show you very quick more details about the survey.

16 And now I would like to briefly introduce Dr. Laura
17 Kunard, who has been on the IMT leadership team since the
18 beginning of the Consent Decree, but now she's going to add
19 additional duties as serving as the associate monitor for Data
20 Collection, Analysis, and Management. And I truly believe that
21 this will be an excellent thing for Dr. Kunard to take on,
22 because as we are moving from the initial phases of preliminary
23 and secondary compliance into operational compliance, her
24 leadership capacity and work that she has done across all team
25 and cross-functionally will really aid in that section.

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

2 DR. KUNARD: Thank you, Maggie.

3 In addition to my work on this team, I currently serve
4 as senior fellow at the nonprofit CNA, where I work nationwide
5 across a variety of US Department of Justice initiatives,
6 providing technical assistance to police departments, including
7 serving as project director on the COPS Office's Collaborative
8 Reform Organizational Assessment Initiative.

9 I've also served as an associate monitor on the
10 Albuquerque Independent Monitoring Team and I currently consult
11 with the US Department of Justice on the Puerto Rico Consent
12 Decree.

13 As Maggie mentioned, I will retain my ongoing role as
14 project director for the Chicago IMT. And I really look
15 forward to my new responsibilities as associate monitor for
16 Data Collection, Analysis, and Management.

17 Given my monitoring experience and knowledge across
18 all sections of this Consent Decree, I will have a particular
19 focus, as Maggie mentioned, on insuring that the data
20 requirements are met across all of the areas of the Consent
21 Decree. It's our hope that our increased focus on data will
22 play a role towards facilitating full and effective compliance
23 with the Consent Decree.

24 Thanks very much, Maggie, and thank you, Your Honor.

25 THE COURT: Thank you, Dr. Kunard.

1 MS. HICKEY: I don't have anything additional, Your
2 Honor. If you're prepared, we can turn it over to the Attorney
3 General's Office.

4 THE COURT: Yes, I'd be happy to hear from the
5 Attorney General's Office.

6 MS. PANNELLA: Thank you, Your Honor. Good afternoon.
7 Good afternoon, Ms. Hickey, counsel, and members of the public
8 listening today.

9 My name is Kate Pannella. I'm a senior assistant
10 attorney general in the Civil Rights Bureau of the Illinois
11 Attorney General's Office and I represent the State of
12 Illinois.

13 Today I will offer my office's perspective on the
14 Monitor's Comprehensive Assessment.

15 And we did, as Ms. Hickey noted, file a joint status
16 report on Friday afternoon and that status report --

17 (Audio interruption.)

18 MS. HICKEY: I believe Ms. Pannella may have frozen.

19 THE COURT: Frozen.

20 MS. HICKEY: If we could give her one minute, Your
21 Honor, to see if we can get her back on. If not, we may have
22 to proceed with the City first and the OAG second. Luckily,
23 technical difficulties seem to happen to me all the time, so I
24 can just roll with them.

25 MR. SLAGEL: We're ready to proceed, Your Honor.

1 Commander Cruz is on and I think we can do that if that's okay,
2 and then catch up at the end.

3 THE COURT: Sure. Why don't we go ahead and let you
4 get started, and if we need to come back to Ms. Pannella, we
5 can do that as soon as she's back with us.

6 MR. SLAGEL: Okay. I will turn it over to Commander
7 Ralph Cruz, who is going to do a presentation regarding 2025
8 training and other community training opportunities.

9 Commander?

10 THE COURT: Great.

11 COMMANDER CRUZ: Good afternoon, Your Honor. Thank
12 you so much for the opportunity to be here to present our
13 training for this year. Give me one second, I'm going to share
14 my screen.

15 THE COURT: Sure.

16 COMMANDER CRUZ: All right. Can you see my screen?

17 THE COURT: I can.

18 COMMANDER CRUZ: Is that good? Yes? Okay.

19 So my name's Commander Ralph Cruz from the Chicago
20 Police Department. I will be giving you a presentation on our
21 2025 training.

22 So first and foremost, I like to just point out that
23 2024 was like a breakthrough year for us in CPD. I think with
24 the DNC, we really broke barriers and we worked so much better
25 with the IMT and the OAG, and I'm just very proud of the staff

1 here that I work with and all the success we had last year for
2 the DNC, which we'll talk about a little bit more later.

3 But with what we learned last year, we were
4 researching best practices and education, specifically law
5 enforcement, was that integrating curricula seems to be the way
6 things are going. So initially, you have like block training
7 where you have a specific course of -- course that you're
8 learning and that's good for initial training. But the
9 research is showing that when you have subsequent training in
10 addition to that, that that training, especially for like law
11 enforcement, should be integrated.

12 So law enforcement, for example, law enforcement
13 doesn't just respond to a traffic crash. There could be a
14 traffic crash that is involved in a domestic or a person in
15 crisis. So when you start to understand that better and you
16 start to create curricula that's integrated, it's way better
17 received by the students and then you have way better ethical
18 outcomes. So what we're going to start to do going forward is
19 integrating curricula.

20 So in 2024, we did it for the first time with our
21 LEMART training, which is our Law Enforcement Medical and
22 Rescue Training. That's like the -- tourniquet training, it's
23 medical training, where officers have the ability to provide
24 medical aid in that instance where EMS isn't on scene yet and
25 they come across an injured person. So we integrated our

1 LEMART training with officer wellness, specifically stress
2 tolerance, which teaches officers when they're under stress how
3 to bring their heart rates down, how to get their body in
4 coherence. And it's not four hours of LEMART and four hours of
5 wellness. It's eight hours of integrated LEMART.

6 So when we did that last year, it was excellent. I
7 think the instructors understood the material better, and more
8 importantly the members of our department received it better.
9 And I think, you look at the screen here, you'll see the fruits
10 of that labor.

11 So LEMART's been part of our culture for a while now.
12 And for instance, in 2022, we had 423 LEMART uses, and the
13 LEMART use could be anything like a tourniquet, someone shot in
14 the arm, they could put a tourniquet to stop the bleeding, a
15 clotting agent, a hemostatic dressing. It helps promote
16 clotting. So in 2022, we had 423 uses. And then 2023, we had
17 512.

18 And then last year, when we did the training, we did a
19 departmentwide -- our whole department got it. They got brand
20 new kits and we integrated it with wellness, and we had 783
21 LEMART uses. So from 2022 to 2024, there was an 85 percent
22 increase in officers providing aid. And I would say the
23 majority of that aid was given by officers to the community
24 members. There wasn't much officers treating themselves or
25 other officers. It's mostly on the community. So we're very

1 happy with that outcome. So going forward, we're going to
2 start integrating more curricula.

3 And just a note there, you see that Challenge coin,
4 there's an officer, a great Officer Martinez, he died suddenly
5 a couple years ago, but he loved LEMART. He had like three
6 newsworthy cases where he saved somebody's life. And whenever
7 an officer uses LEMART, they will -- they e-mail the training
8 academy and they'll get a Challenge coin in his memory. So
9 officers really enjoy that too.

10 Any questions on integrating curricula, ma'am?

11 THE COURT: Okay. One I've got. Okay. So it's Law
12 Enforcement Medical Assessment and -- the "T" I got. What's
13 the "R"?

14 COMMANDER CRUZ: It's Law Enforcement Medical and
15 Rescue Training.

16 THE COURT: Oh, and Rescue. Okay. Got it. Thanks.

17 COMMANDER CRUZ: You're welcome. Good? Okay.

18 So for our 2025 training, another thing we learned
19 last year was that -- the DNC was essential theme in our
20 training, and we never had that before. And what we learned
21 from the educational perspective is that when all the cadres
22 had a common theme, they understood the bigger picture better,
23 and they understood the other cadres' role in the overall goal
24 in training. And that really broke silos and I think that gave
25 officers who were training last year, say, feel force, when

1 they had the opportunity to reinforce like the LEMART wellness.
2 They took those opportunities better. So you have now an
3 essential theme and all the instructors working together toward
4 a common goal, and we saw the results of that. Instructors
5 were better trained, they kind of saw the bigger picture, and
6 our students I thought received the information better.

7 So this -- so going forward, we're going to try to
8 have annually a central theme to our training. So this year
9 that central theme is respect. So as we go through the slides,
10 you'll see how that theme of respect is weaved through all of
11 our training.

12 So for the Consent Decree, we have to have 40 hours of
13 inservice training for our department members and 24 of those
14 hours of training has to be in person. And the other 16 hours,
15 we have the option to do e-learning or in-person training. So
16 this year, we're going to have 32 hours of in-person training,
17 and that last eight hours, we're going to do e-learning. But
18 you'll see in the next slide we're going to do much more than
19 eight hours of e-learning. And in addition to that, we also
20 have an inservice supervisor training that we're going to talk
21 about this afternoon.

22 Any questions on the theme, ma'am?

23 THE COURT: I think I'm good on that. Thanks.

24 COMMANDER CRUZ: So here's just a quick snapshot of
25 our e-learning. Like I said, we have 40 hours of inservice

1 training that we're required to have, but with our e-learning,
2 we're going to be way above that. We're going to be about
3 54.5 hours and the e-learnings, to the right, like the firearms
4 and the Taser qualifications, those are going on now and a lot
5 of these e-learnings are going to be created.

6 Any questions on the e-learning? Okay.

7 So for our trainings, we always have our inservice
8 training, we always have community members go through that
9 training, and we have what's called our Training Community
10 Advisory Committee, or TCAC. It's a group of community members
11 that we contact. We'll give them the information regarding the
12 class, the lesson plans, things like that prior. They go
13 through it.

14 And once a month, we have a TCAC meeting where we give
15 a presentation on our idea of training and we solicit their
16 feedback and we exchange information. And based off that
17 information, we will change, adjust, will answer questions.
18 And then once we filter it through the TCAC, then it will go
19 through our filtering process, and then it's approved
20 ultimately through the IMT, OAG, and we start the training.
21 And on the bottom there, you'll see those are some of the TCAC
22 members.

23 Any questions with this?

24 So the first class we're going to talk about is our
25 2025 Crisis Intervention and Wellness training. So we're going

1 to integrate those two curricula. And how the theme of respect
2 applies here is that unfortunately we did have more than a few
3 officers killed in the last few years. And some of those
4 officers -- I'm sorry, this is a Wellness class. I apologize.

5 So this is the Wellness course. For the Wellness
6 course, how the theme of respect applies here, is officers have
7 to understand that their wellness is important and they have to
8 be emotionally and mentally well, especially if they're going
9 to be coming across -- responding to people who are in crisis.
10 So that's how that theme of respect goes for our officers and
11 for the community.

12 So how the class starts is it starts with emerging
13 trends in law enforcement wellness. And two of those trends
14 are posttraumatic stress disorder and moral injury.
15 Posttraumatic stress disorder is things like if an officer
16 comes across a critical incident, like they come across a child
17 who is injured very badly in a traffic crash, or use-of-force
18 incident where they had to fight for their life. Those types
19 of incidents could cause those officers to have lasting
20 effects, and those lasting effects could turn into anxiety,
21 depression, and lead up to and include suicide.

22 So another emerging trend in law enforcement wellness
23 is moral injury. What moral injury is, is if an officer has a
24 moral standard that they adhere to, but if they come across
25 something that goes against that and there's not much they can

1 do about it, that could cause injury. And if that's left
2 untreated, moral injury could lead into posttraumatic stress,
3 and some of the emerging data is suggesting that moral injury
4 is a precursor to posttraumatic stress.

5 So when we presented this to our TCAC members, they
6 actually had a lot of input and information on the case
7 studies. For example, when we were developing this together
8 with the community, one of the case studies was, an officer
9 encounters a must-arrest situation. They're in a traffic stop
10 and the community member that they pulled over has an active
11 warrant. And the community member is -- you know, says "I
12 have, you know, a child in the back, they're disabled." The
13 officer looks in the backseat and they see that the child's in
14 a wheelchair and things like that, and then the officer now has
15 to work through that.

16 So during the case studies, the officers have to go
17 through that, discuss how moral injury could apply, and then we
18 give officers information on how to prevent moral injury and
19 posttraumatic stress, resources available if they do feel the
20 effects of it like our EAP and things like that.

21 And once officers have a good foundation on these two
22 items, then we start to talk about our CIT program, our crisis
23 intervention training program and how we should respond to
24 people in crisis. And we talk about people in crisis, their
25 mental health, what they present, and how we could best

1 respond.

2 And one of the biggest foundational things that we
3 teach is force mitigation. And part of that force mitigation
4 when we come across people in crisis is communication. If
5 we're able to communicate with people in crisis and we can talk
6 them down and we can use time as a tactic, we can use continued
7 communication, tactical positioning, and listen to what's going
8 on, then we can deescalate the situation and then we give
9 officers resources that are available to help people in crisis.

10 So once the officers understand their wellness and the
11 wellness of the community and how to respond, they go to lunch,
12 and then after lunch, they come and they do reality-based
13 training, where they come across people who are in crisis and
14 they are going to have to address them appropriately.

15 So in this class, again, I'm going to highlight the
16 work we did last year with everybody here, CPD, IMT, OAG, that
17 really allowed us a lot more time for us to onboard our
18 training. And in this case, having that extra time, the
19 instructors requested to have NAMI, which is the National
20 Alliance on Mental Health, come out and discuss what people in
21 crisis -- do a deep dive into the signs and symptoms of people
22 in crisis exhibit, so the instructors got a really good
23 understanding of that.

24 And we actually had Columbia College come out and
25 teach our instructors and role-players acting classes so that

1 the -- when our officers go to the training, they have the most
2 high fidelity reality-based training to get them prepared to
3 deal with people in crisis.

4 That's all I have on this slide, ma'am. Is there any
5 questions?

6 THE COURT: No. Thank you.

7 COMMANDER CRUZ: The next training is our annual use
8 of force training. The DRU stands for deescalation, response
9 to resistance, and use of force. For the Consent Decree, we
10 have an annual requirement to teach eight hours of this. And
11 so we have this every year and then we theme it differently
12 every year.

13 So this year, it's going to be specifically vehicle
14 stops, and vehicle stops with specifically unknown and
15 high-risk vehicle stops. So that's the training. And like I
16 was saying in the earlier slide, I apologize for that, but
17 unfortunately, this is how the theme of respect applies.
18 Unfortunately more than a few officers have died recently, were
19 killed in line of duty recently, and some of those officers
20 were killed during traffic stops. So out of respect for our
21 officers, we have a duty to train them properly, to go across
22 the country, find best standards, and then ensure that they're
23 as safe as they can be.

24 And how that theme connects to the community is that
25 when officers are better trained and responding tactically,

1 it's going to be an overall experience when they're making
2 traffic stops with people in their community. So that's how
3 the respect theme applies there.

4 So in the class, it starts off, we're integrating some
5 case law, traffic stop tactics, and communication into this
6 course. So the class starts off with some case law. And then
7 once the officers understand the case law, we start to discuss
8 tactics. Again, we worked with FLETC, the Federal Law
9 Enforcement Training Center, and found some best practices and
10 they understand tactics.

11 Once they understand the tactics, we talk about the
12 importance of communication and procedural justice. It's not
13 about the outcome. It's about the process. It's how we're
14 treating people during these traffic stops that are super
15 important, and we give them some tools like the tactical 9-step
16 that gives them a framework on how to communicate better.

17 We're also highlighting our trauma-informed response
18 when our officers are, you know, getting taught, like in the
19 last class, active listening. We're listening to see if maybe
20 somebody may be in crisis and then we're reinforcing, if we do
21 come across somebody in crisis, how can we better respond and
22 get them the resources they need.

23 Also as I said earlier, this is an emphasis on unknown
24 and high-risk traffic stops. With that, officers are, you
25 know, going to encounter the effects of stress. Their heart

1 rates may get higher and their breathing may increase so we
2 teach them breath work, how to calm down, how to take a deep
3 breath so they can get their stress levels down so they can
4 perform better.

5 Also highlighting use of body-worn cameras, making
6 sure officers are putting their cameras on throughout the whole
7 stop. And then once the officers learn this in the classroom,
8 then they go to lunch and then we have some hands-on practice
9 with them. Can you see my mouse on the screen?

10 THE COURT: Yes.

11 COMMANDER CRUZ: Okay. If you look at this picture
12 here, this is one of the highlights that come out of this
13 class. The officers -- again, we have this spring training
14 facility and scenario village and, so we actually are able to
15 have officers mimic a real life traffic stop. And the
16 instructors are here and they're with the officers the entire
17 time and we're coaching. We're saying, you know, "Here's what
18 our best practice is," making sure officers are doing things
19 tactically sound, ensuring procedural justice is there, and
20 they're communicating not only with the community but with each
21 other, with dispatch, things like that.

22 So once the officers learn the tactics, the highlight
23 of this is that they're actually going to practice -- chance to
24 practice. So we let them go like in groups and they're just
25 practicing what they learned and that's one of the highlights,

1 the officers are giving us feedback during the after action and
2 teach-backs. And now during the classes, they really, really
3 enjoy being able to practice the tactic.

4 Once they practice the tactics, then they go to
5 scenarios. So the officers here in this picture, you'll see,
6 the officers are now going to respond to a traffic stop, and
7 then they're going to have to go through it with role players
8 and everything else. So here, you'll see like as the officers
9 get out, they have the instructors with them, they're coaching
10 them through, they're, you know, making any immediate
11 corrections that are necessary.

12 But another highlight of this class is you see up here
13 this white fence, that's actually the rest of the students.
14 The rest of the class, they're actually able to sit and watch
15 their peers perform the traffic stops.

16 So during the after action, we were doing the
17 onboarding for the class and now with some of the classes that
18 are ongoing now, the students love it. They love being able to
19 sit and not only go through the exercise, but see their peers
20 do it.

21 And that's another chance for us to reinforce
22 training, because prior to this, what we did was we had them
23 wait in a room, and then they would wait. So, you know, a
24 group went and did their scenario, and then they would just
25 wait some more. So we got rid of all that waiting, and we're

1 actually using it as opportunities to reinforce training.

2 So that's all I have on this slide, ma'am. Any
3 questions?

4 THE COURT: No questions now.

5 COMMANDER CRUZ: Our next class, our next course is
6 our Constitutional Policing Foundations course. How the theme
7 of respect applies here is that it's the respect for the
8 profession of policing.

9 So in early 2024, Superintendent Snelling mandated
10 that all exempt members had to attend a three-day leadership
11 course taught by the University of Chicago. It was a great
12 class. And one of the classes in that three days was this
13 Constitutional Policing Foundations course. So it was very
14 well received. Exempts loved it and Superintendent thought
15 this would be a great opportunity to bring it to the entire
16 department.

17 So we have -- we have Arif Alikhan and Sandy Jo
18 MacArthur. They're both like -- they're both consultants
19 creating this class for us and they're former law enforcement
20 with LAPD. I think Arif Alikhan's a lawyer. He worked for
21 Homeland Security. So they have a lot of background and they
22 have -- they're all things Fourth Amendment and they work with
23 consent decrees. So they're creating this class and this class
24 talks about the legal standards and professionalizing policing.

25 So a good example that he gives in the class is he

1 talks about how like, let's say lawyers and doctors, they're
2 professionals, they go to school, they become doctors and
3 lawyers. And for example, a doctor, they have legal authority
4 to perform a surgery, but they don't just do any surgery. They
5 have professional and ethical standards, and they look at, you
6 know, the patient, they'll see, you know, what the issue is,
7 they'll look at the surgery and say, "Okay, what are the risks?
8 You know, is this person elderly, young?" You know, so
9 bringing that like mentality and thinking here to CPD is the
10 goal of this course to help with professionalism.

11 Some highlights of the course, they talk about
12 tactical versus strategic thinking. Tactical thinking is in
13 the moment, right now. There's an intense situation and you
14 got to make a decision. Strategic thinking is saying, okay,
15 that's important and we do have to make decisions right now,
16 but we also have to understand the environmental intelligence
17 and what is that decision that we're making right now, how's
18 that going to impact the future.

19 It's giving officers kind of like understanding of,
20 now there's constitutional minimums, but there's also
21 professional standards, and then it's really going into the
22 impact that our actions have on the community. And once this
23 class is created, teaching philosophy, that goes into tabletop
24 exercises where officers have to go through scenarios that
25 really brings to life the ideas that they're teaching here.

1 Any questions on this one?

2 THE COURT: No. Thanks. I'm following along.
3 Thanks.

4 COMMANDER CRUZ: And our last course for in-person
5 class for 2025 is our Impartial and Community Policing. The
6 theme of respect, how it applies here is, it's respect for our
7 vulnerable communities. Police officers are public servants.
8 That's what we do. That's what we're here for. But we got to
9 give specific and special attention to our vulnerable
10 communities. So what we're doing now is teaching officers a
11 little bit about these communities.

12 So we have a great opening, again, we have a great
13 team at the training and support group here. And what they did
14 to open the module or this class is they got together, a lot of
15 body-worn camera footage, like the LEMART stuff and some other
16 really cool lifesaving measures that officers did for the
17 community, and they strung together all this body-worn camera
18 footage of some really special spectacular things that officers
19 did for the community, and then our Superintendent Snelling
20 gave a really good motivational speech, and we combined the two
21 so it lets officers know their "Why." Why are we here? For
22 the community. Why is this class important? And we're not
23 just saying that. We're actually showing officers what they've
24 been doing. So that's being created. The video was awesome.
25 And I think it's a really good opening for the class.

1 Once the class opens, every section that we teach,
2 it's going to have at the end of the class either a
3 problem-solving exercise or some kind of class exercise that
4 will bring the concept into context for the officers.

5 So what we're trying to do here at the training
6 academy is in addition to our sworn members, we are hiring
7 civilians also. So for this class, our civilians that we hired
8 have backgrounds. For example, we have one civilian that used
9 to work for the mayor's office for people with disabilities.
10 We have one civilian, she is a certified dementia practitioner.
11 And then we have one civilian, she's -- has a degree in
12 psychology and she specializes in children with autism. So
13 they actually wrote the curriculum for people with
14 disabilities. And we connected with Access Living and the
15 Chicago Hearing Society. They're both local groups that help
16 people with disabilities. And they went through and went over
17 our curriculum and gave us the thumbs up and gave us some
18 feedback on that.

19 In addition to that, we have our LGBTQ and TIGN
20 community. And we work with the center on Halsted. They
21 actually created the curriculum for that. And then once the
22 officers understand and learn about these communities, then
23 they get those exercises at the end.

24 And there's also -- the Chicago Police Department is
25 part of ABLE. What ABLE is is the Active Bystandership for Law

1 Enforcement. That is our duty to intervene training. It's
2 brought to us by Georgetown University. We got into the
3 program a couple years ago. In order to be in the program,
4 agencies have to teach their entire agency top-down and
5 bottom-up in this training, eight hours of it, and then to stay
6 in the program, you have to have every year two hours of
7 refresher training. So this would be some of that subsequent
8 training where we give them the two hours.

9 So the ABLE training, for example, last year during
10 the DNC -- it teaches officers to stop something before it's a
11 problem. So for example, during the DNC, we had officers that
12 were on line, and we were teaching all of our members that if
13 you see an officer getting agitated or see him gripping his
14 baton maybe a little too tight, intervene, stop, pull him off
15 the line. So that's the kind of training that that is,
16 additional two hours of that.

17 And then we also have our CPR refresher added to this
18 course too.

19 Any questions on our Impartial and Community Policing?

20 THE COURT: Not right now.

21 COMMANDER CRUZ: So here, that's the end of our
22 in-person 32 hours for all of our members. For the Consent
23 Decree, we do have an entire day of training, eight hours,
24 that's required for all of our supervisors. And for this
25 year's training, we thought that the DNC worked so well and our

1 leadership team and CPD did so well that we wanted to pull some
2 of the themes that worked, the reason why we were successful
3 and make this into a class. And we wanted to figure out, how
4 do these leadership themes and the success of the DNC, how
5 would that apply to district police work.

6 So when we were going through the class -- you see
7 these bubbles here. One of the major successes per the DNC was
8 training. It was being able to come together to get some
9 subject matter experts in the room to do a lot of research to
10 see like the 2020 civil unrest after action report nationally
11 saying how law enforcement did well and what we could have done
12 better. And specifically we were reading the IMT and the OIG's
13 report of the 2020 Chicago civil unrest as part of our
14 literature review for that training.

15 The other part was professionalism, that, you know, we
16 have to make sure that we are investing in our officers, we're
17 making them good by training them. And we're also expecting
18 them to look professional, because when they're in the public's
19 eye and they're training properly and they look professional,
20 that goes a long way. So professionalism was one of the major
21 components that we thought helped us out during the DNC.

22 And leadership, that was very important. And
23 front-line, boots-on-the-ground, lead-by-example leadership, I
24 think we saw and we saw the news clips where we had the
25 superintendent, all the chiefs, everybody was on scene,

1 shoulder to shoulder, with our rank in file, and I think that
2 had a lot to do with it.

3 Also experience, we look for people that were part of
4 the 2012 NATO event. We looked for people that were part of
5 the 2020 civil unrest. We went across the country to the
6 Center of Domestic Preparedness to get best practices. We
7 reached out to different agencies that hosted the DNC to get
8 their feedback.

9 And then another huge part of this was community and
10 business engagement, to be able to go out in the public and
11 have seminars and meet with the business leaders, meet with
12 protest groups, meet with the IMT, the OIG, listen to their
13 concerns, understand where they're coming from, and then
14 provide an appropriate response and communicate with them all
15 the time to make sure that our response was appropriate. And I
16 think that was very successful.

17 And you see the top right bubble. I think all of our
18 leadership had wellness, on the top of our list, just as
19 important as mission accomplishment, was making sure that our
20 officers were taken care of. I didn't hear one exempt member
21 talk about the DNC without mentioning officer wellness. So
22 that was some of the keys of success for the DNC that we pulled
23 out and then we wanted to grab some leadership themes that
24 applied there.

25 So some of the leadership frameworks that we pulled

1 out of the success was servant leadership like we talked about
2 before, is that boots-on-the-ground leader who is looking out
3 for the wellbeing of their subordinates, serving by example,
4 making sure that their subordinates are good so that they're
5 good for others. So there's a lot of servant leadership in
6 there.

7 And then the other leadership theme that we pulled out
8 of this is humble leadership. It's a contemporary new
9 leadership model that's growing out of servant leadership. And
10 with humble leadership, it has three major ideas with humble
11 leadership. The first one is the humble leader understands
12 that uncertainty exists and they allow their subordinates to
13 feel comfortable with uncertainty. So when a humble leader
14 understands uncertainty exists, the leadership fallacy that
15 only one person can be in charge, he only -- he or she makes
16 the decision and everybody else waits, that fallacy goes out
17 the window.

18 And the humble leader knows that they have to
19 constantly learn every day and that makes the humble leader
20 understand the talents of their subordinates. They're open to
21 feedback. They know that what we learn and plan for today,
22 tomorrow, we have to be prepared for something that doesn't
23 cover that and ethically respond to that. So that's one of the
24 major things with humble leadership is uncertainty.

25 The second building block of humble leadership is

1 understanding your subordinates' talents, which we talked
2 about. That gets everybody working together to lead by
3 example.

4 And then lastly with humble leadership, one of the
5 foundational principles is teachability. The humble leader is
6 teachable. When they're always learning and they're always
7 trying to prepare for what they may encounter, they do that by
8 example, and they expect their subordinates to also be
9 teachable and to listen and to not know -- to know they don't
10 know everything and to be open to feedback. So those are the
11 three major principles of humble leadership, and we thought
12 that really applied during the DNC and now we're going to put
13 this into this year's training.

14 There's also a book that came out last year, called
15 The Unseen Leader. Came out in 2023 and highlights some of
16 these concepts. One of the major concepts is environmental
17 intelligence. Kind of like what we talked about in the
18 Constitutional Policing Foundations course. Environmental
19 intelligence is super important. It's being able to talk to
20 the community, talk to your officers, understand what the
21 situation is, and understand where the environment is, so if
22 you come across an uncertain situation, you can make a decision
23 that's going to impact the future positively.

24 And then lastly, a lot of philosophy and stories,
25 Covey's 7 Habits of Highly Effective People, gives officers a

1 framework on how to do some of these things.

2 Any questions on the leadership frameworks?

3 THE COURT: No thanks. Go ahead.

4 COMMANDER CRUZ: Okay. So then now that we have the
5 class being built, now we have from the DNC to the district.
6 How do we bring that to the officers so they can apply this at
7 the district level? So what we did here is we have so much
8 video of the superintendents doing press conferences and live
9 feeds from the DNC so we're using that. But every chief came
10 in and they talked about leadership and they talk about humble
11 leadership and they talked about the success of the DNC. So
12 that really gives officers a great opening to let them know
13 that the chiefs aren't just saying "Do this." They've done it.
14 And they're attaching it to the DNC story. And now we're
15 saying we've done this at the chief level. Here's how you can
16 do it at the district level.

17 And what we're highlighting is emerging trends at the
18 district level and TRED, first review unit, we're looking for
19 officers maybe making mistakes, where officers need some more
20 help, and we're looking at complaints via our BIA, Bureau of
21 Investigations and our COPA, looking where our officers are
22 getting in trouble. And we're saying, just like the DNC,
23 here's the issue, now start doing all that work to make sure
24 we're stopping things before they're a problem and
25 understanding humble leadership and those leadership themes.

1 The research says that that's going to promote constant
2 improvement every day. If you know today tomorrow may be
3 uncertain, you're way open to look at the environment and bring
4 that feedback loop back and say, hey, listen, this happened
5 yesterday, we're going to have to change this. And you're
6 constantly improving every day.

7 And then the converse, if you don't do that, then as
8 your culture is going, they come across an environment that
9 changes, but they keep doing the same thing. And then
10 eventually, it's going to get so bad that you got to make a
11 major change, and that's very hard. So what this is doing, the
12 theme of this is constantly improving every day. So yeah,
13 that's the direction we're going for this year's leadership
14 training.

15 Any questions on that?

16 THE COURT: No thank you.

17 COMMANDER CRUZ: Okay. So for our community outreach,
18 we're always looking to grow our community input on this. So
19 you see here, we have a couple pictures. We do have a
20 community group that works directly under deputy chief of the
21 academy and they're always looking to go to different community
22 events and solicit information and try to get people to join.
23 We do have, for our TCAC members, they do come to our academy.
24 We do give them tours of our facility. And they're very
25 important for us to build our curriculum, to get our needs

1 assessment, and so we're always looking to do things to grow
2 that relationship. So here's just a couple of pictures of
3 that.

4 And then what we're doing this year is we're going to
5 institute what's called a Community Training Observation Day.
6 So right now of the four classes that we talked about, two of
7 them are finished and they've started. Officers are being
8 trained currently. So what we are going to do is we're going
9 to in April have a couple of tentative dates that our Community
10 Policing Office is going to announce, and we're going to invite
11 the community in.

12 And it's going to be an eight-hour day. And half of
13 the class is going to go to the vehicle stops class and the
14 other half is going to go to the wellness class, the CIT
15 wellness. They're going to get a truncated version of the
16 classroom. They're going to get instruction-led demonstration
17 of the scenarios, and then there's going to be a Q and A.
18 They're going to go to lunch. And when they come back from
19 lunch, they're going to swap.

20 And at the end of that three to four hours, then we
21 have a question and answer, and then we'll have -- do an after
22 action, do feedback. And if that's well and it's working, then
23 we're going to try to mimic that when the other two classes are
24 done at the -- probably like in July or August, we're going to
25 try to mimic that. So that's the goal. And the community

1 partners that we're going to invite are going to include our
2 TCAC, the Coalition, CCPSA, and some community members from our
3 CAPS office.

4 Any questions with this, ma'am?

5 THE COURT: No. Thank you.

6 COMMANDER CRUZ: And just in addition to all the
7 training that we're doing, we are continuing to train our
8 officers. Our entire department was trained in basic field
9 force tactics and management. However, a select group of
10 people were considered Tier 1 and they got advanced training,
11 and we want to continue to make sure we have that in the
12 lineup, make sure with attrition, we keep an X amount of
13 officers trained. So the goal this year is to get a thousand
14 more members trained, and we already have the classes
15 scheduled, so we're going to be doing that this year also.

16 And then here, working with the IMT, OAG, we have,
17 right now, I want to say, I think it's 877 paragraphs for the
18 Consent Decree. We're in secondary compliance. Most
19 paragraphs touch training. So having to do eight hours of 877
20 different paragraphs is going to be very difficult.

21 So what we did, researching best practices and
22 education, understanding, integrating curricula, now we're
23 building this five-year plan. We're not married to it. It's a
24 starting point, where we can start to say, over the next five
25 years, here's the template, and all those different paragraphs,

1 and the people that are part of them can look at the plan and
2 say, okay, where does my paragraph -- like where's the best
3 place we can put it, how can we integrate it?

4 And in addition to that, we also have our annual needs
5 assessment where we get feedback from our -- internally from
6 our members, from the community, from oversight agencies, and
7 based off that needs assessment, we'll add to this. And then
8 we also have our state law enforcement oversight mandates also.
9 So that kind of gives us a better organization so that we can
10 respond to everyone's needs and training.

11 Any questions here?

12 THE COURT: No thank you.

13 COMMANDER CRUZ: And finally, just our needs
14 assessment. And so every year, we do a needs assessment for
15 the next year's training. So this year, we're doing the 2025
16 needs assessment for 2026's training. We contracted out with
17 University of Chicago Survey Labs and they validated our survey
18 instrument. We do have it in four different languages, and we
19 have 10,000 addresses, names, and phone numbers that we're
20 going to be mailing this out to in the community. And then we
21 actually got the phone numbers so we can text them to remind
22 them to do that.

23 We also have our community engagement team that we
24 talked about. Just this last weekend, they went to the Lunar
25 New Year event, they went to the auto show, just trying to

1 solicit as much feedback as we can get. And then we also mail
2 out to our oversight agencies, like the IMT, the OAG, we write
3 them letters requesting them to respond back with
4 correspondence to give us ideas of how we can inform our
5 training better. And our surveys close on March 1st, and,
6 ma'am, if you haven't already, here's a QR code if you'd like
7 to take a picture of that and do the survey or anybody else
8 that would like to do that. We have it on there.

9 Any questions with the needs assessment?

10 THE COURT: No thank you.

11 COMMANDER CRUZ: All right. And that's all I have.

12 THE COURT: All right. Thank you.

13 Are there additional questions for Commander Cruz?
14 Thank you, sir.

15 Then I think maybe we should return to Ms. Pannella,
16 who got -- was froze a little while ago, but she's back with us
17 I believe.

18 MS. PANNELLA: Yes. Apologies. Thank you, Your
19 Honor.

20 I don't think I got very far into my remarks, so I'll
21 reintroduce myself. My name is Kate Pannella. I'm a senior
22 assistant attorney general in the Civil Rights Bureau of the
23 Illinois Attorney General's Office. And I represent the state
24 of Illinois.

25 Today I will discuss my office's perspective on the

1 Monitor's Comprehensive Assessment. And as Ms. Hickey stated,
2 the City and we filed a joint status report Friday afternoon,
3 which goes into some detail regarding the CPD's Coordinated
4 Mass Arrest policy suite as well as recent agreements that the
5 City and our office reached on TRED's review of Level 1 uses of
6 force. And I won't -- so I won't belabor those points today
7 because they are addressed in detail in the written status
8 report.

9 Paragraph 657 through 659 of the Consent Decree lay
10 out the purpose of the Monitor's Comprehensive Assessment.
11 Those paragraphs provide that the Monitor's recommendations
12 should address whether modifications to the Consent Decree are
13 necessary in light of changed circumstances or the
14 unanticipated impact or lack of impact of the Consent Decree's
15 requirements.

16 Recommendations should also cover areas of greatest
17 concern as well as progress, and lay out strategies for
18 accelerating full and effective compliance.

19 With that in mind, the Attorney General's Office is
20 focused on recommendations in the Monitor's Comprehensive
21 Assessment that address changed circumstances, including
22 evolving best practices, recommendations that have the
23 potential to accelerate the City's compliance with the Consent
24 Decree, and recommendations that otherwise achieve core
25 objectives of the Decree.

1 Our priority is to move forward on big picture
2 additions or changes that are central to the lives of Chicago
3 residents, such as traffic stops as opposed to technical
4 changes to the wording of the Decree, which have little
5 potential to move the needle in terms of either the City's
6 compliance with Consent Decree requirements or Chicagoans'
7 daily experience with the Chicago Police Department.

8 Similarly, our office is reluctant to rearrange or
9 renumber the paragraphs in the Consent Decree. Six years into
10 enforcement of the Decree, many individuals, including police
11 department personnel working on reform, counsel for the City
12 and the attorney general, members of the Monitoring Team, and
13 Coalition members and lawyers are fluent in certain key
14 paragraph numbers. Many of the Decree's requirements at this
15 point are synonymous with the numbers of the paragraphs in
16 which those requirements appear. Simply put, the Decree is not
17 perfect, but tinkering with it on the margin serves little
18 purpose.

19 To that end, our office is prioritizing proposals from
20 the Monitor and the Coalition that we believe are likely to
21 have the greatest impact on ongoing reform. Specifically our
22 office's priorities include updating the Decree to reflect
23 evolving best practices in policing, such as alternative
24 responses other than police for individuals experiencing mental
25 health crises, specific Consent Decree requirements related to

1 traffic stops, community engagement including more formalized
2 processes for CPD engagement with the Coalition, more
3 accessible semiannual reports from the Monitor, and a
4 streamlined policy training and plan review process.

5 We are mindful, however, that by their nature, bigger,
6 more substantive changes to the Consent Decree will be more
7 challenging for the parties to come to agreement on. So the
8 parties have met regularly at least 13 times over the course of
9 the last year with the express purpose of discussing the
10 Monitor's proposals under the Comprehensive Assessment.

11 In the case of some topics, those discussions have
12 been high level and theoretical. In others, draft language has
13 been exchanged between the parties. To date, however, no
14 concrete or final agreements or disagreements have been
15 reached.

16 We are also mindful that not every desired outcome or
17 change requires revision to the actual text of the Consent
18 Decree, which Ms. Hickey alluded to earlier. Many changes to
19 improve the reform process, increase cooperation and
20 collaboration between the parties on the Monitoring Team, and
21 increase efficiency and transparency have already occurred or
22 begun without modification to the Decree.

23 These public status hearings are themselves an example
24 of that. The Consent Decree does not contemplate any
25 particular frequency for court hearings, but several years into

1 the decree's enforcement, our office desired a means for
2 greater public transparency and increased participation by the
3 Court. With the City's, the Monitor's, and the Court's
4 agreement, monthly public hearings have been occurring for over
5 a year now without any change to the language of the Consent
6 Decree.

7 Similarly, the Monitor's reports have improved in
8 readability and accessibility over the last few monitoring
9 periods, without any change to the language of the Decree.
10 This is something for the parties to bear in mind as we
11 continue to meet.

12 A final consideration that the Attorney General's
13 Office is keeping in mind during this process is the urgency of
14 needed reform. The people of Chicago have been waiting for
15 change for many years. Our office continually seeks to balance
16 the aspiration for reforms to be as comprehensive as possible
17 with a need for those reforms to be timely.

18 Likewise, as we contemplate possible modifications to
19 the Decree under the Comprehensive Assessment, we must consider
20 the effect of keeping many additional requirements into an
21 already voluminous document. To paraphrase a familiar adage,
22 we cannot let perfection be the enemy of a constitutional,
23 lawful, and accountable police department.

24 In conclusion, the Attorney General's Office will
25 continue to meet regularly with the City and the Monitoring

1 Team to come to agreement or final agreement regarding proposed
2 changes under the Comprehensive Assessment, and we will
3 continue to update the Court and the public on the process
4 during our monthly status hearings. Thank you.

5 THE COURT: Thank you, Ms. Pannella.

6 Are there questions for Ms. Pannella? All right.

7 Then I think we are ready to hear from Coalition
8 members, if they'd like to be heard. Are there members of the
9 Coalition who are here and would like to make a statement?

10 MR. SEPULVEDA: Your Honor, I'm just promoting them
11 now to become panelists.

12 THE COURT: Great. Thank you.

13 MR. FUTTERMAN: Thank you. And good afternoon, Your
14 Honor, Monitor Hickey, counsel, CPD leaders, and members of the
15 community. My name is Craig Futterman and I'm one of the
16 attorneys that represents the Community Coalition.

17 Our work together on the Consent Decree remains as a
18 critical inflection point. It's more important than ever that
19 we seize this moment and work together to make the most of the
20 opportunity to end the police department's pattern and
21 practices of civil rights violations, the violations that led
22 to the entry of this decree, because people still are not
23 seeing or feeling the positive changes that we all want to see
24 and need to see on the ground.

25 As everybody here knows from our public hearings in

1 court, the IMT's, the Monitor's community surveys, to our
2 collective work on the ground, Chicagoans and especially young
3 black men continue to experience negative, abusive, and unequal
4 interactions with Chicago Police, including disparate rates of
5 police violence, stops, and just feeling harassed.

6 In 2025, black people still continue to report being
7 treated as less than human beings by the people who are sworn
8 to protect them.

9 In the Monitor's most recent survey that
10 Monitor Hickey just shared, young black men still report being
11 subjected to CPD violence at 40 times the rate of white people.
12 Similarly, young black men were 20 times more likely to have a
13 gun pointed at them in the last year by Chicago police than
14 whites.

15 36 percent of young black men interviewed reported
16 being stopped in a car within the last year. 28 percent more
17 reported CPD stopping them while walking or standing in a
18 public area. And in contrast, only 3 percent of white people
19 surveyed by the Monitor reported being stopped standing or
20 walking in a public area.

21 The Decree more than ever needs to force the
22 department to confront the reality of ongoing racial
23 discrimination. So we urge the Court and the parties to adopt
24 the Coalition's recommendations about the things that most need
25 to change to end those violations, recommendations that come

1 from people with knowledge, people with lived experience,
2 people who have been most affected by these civil rights
3 violations. We appreciate, we truly do appreciate Commander
4 Cruz's presentation today on training. However, the
5 presentation didn't address CPD's responses to the Coalition's
6 recommendations for needed change.

7 If we want to see changes on the ground, we need to
8 measure, assess, and hold the police department accountable for
9 the things that brought us here in the first place, not just
10 changes on paper. We all acknowledge we need to see these
11 changes on the ground. That means, has the police department
12 meaningfully reduced the number and severity of violence
13 against people, particularly black people? Is the City holding
14 officers accountable when they abuse their power to hurt
15 people? Has the police department meaningfully reduced the
16 number of instances of misconduct? Has it eliminated or at
17 least substantially reduced instances of discriminatory
18 policing? Has the department remedied the disparities in who's
19 being stopped, who's being searched, and subject to violence at
20 the hands of police? Outcome metrics have to be -- that's one
21 of the things that's just dramatically missing in the decree,
22 they need to be incorporated.

23 If we hope to actually reduce unnecessary police
24 violence here, we not only need to strengthen the deescalation
25 requirements in the Decree, and I appreciated the comments on

1 training there, but the Decree needs to require actual
2 reduction of the unnecessary negative encounters that led to
3 this violence. That means things like adding provisions that
4 build on the successful pilot program in the Department of
5 Public Health, but to bring that into the Decree, to divert
6 people from arrests (audio interruption) offenses.

7 As other departments have done in similar consent
8 decrees, it means requiring the police department to take the
9 least intrusive response under the circumstances when it comes
10 to quality of life offenses. It means tracking data to assess
11 police responses to these low-level and quality of life
12 offenses. It means strengthening -- and I appreciate some of
13 the conversations on this with respect to training, but it
14 means strengthening the crisis intervention provisions in the
15 Decree to require and to do that training of officers, to work
16 to resolve encounters with people in crisis without the need
17 for citation, arrest, much less violence.

18 And it means things like prohibiting pretextual stops,
19 the practice of using traffic and street stops for minor or
20 made-up offenses as a strategy to address violence. As the
21 superintendent has recognized, it hasn't been effective. Far
22 less than 1 percent yield any contraband whatsoever, and it's
23 caused real, real, real severe harm to people. And the
24 alienation that's resulted has made the police department
25 itself less effective when it comes to investigating violent

1 crime.

2 The Decree needs to outlaw this implacable practice.
3 It means restricting traffic stops for low-level or regulatory
4 offenses that aren't about public safety, drivers who aren't
5 posing any active danger to other people. As our clients
6 experience, as well as research have shown, time and time
7 again, these are the sites that police violence occurs and
8 escalates that low-level stop for that ticky-tack violation
9 that leads to dramatic force, shootings, even death, putting
10 both community members and police officers in danger.

11 I'm going to wrap up, as we long stressed, something
12 officers needs to radically change when it comes to police
13 practices and policies about drawing and pointing guns at
14 people, including young children. And that involves training
15 there because it involves unlearning ingrained habits that have
16 traumatized thousands of families and that lead to even greater
17 violence.

18 The Decree really needs to be modified to conform to
19 best practice here to prohibit gun-pointing, pointing guns at
20 people except when they pose an immediate threat of death or
21 serious harm to another person, treating gun-pointing as the
22 serious force that it is.

23 And finally, the last and most important point I'll
24 raise now involves the Coalition. And I appreciate some of the
25 comments on this, both from the Attorney General and from

1 Commander Cruz today, to open the doors to the people with
2 critical knowledge and experience when developing police policy
3 on the front end. It won't just make the decree more
4 efficient, and it will, but as our collective experience has
5 already proven and taught us, including the Coalition,
6 community representatives will lead to better policies that
7 save lives, that prevent harm.

8 And in that vein, we appreciate the CPD's commitment
9 stated today to invite the Coalition and other community
10 members to attend to get feedback on police training. It's an
11 important first step, and I'd say it's even more important that
12 this isn't separate from the actual training, but actually
13 allowing the Coalition and other community members in to
14 actually see live training and interactions with the police,
15 the simulations themselves.

16 It's not too late, Your Honor and everyone, we can
17 still make this historic Decree something that all of us, all
18 of the people of Chicago can be proud of, something that can
19 serve as a model, not just here but for other jurisdictions.
20 We can bring an end to the police department's pattern and
21 practice of civil rights violations if we do it together.
22 Thank you, Your Honor.

23 THE COURT: Thank you, Mr. Futterman.

24 Are there questions for Mr. Futterman on behalf of the
25 Coalition?

1 I did want to raise with the Coalition the concern
2 that I had from our last hearing, where I learned -- was
3 disappointed to learn that the Coalition had not been included
4 in this community outreach effort. And really encourage the
5 City -- I understand the City has in fact invited the Coalition
6 to be part of that process now.

7 Mr. Futterman, has your group made a determination
8 whether you're going to accept that invitation? I'm asking
9 because I know an initial meeting is set for next week.

10 MR. FUTTERMAN: I expect that we will. This is
11 something that we need to talk with all of our clients about.
12 But I appreciate the invitation and we appreciate the
13 invitation and expect that we certainly will. Thank you, Your
14 Honor.

15 THE COURT: Great. Good. It's good to hear. And I
16 understand that first meeting has been scheduled for Tuesday
17 the 18th at 5. Just so you're aware.

18 I do -- I recognize the Coalition's unique and
19 comprehensive contacts with the public and its ability to speak
20 for many groups within the city, and I hope that you'll be
21 actively involved because I have a lot of respect for the work
22 that you do, the views that you've expressed, and your obvious
23 commitment to carrying this process out.

24 MS. GARCIA: Your Honor, if I may.

25 THE COURT: Sure.

1 MS. GARCIA: Just a few words on that. And to follow
2 up on what my colleague Craig has said -- this is Michelle
3 Garcia on behalf of the ACLU, and I'm one of the attorneys for
4 the Coalition as well.

5 We really appreciate you setting the status conference
6 to address the timeline and the framework for the changes to
7 the Consent Decree. And we were pleased that you directed the
8 parties to file that joint status report about what sort of
9 changes they were going to make in responding to the
10 Coalition's recommendations, including the ones that my
11 colleague Craig Futterman highlighted about putting the
12 Coalition's role front and center in part of this community
13 process and part of the Consent Decree.

14 What we were frustrated with, the status report,
15 because it didn't include any substantive responses to the six
16 main recommendations that we made. And likewise, today's
17 hearing, the City didn't even address it at all. The Attorney
18 General's Office did identify some changes, sort of broad
19 topics that they've been discussing for over a year, including
20 the Coalition's role in the Consent Decree. But we have not
21 been invited to be a part of that discussion.

22 And the Coalition deserves a substantive response to
23 the parties explaining why they are accepting or rejecting our
24 requested changes to the Consent Decree. We deserve to be at
25 the table to discuss the Coalition's role because our clients

1 gave up their lawsuits to be a part of this process, to be a
2 part of the Consent Decree. And the monitor recommended that
3 the Coalition's role be revised to promote efficiency and
4 policy review process.

5 We would need to agree with the parties about any
6 changes about our role in particular to comply with paragraph
7 709 of the decree. This was a bargained-for exchange, and we
8 would just urge the parties to include us in those
9 conversations among the other conversations, because we cannot
10 change our role without agreement.

11 I'd like to just touch on a few things that were in
12 the report as well, Your Honor. You know, one thing that they
13 did say in the report is they talked about their decision to
14 have a moratorium on the review of TRED 1 -- excuse me, on the
15 review of Level 1 use of force reports. Now these are the
16 lowest level, but they are where officers are applying force.
17 Right? And the idea behind this is that when these reports are
18 done, the supervisors are supposed to review them and use them
19 as a teachable moment, you know, to talk to the officer and to
20 get to them to change their behavior or to evaluate it.

21 And what was disconcerting in the filing is that the
22 parties have agreed to a moratorium of six months. Now this is
23 effectively a change in the Consent Decree, paragraphs 696 and
24 697 of the Consent Decree. And the bottom line is, Your Honor,
25 the parties cannot just agree to a change in the Consent Decree

1 without the consent of the Court.

2 You know, such changes to the Consent Decree cannot be
3 decided by the parties, especially if the goal of the decree is
4 to build trust with the communities that CPD serves. So if
5 we're trying to change the culture and move officers away from
6 using force against Chicagoans to use to get deescalation, to
7 ensure nonviolent tactics, stopping the review in our
8 perspective just doesn't make sense.

9 The last thing I'd like to bring up, Your Honor, is
10 the notice of intent for enforcement that the Coalition has
11 filed. This is a separate topic, but we did file a notice of
12 intended enforcement action to the City on January 24th because
13 the final drafts of CPD's stop and frisk policies released in
14 December violate the constitution and the Consent Decree.

15 And our notice identifies two serious problems.
16 First, the policies continue to allow CPD to make stops and
17 searches and frisk people based on race, ethnicity, or other
18 protected characteristic restrictions. This violates the equal
19 protection clause of our US Constitution, the Illinois Civil
20 Rights Act, and paragraphs 55 to 56 of the Consent Decree.

21 And second, Your Honor, policies allow CPD to stop and
22 search people and vehicles based on the odor of raw cannabis.
23 But CPD agreed to paragraph 806 of the investigatory stop
24 amendment to the Consent Decree that it would not stop or
25 search people based on the odor of cannabis, whether it was raw

1 or burnt. So the policies directly violate this provision of
2 the Consent Decree that the parties agreed to.

3 We plan to meet with the parties and Monitor about
4 this notice in early March. But if we cannot resolve these
5 issues, the Coalition will file an enforcement motion at the
6 end of April after the 90-day workout period specified in the
7 Consent Decree.

8 Thank you, Your Honor, for allowing us this extra time
9 to share these concerns with you. And we're happy to address
10 any questions that you may have.

11 THE COURT: Thank you. I did see your notice of
12 course, and I understand that a motion may follow after the
13 90-day period. I'm of course always hopeful that you're able
14 to make some progress during the 90-day period and that a
15 motion won't be necessary. But if it is, that's -- it's the
16 Court's responsibility to rule on those things.

17 Any other comments for the Coalition?

18 MS. GARCIA: No, Your Honor. Thank you.

19 THE COURT: All right. Then I think we're ready to
20 make any -- hear any final observations from the City and from
21 OAG and also from the Monitor. Why don't we begin with -- we
22 can begin with the City.

23 MR. SLAGEL: Thank you, Your Honor. Just wanted to
24 clarify the meeting on the 18th is meeting with the
25 superintendent and members of the Coalition. A lawyers'

1 meeting is set for March 7th, just for clarity purposes.

2 THE COURT: Thank you.

3 MR. SLAGEL: Thank you. We appreciate your time today
4 and the time of the members of the community who have listened
5 in and heard what CPD is planning for its 2025 training, the
6 ongoing efforts of the Monitor, the AG, and the City on
7 reviewing and looking at things to do to improve and enhance
8 the effectiveness of the Consent Decree.

9 As has been noted today, many of the things that we
10 are doing and talking about don't require modifications of the
11 Consent Decree, and we're trying to do those as promptly and
12 expeditiously as possible. So thank you for your time today.
13 I see the superintendent came on, so I suspect he may want to
14 have a word or two beyond what I've said.

15 THE COURT: Yes, absolutely. Mr. Snelling, if you'd
16 like to make a comment, you're certainly welcome to.

17 SUPERINTENDENT SNELLING: Absolutely, Your Honor.
18 Just -- and I'll try to make this as short as possible. I know
19 we're over time.

20 I just want to address a few things. First off, the
21 training, you know, I just can't thank my team enough for
22 putting the training together with the theme of respect. And
23 everything that we do here starts with respect. That's the
24 theme of our training moving forward.

25 And I really appreciate Attorney Futterman and the

1 feedback there. A lot of things he said in there I agree with,
2 and I'll touch on a few of those things and how they relate to
3 the training that we're doing right now.

4 So basically with our training with the theme of
5 respect, there are a lot of underlying things within the
6 training that address a lot of the concerns that
7 Attorney Futterman had. You know, we don't have enough time
8 here to talk about all of those things, but this is also why I
9 think it's important to invite everyone who is willing to come
10 to training to see it, those parties who are concerned.

11 And this is why I've always been open from the very
12 beginning to having the Coalition and whoever else is concerned
13 about this, all of the parties who want to see some reform and
14 change within the department, to come out and actually see what
15 we're doing, see what the training is all about, because that's
16 extremely important. We take everybody's feedback seriously.
17 And to get that feedback is a part of how we develop training
18 around everything.

19 Now when we talk about someone else going out to
20 people in crisis dealing with those situations, as a police
21 department, if we had those resources where we could apply
22 that, we would love to do that. A lot of that is beyond us
23 right now. There are times where we're called, we have to go
24 to these calls, but we're looking to train our officers in the
25 best way possible to handle these situations. We know that we

1 have a CARE team out there, but we were removed from that
2 process, not by choice, but we were removed.

3 Every aspect of our training, especially when it comes
4 to dealing with the public, has a level of crisis intervention
5 associated with it. Even though it may not be a full-on
6 certification, the respect for those who are vulnerable,
7 respect for people who are in crisis, our deescalation around
8 dealing with people who are in crisis is extremely important.

9 And Mr. Futterman said something that is really,
10 really important. And what he said was that we have to unlearn
11 certain things. And he's 100 percent right. And in order for
12 our officers to take on a new way of doing things, they have to
13 unlearn the old way of doing things. We're moving forward in
14 this department. That takes time. And although I would love
15 to snap my fingers and see reform instantly, we have to know
16 that we're dealing with human beings. And human beings don't
17 change instantly.

18 It's like looking at some of our young people in
19 communities that are very challenged and they grow up in an
20 environment where they see violence and some have engaged in
21 that level of violence. You know, we've seen people from those
22 communities -- and I'm one of those people from those
23 communities -- grow out of that into something else when
24 they're introduced to a different way of life, a different
25 process, different opportunities. And that's what we're

1 providing for our officers who are human beings under the same
2 level of stress. We're providing different opportunities,
3 different training, a different focus. And we're doing
4 everything we can, because when you have 12,000 members, to get
5 everybody trained over and over and over again repetitiously,
6 that's how we get the process moving.

7 The other thing is, is to get our officers more in
8 tune with our community members, sitting down, having
9 conversations with our community members, having those open
10 talks, even though they may be uncomfortable. And that's
11 happening right here with everyone on the call, listening to
12 the community, listening to the Coalition, listening to the
13 OAG's office. We -- I believe that we're moving in the right
14 direction. We're having these conversations. I believe
15 everyone is coming to the table, presenting what they need to
16 present for us to move forward with reform.

17 There are times that we go into a room and we come out
18 with lumps, but that's great for the process. I don't think
19 that we should all sit here and agree. That's not how we get
20 to reform. We all have different approaches, different
21 viewpoints, and we bring all of those viewpoints in. I don't
22 expect that everyone is going to get every single thing that
23 they want. We don't and I don't think anybody on the call
24 should. But what we should all agree on is how we get to
25 reform. How do we get to a point where people are feeling

1 better about what the Chicago Police Department is doing in our
2 interaction with them?

3 I believe what we're doing right now, having these
4 conversations, is the best way to get that done, having open
5 communication. And the word "transparency" I think is
6 overused. I like to say communication and honesty, because
7 when we open up training and you can see exactly what we're
8 doing, there's a communication. But also the fact that you can
9 see exactly what we're doing, you get to see our lesson plans
10 and the training that goes into it, there's the honesty that's
11 associated with that communication. That's how we get to
12 transparency. I don't like to just use that word without
13 talking about communication and honesty, because that's truly
14 what transparency is supposed to be.

15 So where we are right now, I feel good about moving
16 forward. I feel good about our partnership with the IMT, the
17 work that's being done with the OAG. And listen, I've had one
18 meeting with members of the Coalition that I thought went
19 really well. I want them to have a voice. I want them to know
20 that I take this serious enough for them to sit down with the
21 superintendent of police and have a conversation. I'm not too
22 big for that. If they're taking out the time to try to get to
23 the bottom of reform, I'm going to take out the time to have a
24 conversation with them and make sure that they understand that
25 their voices are being heard.

1 So with that said, I just really have to thank my team
2 for the work that they're doing. They've put a lot of work
3 into this. And once we all get together, we get to see the
4 work product, those who are willing to come and witness the
5 training that's going on, I think you'll see the level of
6 seriousness around reform and getting to the bottom of the
7 issues that Mr. Futterman was speaking of, and also
8 Attorney Garcia.

9 We're taking this seriously. I take it seriously.
10 The team takes it seriously. And, again, when we look back at
11 the DNC, the level of training that went into that, the level
12 of leadership that went into that, and the level of
13 accountability -- and that's another thing that I'd like to
14 just mention real quick, Mr. Futterman, I'm actually -- I'll be
15 talking to a reporter on something that's happening right now.
16 The level of SPARs, across this department, have almost doubled
17 from last year. Now those SPARs are disciplinary actions with
18 our officers. That's our early intervention process. We are
19 able to recognize certain things when we -- when our leadership
20 is intervening with our officers on a quicker basis.

21 And I understand Ms. Garcia's concern about the
22 Level 1s. But one of the things that we see with Level 1s,
23 you'll see a Level 1 that's just a documentation of when force
24 was used against an officer. It's not necessarily that an
25 officer used force. A Level 1 is also documented to capture

1 when a person is resisting arrest, even if the officer does not
2 use force. So what that tells us is, our officers are actually
3 being more transparent by making sure that they complete these
4 tactical response reports.

5 However, what I'm more concerned about are the more
6 egregious uses of force by our officers, and we want to make
7 sure that we get to the bottom of those issues as quickly as
8 possible and address those issues so that we don't have
9 anything that spills over into anything greater or we see a
10 pattern of practice.

11 So those are very important issues. To me, it's very
12 important to our department, and we are moving forward. And
13 when we get the opportunity to be even more transparent and put
14 some of our successes up on a dance board where everyone can
15 see everything that we're doing and everything that's going on,
16 I think people will get to see this reform.

17 Lastly, I think it's important to talk to our
18 communities, that when we do see reform, when we do see
19 successes, when we do see an increase in how our officers are
20 positively interacting with the community, that we need to talk
21 about those things. We really need to highlight that. Because
22 if we continue to allow people to believe that there's no
23 change happening, it also affects their judgment.

24 Now those who are impacted personally, those who have
25 the lived experience, we will never downplay the lived

1 experience of what someone has gone through with law
2 enforcement. And those are the things that we're going to
3 continue to address. And when we see things that our officers
4 are doing that we know need correcting, we're going to make
5 sure that we correct that at the highest level and will
6 continue to do so.

7 Lastly, I just want to thank everybody on the call,
8 members of the community who are listening in, the Coalition,
9 you know, the AG's office, and everyone from my team, the IMT,
10 Maggie Hickey, we -- I just believe that we're moving forward
11 and I feel positive about the direction that we're going in.

12 Again, I don't expect us not to have any more bumps in
13 the road or a little back-and-forth or even arguments. But I
14 think those are great for reform and moving forward and
15 developing a much greater department than we've seen in the
16 past.

17 So that's my comments, Judge, and thank you, and thank
18 you to everyone on the call.

19 THE COURT: Thank you, Superintendent Snelling. And I
20 want to thank you for your involvement in the hearings, in
21 these hearings this afternoon, and your continued commitment to
22 this process as well. I think our ongoing communication is
23 going to be critical for making further forward progress.

24 Are there other comments?

25 MS. HICKEY: Your Honor, I just have a few briefly.

1 THE COURT: Go ahead.

2 MS. HICKEY: I want to thank everyone, I want to thank
3 you, and just say that I look forward to working with the
4 parties, the Coalition, and the Chicago communities to continue
5 this important work. And our next hearing will actually be a
6 time we take comments from the community. We're trying
7 something a little different. While it will be virtual, we're
8 going to do the time from 5 to 7, trying to accommodate those
9 members of the community that cannot get off work. So it will
10 be virtual, and it will be from 5 to 7 on March 11th. We do
11 have that date up on our website. And so I wanted to make the
12 community aware.

13 I also wanted to ask Superintendent Snelling if he
14 would elaborate, and I was trying to look fast, but not
15 everyone that we're talking to actually knows what a SPAR
16 stands for. I think it's Summary Punishment Action Request,
17 but I'm not -- I'm trying to type furiously fast enough to
18 double-check that I'm correct. So if you would just say, you
19 know, a little more detail, we all -- I learned so many
20 acronyms in the last five years, and I speak in them, and then
21 even I don't remember what they are, but I realize many people
22 on this -- attending this hearing today might not know exactly
23 what a SPAR is or what it stands for. If you would just
24 elaborate, Superintendent.

25 SUPERINTENDENT SNELLING: You're 100 percent correct

1 with your definition of the acronym.

2 MS. HICKEY: Oh, okay. Good.

3 THE COURT: Say it again. Can you repeat that again,
4 the acronym, what it stands for?

5 SUPERINTENDENT SNELLING: Sure.

6 MS. HICKEY: Summary Punishment Action Request.

7 SUPERINTENDENT SNELLING: Yes.

8 THE COURT: Okay. Thank you. Didn't mean to
9 interrupt. Go ahead, Superintendent Snelling.

10 SUPERINTENDENT SNELLING: Okay. So when we are
11 talking about summary punishment, this is early intervention;
12 right? So we see an infraction on the part of an officer, so
13 the immediate supervisor immediately gets involved and takes
14 action quickly, because one of the things that I've known in my
15 33 years is that small things that occur, small infractions,
16 can eventually lead to larger infractions. What goes on if
17 those smaller infractions are not taken care of at that lowest
18 level?

19 And this is one of the concerns that I heard coming
20 from Attorney Garcia, and she's right, we do need that early
21 intervention. We do need to see that when officers are doing
22 something that although it may seem small now, we need to take
23 corrective action so that behavior doesn't grow into something
24 else.

25 The other thing that we're finding is that with that

1 early -- those -- that early interaction, officers may need
2 training. And part of that summary punishment is not only just
3 maybe a reprimand, maybe a day or two suspension, but it also
4 involves more training. We may look and see that an officer's
5 just deficient in whatever the infraction was, so we'll send
6 that officer to training.

7 If the officer is in crisis, we will make sure that
8 that officer gets some level of help; right? EAP, this is when
9 officer wellness comes into play. So this early interaction
10 really helps our officers, it helps the department. And once
11 we help our officers and the department, we overall help the
12 community, because now we have a more well-trained, better
13 equipped, more well of mind and mentally and physically well
14 officer that's going out to the community, less likely to
15 violate someone's rights, less likely to go out and harm
16 someone in a way that is going to continue to destroy the
17 relationship between the community and the police.

18 So, again, this does take time, but from the top down,
19 there's a level of accountability for command staff all the way
20 down to our lowest-level supervisor, which would be a sergeant.
21 And so it's not just holding the police officers on the ground
22 accountable. What officers are out there doing oftentimes,
23 especially when they're forcing laws, a lot of time has to do
24 with the mission that they've been given. And we want to make
25 sure that whatever mission we're giving those officers, and

1 that mission should be to work with the community in a way
2 where the community are proud and comfortable working with our
3 officers, they're feeling a level of support from our
4 department and that level of respect, because that is the most
5 important thing. No matter what happens, human beings want
6 respect. They want to be respected. And that feeling of
7 disrespect destroys relationships, and it destroys reputations
8 of industries who are supposed to be interacting with people in
9 a positive way.

10 So this early intervention is just one step, and a
11 major step, I believe, to keeping our officers on track so that
12 we don't continue to go down the path that we have in the past.

13 THE COURT: All right. Thank you.

14 Any other questions for Superintendent Snelling or any
15 of the other speakers here?

16 Okay. Can I ask, does the Monitoring Team want to
17 make any final comments?

18 MS. HICKEY: That was my final remarks, Your Honor,
19 just with the March hearing.

20 THE COURT: All right.

21 MS. HICKEY: Thank you.

22 THE COURT: Then I'll see all of you in March. I'm
23 expecting that we're going to be moving forward on some -- on
24 several of the outstanding issues at that time, and I'm looking
25 forward to it.

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I want to thank everybody for being with us this
afternoon. Looking forward to seeing you all again in March.

MS. HICKEY: Thank you, Your Honor.

THE COURT: Thank you.

SUPERINTENDENT SNELLING: Thank you, Judge.

(Concluded at 2:34 p.m.)

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COURT REPORTER'S CERTIFICATE

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

Dated this 14th day of March, 2025

/s/ Hannah Jagler

Hannah Jagler, RMR, CRR, FCRR
Official Court Reporter