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COMMUNITY COMMISSION for PUBLIC SAFETY and
ACCOUNTABILITY
PUBLIC MEETING
Thursday, January 30, 2025, 6:30 p.m.
Malcolm X College

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APPEARANCES:

- President Anthony Driver
- Commissioner Aaron Gottlieb
- Commissioner Sandra Wortham
- Commissioner Abierre Minor
- Executive Director Adam Gross

1 PRESIDENT DRIVER: Good evening, everyone.
2 The January 30, 2025, meeting of the Community
3 Commission for Public Safety and Accountability
4 is called to order at 6:36 p.m.

5 We will begin with the call of the
6 roll. Commissioner Gottlieb.

7 COMMISSIONER GOTTLIEB: Present.

8 PRESIDENT DRIVER: Commissioner Driver is
9 present.

10 Commissioner Minor.

11 COMMISSIONER MINOR: Present.

12 PRESIDENT DRIVER: Commission Rubi Navarijo.
13 Commissioner Terry. Commissioner Wortham.

14 COMMISSIONER WORTHAM: Present.

15 PRESIDENT DRIVER: With four out of six
16 members of the Community Commission for Public
17 Safety and Accountability present, we have a
18 quorum to conduct the Commission's business.

19 The next item of business is public
20 comment. If you would like to share something
21 related to the Commission's work on public safety
22 and accountability, you have a few options. You
23 can speak at a public meeting. You can also
24 submit public comment in writing or email your

1 comment to
2 CommunityCommissionpubliccomment@CityofChicago.
3 org, or you can bring a copy of your comment to
4 the Commission's public meeting, give it to
5 someone on the Commission or someone on the
6 Commission staff.

7 People who wanted to speak during
8 the public comment period tonight were asked to
9 submit their names in writing earlier tonight.
10 Names were then drawn at random by a member of
11 the Commission staff. Speakers will be called in
12 the order in which their names were drawn. If
13 your name is called to offer public comment, we
14 ask you to approach the microphone and line up in
15 the order in which your name is called. When it
16 is your turn to speak, please say your name and
17 spell your name and then offer your comments.
18 Each speaker will have two minutes. We've
19 allotted a total of 20 minutes for public
20 comment.

21 Our first -- I will call you in
22 threes. If you are not able to approach the
23 microphone, please alert someone on the
24 Commission staff who will bring one to you.

1 Our first three speakers are Grace
2 Patino, Alees Edwards, and Kamara S.

3 MS. PATINO: Good evening. So my
4 understanding is that there is going to be some
5 discussion tonight, a vote or something around
6 the idea of punting, drafting the ordinance
7 around traffic stops, whether you guys will
8 handle that, or whether that will be punted over
9 for the Consent Decree to handle it. I just want
10 to say that I don't think it should be moved over
11 to the Consent Decree.

12 We worked and fought really hard
13 for you guys to get the powers that you have now,
14 and so I think that you should flex that power
15 and be the ones to draft an ordinance around
16 traffic stops. And I don't think you should
17 relinquish that power for this matter.

18 And I'm also hoping -- I don't know
19 that it will be tonight or what -- if we can get
20 some type of update around the task force that
21 the Mayor is putting together regarding the Oath
22 Keeper officers. We just want to know as a
23 community how we can be involved in that process,
24 and at what point we get to have a voice in that

1 process. Thank you.

2 MS. EDWARDS: Hello. Alees Edwards. I am
3 the Police District Councilor for 11. I am here
4 to ask that we create a process within CCPSA for
5 a CPD policy that ends pretextual traffic stops,
6 limits the types of the low-level offenses that
7 can lead to a traffic stop and ends consent
8 searches during traffic stops. These stops
9 disproportionately target black and Latino
10 drivers, leading to unnecessary harassment and
11 trauma.

12 I wanted to specifically talk about
13 a scenario where someone who I knew in my
14 community, someone who is a pillar in the
15 community, their son was stopped by CPD. They
16 were harassed by CPD. His car was tossed. It
17 tended up having like eight officers that were
18 there, and they gave him a bogus ticket. They
19 asked for a white shirt. The white shirt came
20 and backed up the officer. He had to take off
21 work, go to court and have this whole ticket
22 erased, or they just threw it out because it was
23 bogus. They gave him a ticket for having his car
24 lights on while the street lights were on.

1 If there is a way that I can tell
2 you and express to you the trauma that it caused
3 his mom, the trauma it caused his dad, his sister
4 who taped it, and he himself who would not put in
5 a COPA complaint because he was afraid of what
6 CPD would do.

7 Some of these pretextual traffic
8 stops when it's very low level are unnecessary,
9 especially when they're making up reasons to stop
10 people. We ask you make a policy for that.
11 Thank you.

12 PRESIDENT DRIVER: Thank you.

13 MR. KAMARA S: Hello. Good evening.
14 Firstly, I wanted to say that I think that the
15 CCPSA may be misinterpreting its role in building
16 community trust with CPD. If an auto technician
17 is taking a jackhammer to a transmission, you
18 would want to stop that person and have them
19 removed from your vehicle. If a manager or a
20 foreman at the worksite is operating their shop
21 in a way that exposes workers to toxins and
22 carcinogens, that foreman or manager should be
23 separated from the workers and removed from that
24 worksite.

1 So CCPSA should not be fostering an
2 abusive relationship between the people of
3 Chicago and CPD.

4 So I'm hoping you all think about
5 reinterpreting your mandate for fostering trust
6 with the community and don't push the community
7 into an abusive relationship with its police
8 force.

9 Also, I think that CCPSA should be
10 encouraging. You all should be holding cop watch
11 trainings. If you can't do that, you need to be
12 helping to coordinate them. If you can't do
13 that, you need to be encouraging them. Again, in
14 order to provide the community to have the
15 capacity to defend themselves from the things
16 that the Commission is not able to address.

17 And also I would hope that the next
18 time you all get to speak with Larry Snelling,
19 that you would ask him about the 17 complaints
20 that he racked up in his six years before leaving
21 for AT & T and the sustained complaints that he
22 faced for physically slapping people, the
23 accusations of smashing children's heads into the
24 concrete. Thank you.

1 PRESIDENT DRIVER: Thank you. Our next three
2 speakers are Maya, District Councilor Arewa, and
3 Faayani Aboma.

4 MS. SIMLEIN: Hi, all. Thank you for the
5 opportunity to speak today. My name is Maya, and
6 I am here with Chicago Appleseed Center for Fair
7 Courts, an organization that's using mixed
8 methods research approaches to interrupt cycles
9 of poverty, mass incarceration, and racial
10 injustice inherent to the legal system.

11 It's important that we address the
12 critical issue of pretextual traffic stops and
13 emphasize the role of the CCPSA in representing
14 our communities' priorities.

15 While we're glad that CCPSA is
16 hosting these listening sessions, we really hope
17 that it commits to actually taking into account
18 the feedback. That would look like giving
19 community members an opportunity to respond to a
20 draft policy and being really transparent about
21 how community feedback will be incorporated into
22 that policy.

23 We're also frustrated with how long
24 the CCPSA is taking to act. Ending pretextual

1 vehicle stops is an urgent issue. In these seven
2 extra months of community engagement, people will
3 continue to being harassed by police on the
4 roads.

5 We need action to be taken as soon
6 as possible.

7 People have been coming to these
8 meetings for months already. We're part of the
9 Free2Move Coalition which started coming in 2023.
10 We got 2000 signatures on a petition and have
11 outlined really concrete policy changes for
12 government that community members have shown wide
13 support for.

14 Data shows that almost 70 percent
15 of stops in Chicago were for light or
16 registration violations. These do not impact
17 public safety. Less than 2 percent of the stops
18 were for actually dangerous violations such as
19 speeding, reckless driving, or DUI. That's only
20 2 percent of a giant amount of CPD resources
21 being extended to mostly minor offenses.

22 We know that stops for minor
23 violations are racially biased and
24 disproportionately targets marginalized

1 communities, eroding trust between the public and
2 the police.

3 The data is clear, this practice
4 does not enhance public safety. CCPSA is well
5 aware of that.

6 We also know that consent searches
7 enable cops to conduct fishing expeditions of
8 people that have a racially disparate impact.

9 Law enforcement needs to have an
10 independent legal basis to search before asking
11 for consent instead of relying on their
12 subjective judgment leading only to racially
13 biased results.

14 In conclusion, the problem of
15 pretextual traffic stops is extensive and
16 requires strong and swift action.

17 CCPSA has the power to make
18 meaningful change, and we urge y'all to use that
19 power to ensure that the policies negotiated
20 actually reflect the priorities of the community.
21 Thank you.

22 PRESIDENT DRIVER: Thank you.

23 MS. WINTERS: Good evening. District Council
24 woman Arewa Winters, 15th Police District.

1 Per the ECPS ordinance, whereas the
2 ordinance also establishes District Councils for
3 the purpose of, one, building connections between
4 CPD and community; and, two, collaborating in the
5 development and implementation of community
6 policing initiatives, which have never been
7 defined for us, never explained to us, and
8 therefore it leads us to our own interpretation.

9 So in the 15th District, we have a
10 vision what an initiative can look like and how
11 it could help us gain visibility, hold police and
12 community accountable, and fulfill our integral
13 purpose as District Councilors.

14 I spoke with Adam about this months
15 ago. We had introduced this to our constituents.
16 We've gone over with our commander, and he gave
17 us some constructive feedback.

18 So over the next several months, we
19 worked on developing the 15th District tribunal
20 initiative that will embody restored justice,
21 mediation, conflict resolution, and, if needed,
22 racial healing practices.

23 Our tribunal will be made up of one
24 District Counselor, one community member in good

1 standing and trained in all areas of our tribunal
2 and one CPD officer that resides in the 15th
3 District, also in good standing and trained in
4 all areas of our tribunal.

5 All that we are doing right now --
6 because everything in this whole endeavor has
7 been trial and error. One thing I learned about
8 working with CPD is they are excellent in telling
9 us what they can't do.

10 So in the 15th District, we just
11 want to hear what they can do and what they are
12 willing to do to help us help them.

13 If we -- so we have focus groups
14 with stakeholders and shareholders in the
15 community to make sure we have significant and
16 viable input, beginning with Marcia Thompson,
17 Esquire, who was the consultant for the City that
18 brought the community -- the community mediation
19 program with the Center of Conflict Resolution.
20 She has volunteered to train our community
21 members with her expertise and time and -- what
22 else? So, yeah, if we do not receive support and
23 acknowledgement of CPD, CCPSA, and the Community
24 Commission, we will confess this to our

1 constituents that our transformational efforts
2 have been thwarted by the powers that be and,
3 perhaps, that we should look --

4 PRESIDENT DRIVER: Your two minutes are up.
5 Can you wrap up your comment, please?

6 MS. WINTERS: -- civil rights violations for
7 being denied authority to exercise our powers to
8 perform our functions and duties. Thank you.

9 MR. ABOMA: Faayani. I'm a member of the
10 Chicago Alliance. You know, let's not forget the
11 spirit in which this ordinance was created. It
12 was to hold the police accountable.

13 This City has a long history of
14 torture cops, rogue superintendents, like the one
15 that's in power right now, Larry Snelling, and
16 it's important that we fight within this body to
17 hold the police accountable.

18 So I'm raising my voice in support
19 of any pretextual traffic stops and not letting
20 those traffic stops go to the Consent Decree.

21 As it stands right now, CPD has a 7
22 percent clearance rate with the Consent Decree.
23 In fact, in the 2nd District, CPD is not even
24 following through on its Consent Decree

1 commitments.

2 And so -- so in regards to that, we
3 need to ensure that the Commission passes the
4 policy and it not go to the Consent Decree.

5 And, thirdly, in this spirit of the
6 Police Department now wanting to be held
7 accountable, you know, there are these oath
8 keepers on the force that have not been held
9 accountable. And it's important that the
10 Commission follow through on 2025 priorities that
11 investigations of officers with hate group ties
12 be done by COPA instead of BIA.

13 The police should not be
14 investigating itself. It can't investigate
15 itself. And BIA doesn't even have subpoena
16 power. So COPA should be investigating this.

17 And, lastly, in the creation of the
18 task force, because we were told by the Mayor
19 that the task force was in the process of being
20 formed, we want the Commission to ensure that
21 community input is taken in to ensure that the
22 task force actually follows through on
23 investigating and rooting out white supremacist
24 extremists from CPD. Thank you.

1 PRESIDENT DRIVER: Thank you. Our last two
2 speakers, Alderman Daniel La Spata, District
3 Councilor Beth Rochford.

4 ALDERMAN La SPATA: Commissioner, thank you
5 so much for the opportunity to meet with you
6 today. I have the privilege of serving as
7 alderperson for the 1st Ward and also as the
8 chairman for the Commission on pedestrian and
9 traffic safety for the Chicago City Council.

10 I'm really glad that this is the
11 second time that we're taking up the topic of
12 pretextual traffic stops with the Commission.
13 I'm really grateful for those within the
14 Freedom2Move Coalition who did the hard
15 petitioning work to make that sure that first
16 hearing happened. I'm here to add my voice to
17 the chorus encouraging now not to vote pretextual
18 stops to the Consent Decree.

19 Everything that I've learned over
20 the last two years in office from advocates in my
21 community confirms that there is no equitable
22 version of a pretextual stop. There's no more
23 just version of a pretextual traffic stop.
24 Conceptually, fundamentally, pretextual traffic

1 stops erode trust and cooperation with the
2 Chicago Police Department.

3 It fundamentally is detrimental to
4 the work to keeping Chicagoans safe. It was very
5 hard in challenging when we voted to vest
6 policy-making power with the Commission. We did
7 this because we trusted you and hoped that you
8 would use that power wisely and boldly on behalf
9 of the Chicagoans.

10 I don't want to read about
11 non-concurrence at some point. I don't want to
12 read about best efforts through the Consent
13 Decree. I really want to read and encourage and
14 applaud you all in making bold policy choices on
15 behalf of any pretextual stops for Chicago.
16 Thank you.

17 MS. ROCHFORD: Hi, Elizabeth Rockford. 17th
18 District Councilor. So I just want to echo a lot
19 of what we heard tonight. I spoke at the Consent
20 Decree hearing with the judge last year urging
21 that you guys be trusted to keep traffic stops in
22 your purview. So I want you to vote no on that.

23 I would also ask that you give us a
24 draft policy, sooner rather than later, because

1 the community should be able to look at this and
2 weigh in on it as you're doing the listening
3 sessions. And we want a timeline, maybe like by
4 the end of the second quarter, to have this draft
5 policy, and at your listening session actually
6 get feedback on that draft policy, rather than
7 just hearing people's stories about their poor
8 experiences with police and traffic stops. So
9 please consider that. Thank you.

10 MR. PAVILON: Can I ask a question from the
11 floor?

12 PRESIDENT DRIVER: We do not take questions
13 from the floor.

14 We reached the end of our public
15 comment period. Thank you again.

16 Actually, we had nine speakers who
17 signed up, so if you would like to come to the
18 microphone and make a comment, I will allow it
19 because we did not have a full ten.

20 MR. PAVILON: Thank you. This was not an
21 easy place to find.

22 PRESIDENT DRIVER: Understand. Make sure
23 you have you a microphone.

24 MR. PAVILON: Thank you. I represent the

1 17th and the 19th and the 20th police councils.
2 I bounce around, Lincoln Square, Ravenswood. I
3 started there about 14 months ago. And 14 months
4 ago, there was a lot of evidence coming in about
5 civilians within the police force. Civilians,
6 more civilians within the police force. And
7 there is much evidence to show that Houston, Los
8 Angeles, New York, and even Las Vegas is killing
9 us in terms of keeping homicides down to a level.
10 I got the specific numbers here. But I am tired
11 and frustrated, and I get angry when things don't
12 happen when the evidence is there for such a long
13 period of time. And I think even Superintendent
14 Snelling made a note of that when we were at the
15 Irish Center, but the question was not asked back
16 at him as to how is that going, how many
17 civilians have been hired, and what are we going
18 to do next, because there is a huge difference in
19 homicides in particular when civilians are doing
20 the work that cops really don't have to do, like
21 chasing parking issues. End of story. Good
22 enough?

23 PRESIDENT DRIVER: Thank you. Could you
24 state your name for the record?

1 MR. PAVILION: Michael Pavilon.

2 PRESIDENT DRIVER: Thank you.

3 We've reached the end of the public
4 comment period. Thank you again to all our
5 public speakers. We value your input.

6 The next order of business is
7 approval of minutes. Before today's meeting,
8 draft minutes of the Commission regular's meeting
9 held on December 12th were shared with all
10 Commissioners. Are there any corrections to the
11 draft minutes that have been circulated?

12 (NO RESPONSE.)

13 PRESIDENT DRIVER: Hearing none, I move to
14 approve the minutes.

15 COMMISSIONER GOTTLIEB: Second.

16 PRESIDENT DRIVER: I moved to approve the
17 minutes of the Commission's meeting held on
18 December 12. Seconded by Commissioner Gottlieb.
19 Is there any debate on the motion?

20 (NO RESPONSE.)

21 PRESIDENT DRIVER: We will now move to a
22 vote. All in favor, signify by saying aye.

23 (CHORUS OF AYES.)

24 PRESIDENT DRIVER: Are there any nays?

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(NO RESPONSE.)

PRESIDENT DRIVER: The ayes have it. The motion is approved and the minutes for the December 12th meeting are approved.

The next order of business is approval of the Commission's 2025 regular meeting schedule. Before today's meeting, a draft schedule was shared with all the Commissioners.

Are there any corrections to the draft schedule circulated?

(NO RESPONSE.)

PRESIDENT DRIVER: In accordance with the Illinois Open Meetings Act, I move to approve the Commission's 2025 early schedule.

COMMISSIONER GOTTLIEB: Second.

PRESIDENT DRIVER: I moved and seconded by Commissioner Gottlieb to approve the 2025 CCPSA yearly schedule. Is there any debate on the motion? Hearing one, we will move to a vote. Those in favor of adopting the motion to approve the Commission's 2025 yearly schedule, signify by saying aye.

(CHORUS OF AYES.)

PRESIDENT DRIVER: Are there any nays?

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(NO RESPONSE.)

PRESIDENT DRIVER: Hearing none, the ayes have it and the motion passes.

Our next order of business will be a vote on General Order GO1-11, Community Commission for Public Safety and Accountability and District Councils, as well as a sub policy GO1-11-01, Community Commission for Public Safety and Accountability ordinance. Commissioner Wortham will present from the Policy Working Group.

COMMISSIONER WORTHAM: Thank you, Commissioner Driver. Good evening, everyone. Under the CCPSA ordinance, as was articulated earlier, the Commission has the authority to review, develop, and review Chicago Police Department policies known as General Orders, as long as they are outside of the jurisdiction of the Consent Decree.

Last April, the Commission received a new draft of general order GO1-11 from the Chicago Police Department that outlines a set of guidelines and requirements for how Chicago Police Department engages with the Commission and

1 our District Councils.

2 So the background of this order
3 demonstrates how the Commission works to
4 represent the interests of all 22 police
5 districts. At the end of 2023, District Councils
6 will fulfill their ordinance requirement and
7 propose a set of priorities for the Commission
8 for 2024. Those priorities included the
9 development of written processes and expectations
10 for how Chicago Police Department works and
11 collaborates with the Community Commission for
12 Public Safety and Accountability. In turn, the
13 Commission included the 2024 goals for
14 Superintendent Snelling to produce these written
15 guidelines. That led to the creation of the
16 draft of -- the first draft of General Order
17 GO1-11.

18 So we worked with the Chicago
19 Police Department from the Policy Working Group
20 perspective on the general order for nine months
21 and are ready to entertain a motion for passing
22 of the order. GO1-11 establishes the following.
23 Please bear with me. It educates Chicago Police
24 Department member on how Community Commission for

1 Public Safety and Accountability works, including
2 roles of the Commission and District Councilors.
3 It includes a sub Order G01-11-01 that lays out
4 information on the CCPSA from our ordinance. It
5 establishes an authorized designee in the
6 Superintendent's Office to oversee coordination
7 with the CCPSA. It sets an expectation of the
8 Chicago Police Department commanders attend
9 public meetings with their district, and it
10 encourages other members of the Chicago Police
11 Department to attend as well. It lays out a
12 process for the Commission and DCs to submit
13 requests for records, information, and data which
14 will be documented, tracked, reviewed, responded
15 to, and transmitted. It states that commanders
16 and captains should make efforts to attend
17 District Council public meetings, but if you are
18 unavailable, designate a supervisor to attend the
19 monthly District Council meeting.

20 It also states that the District
21 Council may request in writing for the Chicago
22 Police Department to not attend by citing
23 specific reasons, and the Commander may determine
24 whether or not attendance is required.

1 We want to highlight there that it
2 is very clear that a District Council cannot
3 prohibit a Commander from attending a meeting.

4 It further states that the
5 Commander will collaborate with the District
6 Council to explore other options, such as
7 non-sworn Chicago Police Department members or
8 CPD members opting to not wear their uniforms or
9 expose their firearms while in attendance. It
10 dictates that the Chicago Police Department
11 members designate -- designated to attend the
12 District Council meeting shall make efforts to
13 actively participate when requested by the
14 District Council, given reasonable notice of the
15 topic in hand. It establishes regular check-in
16 meetings between the District Council and the CPD
17 district leadership with expectation that the
18 Commander will strive to attend.

19 It requires a district-level CPD
20 point of contact for the District Councils which
21 should be a supervisor, but might vary depending
22 on what the District Council needs, of course the
23 Commander's discretion as well.

24 It provides a way for District

1 Councils to request speakers from the Chicago
2 Police Department, and encourages the Chicago
3 Police Department to work with District Councils
4 to find other useful community engagement
5 strategies that establishes training
6 requirements, calls for CPD to work with the
7 CCPSA to develop training opportunity with the
8 District Council, Commissioners, and CCPSA staff.

9 And, finally, it states that the
10 Commission and the DC members will be included in
11 CPD'S overall community engagement plan and
12 development of policy and training.

13 So summarizing all of this, the
14 point is the Commission through Policy Working
15 Group and also input from all the Commissioners
16 and District Councilors went back and forth for
17 several months on this to try to incorporate
18 feedback from the Department, from the
19 Commission, from the community, to come up with
20 an order that fits both for the Department and
21 District Councils and Commission working together
22 as best as possible, because after all, that is
23 the point.

24 So the Commission has worked hard

1 on this order viewing different versions, all of
2 which are on the website, our website.
3 Throughout the process the Commission -- I said
4 that.

5 So the point is we incorporated
6 feedback from everyone, District Councilors,
7 Commission, community, and we believe this order
8 will provide a good baseline for how Chicago
9 Police Department collaborates with District
10 Councils and provides direction for the future
11 really of this collaboration. Provides more
12 awareness for who we are as a Commission, who
13 District Councilors are, among the members of the
14 Department, and hopefully just cultivate a
15 greater working relationship.

16 So with that, does any Commissioner
17 wish to make a motion to approve G01-11, along
18 with the accompanying suborder G01-11-01? Me, I
19 move to approve G01-11 and accompanying suborder
20 G01-11-01.

21 COMMISSIONER GOTTLIEB: Second.

22 PRESIDENT DRIVER: Moved by Commissioner
23 Wortham and seconded by Commissioner Gottlieb to
24 approve G01-11 and G01-11-01. Is there any

1 debate on the motion?

2 (NO RESPONSE.)

3 PRESIDENT DRIVER: Hearing none, we will
4 move to a vote. All those in favor of adopting
5 the order, please signify by saying aye.

6 (CHORUS OF AYES.)

7 PRESIDENT DRIVER: Are there any nays?

8 (NO RESPONSE.)

9 PRESIDENT DRIVER: The ayes have it and the
10 motion carries. GO1-11 and GO1-11-01 are
11 approved.

12 Our next order of business is an
13 amendment to the public comment and decorum
14 section of the bylaws.

15 Prior to this meeting, all members
16 of the Commission received copies of this
17 amendment.

18 This amendment has a few things. It
19 provides that public comment being given at the
20 Commission meetings must be limited to matters
21 related to business that is before the
22 Commission. Comments of a personal nature
23 unrelated to the operations or business of the
24 Commission, directed towards individual

1 Commissioners, employees of CCPSA, or any other
2 individual is not permitted.

3 It further provides that
4 unauthorized remarks, stamping feet, whistling,
5 and similar demonstrations are prohibited during
6 any meeting of the Commission, and that during
7 any meeting of the Commission, people must not:
8 Interrupt the Commission's proceedings or the
9 comments of any person recognized by the Chair in
10 any manner.

11 Make profane, vulgar, threatening,
12 abusive, disruptive, or slanderous remarks.

13 Display disruptive behavior,
14 including disruptive or disrespectful conduct
15 during others' presentations.

16 Display demeaning, discriminatory,
17 or harassing behavior and speech directed towards
18 others.

19 Hold, wave, or display any banner or
20 sign in a way that causes a physical hazard or
21 blocks another person's view of the proceedings.

22 Refuse to follow instructions of
23 the Chair or comply with these polices or any
24 other rules governing the Commission's

1 proceedings.

2 People who engage in behaviors
3 prohibited by the amendment will be asked to
4 cease engaging in the conduct. If it continues,
5 it will result in removal.

6 The amendment goes on to further
7 update our public comment and decorum section of
8 the bylaw. The full update will be available on
9 our website if the vote to adopt this amendment
10 prevails.

11 Are there any questions from the
12 Commission?

13 COMMISSIONER MINOR: I have a comment. I
14 also move that we recommend -- I also move to
15 recommend additional language in addition to the
16 language that we have proposed before us. I
17 would like us to adopt the language that I sent
18 to CCPSA staff --

19 PRESIDENT DRIVER: I'm struggling to hear
20 you.

21 COMMISSIONER MINOR: I recommend that in
22 addition to this language, we move to adopt
23 language that I sent to CCPSA leadership on
24 December 12th. Under Section F of our bylaws

1 entitled Conduct at Meetings, I have added
2 additional language to the email that I sent to
3 senior staff to make sure it is in alignment with
4 the language that is proposed to us today. I
5 recommend that we adopt the following language.
6 Any Commissioner may raise a point of order if a
7 speaker, including other Commissioners, members
8 of the public, or staff engages in the following
9 prohibited behaviors: Language or conduct
10 specifically directed at individual's personal
11 characteristics, private life, or affiliations
12 that is intended to demean, intimidate, or
13 harass. This includes, but not limited to,
14 comments about a person's race, ethnicity,
15 religion, gender, sexual orientation, gender
16 identity, age, disability, or political beliefs,
17 the use of vulgar, obscene, or offensive language
18 direct or implied threats of violence of harm,
19 personal attacks that are defamatory or --
20 defamatory or any language that is -- that a
21 reasonable person would consider abusive. Any
22 action that intentionally impedes the orderly
23 conduct at a meeting, including, but not limited
24 to, shouting, interrupting speakers excessively,

1 refusing to leave the floor when recognized and
2 engaging in personnel arguments and other -- with
3 other attendees or creating a physically
4 intimidating or hostile environment.

5 Any behavior that creates a hostile
6 environment based on the -- and any behavior that
7 creates a hostile environment based on the
8 individual protected characteristics as defined
9 in Section 1 above. This prohibition applies
10 regardless of the target status, commissioner,
11 member of public, CCPSA employee or other
12 individual. This is the language that I will
13 also like to be adopted.

14 PRESIDENT DRIVER: So as chair of the
15 meeting, I think there's two options. I am happy
16 to entertain that; however, I wasn't given notice
17 of that to actually read the language ahead of
18 time. I'm not sure if other Commissioners or
19 people on our staff were. We can either vote to
20 approve this now, or we can move to table it and
21 add yours or vote to approve ours now and then
22 add yours at the next meeting after the
23 Commissioners had proper time to review.

24 COMMISSIONER GOTTLIEB: I think from my

1 perspective, I think we should consider them
2 both, so we should table it now and then have a
3 vote, because I think it's important to not
4 just -- to not just make sure that community
5 members are engaging in improper conduct but also
6 us as Commissioners engage in proper conduct.
7 And the current -- prior to what Commissioner
8 Minor produced, that was not clear.

9 PRESIDENT DRIVER: Unless there is an
10 opposition, I move to table this vote to the next
11 regularly scheduled CCPSA meeting.

12 COMMISSIONER MINOR: Thank you.

13 PRESIDENT DRIVER: The next order of business
14 will be the appointment of members to the
15 Noncitizen Advisory Council. And for that, I
16 will pass it back to Commissioner Minor.

17 COMMISSIONER MINOR: Thank you, President
18 Driver. We are excited to have the Noncitizen
19 Advisory Council join the Commission as partners
20 to include public safety.

21 The purpose of the Noncitizen
22 Advisory Council is twofold: To ensure that the
23 Commission is meeting its high standards of
24 inclusivity, access, and partnerships with our

1 immigrant and newcomer communities. And to
2 provide meaningful perspectives, input, and
3 guidance to the Commission on the policies and
4 issues that most impact noncitizen Chicagoans and
5 their loved ones.

6 One of the most important issues
7 for us is ensuring that those who serve on the
8 Noncitizen Advisory Council can maintain their
9 privacy. We know that this position can bring
10 undue scrutiny or exposure. As a Commission, we
11 will work to reduce the risk as much as possible.

12 I also want to talk a little bit
13 about my personal beliefs at this moment.

14 The current federal
15 administration's policies make it even more
16 critical that our immigrants and newcomer
17 communities have a protected and empowered space
18 to influence public safety issues.

19 I firmly believe -- and I say I
20 firmly believe -- that the fate of our
21 communities are inextricably linked. The
22 connection is evident in the current federal
23 challenges to the very definition of a
24 naturalized citizen, including ICE deployments in

1 Puerto Rico and the harassment of Native American
2 tribes. These incidents are deeply disturbing.
3 It is crucial to remember that the 14th amendment
4 protections for naturalized citizens were
5 originally designed to safeguard the descendants
6 of enslaved Africans like my own family. These
7 protections allowed individuals to escape
8 discriminatory black holes and racial
9 intimidation in the south. My great grandfather,
10 for example, fled Mississippi to Chicago nearly
11 escaping a lynch mob after confronting a white
12 man who insulted his wife, my great grandmother.
13 The same constitutional protections enabled him
14 as a U.S. citizen to purchase a home in Englewood
15 and build a new life, which I am benefitting from
16 today.

17 As a black woman in this country,
18 I'm acutely aware of how many of my -- I am
19 acutely aware of how my existence is often
20 minimized, even in the only country I have ever
21 known.

22 My identity is frequently erased
23 from the narrative of what it means to be an
24 American. I refuse to allow this administration

1 to target and authorize my peers like me who
2 simply want to feel safe and protected in the
3 land that they call home.

4 It is my personal belief that we
5 must stand together to ensure these the
6 fundamental rights are for all.

7 I thank you all for listening to
8 me.

9 First, I want to extend our thanks
10 to the individuals who served on the previous NAC
11 with the Interim Commission and the work they did
12 in elevating the community concerns to the
13 Interim Commission.

14 Today we are excited to announce
15 nominees for the next NAC. We have four
16 individuals who have been nominated for today's
17 appointment to the NAC. These individuals offer
18 a diverse perspective both in their personal and
19 experiences.

20 These individuals are part of our
21 process but not the end.

22 We continue to receive
23 applications, as we're still working on
24 recruiting more folks to this body. We are

1 particularly interested in expanding language and
2 cultural diversity within NAC.

3 I also want to talk a little bit
4 more about the process. Commissioner Navarijo
5 and I have been deeply committed to building a
6 board that truly reflects the diversity of
7 Chicago's immigrant and newcomer population.

8 We have actively employed community
9 organization for community organizer principals
10 in our recruitment efforts, including developing
11 an outreach tracker to meticulously document our
12 phone calls and emails organizations to
13 individuals from the background. These
14 organizations have been instrumental in
15 recommending potential applicants. I personally
16 reached out to the groups such as the Muslim
17 Civic Coalition, the Coalition for Better Chinese
18 American Community, United African Organization,
19 Greater Cambodia Society, and AMP. Despite these
20 efforts, we still lack representation from
21 several significant affinity groups within our
22 immigrant and newcomer population. We are
23 particularly seeking folks representation from
24 individuals of Indian, Pakistani, Filipino,

1 Burmese, Iraqi, Afghan, Polish, Ukrainian,
2 Ecuadorian, and Democratic Republic of Congo
3 decent.

4 These communities currently have no
5 voice on the Board, and we believe this is
6 essential to be truly representative on the Board
7 and include backgrounds that are often less
8 represented in spaces like the Commission. Any
9 recommendations, and I mean any recommendations
10 to our mission you can do would be a great
11 benefit to the productivity of this advisory
12 council. So thank you.

13 In accordance with MCC2-80-50(i), I
14 move to confirm Christopher Marosi, Myra Gomez
15 Santana, Minerva Garcia, and Tenoch Rodriguez, so
16 sorry for butchering your name, to the
17 Non-Citizen Advisory Council for a two-year term.

18 COMMISSIONER GOTTLIEB: Second.

19 PRESIDENT DRIVER: Commissioner Minor has
20 moved, and Commissioner Gottlieb seconded the
21 confirmation of four of new members of the
22 Non-citizen Advisory Council. Any debate on the
23 motion?

24 (NO RESPONSE.)

1 PRESIDENT DRIVER: Hearing none, we will now
2 move to a vote. Those in favor of adopting the
3 motion to confirm the four individuals as members
4 of the Non-citizen Advisory Council, signify by
5 saying aye.

6 (CHORUS OF AYES.)

7 PRESIDENT DRIVER: Are there any nays?

8 (NO RESPONSE.)

9 PRESIDENT DRIVER: The ayes have it, and the
10 motion carries. Congratulations, everyone.

11 Our next order of business will be
12 the consideration and approval of the goals for
13 the COPA Chief Administrator and Police Board
14 President and the Chicago Police Superintendent.

15 A very important part of the
16 Commission's oversight responsibility is to set
17 strategic goals and expectations every year for
18 the leaders of the three entities that we
19 oversee.

20 The ordinance that created the
21 Commission says that the Commission must set
22 goals at the beginning of each year, and then at
23 the end of the year do a performance assessment
24 where we look at how much progress they made

1 towards meeting the goals to this day.

2 Here is a timeline of where we are
3 in the process:

4 The process started in November when
5 the Commission sent recommended -- sent
6 recommended goals out to COPA, Police Board, and
7 the Police Department.

8 On December 1st, the Superintendent,
9 and COPA Chief, and the Police Board President
10 all submitted draft goals.

11 During December, Commissioners
12 reviewed the draft goals, met with the leaders
13 and drafted proposed goals.

14 At the end of December, after
15 holding discussions with each agency, the
16 Commission gave the Superintendent, the Chief
17 Administrator, and the Police Board President the
18 Commission's proposal for the goals for the next
19 year.

20 CPD, COPA, and the Police Board then
21 had about two weeks to propose changes to what
22 the Commission laid out.

23 The Commission has taken that input,
24 along with input submitted by the public, to

1 draft final goals which will be discussed today.
2 The final goals will be available on our website
3 at the beginning of February.

4 This mandated process is the first
5 step toward evaluating each agency.

6 These evaluations will be based on
7 standards established within the final goals.

8 As part of the year-end assessment,
9 the Commission will do a written evaluation of
10 the progress the Superintendent, COPA Chief, and
11 Police Board President have made towards those
12 goals.

13 COMMISSIONER GOTTLIEB: Good evening. And
14 thank you, President Cooper, for joining us.

15 We have established one goal for
16 2025 for the Police Board President. This goal
17 is broken into three parts. The Police Board
18 President will work with the Board to conduct a
19 comprehensive review of the rules and regulations
20 to determine which existing rules and regulations
21 should be revised, modified or deleted, and to
22 identify the rules and regulations that should be
23 implemented to ensure that the Chicago Police
24 Department rules and regulations align with the

1 principles of 21st-century constitutional
2 policing, promote transparency and
3 accountability, enhance community trust, and
4 equitable and effective law enforcement
5 practices.

6 2: Develop a process to conduct review
7 of revision of the rules.

8 And 3: Hold listening sessions with
9 both governmental, District Councils, community
10 organizations, and other stakeholders specified
11 in the goal.

12 PRESIDENT DRIVER: Thank you, Commissioner
13 Gottlieb. Are there any questions or comments on
14 the proposed goals?

15 Hearing none, we will now give
16 Police Board Kyle Cooper five minutes to discuss
17 the goals and the process and to indicate whether
18 he accepts and commits to the goals. President
19 Cooper.

20 PRESIDENT COOPER: Thank you, President
21 Driver and the fellow Commissioners and staff of
22 CCPSA for working so closely and effectively with
23 myself, Executive Director Max Caproni of the
24 Police Board, and the rest of the staff of the

1 Police Board in helping us work in a
2 collaborative manner to put together this goal
3 for 2025.

4 This goal is in addition to the
5 regular work that the Police Board does on an
6 annual basis of handling disciplinary cases,
7 handling appeals by applicants to become Chicago
8 police officers, and deciding disagreement cases
9 between Superintendent and the Chief
10 Administrator of COPA when it comes to
11 disciplinary -- the decision to bring
12 disciplinary decisions.

13 You know, we're really looking
14 forward to beginning this process of evaluating
15 and determining what rules and regulations of the
16 Chicago Police Department need to be modified,
17 updated, redrawn, or discarded.

18 It's been several years, and in
19 fact decades, since there's been a schematic
20 overhaul of the rules and regulations of the
21 Department. For example, during the December
22 CCPSA meeting, one of the Commissioners brought
23 up that one of the rules and regulations that
24 currently is in practice prevents Chicago police

1 officers from smoking pipes on the job while
2 they're on duty. And while that is certainly a
3 goal, it doesn't necessarily reflect the
4 practices that currently take place on a
5 day-to-day basis involving policing the City of
6 Chicago.

7 So one of the things that I know
8 I'm most interested in looking forward to, and I
9 know that the Board is, is having conversations
10 with members of the public, the District Council,
11 the Commissioners here, the Police Department,
12 the unions, and all the stakeholders who have an
13 interest in making sure that Chicago is not an
14 outlier when it comes to having rules and
15 regulations that govern 21st-century policing in
16 the United States. And I'm looking forward to
17 having that conversation and having the public
18 also participate.

19 So with that, I accept the goals
20 and thank you for your collaboration and work in
21 getting that together.

22 PRESIDENT DRIVER: Thank you.

23 COMMISSIONER GOTTLIEB: In accordance with
24 MCC 2-80-050(e), I move to adopt the 2025 goals

1 for the Police Board President and deliver them
2 to the president.

3 PRESIDENT DRIVER: Commissioner Gottlieb
4 moved to adopt the 2025 goals for the President
5 of the Police Board and deliver them to the
6 President. Do we have a second?

7 COMMISSIONER MINOR: Second.

8 PRESIDENT DRIVER: It's been moved by
9 Commissioner Gottlieb to adopt the 2025 goals for
10 the President of the Police Board and seconded by
11 Commissioner Minor.

12 Is there any debate on the motion?

13 (NO RESPONSE.)

14 PRESIDENT DRIVER: Hearing none, we will now
15 move to a vote. Those in flavor, please signify
16 by saying aye.

17 (CHORUS OF AYES.)

18 PRESIDENT DRIVER: Any nays?

19 (NO RESPONSE.)

20 PRESIDENT DRIVER: The ayes have it and the
21 motion carries. The 2025 goals for Police Board
22 President Cooper will be adopted and will be
23 delivered. Thank you, sir.

24 PRESIDENT COOPER: Thank you, sir.

1 PRESIDENT DRIVER: Thank you, Commissioner
2 Gottlieb.

3 Also, Commissioner Gottlieb and I
4 will discuss goal setting for the Civilian Office
5 of Police Accountability.

6 COMMISSIONER GOTTLIEB: Thank you. Before we
7 discuss the goals, I want to thank Chief
8 Administrator Kersten and her team for their
9 collaboration during this process.

10 Goal one is: COPA will draft a policy
11 in coordination with CCPSA that addresses COPA's
12 communication with the media and other key
13 stakeholders about open cases. COPA will meet
14 with subject matter experts and other key
15 stakeholders. The goal is to create a policy that
16 will utilize best practices when speaking about
17 open investigations. It is important that any
18 new policy respects the need for transparency
19 while also protecting the integrity of all
20 investigations.

21 Goal 2: COPA will implement a
22 robust pattern-and-practice investigation policy
23 and mechanism that improves public safety
24 outcomes in the City of Chicago. The policy will

1 include: How investigators can surface an issue
2 for pattern and practice during an investigation.
3 How the policy, Research and Analysis Division
4 will conduct this investigation, including how
5 investigators will be included in the
6 pattern-and-practice investigation and how that
7 PRAD will develop findings. How findings will be
8 published and disseminated, and how the agency
9 will use its powers to enforce recommendations
10 stemming from its findings.

11 Goal 3: COPA will create a mediation
12 policy built on community feedback and implement
13 the mediation program by the end of 2025.

14 This policy is something our District
15 Councilors asked us to include in this year's
16 goals. Their feedback will be part of the
17 process as COPA works towards completion of this
18 policy.

19 Goal 4: Implement a finalized policy
20 that defines and supports a collaborative
21 relationship between COPA and CCPSA. This policy
22 will govern how the two agencies work together.
23 Creating clear procedures and guidelines is
24 critical for the two agencies to work

1 collaboratively.

2 PRESIDENT DRIVER: Are there any questions or
3 comments from the Commission on proposed goals?

4 We will now give COPA Chief
5 Administrator Andrea Kersten five minutes to
6 discuss the goals and the process and to
7 indicated whether she accepts and commits to the
8 goals. Chief Kersten.

9 CHIEF ADMINISTRATOR KERSTEN: Good evening
10 and thank you, Commissioners, for the opportunity
11 to be here. Hello, members of the public. I am
12 excited to be joined tonight by a lot of members
13 from COPA's leadership team and other staff that
14 support the critical work of our agency.

15 I want to echo what Mr. Gottlieb
16 said about the collaborative process between
17 CCPSA and COPA in development of these goals. I
18 think this is my third goal-setting journey with
19 the Commission, and I think you all improved your
20 approach each time making it more rooted in what
21 the feedback is over the year and also making it
22 more of a dialogue, so I appreciate that
23 opportunity.

24 I spoke last month about each of

1 these four goals, so I won't belabor those points
2 much, other than to just touch on the fact that
3 goal one relative to transparency and public
4 communication about our work is of critical
5 importance.

6 I believe the Commission and myself
7 and my staff share and recognize COPA's need to
8 be independent in the remarks that we make in the
9 materials that we release and the decisions that
10 we render, but also there needs to be guidance on
11 policies that support all of those decisions
12 that's understandable and available to the public
13 and governed by best practices.

14 So we look forward to the
15 opportunity to develop that goal -- or that
16 policy.

17 With respect to the
18 pattern-and-practice investigations goal, that is
19 something again that we're really excited to be
20 able to make significant progress on in the
21 coming year.

22 For the first time in COPA's
23 history, we actually have a policy research and
24 analysis division that is fully staffed.

1 When I became Chief Administrator,
2 there were really no dedicated full-time
3 employees to -- assigned to that work. So
4 creating that unit and really making it a robust
5 mechanism within our agency is something that's
6 happened and finally come to fruition just in
7 November of 2024.

8 So we're really excited to work
9 with the Commission moving forward on that.

10 With respect to the mediation
11 policy goal, I didn't get five feet into this
12 meeting before a District Council member asked me
13 about mediation. It is one of the single most
14 important topics on the minds of -- yes, Alees, I
15 was talking about you. I love the question. I
16 love the question, because I think people get
17 really excited about mediation and for good
18 reason. Mediation provides an opportunity to
19 take what could be a complaint that maybe we
20 could investigate and maybe we could recommend
21 discipline. But instead of taking that path,
22 mediation allows for an opportunity to develop a
23 conversation. To, perhaps, gain an understanding
24 between the police officer that was involved and

1 the community member that was involved, allowing
2 a neutral third-party to facilitate that
3 conversation, hoping to create transformation, as
4 opposed to an end result that may or may not
5 really change people's understanding of one
6 another's experience.

7 So we're really excited, and our
8 director of mediation is here with us, Daisha
9 Muhammad. Many of you met her and her work is
10 well underway.

11 And then finally with respect to goal
12 4, I think earlier in the night we heard a lot of
13 about CPD's new policy relative to their
14 relationship with CCPSA. As always, CPD sets the
15 mark in policy development, and so I think it
16 will be easy for COPA to follow suit and develop
17 something that will better inform our staff and
18 your staff as to how our agencies can best work
19 together.

20 I appreciate the opportunity to
21 develop these goals and look forward to the
22 success of 2025 will bring for my agency. Thank
23 you.

24 PRESIDENT DRIVER: Thank you, Chief

1 Administrator Kersten.

2 Is there a motion on the proposed
3 goals for the COPA Chief Administrator?

4 COMMISSIONER GOTTLIEB: In accordance with
5 MCC 2-80-050(e), I move to adopt the 2025 goals
6 for the Chief Administrator of the Civilian
7 Office of Police Accountability and deliver them
8 to the Chief Administrator.

9 PRESIDENT DRIVER: Is there a second?

10 COMMISSIONER MINOR: I second.

11 PRESIDENT DRIVER: Commissioner Gottlieb has
12 moved to adopt the 2025 goals for Chief
13 Administrator of the Civilian Office of Police
14 Accountability and deliver them to the Chief
15 Administrator. Do we have a second?

16 COMMISSIONER MINOR: Second.

17 PRESIDENT DRIVER: Commissioner Minor
18 seconded. Is there any debate on the motion?

19 (NO RESPONSE.)

20 PRESIDENT DRIVER: Hearing none, we will move
21 to a vote. Those in favor of adopting the motion
22 to adopt the 2025 goals for the Chief
23 Administrator of the Civilian Office of Police
24 Accountability and deliver them to Chief

1 Administrator Kersten, signify by saying aye.

2 (CHORUS OF AYES.)

3 PRESIDENT DRIVER: Are there any nays?

4 (NO RESPONSE.)

5 PRESIDENT DRIVER: The ayes have it and
6 the motion carries. The 2025 goals for COPA
7 Chief Administrator Andrea Kersten have been
8 adopted and delivered to Chief Kersten. Thank
9 you. Thank you, Commissioners.

10 Next, Commissioner Minor and I will
11 discuss goal setting for the Superintendent of
12 the Chicago Police Department.

13 COMMISSIONER MINOR: First, I'd like to thank
14 you, Superintendent Snelling, and his team for
15 their collaboration during this goal-setting
16 process. Commissioner Driver and I had
17 productive meetings with the Superintendent over
18 the past several months to establish these goals.
19 And in 2025, the Commission tried to incorporate
20 results that centered on timeliness and quality
21 as a part of our commitment to strengthen our
22 goals and evaluation process. I also want to
23 note that the 2024 goals evaluation should be
24 available. If not, they should be published

1 soon. I highly recommend that you all look into
2 them.

3 And also, the Commission also looks for
4 ways in which the Superintendent's goals could
5 advance Consent Decree compliance. We look
6 forward to working with CPD over the next year as
7 they progress in these crucial goal areas.

8 Goal 1: Traffic stops and Fourth
9 Amendment. This goal focuses on ensuring that
10 all officers have a strong foundation in
11 constitutional policing, based on impartial
12 policing to guide their work every day. This
13 goal includes CPD drafting a policy
14 collaboratively with the Commission that
15 addresses traffic stops and incorporates
16 community input throughout the policy
17 development. This goal also includes the
18 completion and implementation of a comprehensive
19 stops document system.

20 Goal 2: Workforce Allocation. This
21 goal centers on the execution and completion of
22 the workforce allocation study in 2025. The
23 execution of this workforce study includes
24 several phases which insist on community

1 engagement during each phase. The Department is
2 working with an outside agency to complete this
3 work; however, the Department will need to
4 provide this agency with information to complete
5 the study in a timely fashion. This goal also
6 includes a deliverable where the Department
7 reports publicly on their interim approach for
8 managing Department resources while the Workforce
9 Allocation Study is ongoing. The Commission has
10 a representative on the Steering Committee for
11 the study. President Driver participated in the
12 first Workforce Allocation Study steering
13 committee which held their kickoff meeting
14 earlier this month.

15 Goal 3: Implementation of GO8-03,
16 Prohibitions on Criminal and Biased
17 Organizations. This goal centers on the
18 implementation of the Association's order which
19 forbids CPD members from associating with and/or
20 supporting groups that are criminal or hate and
21 biased-based groups. This goal focuses on
22 establishing mechanisms to track complaints tied
23 to the General Order, regular and public
24 reporting on violations of this order, and the

1 training and processes for investigating any
2 reported violations on this order.

3 Now, I will turn it over to
4 Commissioner Driver to discuss the last three
5 goals.

6 PRESIDENT DRIVER: Thank you, Commissioner
7 Minor.

8 Goal 4: Community Policing. This goal
9 is focused on building and fostering a
10 collaborative partnership through engagements
11 that result in greater public trust between the
12 Department and community. The community policing
13 goal has two broad objectives. The first
14 objective is for CPD to complete their community
15 policing assessment that began in 2024. Related
16 to this objective is increased community
17 engagement, including incorporating the District
18 Councils into collaborative and strategic
19 district-level policing. The second objective of
20 the Community Policing goal focuses on CPD's
21 implementation of GO1-11 which institutes
22 structures and processes that allow District
23 Councils and Commanders to build connections
24 between the police and the community.

1 Goal 5: Member Wellness and Support.
2 This goal focuses on developing and implementing
3 systems and improve facilities to ensure a
4 healthy and resilient workforce. The goal has
5 two objectives. The first objective centers on
6 CPD building and implementing the Early
7 Intervention and Support System, or EISS. The
8 Department will combine and automate current
9 legacy performance management systems into a
10 single policy-based application. The second
11 phase of implementation planned for 2026 will be
12 the deployment of a predictive analytics system
13 that will give CPD supervisors a risk-level
14 overview of their officers and provide real-time
15 alerts as out-of-policy, adverse and at-risk
16 events occur. Combined, these systems will help
17 the Department to deliver proactive risk
18 management and officer support for its members.

19 The second broad objective of this goal
20 is focused on addressing facility issues. This
21 objective is an extension of the 2024 goal which
22 focused on identifying and addressing facility
23 issues. There's still work to be done to provide
24 Department members with adequate facilities for

1 daily use. The goal for 2025 is to develop
2 formal structures to discuss issues and continue
3 advocating for better facilities to support the
4 Department members' health.

5 Goal 6: Victim Services. This goal
6 focuses on building CPD's Crime Victim Services
7 assessment completed as part of their 2024 CCPSA
8 goals. This goal centers on providing timely and
9 appropriate services and referrals to victims of
10 crime, including referrals to other city
11 agencies.

12 We thank you, Superintendent
13 Snelling, and his team for their collaboration
14 and goals in the process.

15 Are there any questions or comments
16 from the Commission on proposed goals?

17 (NO RESPONSE.)

18 PRESIDENT DRIVER: Hearing none, we will now
19 give Police Superintendent Larry Snelling five
20 minutes to discuss the goals and the process and
21 to indicate whether he accepts and commits to the
22 goals. Superintendent Snelling.

23 SUPERINTENDENT SNELLING: Good evening,
24 everybody.

1 I said good evening to the
2 community and to the Commission and thank you for
3 your collaboration on this.

4 The first thing I'd like to do
5 instead of going through every single goal, there
6 are things that I know that are important to
7 people in here, and I've listened to some of the
8 things that you said. And I'd like to address
9 some of those things as I'm going through our
10 goals.

11 Our first effort is to make sure
12 that we can protect the public and make sure that
13 the public is safe.

14 Now, in order to do that, we have
15 to work together. So in order to do that, we
16 have to build trust. Now building trust is not
17 something that happens overnight. I've heard
18 people step up to the mic and speak about certain
19 things. Maybe some trauma that you feel from a
20 stop or encounter with a police officer. We know
21 that right now, there's nothing that we are going
22 to say or going to do that's going to instantly
23 regain your trust, because if you feel in some
24 way that you've been harmed, it's going to take

1 time to rebuild that trust through repetitious
2 actions. That's the goal of the Police
3 Department right now.

4 That being said, in order to build
5 trust with our Police Department and our
6 community members, we have to first acknowledge
7 some of the things that have affected our police
8 officers.

9 Our police officers are the people
10 who are on the ground, have been given orders by
11 previous administrations and maybe some of those
12 things have led to the work that those officers
13 have done that has eroded trust.

14 Now, I don't hold those officers
15 accountable for that. I hold leadership
16 accountable for that.

17 If we want to change or transform
18 the Department, we have to start with leadership
19 and that starts with me. So when we start with
20 our leadership, and we enforce the training, the
21 rules and regulations that we make changes on,
22 it's going to be effective for our police
23 officers.

24 So when our police officers have

1 been traumatized or feel like they've been
2 through some trauma from the leadership in this
3 Department, we now have to make sure that we step
4 up and repair our officers and build that trust
5 with our officers.

6 Once we can do that through
7 wellness, we now have a very well-trained police
8 department with officers who are available to the
9 community with a clear understanding of what it
10 is the community needs.

11 That's my job. I want to make sure
12 that our officers are safe. In order to do that,
13 everyone has to be safe. We're going to continue
14 to build on those officers.

15 I know I skipped over to the
16 officer wellness goal, but let me start another
17 one.

18 The traffic stops. I've heard
19 people here talk about the Commission and their
20 role in traffic stops. I don't know if people
21 believe that the Commission has not had a role or
22 they're not stepping up. I can tell you this
23 right now, every time we meet, they express how
24 much they want to have a seat at the table, and

1 they want to be involved in the policy
2 development around traffic stops, and I welcome
3 that. We've done it, we sat and talked about
4 these things, and it is extremely important that
5 we understand that policy development is not just
6 about the Chicago Police Department, and it's not
7 just about the Community Commission on public
8 safety. It's also about the input from our
9 community members and the coalition. We're going
10 to take everything into consideration when we're
11 redoing our policies.

12 Now, if it goes into the Consent
13 Decree -- I said if it goes into the Consent
14 Decree, here's what's important to understand.
15 We can develop a policy, but what about the
16 sustainment when I leave? How do we know that
17 the next administration will continue those
18 policies? There has to be some place where we
19 sustain it. So if we put it in the Consent
20 Decree, we know there's going to be sustainment.

21 One of the Consent Decrees that
22 people praise all the time is L.A., which took 10
23 to 11 years to complete. This does not happen
24 overnight, but we are focused on making sure that

1 it does.

2 So, again, I want to thank the
3 Community Commission for their part in this,
4 their diligence, their resilience in making sure
5 that during these meetings, that they maintain
6 their position in helping us develop policy
7 around this.

8 There was another question asked
9 about civilians. We've hired approximately 160
10 civilians in 2024. I take this seriously,
11 because if the police are siloed from the
12 community, we don't truly have a good
13 understanding of what's going on and what they're
14 thinking. But now if we're working together, the
15 community now starts to understand the police and
16 the police now start to understand community.

17 We can work better because of it.
18 It is not simply because we want to get police
19 officers out of roles that civilians can do. We
20 want civilians there so we can learn from each
21 other and teach each other. That's another
22 extremely important part of it. So we do want
23 feedback, even if it goes into the Consent
24 Decree. Anything that we do that goes into the

1 Consent Decree, we want feedback.

2 The fourth goal. When we talk about
3 collaborative partnerships, community policing,
4 the key here is to get all of our officers
5 community minded. Every single officer. Every
6 single stop, every single encounter that we make
7 with our public, we want to make sure that our
8 officers are doing it respectfully. We want to
9 make sure that our officers are policing
10 constitutional.

11 When we talk about officer wellness,
12 again, I have to treat my officers with respect.
13 I have to treat my officers like human beings
14 because that's exactly what they are. They see
15 trauma on a regular basis. They see people who
16 have been brutalized, women who have been sex
17 trafficked, children who have been molested and
18 abused. They see murder on a regular basis. We
19 had 573 homicides last year. Our officers at
20 some level witnessed all of those things. I have
21 to acknowledge that and make sure our officers
22 are well. We have to make sure that the
23 facilities that they are working in are adequate
24 for them to do their job as professionally and

1 humanly possible. We're going to continue to do
2 that.

3 When we talk about community, I've
4 said this before and sometimes people don't
5 understand, as a police agency, if I say
6 community first, I'm working backwards, because
7 my job is to put police officers into the
8 community. If I truly care about the community,
9 I'm going to work as hard as I can to put the
10 best possible police officers in those
11 communities. That's why my police officers have
12 to come first because I have to develop the best
13 possible product for these communities, so that
14 we know that we're not putting anyone in the
15 community that will do it harm.

16 Lastly, when it comes to bias-based
17 criminal groups and criminal affiliation, I will
18 stand here and tell you I am the first to say
19 that I would love to have someone else with
20 credibility do those investigations.

21 The Chicago Police Department and
22 any other police department or anywhere else,
23 there is no place for people who are members of
24 hate groups, bias-based groups, and criminal

1 groups.

2 The investigation that we did, we
3 posted it, and we posted it for transparency.
4 There are a lot of moving parts to that. But
5 what I would like everybody to understand is
6 this, if there is -- and I hope there is, because
7 we welcome a task force to investigate this. I
8 hope that task force doesn't stop with the
9 Chicago Police document, because hate is hate,
10 racism is racism. And if we're going to talk
11 about hatred and racism, and we're true in
12 understanding that's something that we want to
13 put an end to, then that task force needs to be
14 investigating everything and everybody, not just
15 the Chicago Police Department, because racism
16 just doesn't lie there, hate groups doesn't just
17 lie there. We need to look at everyone. So if
18 we're serious about moving forward and making
19 sure that we are developing in a way where we're
20 working together, these are the things that we
21 have to do. Now I'm dedicated to making sure we
22 get these things done. I'm willing to speak
23 with, listen to, and talk to anyone as long as
24 we're looking to get better together.

1 The DNC worked because we all worked
2 together. It wasn't just about the Police
3 Department. We worked with our community
4 members. We spoke with every agency in every
5 department, and this is how we got to where we
6 needed to get.

7 I know I've only got five minutes.
8 So I'm going to stop right there because there's
9 a lot more I can say, but I just want to ensure
10 everyone here right now that we're going to move
11 forward to make sure that we develop our
12 Department in a way to make sure that our
13 officers are encountering everyone in the most
14 respectful way that we possibly can.

15 So I'd like to thank the Commission
16 for their work. I'd like to thank them for their
17 partnership, and I look forward to working with
18 them as we move forward.

19 So on behalf of Chicago Police
20 Department, I accept the goals set forth, and I'm
21 looking forward to working with you in 2025.

22 PRESIDENT DRIVER: Thank you, Superintendent
23 Snelling. Is there a motion on proposed goals
24 for the Police Superintendent?

1 COMMISSIONER MINOR: I just want to say that
2 was a Baptist five minutes, not a regular five
3 minutes.

4 In accordance with MCC
5 2-80-050(e), I move to adopt the 2025 goals for
6 the Police Superintendent and deliver them to the
7 Superintendent.

8 PRESIDENT DRIVER: Is there a second?

9 COMMISSIONER GOTTLIEB: Second.

10 PRESIDENT DRIVER: Commission Minor has
11 moved and Commissioner Gottlieb seconded the
12 adoption of the 2025 goals for the Police
13 Superintendent and have them delivered to the
14 Police Superintendent. Is there any debate on
15 the motion?

16 (NO RESPONSE.)

17 PRESIDENT DRIVER: Hearing none, we will now
18 move to a vote. Those in favor of adopting the
19 motion to adopt the 2025 goals for the Police
20 Superintendent and deliver them to the
21 Superintendent, please signify by saying aye.

22 (CHORUS OF AYES.)

23 PRESIDENT DRIVER: Are there any nays?

24 (NO RESPONSE.)

1 PRESIDENT DRIVER: The ayes have it, and the
2 motion is approved. Thank you, Superintendent
3 Snelling.

4 So we're now going to move on
5 miscellaneous business. There was a vote that
6 was placed on our agenda. I want to further
7 clarify that. I want to clarify some
8 misperceptions. I do have a pre-written
9 statement to clarify where the Commission is in
10 regards to traffic stops, but I do believe
11 there's a lot of misunderstanding and/or -- is
12 everything okay? Okay. People started lining up
13 in the back. I didn't know if something was
14 happening.

15 In regards to traffic stops, we
16 don't have the authority to vote to put something
17 in or out of the Consent Decree. That is not
18 something -- like if I wanted to today, if I took
19 that vote, it would be strictly symbolic, because
20 we do not have that power. That is something
21 that a federal judge has the power over in the
22 Consent Decree, Judge Pallmeyer.

23 Also, I will say that you have heard
24 us -- the first thing we did as a permanent

1 Commission, I went to a Consent Decree hearing
2 where I read a statement from our Commission in
3 opposition to traffic stops being added to the
4 Consent Decree because it dilutes the
5 Commission's power. So I don't know where the
6 information came from that the Commission is
7 supporting putting this into the Consent Decree
8 in a way that would dilute our power.

9 With that being said, where we stand
10 currently and the reason why we believe that it's
11 okay to be in the Consent Decree, it's because we
12 want to go into the Consent Decree alongside this
13 policy.

14 We want to be able to write this
15 policy. If there is anything that happens -- and
16 we make this clear to the Superintendent, to the
17 Law Department, Office of Attorney General,
18 everybody else, if this is included in the
19 Consent Decree, and it takes away the
20 Commission's power to write this policy, I will
21 be out there with you adamantly opposing this.
22 That is not something we accept. We will not run
23 away from our responsibility to be able to write
24 this policy. We will not run away from our

1 responsibility to be able to engage with the
2 public.

3 What's important here is that we
4 understand where we are in regards to this
5 policy.

6 The reason why we are good with this
7 going into the Consent Decree along with the
8 Commission is because we have to be able to
9 follow through.

10 We can write the best policy in the
11 world. Everybody can give us A plus and pat us
12 on the back. We have a staff of 23 people. How
13 many people on Cody's team? Three. We have a
14 research and policy team of three people. There
15 are thousands of traffic stops that the Chicago
16 Police Department conducts. Thousands. If we
17 write the best policy in the world, and we have
18 no means of enforcing that and no means of
19 analyzing that data, it's a disservice because we
20 will never know if it's actually -- if it's being
21 followed through on.

22 So the goal here is for us to go
23 into the Consent Decree with traffic stops. We
24 write our policy in the same way that we always

1 have, and then we have the resources of the
2 Independent Monitor, the Attorney General, and
3 the Consent Decree to help monitor that. That's
4 our goal. That's where we stand as a Commission.
5 If there's anybody on the Commission that feels
6 differently, they can feel free to say that.

7 The second thing is investigatory
8 stops are already in the Consent Decree. The
9 Commission has no authority over anything that's
10 in the Consent Decree. We're talking about
11 traffic stops. Investigatory stops are already
12 in there. Those two policies need to work
13 together. It makes sense for this to be in the
14 Consent Decree. We are not running away from our
15 responsibilities. We're not running away from
16 writing this policy. No one on this stage -- I
17 think no one on this stage supports that. So I
18 want to be clear that what we are supporting is
19 us maintaining our ability to write policy and
20 working in collaboration with government partners
21 to be able to monitor that policy. And to be
22 honest with you, the Office of the Attorney
23 General has done a lot of work, and their staff
24 has done a lot of work researching, looking at

1 best practices, talking to stakeholders. It
2 makes sense for us to work with partners to get
3 this done.

4 So I will now agree read a prepared
5 statement. Before that, are there any
6 Commissioners that want to comment on this
7 specifically where we are with traffic stops?

8 So for the third or fourth time, we
9 are not supporting putting this into the Consent
10 Decree and taking away our ability to write this
11 policy.

12 We're looking for help and enforcing
13 the policy after we have done our process to
14 write it.

15 Right now -- and this is a prepared
16 statement, so probably going to reiterate some of
17 the stuff I already said.

18 Right now, CCPSA has the legal
19 authority to make policy on CPD traffic stops.
20 If traffic stops are incorporated in the Consent
21 Decree with provisions clearly establishing a
22 major role for the Commission in policymaking,
23 then the Commission would be giving up a power it
24 now has, and, more importantly, giving up the

1 opportunity for deep community engagement in the
2 process.

3 So from the beginning, the CCPSA's
4 position has always been that if traffic stops
5 are included in the Consent Decree, the
6 Commission would need to continue to play a
7 central role in policymaking related to traffic
8 stops.

9 The Commission has been working for
10 months now to make sure that there is a clear
11 understanding about the Commission's role in that
12 Consent Decree work, and a clear understanding
13 that the work would be entered on community
14 engagement. It has taken a long time to get the
15 answers that we need. A frustratingly long time.

16 But this week, we finally got
17 assurances about what this Consent Decree process
18 will look like. Here are key points:

19 Going forward, the Commission and
20 the CPD will work together on traffic stops
21 policy. We'll work with CPD to try to come to an
22 agreement about policy details before the City
23 negotiates with the Attorney General on traffic
24 stops policy.

1 Number 2: The Commission, CPD, and the
2 Department of Law are committed to working
3 together as quickly as possible to develop and
4 enact traffic stops policy that is consistent
5 with the Consent Decree.

6 Number 3: The Commission will
7 continue to conduct community engagement while
8 simultaneously working on policy.

9 We have written commitments about
10 these points, and we will be working over the
11 next few days to get all the details down in
12 writing in a public document. We'll also be
13 working with CPD and the City's Department of Law
14 on a timeline for this process, which we will
15 make public and report on regularly.

16 We'll also be meeting probably next
17 week to start working quickly on traffic stops
18 policy that is deeply informed by what we learn
19 in the community engagement process and by
20 evidence in national best practices.

21 The community engagement process
22 will include several different components.

23 We will work with the District
24 Councils to get their input, so we're hearing

1 from every police district in the City.

2 We'll hold listening sessions over
3 the next five months in locations across the
4 City. We had a listening session in December and
5 another last week, and we will have more every
6 month. At the end of the tonight's meeting, we
7 will share information about the next listening
8 session. We will meet with targeted focus groups
9 to get input on important issues. For example,
10 we'll have special sessions for youth, for
11 seniors, for members of the disability community,
12 and for law enforcement.

13 We have a community survey posted
14 online, and we already have 400 responses, and we
15 will continue to work to get more responses from
16 more people in more places.

17 It has taken a long time to get to
18 this point, and we are expected to be moving
19 forward in this most important work -- developing
20 policies that will keep all Chicagoans -
21 civilians and police officers - safer and more
22 secure. And we will work hard to keep your
23 voices at the center of that work.

24 Any comments or questions from the

1 Commissioners? Thank you, everyone.

2 COMMISSIONER MINOR: I also wanted to say
3 some business. I want to provide an update on
4 the task force. With that being said, the task
5 force convened on January 13th, 2025. The task
6 force was comprised of representatives from the
7 following organizations, the Mayor's Office of
8 Community Safety, the Office of Equity and Racial
9 Justice, CPD Bureau of Internal Affairs, the
10 Office of the Public Safety Administration,
11 CCPSA, and the department -- the City's
12 Department of Human Resources.

13 The task force is aiming to first
14 develop a framework for the full force of
15 government response to extremism in law
16 enforcement that summarizes any work currently
17 underway at addressing this and identifying any
18 gaps or barriers.

19 I also wanted to say that during
20 the meeting, we reviewed the task force
21 objectives. We discussed related work underway
22 for each agency. We discussed next steps for our
23 next meeting, which is to address potential gaps
24 on existing -- on and -- and ongoing work, along

1 with deliveries, decide on time frame and making
2 sure we identify the owners.

3 I also want to say stay tuned. At
4 the next meeting we will get an update on the
5 next meeting and things we discussed.

6 I want to transition from -- I want
7 to transition from that update and talk a little
8 bit about --

9 PRESIDENT DRIVER: Before you go on to
10 something else, can I comment on that?

11 COMMISSIONER MINOR: Absolutely.

12 PRESIDENT DRIVER: So another thing I would
13 like us to be clear on here. That task force is
14 being led by the Mayor's Office. We are happy to
15 use part of our meeting time to provide updates
16 here, but we can't control that task force. That
17 is the Mayor's Office.

18 If you have questions about it,
19 Commissioner Minor sits on the task force, but
20 those are more proprietarily directed to Deputy
21 Mayor of Community Safety Garien Gatewood in the
22 Mayor's Office. We don't have control of the
23 outcomes.

24 The information that Commissioner

1 Minor just read is the first time I've even known
2 what -- that they've met and what they have going
3 on. I want to be clear about that, too. That
4 we're happy to take input back to the Mayor's
5 Office, but if you want a more direct line of
6 approach, I would recommend you reach out to
7 Deputy Mayor Gatewood in the Mayor's Office.

8 COMMISSIONER MINOR: I just want to react and
9 say one thing that I definitely will be emulating
10 in that meeting making sure that all of our
11 meetings are publicly available. Again, I am
12 just a part of the task force. I'm excited to be
13 a part of the task force because I am committed
14 to the mission. I know that you all have called
15 for this task force to convene, so I consider it
16 a win. But as Anthony mentioned, we do not have
17 power over the task force. Just participate in
18 it.

19 With that being said, I think
20 that's some good work that can come from it. So
21 I'm definitely open to talking about the task
22 force, similar to how we will provide updates for
23 like the workforce allocation study which we're
24 also members in. Right? And I think it's super

1 important for you all to be aware how we're using
2 our resources and using our time as
3 Commissioners.

4 I want to transition, if that's
5 okay. I want to transition to some reactions
6 that I heard from community regarding our most
7 recent traffic stop listening session.

8 I was a part -- I was in the room,
9 but I heard directly from community members
10 expressing, you know, deep disappointment from
11 the last listening session. I was present and
12 witnessed a tense interaction between a community
13 member and a commissioner. One community member
14 even shared that they had a reluctance to
15 continue engaging with us, expressing their
16 belief that their opinions aren't valued. I had
17 a conversation with my fellow Commissioners today
18 about that. Well, not all of my fellow
19 Commissioners. The ones that were available for
20 a particular compliant meeting. And so if we --
21 we had to break off in silos of two, and as you
22 all know, our workload is very expansive, and so
23 I haven't had a chance to engage with everyone
24 like I would have wanted to. But with that being

1 said, I just talked about some of the feedback
2 that I received and some of the concerns that I
3 heard. While I do not believe -- and I want to
4 be very clear -- I do not believe that this
5 interaction or its aftermath was intentionally
6 malicious at any point. But with that being
7 said, I feel like I have an obligation to
8 sincerely apologize to those who felt left out,
9 for those who feel like they cannot come back,
10 for those who feel like they are not welcome in
11 our meetings. I want to say that that is not
12 true. I want you to continue to show up and know
13 that your input is crucial. I urge you to
14 continue to share your perspectives on this
15 policy and understanding that this will
16 significantly impact our collective future, so
17 it's important that we hear diversity of thought
18 in this space, and not just those that align with
19 mine. And for the people I'm speaking about
20 specifically, those thoughts still align with,
21 you know, mine and those community members that I
22 do know personally.

23 My goal is that our traffic stop
24 policy will be something we can all look back on

1 with pride knowing that we are part of a historic
2 and impactful and meaningful change that improves
3 police and community interactions, similar to
4 some of the sentiments that we heard today. This
5 is why I strongly recommend a strengthened
6 decorum policy as I recommended earlier today. I
7 believe that's important to hold everyone to the
8 same standard of neutral trust and respect. I
9 also suggest rotating Commissioners in these
10 listening engagements, allowing the community to
11 be familiar with our diverse perspectives because
12 we have diverse perspectives on this board, and I
13 think that's one of the ways in which we best
14 serve Chicago by having diversity of thought.

15 Finally, and most importantly, I
16 believe that we all must have an equal
17 opportunity to contribute to the language on this
18 traffic stop policy. We talked about wanting to
19 be a part of this policymaking process. I
20 propose that the bulk of this work be conducted
21 not solely within a single working group but also
22 through OMA compliant breakout groups and other
23 transparent channels.

24 This collaborative approach will

1 ensure that we will arrive at a final product
2 that our community deserves and a policy that
3 truly reflects our shared vision for a better
4 future.

5 Those are my thoughts, and I
6 welcome reactions.

7 COMMISSIONER WORTHAM: Well, thank you so
8 much, Commission Minor, for bringing that up. I
9 am really excited to address this since I was one
10 of the Commissioners who sat to hear the
11 listening session on Friday, so I won't beat
12 around the bush. I suppose, because you and I
13 have not spoken today, what you're talking about
14 is an interaction that happened at the end of the
15 meeting. So what I'm going to say about that is,
16 I would encourage everyone here to go watch the
17 video from our meeting because it is publicly
18 available. And what I have always said since
19 joining this Commission is, we do have a diverse
20 City. We have a diverse City with diverse
21 opinions. Unfortunately, what we have heard at
22 this meeting and at the listening sessions
23 largely represents one perspective on traffic
24 stops, which is totally fine. I would like to

1 hear that perspective. What I would also like to
2 do is make sure that our meetings are open and
3 welcoming for people who have a different
4 perspective. I've said that at this meeting.
5 I'm probably going to now say it at every single
6 meeting until we have a final policy because I
7 have heard from members of the community -- and
8 "community," of course, is a word that's been
9 used in different ways and weaponized, but I see
10 community as many things and many perspectives.
11 I heard from members of the community they don't
12 feel welcome at our meeting because some of the
13 aggressive language and behavior that some people
14 have displayed. So it is very important for me
15 to say to people that you are welcome to matter
16 what your perspective is.

17 I will speak to directly to what
18 happened on Friday. Most of the people who spoke
19 had a particular perspective. Two people who
20 spoke -- well, one person who spoke asked a
21 specific question about Police Department policy.
22 Initially, Commissioner Terry and I didn't answer
23 the question because that wasn't the format we
24 set out for the meeting. But when another

1 speaker in her remarks indicated kind of a
2 question or lack of understanding of existing
3 policy, what I said was, I believe it's incumbent
4 upon us as a Commission if we are going to have
5 listening sessions to ensure that the public at
6 least has information about what policies
7 currently exist. I specifically said, the public
8 might not like these existing policies, and
9 that's why we have this whole body and this work.
10 But I do think we have a responsibility to
11 provide information where the information will be
12 useful for the conversation.

13 So I just want to be super clear
14 about that, because I, of course, don't like if
15 anyone felt like they can't come back to CCPSA
16 meetings, but I do think it's fair for the
17 Commission to be responsive to all questions and
18 all concerns, not just a particular perspective,
19 and I want to make sure we reiterate that,
20 because the tables can turn quickly depending on
21 where we are. So one meeting might have a
22 heavily attended perspective from one side of
23 this issue, and then you can go to a different
24 part of the City and everyone can be saying

1 something else.

2 So we want to make sure that we're
3 making ourselves available to hear all of those
4 perspectives. And that is what I worked hard to
5 do on Friday, and what I will continue to work
6 hard to do as a member of the policymaking work
7 group going out on these listening sessions.

8 So thanks for bringing that up, and
9 I'm glad I've had an opportunity to address it.

10 COMMISSIONER GOTTLIEB: So just real briefly.
11 I definitely am not here to litigate, like, the
12 specifics of the listening session, but I want to
13 echo Commissioner Minor's sentiments about how to
14 move forward. I think it's important that all
15 Commissioners have a seat at these listening
16 sessions and get to the diversity of the entire
17 Commission is heard. I also think it's critical
18 that we make sure there are mechanisms that are
19 in place to ensure the entire Commission gets the
20 direct language about the policy, not just one
21 working group.

22 COMMISSIONER MINOR: One of the practices
23 that we have started is recognizing our officials
24 in the room, so I just want to recognize Arewa

1 Winters, Alees Edwards, Ashley Vargas, Beth
2 Rochford, Deondre Rutues, Brad Kessler, and
3 Alderman La Spata. You all deserve a round of
4 applause. Is there any elected official I did
5 not recognize? Please stand. And Dion McGill, I
6 see you. That is all.

7 PRESIDENT DRIVER: Thank you. The next
8 listening session on traffic stops is February
9 20th at European Chalet Banquets in the 8th
10 Police District. There will be information about
11 that session on our website. We will send
12 information on the mailing list. Please follow
13 us on all our social media accounts.

14 If there is no further business
15 before the Commission, the meeting is now
16 adjourned. Thank you, everyone.

17 (WHEREUPON, the meeting was
18 adjourned at 8:05 p.m.)

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REPORTER'S CERTIFICATE

IN RE: CCPSA Public Meeting
January 30, 2025

I, MAUREEN A. WOODMAN, C.S.R., do hereby certify that the foregoing Report of Proceedings was recorded stenographically by me and was reduced to computerized transcript under my direction, and that the said transcript constitutes a true record.

I further certify that I am not a relative or employee or attorney or counsel of any of the parties, or a relative or employee of such attorney or counsel, or financially interested directly or indirectly in this action.

IN WITNESS WHEREOF, I have hereunto set my hand of office at Chicago, Illinois this 10th day of January 2025.

—
MAUREEN A. WOODMAN, CSR
License No. 084.002740