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COMMUNITY COMMISSION for PUBLIC SAFETY and
ACCOUNTABILITY
PUBLIC MEETING
Thursday, December 12, 2024, 6:30 p.m.
American Irish Heritage Center

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APPEARANCES:
President Anthony Driver
Vice President Remel Terry
Commissioner Sandra Wortham
Commissioner Abierre Minor
Commissioner Angel Rubi Navarijo
Executive Director Adam Gross

1 PRESIDENT DRIVER: Hi, everyone. The
2 December 12, 2024, 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 by establishing a
6 quorum with the call of the roll. Commissioner
7 Driver is present. Commissioner Gottlieb.
8 Commissioner Minor. Commissioner Rubi Navarajo.

9 COMMISSIONER RUBI NAVARIJO: Present.

10 PRESIDENT DRIVER: Commissioner Terry.

11 COMMISSIONER TERRY: Present.

12 PRESIDENT DRIVER: Commissioner Wortham.

13 COMMISSIONER WORTHAM: Present.

14 PRESIDENT DRIVER: With four commissioners of
15 the CCPSA present, we have a quorum and can
16 conduct the Commission's business.

17 Next item of business is public
18 comment. If you would like to share something
19 related to the Commission's work, you have a few
20 options. You can speak at a public meeting. You
21 can also submit public comment in writing to
22 CommunityCommissionpubliccommentCityofChicago.org
23 or you can bring a copy of your comments to one
24 of the Commission's public meetings and give it

1 to someone on the Commission staff.

2 People who wanted to speak at
3 public comment were asked to submit their names
4 in writing earlier today. Names were drawn at
5 random by a member of the Commission staff.
6 Speakers will be called in the order in which
7 their names were drawn.

8 If your name is called to offer
9 public comment, we ask that you approach the
10 microphone and line up in the order in which your
11 name is called. When it's your turn to speak,
12 please say your name and spell your name and
13 offer your comments. Each speaker will have two
14 minutes. We have allotted a total of 20 minutes
15 for public comment. And our first three speakers
16 are Gail Beitz, Patrick Lindley, and Bernadette
17 Stuckey.

18 MS. BEITZ: Hi. My name is Gail Beitz. I've
19 lived here on the north side for probably about
20 48 years, specifically the North Mayfair area
21 right by the Gompers Park. Beautiful Gompers
22 Park. You've probably seen a lot of media
23 attention to that location. And what my concern
24 is that --

1 PRESIDENT DRIVER: It's a little hard to hear
2 you. Maybe if you hold the mic closer. Or
3 someone turn up her microphone.

4 MS. BEITZ: Can you hear me out there? I can
5 hear me now.

6 Anyways, I want to bring to the
7 attention about the lack of police officers we
8 have in the 17th District. We have Gompers
9 Park's homeless encampment taking place which we
10 are really trying hard to get some housing and
11 wraparound services for them. In the meantime,
12 we have had some crime increase in that location.
13 We've had drug activity. We have prostitution.

14 What I'm looking for the Commission
15 to encourage us to get more police in our 17th
16 District. Are we hiring more police in for the
17 -- you know, for the Police Department? I'm also
18 encouraging to -- I want to see ShotSpotter come
19 back. And I want to see license plate readers
20 come back.

21 So I'm here to support that, and we
22 got a whole community that's backing that. Thank
23 you.

24 MR. LINDLEY: Thank you. My name is Patrick

1 Lindley. Patrick, traditional spelling,
2 P-A-T-R-I-C-K. Last name L-I-N-D-L-E-Y. I would
3 first like to express gratitude to Commissioner
4 Terry and Commissioner Minor for attending the
5 recent town hall last month, a meeting with over
6 a hundred neighbors concerned about CPD officers
7 with ties to the Oath Keepers and the credibility
8 of the investigation and findings provided by the
9 Bureau of Internal Affairs on this recent matter.

10 I'd like to thank all of the
11 District Councils that participated in the annual
12 meeting to vote on 2025 priorities to recommend
13 to the Commission and for all the work leading up
14 to the event.

15 I encourage the Commission to adopt
16 these priorities, including the proposal to
17 transfer investigations of officers with ties to
18 hate groups from BIA to COPA. I will have my
19 voice of support to the creation of a task force,
20 to investigate extremism within CPD and City
21 departments. I would like clarification on
22 whether the scope of this effort extends to a
23 review of BIA investigation processes. I worry
24 that the BIA investigation closed this passed

1 July provides precedent and a blueprint for how
2 to weather through and ignore claims of
3 extremists groups incubating and recruited within
4 CPD. Thank you.

5 MS. STUCKEY: Hello. My name is Gernadette,
6 G-E-R-N-A-D-E-T-T-E. Last name is Stuckey,
7 S-T-U-C-K-E-Y. I'm the president of
8 Psychologists for Social Responsibility.

9 Psychologists for Social
10 Responsibility joins the list of organizations
11 included in the October 2021 -- October 21, 2024,
12 letter issued by Color of Change regarding the
13 investigation of Chicago Police Department
14 officers allegedly associated with white
15 supremacist extremism. We are stating our position
16 that the Civilian Office of Police
17 Accountability, COPA, should investigate and
18 identify the reported deficiencies of the Bureau
19 of Internal Affairs' investigation and address
20 each of them thoroughly.

21 Psychologists for Social
22 Responsibility attest that the adverse effects of
23 direct or indirect exposure to police violence
24 diminishes the emotional, physical, psychological

1 well-being of human beings as evidenced by the
2 increased incidents of anxiety, depression, fear,
3 hopelessness, learned helplessness, hypertension,
4 heart disease, and symptoms of PTSD that are
5 prevalent in communities of color and the black
6 community disproportionately.

7 Psychologists for Social
8 Responsibility advocates for the healing of
9 communities that have historically and currently
10 been negatively impacted by violence. In the
11 advocacy, we reiterate the importance of ensuring
12 the racist, corrupt, criminal behavior within the
13 Chicago Police Department be removed.

14 Psychologists for Social
15 Responsibility stands with Push for 5 Coalition
16 and advocate for COPA --

17 PRESIDENT DRIVER: Our next three speakers
18 are Lee Bielecki, Joel Hatch, and Grace Patino.

19 UNIDENTIFIED WITNESS: You got one more. I
20 got an email on it, and I signed up.

21 PRESIDENT DRIVER: Is Lee here?

22 MR. BIELECKI: Right here. I thought we had
23 somebody before me. I didn't want to interrupt.

24 PRESIDENT DRIVER: Lee Bielecki, Joel Hatch,

1 and Grace Patino.

2 MR. BIELECKI: Good evening, Commissioners.
3 Lee Bielecki, 22nd District District Councilor.
4 I love coming to these meetings. I love seeing
5 you guys, listening to the people from the
6 community talk about police accountability and
7 police brutality.

8 I was doing some research today on
9 COPA, and I was doing some research on lives lost
10 in marginalized communities since January of
11 2018. 3300. 3300 victims of violence in the
12 black community. I don't hear these extremists
13 so-called activists groups talking about that.
14 Every time you turn around, an unmitigated trauma
15 that causes, not by the police, but by members of
16 the community. I want to hear these people stand
17 up one time and say they're going to do something
18 to impact that violence and that trauma that
19 occurs in their community. I don't hear that.
20 All I hear is let's sue the police. Let's get up
21 there and not support the police. They create
22 more division, more anxiety than any police
23 interaction would probably cause.

24 As far as COPA goes, they don't --

1 the investigation of Oath Keepers doesn't fall
2 under their purview.

3 We had Tobará Richardson last night
4 at our council meeting, and it doesn't fall under
5 their purview.

6 When we continue to go on and
7 create more division, which is what a lot of
8 these groups -- when we talk about Oath Keepers,
9 Three Percenters, and Proud Boys, a lot of these
10 so called activist groups are no better. They're
11 extremists. Thank you.

12 MR. HATCH: I want to thank the members of
13 the Commission who chose to stand with us at the
14 recent town hall meeting and show their support
15 for our community concerns over the Oath Keeper
16 cops. And I'm grateful for the Commission
17 members for taking steps to address the District
18 Council's resolution which aims to move
19 investigations of police officers with extremist
20 ties from the Bureau of Internal Affairs to the
21 Civilian Office of Police Accountability, COPA,
22 are like an update on the progress of this
23 support and initiative. And I'd like to urge the
24 Commission to prioritize the creation of a

1 dedicated task force to investigate police
2 officers with extremist affiliations and ensure
3 accountability within the force.

4 And, finally, I would like to
5 express that I believe the Oath Keepers should be
6 fired as their membership within a terrorist
7 organization as designated by the FBI, regardless
8 of when they joined, legally and disqualifies
9 them from serving on the force. Thank you.

10 MS. PATINO: Hi. My name is Grace. I uplift
11 what has been said before me -- right immediately
12 before me, regarding thanking some of the
13 commissioners who decided to stand with their
14 community here in the 17th District, and at our
15 town hall last month as we discussed the issue of
16 officers with ties to the Oath Keepers.

17 In terms of like what shows
18 division and creates anxiety, I just want to say
19 as a resident of the 17th District, what creates
20 great anxiety in me is knowing that it was known
21 for months and months and months that one of the
22 officers here was found on the list of being a
23 member of the Oath Keepers, and yet there was a
24 choice made to continue his role as in some type

1 of community outreach position with CPD. So
2 that's concerning to me as a resident here.

3 And I do want to encourage the
4 Commission to just continue to try and hopefully
5 work with the OIG's office in terms of getting
6 with the Johnson administration for creating this
7 task force to eradicate any officers who have
8 ties to white extremist organizations in CPD.
9 And, yeah, just thank you so much.

10 PRESIDENT DRIVER: Thank you. Our next three
11 speakers are Tiwon Sims, Mildred Rivera, Claire
12 Sharkey. Instead of Mildred, we will go with --
13 I think this says Mike Pavilon.

14 MR. SIMS: Whenever y'all ready. So I could
15 be the case study for that for the Proud Boys,
16 for the Oath Keepers, for a civilian that's been
17 chased down by criminals masquerading as police.
18 Me right here, Tiwon Sims.

19 Everybody investigating this,
20 please let me get y'all information so we can
21 crack this. And you all know who the Proud Boys
22 and Oath Keepers are, people like Bielecki,
23 people like Tom McMahon over there. You see?
24 These individuals still in their previous

1 capacity as law enforcement. The same way Burge
2 and them had they criminal rule. These people --
3 that's why you got 16 young officers out of each
4 cadet crew that quit because they don't want to
5 become gang members. They want to serve the
6 people. They don't want to be gang members.

7 You see Bielecki, right? You come up
8 here trying to check me and bull shit.

9 PRESIDENT DRIVER: Watch your language.

10 MR. SIMS: Chicago is done with it, this
11 machine of corruption and foolishness. Look, we
12 got a real champion right here. Right there,
13 Larry Snelling. Came out the most ept serving in
14 the City right now. Came out for the DNC front
15 line. I was there all three days. He was front
16 line, him and those gold stars. They represent
17 something, integrity, honor, versus what you all
18 represent.

19 Like I said, they won't let me.
20 Like I said -- and I recently emailed you all
21 about this, because this is what I'm suffering
22 under. The guy call himself the Mayor of Pullman
23 because you have some type of police pull. We
24 taking that police word away. Law enforcement,

1 because you all tried. That's the division,
2 police versus civilian.

3 No, these are public service. Law
4 men. May we call you law men? Then we let y'all
5 keep calling yourself police. That way you not
6 get the chance to hide behind the blue. Y'all
7 blood cowards, man. Y'all going to always be
8 that. But y'all you chose the right one, trust
9 and believe. These people removed me from my
10 children, from my life. And once it is properly
11 investigated, they going to be properly jailed.
12 Like I said once before, I'm no fool and no
13 coward never, but y'all is.

14 PRESIDENT DRIVER: Thank you.

15 MR. SIMS: And they must be called. Stopped,
16 stumped out. Y'all dogs.

17 MR. PAVILON: Hi. My name is Mike Pavilon,
18 and I grew up in Roseland. I'm here now for the
19 last 24 years, and I represent Lincoln Square
20 Community Association, and I've been bouncing
21 around from the 19th Police Council to the 20th
22 and occasionally to the 17th. And I was at that
23 meeting where the Oath Keepers and others were
24 brought up. So I'm bouncing around. Mine is

1 more of a report. I'm sorry. I'm going to have
2 to rush through the report.

3 So the 19th Council, in particular,
4 has been begging for the last couple of months
5 when are we going to get so-called civilization
6 or more civilians into the Chicago Police
7 Department. New York has done it, L.A. has done
8 it, Houston has done it, and they're doing better
9 than we are. Not that there aren't other
10 factors, but we got to get that done. It allows
11 the cops to spend more time doing what they need
12 to do.

13 Secondly, there's something called
14 "smash and grab." And that's not part of its own
15 line item when we talk about crimes. It's put in
16 with burglary. It shouldn't. It shouldn't.
17 Because the smash and grab, it happens in Lincoln
18 Square, it happens in, you know, Englewood, it
19 happens downtown, it happens, you know, Rogers
20 Park. It devastates the community. That's much
21 different when people come out in the morning to
22 take the bus or to get to their car or walk to
23 work that, What's going on here? And they say,
24 Do I want to live here?"

1 So in burglaries, you don't have
2 that same dynamic. That ought to change. It
3 ought to change. I would think the
4 Superintendent could do something about that in
5 the next couple of weeks. It's not a big deal.
6 I got one second left. Can you give me a little
7 wiggle room?

8 PRESIDENT DRIVER: I'm sorry. Thank you. Be
9 happy to talk to you after the meeting, though.

10 MS. SHARKEY: Hi. My name is Claire Sharkey.
11 I live in the 19th District. Thank you,
12 Commissioners, for the chance to speak tonight.
13 I came to speak to you and ask -- make a request
14 of you. For over one year, neighbors and I have
15 been participating with the 19th District
16 Council. We've been going to many meetings on
17 the importance of the workforce allocation study,
18 the Consent Decree. We've been engaging with
19 them and questioning as much as we can. We want
20 to be involved. And we were promised that we
21 would have a voice once the workforce allocation
22 study became official -- official initiative.
23 And now it has.

24 We were surprised on November 20th

1 to hear that the Mayor's Office announced that
2 there are now City-wide community input sessions,
3 but they began on November 18th. And if we are
4 to divide the City into, let's say, seven
5 regions, the meetings are only taking place in
6 about two of those regions, and they're packed
7 into a ten-week period spanning the holiday
8 season when people are busy, and we were also
9 assuming that the District Councils would be the
10 ones leading the engagement process, given that
11 that's what their job duty is. The District
12 Councils are paid -- taxpayers pay about \$400,000
13 a year for their salaries, and they've done a
14 great job promoting the workforce allocation
15 study, community policing, and the other
16 initiative, which is the 911 alternate response.
17 Some of you commissioners were actually at their
18 meeting and commended them on the 20th about how
19 well they did. So why the District Councils have
20 been left out of the engagement process, and it's
21 now become sort of a special -- a special
22 interest project by the Mayor's Office is
23 surprising to us and disappointing.

24 So if you could speak for us to the

1 Mayor's Office. Let's get that into the hands of
2 District Councils.

3 PRESIDENT DRIVER: Thank you. Our last
4 speaker is Anuj Argwal.

5 MR. ARGWAL: Hi. My name is Anuj. I'm an
6 organizer with the Anti-Coalition. So I will
7 just cut to the chase.

8 Reports show that white supremacist
9 extremists have infiltrated the ranks of the CPD
10 and not as aberrations but as natural extensions
11 of its purpose. From officers tied to hate
12 groups of the Proud Boys and Oath Keepers to
13 systematic failures to hold them accountable. We
14 see the true nature of the CPD. And the problems
15 are not just extremists. They are fascist
16 organizers that thrive on intimidation, racism,
17 and violence.

18 For the CPD to harbor those
19 individuals within its ranks is a shameful and
20 deliberate act of war against our communities.

21 The modern police descended from
22 slave patrols and the CPD's Jon Burge has been
23 that group, tortured over 100 black men into
24 false confessions. The murder of Laquan

1 McDonald, shot 16 times by an officer who then
2 conspired to cover it up, is not an isolated
3 incident, but a pattern. This is not simply a
4 bad apple problem. The entire orchard is
5 poisoned. The presence of Proud Boys and Oath
6 Keepers in the CPD is a glaring indicator of a
7 larger systematic failure. One that does not
8 just require reform. So we got to unite and
9 organize on this. We don't need better training
10 for officers, and we certainly don't need more
11 police, but fundamental social change. Fire the
12 cops who are in the Proud Boys, fire the cops who
13 are in the Oath Keepers, and qualified immunity,
14 and reopen all cases of police brutality.

15 PRESIDENT DRIVER: Thank you. We've reached
16 the end of our public comment period. Thank you
17 again for all our speakers. We value your input.

18 Next order of business is Approval
19 of Minutes. Before today's meeting, draft
20 minutes of the Commission's meetings held on
21 November 14th were shared with all Commissioners.

22 Are there any corrections to the
23 draft minutes that have been circulated? Hearing
24 no corrections, I move to approve the minutes of

1 the Commission's meeting held on November 14th.

2 COMMISSIONER RUBI NAVARIJO: Second.

3 PRESIDENT DRIVER: I move and seconded by
4 Commissioner Rubi Navarijo that the Commission's
5 November 14th minute meetings be approved. Any
6 debate on the motion? Hearing none, we will now
7 move to a vote. Those in favor, signify by
8 saying aye.

9 (CHORUS OF AYES.)

10 PRESIDENT DRIVER: Are there any nays?

11 (NO RESPONSE.)

12 PRESIDENT DRIVER: The ayes have it. The
13 motion carries. The minutes for the November
14 regular meeting of the Community Commission are
15 approved.

16 Our next order of business will be
17 new business. The next item is the approval of a
18 series of closed meetings.

19 Section 2(c)(3) of the Illinois Open
20 Meetings Act allows the Commission to meet in
21 closed session to consider the following
22 subjects: The selection of a person to fill a
23 public office, as defined in this Act, including
24 a vacancy in a public office, when the public body

1 is given the power to appoint under law or
2 ordinance, or the discipline, performance, or
3 removal of the occupant of a public office, when
4 the public body given power to remove the
5 occupant under law or ordinance.

6 Section 2a of the Act authorizes the
7 Commission to take a vote to hold a series of
8 closed meetings over the course of not more than
9 three months from today, and only for the
10 purposes cited under Section 2(c)(3).

11 Over the next few months, the
12 Commission may need to meet in closed session for
13 reasons that are allowed under the Open Meetings
14 Act, including to discuss filling vacancies on
15 the Police Board.

16 I move to hold a series of closed
17 meetings to take place for the maximum period
18 allowable as authorized by Section 2(c)(3) of the
19 Open Meetings Act. Is there a second?

20 COMMISSIONER RUBI NAVARIJO: Second.

21 PRESIDENT DRIVER: I move to hold a series of
22 closed meetings to take place for the maximum
23 period allowable as authorized by Section 2(c)(3)
24 of the Open Meetings Act. Is there a second?

1 COMMISSIONER RUBI NAVARIJO: Second.

2 PRESIDENT DRIVER: Moved by myself, seconded
3 by Commissioner Rubi Navarijo to hold a series of
4 closed meetings to take place for the maximum
5 period allowable as authorized by Section
6 2(c)(3). Is there any debate on the motion?

7 (NO RESPONSE.)

8 PRESIDENT DRIVER: Hearing none, we will move
9 to vote. Those in favor of holding a series of
10 closed meetings to take place for the maximum
11 time period allowable, as authorized by Section
12 2(c)(3) of the Ope Meetings Act, please say aye.

13 (CHORUS OF AYES.)

14 PRESIDENT DRIVER: Are there any nays?

15 (NO RESPONSE.)

16 PRESIDENT DRIVER: The ayes have it, and the
17 motion carries.

18 The Commission is authorized to
19 hold a series of closed meetings to take place
20 for the maximum period allowable.

21 Now we are going to hear from the
22 Chicago Police Department, the Police Board, and
23 Civilian Office of Police Accountability
24 leadership regarding their 2025 goals.

1 Before I invite our first speaker,
2 I want to give a quick overview. It's freezing.
3 I'm trying so hard from keeping my teeth from
4 chattering. Where was I? Under the CCPSA
5 ordinance, the Commission has the power to set
6 yearly goals for the CPD Superintendent, COPA
7 Chief Administrator, and the Police Board
8 President.

9 Each of these agencies has a
10 working group that consists of two commissioners.

11 Goals presented tonight are draft
12 goals.

13 Today's hearing will give all the
14 Commissioners, including those not part of the
15 working groups, a chance to ask questions and
16 make recommendations.

17 After tonight, the Commission will
18 work on a formal response to each group's draft
19 goals.

20 We will work over the next month to
21 finalize these goals. And for the record,
22 Commissioner Minor is now present. Five out of
23 six members of the CCPSA present.

24 We'll work over the next month to

1 finalize these goals.

2 We plan to vote at our January
3 meeting on whether to adopt these goals.

4 I would now like to ask
5 Superintendent Larry Snelling and anyone else
6 from his team present to join us.

7 SUPERINTENDENT SNELLING: Good evening.
8 First off, good to be here, hear everybody speak.
9 It is very important to hear everybody's voice.
10 Regardless whether people agree or not, it's
11 always good to hear what people are thinking so
12 that we can address the concerns that everyone
13 brings to the table.

14 Let me start by saying that as we
15 move into 2025 from 2024, we're going to build on
16 some of the momentum that we've seen in the
17 Police Department, especially around training,
18 reform, and the work that we've been doing toward
19 constitutional policing.

20 The effort here is to strengthen the
21 relationship between the police and the
22 community.

23 Our major concern right now is with
24 violent crimes that has been just seriously

1 affecting our City, our children, our
2 neighborhoods.

3 Our efforts are focused on
4 addressing current crime patterns.

5 We recently had a very serious rash
6 of robberies that's been going on since we
7 implemented a new plan. Those robberies have
8 decreased by a total of about 1800 so far over
9 the past six months. So we're starting to see
10 some progress there, but we still have work to
11 do.

12 As we work toward reducing the
13 trauma in the neighborhoods, we also have to have
14 a strong focus on reform. That reform is going
15 to include six goals that we have here, that we
16 work with the CCPSA, and I'm happy to say that we
17 have a really good working relationship, and it
18 was great effort sitting down and having these
19 conversations and talking out these goals.

20 Number one, the first goal, is
21 ensuring that all officers have a strong
22 foundation in constitutional policing, based on
23 impartial policing, to guide the everyday work
24 that officers do. This goal also includes

1 traffic stops. I know that's a big topic of
2 conversation. And that's one of things that
3 we're working, and we are also working with CCPSA
4 in that effort.

5 In 2025, we will redraft our traffic
6 stop policy and develop correspondence training.

7 Our second goal is launching the
8 workforce allocation. I heard someone mention
9 that. Just let me be clear. Everything is
10 finalized, but I will let CCPSA follow up on some
11 of the questions that you may have about the
12 workforce allocation. But the workforce
13 allocation is important.

14 We need to make sure that we are
15 effectively utilizing our manpower.

16 It's also going to help us look at
17 district mapping, the size of districts, how
18 quickly our officers are getting to jobs, how our
19 officers are responding and how we can increase
20 response times.

21 We're working with the company
22 Matrix. They come very highly recommended. They
23 do a very good job. They've done this work
24 across the country. And we're looking forward to

1 working with them and bringing this to a final
2 outcome that we know -- we know is going to be
3 effective in moving our Department forward.

4 The third goal is ensuring
5 Department members understand and adhere to
6 established guidelines relative to prohibiting
7 Department members from active participation or
8 membership in affiliation with criminal or biased
9 organizations and from an association with known
10 members of criminal or biased-based organizations
11 as set forth in our Department directives. We're
12 working toward implementing a mechanism for
13 tracking complaints related to this directive.
14 We've heard talk about this. We're moving
15 forward to make sure that we're checking on these
16 things. When something happens that we know
17 bring shame upon our Department, we're going to
18 take action. But it's also important to remember
19 that our officers are out there working. There
20 are things that the public doesn't see on a
21 regular basis and the work that the officers are
22 doing out there, the work that they're doing with
23 children, the work they're doing with community
24 members, the work that they're doing when dealing

1 with the unhoused, dealing with people who are
2 suffering from crisis. We're helping our
3 officers develop their crisis response with our
4 CIT training. All of these things are going to
5 be necessary moving forward to make sure that our
6 officers have the tools to respond in the best
7 way possible that is going to bridge that gap
8 between the police and our community members.
9 Our fourth goal is to build and foster true
10 collaborative partnership through engagements
11 that result in greater public trust between the
12 Department and the community. This is going to
13 start, number one, moving forward with working
14 with children, especially in our most
15 impoverished neighborhoods. Those people who
16 don't necessarily have the same access to certain
17 things as others.

18 If we don't start young, we allow
19 people to now step into a life of crime because
20 they don't have anything available to them.

21 We've been working with the Mayor's
22 Office to talk about getting everyone involved,
23 not just the police, to have every aspect of
24 government working along with the police to make

1 sure that this happens.

2 Our fifth goal is to ensure a
3 healthy and resilient workforce by strengthening
4 members' wellness.

5 If we want our police officers to go
6 out and respond in the best way possible, if we
7 want those officers to go out and treat people
8 with dignity and respect the way they are
9 supposed to, I as the Superintendent and everyone
10 in this Police Department is to treat them the
11 same. They're human beings. And what we bestow
12 upon them is what they will bestow upon the
13 public. We have to make sure that our officers
14 are well. Well of mind mentally, physically, so
15 that we are putting the best possible product out
16 into the community.

17 If we are not treating our officers
18 well, we can't expect our officers to treat
19 others well. I've heard it said many times
20 before, hurt people hurt people. We want to make
21 sure our officers are prepared to do the jobs.

22 Number one, our officers see things
23 that the average person does not see. They see
24 death on a daily basis. They see the death of

1 children. They see domestic violence, abused
2 women and children. They see robbery victims,
3 elderly people who have been attacked and abused,
4 and we want our officers to approach those
5 situations with compassion, care, understanding,
6 empathy. That cannot be done if we don't prepare
7 our officers to do those things.

8 So in the upcoming year, we will
9 make sure that we're working on our officers'
10 wellness. We will continue to do that so that
11 when our officers go out, and they encounter you,
12 you will be encountered with the respect that you
13 deserve.

14 Our final goal is to ensure the
15 Department supports every victim of crime from
16 stronger victim services. Since I've become
17 Superintendent, I've made it a priority to build
18 strong relationships with crime victims and
19 families who have lost loved ones to violence.
20 Violent crimes creating a ripple effect of trauma
21 in our communities. And if we don't disrupt it,
22 it will continue to do so.

23 I heard someone mention earlier
24 about civilianization of our Police Department.

1 That was a priority, and it still is. And we
2 have been hiring civilian members of our
3 Department.

4 Sir Robert Peel, the inventor of
5 policing, said the community are the police and
6 the police are the community. I absolutely
7 believe that. We could not get to the bottom of
8 crime just being the police. We have to have a
9 partnership with the community. We have to work
10 in lockstep together because if we are not doing
11 that, we are failing. If we're not reaching out
12 to each other and understanding each other and
13 hearing each other, we are failing. We will
14 always do better when we're working together.

15 So we will continue to build this
16 department, bring in the right people, make sure
17 that we have them working in the right places, so
18 that we can continue to serve the City and keep
19 it safe.

20 The men and women of the Chicago
21 Police Department will continue their work in our
22 City.

23 As you saw with the Democratic
24 National Convention, something that went on for a

1 period of almost six days total when you look at
2 all of the events, the protests, it was
3 relatively peaceful. It was the lowest number of
4 complaints launched against officers at an event
5 that large that I can remember, and it was all
6 based on training, constitutional policing, and
7 what we provided for those officers. It was also
8 rooted not only in constitutional policing but
9 wellness for our officers, because we knew what
10 they were going to be facing, and they were
11 prepared when they went out there to make sure
12 that they protected everyone, regardless of what
13 it was people were saying, that they respected
14 everyone's constitutional rights and allowed
15 people to have their voices heard.

16 With that, that's the end of my
17 goals. I thank everyone for being here, and we
18 are going to continue to work to keep the City
19 safe.

20 PRESIDENT DRIVER: Thank you, Superintendent.
21 We will now open it up to questions from
22 Commissioners. We will start to my far right.
23 Do you have any questions?

24 COMMISSIONER RUBI NAVARIJO: Yeah.

1 Superintendent, thank you for being here today.
2 I appreciate your leadership as well. I've seen
3 firsthand -- I did a ride-along with one of your
4 officers in the 24th District. I've seen
5 firsthand some of the changes that have been
6 made, and I look forward to those improvements as
7 well.

8 I do have a question. A couple of
9 days ago, a member of the incoming administration
10 came to Chicago and said some things that made us
11 scared, some members of our noncitizen community.
12 How is the Department going to reinforce their
13 partnership with the immigrant community so they
14 don't feel fearful and feel they can feel
15 confident to come to the police and report
16 crimes?

17 SUPERINTENDENT SNELLING: That's part of the
18 Welcoming City Act. The first thing that we need
19 to understand about that, when it comes to the
20 Chicago Police Department, we have limited,
21 limited power when it comes to enforcing
22 immigration laws.

23 So anyone, I don't care who you
24 are, where you are from, if you are a victim of a

1 crime, or something you want to report to the
2 police, we're going to show up, and we're going
3 to protect you the way we will protect anyone
4 else when a crime has been committed against you.
5 So we don't want anyone to fear the Chicago
6 Police Department if they've been victimized, and
7 they want to come to the police and report
8 because they fear immigration. That's not what
9 the Chicago Police Department does.

10 COMMISSIONER RUBI NAVARIJO: Thank you. I
11 have a follow-up. I know that there's been some
12 issues with the new visa process, both internally
13 and also people committing fraud around that
14 process. I was wondering what progress or
15 tracking mechanisms will your Department put in
16 place to ensure that that system is good on the
17 inside and outside?

18 SUPERINTENDENT SNELLING: Right now we have a
19 lieutenant who is assigned there right now who is
20 very good at it. We brought him back not too
21 long ago. He was promoted out of that unit. So
22 we needed to bring him back. What we're doing is
23 making sure that we have enough people in that
24 unit to make sure that everything is being done

1 the right way. As we continue to bring in
2 civilians -- which we've hired -- I believe it
3 was 80, if I'm not mistaken, but don't quote me
4 on that number, but we brought in quite a few.
5 But as we continue to bring in more and more,
6 we're going to continue to build the unit.

7 COMMISSIONER RUBI NAVARIJO: Thank you. And
8 I have a question pertaining to the DC
9 engagement. I've heard a lot of DCs wanting to
10 get involved hyperlocally in public safety issues
11 and strategic plans, right. A lot of feedback
12 that I hear from District Councils, and I've been
13 going to many meetings, is that they don't feel
14 they have a formal role in the process. So other
15 than communicating with the District Councilors,
16 what do you think is the priority for the
17 Department to keep them involved in that process?
18 Because these DCs are moving really quickly.
19 They are making relationships in the community.
20 They're connecting with business owners. They're
21 promoting Department initiatives. I think that
22 they deserve a spot there. What would you have
23 to say to those DCs that don't feel they are part
24 of the process?

1 SUPERINTENDENT SNELLING: Here's one of the
2 things -- and I know that we're working on
3 something internally for communication with our
4 District Council members. There are a lot of
5 rules around that, and as a Police Department, we
6 don't want to violate any of those rules,
7 especially when it comes to meetings and things,
8 the Open Meetings Act. We want to be careful
9 with that. Right now, we are drafting something
10 to make sure that we can reach out to each and
11 every District Council member so we can have that
12 communication and that feedback. We just want to
13 be careful around that. That should be coming --
14 forthcoming shortly.

15 COMMISSIONER RUBI NAVARIJO: Thank you. I
16 did a ride-along recently. Very insightful. One
17 of the things that I noticed, we pulled somebody
18 over, and the officer filled out a little piece
19 of paper and put it on his dash for later and
20 then marked in his computer as other. That
21 concerns me because how are we keeping track of
22 this data? It seems like -- I don't know what
23 happened. To be honest, I didn't ask that
24 question. But when it comes to traffic stops,

1 there's a lot of discussions being had about
2 that. What do you tell community members that
3 may be worried about the process of how that's
4 documented, especially when they interact with
5 constituents.

6 SUPERINTENDENT SNELLING: Here, for the most
7 part, someone has a driver's license, usually
8 that information is on there. We do have to be
9 careful sometimes when we're asking questions
10 about, you know, someone's gender, race, things
11 of that nature. We want to be respectful. So
12 sometimes if you see "other," there may be -- it
13 may be possible that the officer could not
14 determine and the person did not want to give
15 that information. And that's why the "other" box
16 would be checked in a situation like that.

17 But any traffic stop that an officer
18 makes should be documented. The body cam should
19 be on, and there should be documentation of the
20 stop. Now, whether that stop is a stop where an
21 officer uses his or her discretion and gives
22 someone a warning, or if they decide they need to
23 issue a citation to the individual, but officers
24 do have enough discretion to say, Hey, listen, I

1 will let you off with a warning. But there
2 should be documentation of that.

3 COMMISSIONER RUBI NAVARIJO: Thank you very
4 much. One of the things -- my last question.
5 One of the things that the community members have
6 been bringing up in many meetings is what's going
7 on with the BIA investigation and et cetera. The
8 training that officers receive, they receive bias
9 training, correct?

10 SUPERINTENDENT SNELLING: Yes, they do.

11 COMMISSIONER RUBI NAVARIJO: Do you believe
12 that training maybe covers some of the concerns
13 that member of the community may have about
14 police officers that may have been listed as part
15 of that group? Do you think that that bias
16 training can cover some of those issues that
17 community members may be dealing with?

18 SUPERINTENDENT SNELLING: Here's what I can
19 tell you. Since the implementation of the
20 Consent Decree, and especially this year, the
21 year prior, the training has increased greatly.
22 When it comes to biased-based policing, things of
23 that nature, officers are getting constant and
24 continuous training on that now. It's a lot more

1 than it was when I started the job. But I will
2 say this when it comes to biased-based policing,
3 we watch body cam all the time. We review it.
4 We look at it. We look at it at the district
5 levels. And I can tell you this right now,
6 anytime something has been said, there were some
7 actions, there was proof of biased-based
8 policing, racism, sexism, whatever it may be,
9 that's unbecoming a police officer, those issues
10 are usually addressed with a complaint register
11 number at some point. Through that, we have had
12 some things come right across my desk where they
13 were openly racist statements were made. And I
14 can tell you right now, we've taken action on
15 that.

16 When we look at affiliations, as a
17 Police Department, we have to be really careful
18 about determining ourselves who are members of
19 what someone would call a biased-based group,
20 because there are people who show up and speak
21 out, and they're members of groups, and we can
22 say the same about them. We have to be very
23 careful about that. What we're looking at are
24 the actions of people, and if they're acting out

1 in a way that's unbecoming to police officers or
2 a human being for that matter.

3 One of the things that I will not
4 tolerate is the mistreatment of people by our
5 officers. What I can tell you is that on a daily
6 basis, when we're watching those body-worn
7 cameras, we see officers acting heroically, we
8 see officers assisting people, we see officers
9 applying tourniquets and saving lives.

10 So there has to be that balance.
11 What I will not do is allow a few officers to
12 destroy the reputation of all of the hard-working
13 good officers and destroy the reputation of this
14 Department.

15 COMMISSIONER RUBI NAVARIJO: Thank you.

16 PRESIDENT DRIVER: Commissioner Minor.

17 COMMISSIONER MINOR: I will be very brief
18 because I am a part of the CPD group for the
19 goals, but I will say I was really encouraged by
20 your sentiments today, so I thank you,
21 Superintendent Snelling, for sharing your time
22 and sharing your vision for what we should be
23 expecting for 2025. I want to thank you for your
24 partnership in 2024 as we did work on -- some of

1 these goals are carrying over from 2024, so I am
2 excited to see that they're a priority to
3 continue to be worked on in 2025.

4 Lastly, I really want to commend
5 your comments on here because I think you really
6 hit the head on some of the most important things
7 that I've seen throughout the year. A lot of
8 very reoccurring trends that the community are
9 concerned about, and I know that we do have
10 language already in the 2025 goals to address
11 some of those concerns. So I am excited to see
12 the impact that's going to happen next year.

13 VICE PRESIDENT TERRY: Good evening,
14 Superintendent Snelling. Thank you so much for
15 your words this evening, and one of the
16 commitments, because I attended the most recent
17 goal-setting meeting. Excited to hear about the
18 commitment to at least visit and drafting some
19 sort of policy for the traffic stops that we've
20 been speaking about as a Commission and also
21 working collaboratively with the Department.

22 So I have two really quick
23 questions. One is around the workforce
24 allocation study. As we've seen, this is a big

1 topic. It's something that community members
2 care a lot about. So can you just provide any
3 insight on what opportunities, if any, as you all
4 are going through that process that community
5 will have to be engaged, right? Because they
6 really want to know what's happening and how they
7 can influence that process. So can you just
8 share a bit about any opportunities that will be
9 available?

10 SUPERINTENDENT SNELLING: For one, the
11 process will be transparent. Just like we want
12 to do dashboards with most things, there will be
13 public information, number one.

14 Number two, one of the things that
15 we do, especially when it relates to the Consent
16 Decree, is we open things up for public comment.
17 A lot of times we're not getting the public
18 comment that we would like to see. So I do think
19 it would be a good idea to reach out to other
20 groups of people and not just the same people who
21 comment all the time. Just to open that up and
22 broaden that to communities. So the people can
23 have some input, because I'm sure there's someone
24 sitting somewhere right now wondering how they

1 can have their voices heard around response times
2 by the police or the size of their districts and
3 how long it takes for someone to get to a job.

4 So we will be pushing information out.

5 VICE PRESIDENT TERRY: Thank you for that,
6 Superintendent.

7 So second question I have is
8 related to the Consent Decree. So there's a lot
9 of concerns that we're always hearing, of course,
10 about the compliance with the Consent Decree, but
11 I know that us sitting in these seats we
12 oftentimes are privy to a lot of information that
13 community is not allowed or have access to, and
14 it's very difficult to sometimes synthesize that
15 information to report out. Are you able to share
16 so that there's a consistent understanding of
17 some of the challenges that exists for the
18 Department in order to meet the compliance of the
19 Consent Decree? Because I think that that's
20 really important for people to know so that if
21 there's any support for those who want to see you
22 all fulfil that can sort of advocate in a way to
23 get you the resources or the support that's
24 needed.

1 SUPERINTENDENT SNELLING: That's a great
2 question. Number one, I think there needs to be
3 a better education on the Consent Decree.
4 Everyone focuses on operational compliance, which
5 is that number that everyone -- you're only at 9
6 percent, you're only at 5 percent, you're only at
7 9, 10 percent compliance after five years. But
8 they have to understand the different levels of
9 compliance. One, policy development, right?
10 First level. Two, the development of training
11 around those policies. And then three, you have
12 to train every member of your Department on the
13 policy and the training. Right now, we're at
14 close to 90 percent on preliminary compliance.
15 Secondary compliance, we're somewhere around 45
16 percent, and then we're at operational
17 compliance. So those levels are important.

18 The other thing is this. When it
19 comes to the Consent Decree, we are working with
20 the Independent Monitoring Team, and we're also
21 working with the Office of the Attorney General.
22 And oftentimes what we're doing is we're talking
23 things out. We may not agree upon everything all
24 the time, and when it comes to the police, we

1 have a level of knowledge and expertise around
2 laws, policies, department policies, and things
3 of that nature, and we want to make sure that we
4 can go out and perform the duties that we need to
5 do to keep the City safe. We have to be very
6 careful as to how much we give up and how much we
7 give away, because it takes away the ability to
8 actively enforce laws that will keep people safe.
9 So we want to make sure that we're careful around
10 that. We usually find some level of compliance
11 with each other there.

12 The other thing is this. When it
13 comes to things that will help us, one, our
14 Records Management System, which would help all
15 of our records talk to each other. We have too
16 many different systems. We're working on
17 antiquated systems. That RMS system would help
18 us greatly, but there are levels of government
19 that we have to go through to get that done.
20 Sometimes these things can take three to five
21 years. If you look at the workforce allocation
22 study, that's been promised over the past five or
23 six years. When I came in, I was actually able
24 to go through philanthropy to get the funding for

1 it, and that's how we got it pushed through a
2 little quicker. I'm still looking to do that.

3 So those are some of the issues.
4 There are so many issues -- it is just running
5 through my mind right now. I can tell you a
6 million, and I'll stop here, but there are
7 financial issues that affect us, and there are
8 also things in place government wise that we have
9 to take the natural steps to go through to make
10 sure that we're following the right procedures in
11 order to obtain those systems.

12 PRESIDENT DRIVER: Commissioner Wortham.

13 COMMISSIONER WORTHAM: Hi, Superintendent.
14 Thank you for being here. Thank you for being
15 here and thank you for all that you and your
16 Department do to keep our City safe. I have two
17 questions. You started talking about violent
18 crime and the focus on violent crime. I've heard
19 you in other settings talk about the Crime Gun
20 Intelligence Center. I'm wondering if you can
21 give like a brief primer for those who may not be
22 familiar with that. My question about that, is,
23 you know, from my perspective, gun violence is a
24 huge issue obviously, and part of solving that is

1 holding gun offenders accountable. Is there
2 anything that you can share with us that you
3 need, either internally or in terms of
4 partnerships or externally that would maximize
5 the utility of the CGIC, like that partnership,
6 that ability that your department has to work
7 there?

8 SUPERINTENDENT SNELLING: What I can tell you
9 about the Crime Gun Intelligence Center, the CGI
10 Center, we partnered with the ATF, and that
11 partnership has been great. Right now we have a
12 couple of State's Attorneys embedded into that
13 program. We have our detective division working
14 over there. We also have members of the Bureau
15 of Counterterrorism. And they're all working in
16 lockstep together. We've been able to solve some
17 very serious crimes by running weapons through
18 NIBIN. Getting the information back a lot
19 quicker. And this is why the detective division
20 has been able to solve some gun crimes a lot
21 quicker.

22 The other things that we're doing
23 now is just trying to move forward a little more
24 on weapons that have been altered, guns with

1 switches, extended magazines, drones, those
2 weapons that we know that people carry to use to
3 take lives.

4 Right now, I can tell you with the
5 CGIC center, just the support from the State's
6 Attorney's Office, the support and everybody
7 working in collaboration is the best possible way
8 to get this done. Legislation is going to be key
9 moving forward. That's going to be the big
10 thing. When we start talking about gun violence
11 and people who should not be carrying guns,
12 repeat offenders, people who are committing armed
13 robberies and taking lives, we have to make sure
14 that we stop those people because children are
15 dying, innocent people are dying, and we have to
16 do something to bring down this violence. In
17 order to do that, we're going to have to get some
18 of these guns off the street.

19 So far right now we've taken 12,000
20 guns off the street in the City of Chicago. And
21 if we've taken 12,000 off, just imagine how many
22 are actually out there.

23 COMMISSIONER WORTHAM: Thank you so much for
24 that. This is going to be my 1-A question. I

1 had two. So based on that, would you be willing
2 to share with us -- like with the Commission and
3 obviously the public, when these item of new
4 legislation are like being drafted and starting
5 to, like, circulate through the legislature --
6 because I think -- what I hear people say all the
7 time is like something bad happens. There is a
8 murder, there is a shooting, and, of course, we
9 run the background and -- you know, often this is
10 not like this person's first offense. So people
11 are very curious, how could this happen? Why is
12 this person on their fifth, sixth, seventh gun
13 offense, and now they finally killed someone?
14 I'm very interested -- you don't have to get into
15 legislation today. Whatever is going to be
16 proposed to try and get at this problem, I think
17 it would be great for the Commission to be able
18 to share that with the public, not to take a
19 position necessarily on it, but it is part of
20 this whole ecosystem that we would know that so
21 that can be addressed here as well.

22 SUPERINTENDENT SNELLING: Listen, legislation
23 is always going to be the key. Now, what I'm
24 talking about when I talk about violent crimes,

1 what we find is the people who are committing the
2 most violent crimes are usually repeat offenders.
3 And those people need to be stopped. All right.
4 Those are the people that we need to remove from
5 the streets.

6 Now, we do have people who made a
7 mistake, or they made a bad choice in life, and
8 it was that one time. We're not looking to take
9 that person, lock them up, throw away the key.
10 If those people have the ability to move into
11 something better, and we can assist them with
12 that, we will do absolutely that, but those
13 people who know that they're going to go out and
14 commit the same crimes over and over and continue
15 to take lives, we have to stop them. Not only
16 have we seen it with gun violence, we've seen it
17 with domestic violence. We can't continue to go
18 down the path where we're telling people we're
19 going to protect, and we keep allowing the
20 violent offender back on the street, and allowing
21 them to continue to re-offend and take lives over
22 and over again. We have to do something to stop
23 that.

24 COMMISSIONER WORTHAM: Thank you. I agree.

1 I'll clap for that. Anyone else?

2 And my second question is --
3 interestingly, the public comment we heard --
4 we've have diversity of the opinion in the City,
5 obviously. I am of the opinion that the
6 Department needs to be fully staffed with sworn
7 members. We know we are not right now. That's
8 not unique to Chicago but obviously a law
9 enforcement recruiting issue all over the
10 country.

11 My question for you tonight,
12 though, is we know that there are community
13 members in the City who want to see more police,
14 who want to see the police in their community
15 often. Given that, what, if anything, do you
16 believe could be helpful to your department --
17 and let me put a note here. I do know that you
18 have a robust recruiting unit, staff of great
19 people who are working very hard to recruit, but
20 what, if anything, could help that? Like get us
21 the most qualified, most intelligent,
22 hard-working professional people to want to come
23 to this Department? It doesn't have to be
24 something internal. What even if it's an

1 external factor do you believe might stand
2 between the Department and getting the people we
3 really want to come on this job?

4 SUPERINTENDENT SNELLING: Number one is
5 trust. Right? We know when the Department --
6 when departments across the country -- not only
7 across the country, across the world, started to
8 break down, people stopped wanting to be the
9 police. People started leaving the profession
10 shortly after the George Floyd incident.

11 Since then, we're seeing things
12 pick up slightly. But in order to build that
13 trust, you make sure that you're presenting the
14 most professional department that you can
15 possibly present.

16 If people believe that the
17 organization that they want to be a part of is
18 not an organization that they can be a part of
19 because they feel that it's an integrity issue
20 for them, we have to show the capabilities, the
21 professionalism of our Department, the
22 hard-working members. And then we have to get
23 them to understand that this is a job of service
24 where we go out, and we serve the community, and

1 we're protecting lives, we're protecting our
2 communities, and we continue to build that trust.
3 When people know that they can join an
4 organization and do great things for people they
5 don't even know, I believe people would want to
6 be a part of that profession.

7 So internally we have to just
8 continue to move in a direction that we're doing
9 to continue to continue to build this Department.
10 I know criticism is going to come. I'm used to
11 it at this point, but we fight through those
12 things, and we make sure that we are presenting
13 the most professional, most well-trained, most
14 well officers out there.

15 We saw a glimpse of it during the
16 DNC. There was a level of pride that I saw in
17 those officers that I had for those officers
18 during that time, and we just want to continue to
19 move in that direction. And I believe -- because
20 it doesn't matter how great your recruitment
21 process is, if people don't want to be a part of
22 it, you are not going to recruit them. We create
23 the best department that we can, people will want
24 to be a part of it.

1 COMMISSIONER WORTHAM: Just a quick
2 follow-up. I remember a time when there were
3 years' long waits to get into the academy. That
4 wasn't like that long ago. So obviously we want
5 a Department that's attractive to candidates, but
6 then also how can the Department -- you said
7 there's always going to be criticism. How can we
8 counteract, perhaps, the criticism being a
9 deterrent? Even if something like, man, the
10 Chicago Police is the greatest department, I
11 really want to work there, but I'm concerned
12 about being put in a position where I'm going to
13 be constantly criticized. How can we combat
14 maybe that serving as a deterrent for the
15 candidates that we would want to come on the
16 Department?

17 SUPERINTENDENT SNELLING: Two things. Two
18 things. One, again, continue to develop our
19 members, continue to develop the Department, have
20 a message and get that message out.

21 I think what we've done in the past
22 is we've done a very poor job. I will just say
23 it out loud. We've done a very poor job of
24 messaging, messaging the great work that the

1 Chicago police officers are doing on a regular
2 basis. That's not something that you see when
3 you go to the internet, and you pull something
4 up, it is usually something negative. You don't
5 see the tourniquet that the officer put on a
6 nine-year-old girl who had a biceps ripped off by
7 a pit bull. You don't see the officers who got
8 to the scene and applied the tourniquet to both
9 legs of an individual that they just encountered
10 who told them how much he hated the police. You
11 don't see those things.

12 We have video of all of these
13 things where officers did this on body-worn
14 camera. We need to start pushing out more
15 positive information.

16 The other thing is this, we need to
17 start hearing the voices of community members who
18 are concerned about what's going on in their
19 neighborhoods.

20 If you have an issue with officers,
21 if you have an issue with officers who you feel
22 did not show up to a job, we need to hear that
23 voice.

24 If you know that an officer showed

1 up and did a great job for you, and you want to
2 compliment that officer, please do that.

3 These are things that are going to
4 help us build those relationships, because now we
5 get to know more of the people in the
6 communities, especially those communities that
7 people aren't really coming out.

8 COMMISSIONER WORTHAM: Thank you.

9 PRESIDENT DRIVER: Thank you, Superintendent.
10 I'm also one of two commissioners that are on the
11 CPD goals working group, so I don't have any
12 questions, per se, because I asked them in our
13 working group meetings, but I will just ask --
14 and this has come up a number of times -- a
15 number of times today, in the media, in the
16 community there's been forums about it, but I
17 would ask that you -- you have done this a little
18 bit today as well, but if you could speak
19 directly to the person in the community who is
20 fearful, who is scared and who believes that the
21 Chicago Police Department didn't take the Oath
22 Keeper investigation seriously. And I want to be
23 clear, too, that is not an accusation, but I do
24 think there's a lot of fear in the community, and

1 I hear a lot of it, and I think it could do some
2 good if you could speak directly to that person
3 who has that fear.

4 SUPERINTENDENT SNELLING: Listen, let me be
5 the first to say this. When that investigation
6 was done, we reached out to the Office of the
7 Inspector General, and we asked the Office of
8 Inspector General to partner with us. They have
9 subpoena power. We do not.

10 They did not participate in the
11 investigation. So what BIA had -- the Bureau of
12 Internal Affairs had, they did the best possible
13 investigation they could.

14 Now, as someone who you don't hear
15 me say this that often, but I don't think I need
16 to tell you what my race is. Right? I grew up
17 in Englewood in a community. I participated in
18 black history bowls, know your heritage, because
19 those things were important to me. If anybody
20 thinks that for any reason that I would sweep
21 white supremacy under the rug, they're sadly
22 mistaken.

23 This was an investigation that was
24 done, and it was posted for transparency. If

1 anyone has the opportunity to look at it, please
2 look at it. Please read it through and through.
3 And understand what it takes to do a thorough
4 investigation of something like that, some of the
5 roadblocks that you may run into when you are
6 doing this investigation. As I told you before,
7 when I see something -- because I'm not going to
8 tolerate discrimination of any type, and when I
9 see it, I'm going to do something about it. And
10 I can tell you that I have seen it, and it has
11 come across my desk, and I have done something
12 about it and will continue to do so.

13 We can look at affiliations all day.
14 I'm looking at actions. I want to know what
15 people are doing. I want to know how people are
16 interacting with other people. I want to know if
17 people are being disrespectful to each other.
18 That's what's important. I can tell you this.
19 That when -- if you watch a bunch of the
20 body-camera footage of officers who show up to
21 locations, jobs, some of the things that are said
22 to these officers -- and I said this before,
23 especially during the DNC. The things that were
24 said to the female officers, it took every single

1 ounce of control to make sure that we maintained
2 our professionalism not to respond to it.
3 Vicious, nasty, nasty things. Officers deal with
4 this on a daily basis. And those officers know
5 how it made them feel. I know how it made them
6 feel. And under no circumstances would I want
7 anybody from my Department to inflict that kind
8 of disrespect or trauma on anyone else.

9 They know what it feels like. I
10 know what it feels like. But we're not going to
11 stoop to that level. And I'm going to make sure
12 that our officers understand that. These
13 officers are out here working hard, and I'm not
14 going to leave a podium without highlighting
15 that, because although you may not see it,
16 although people may not report it, I see it on a
17 daily basis. And if I didn't stand up for those
18 people, those officers who are putting their
19 lives on the line every single day, I'm failing
20 these officers. And if I'm failing these
21 officers, I'm failing our City. So I want
22 everybody to be clear that our Department, myself
23 and our leadership, we're not going to tolerate
24 people who are out policing in a biased manner.

1 We're not going to do it. When we see it, we're
2 going to take action against it. That simple.

3 PRESIDENT DRIVER: My last follow-up is just
4 if you can -- I feel like a lot of people may not
5 be as familiar with some of the terminology. You
6 mentioned subpoena power. Can you explain a
7 little bit about what that means?

8 SUPERINTENDENT SNELLING: Well, listen, a lot
9 of times if we want to look into someone's phone,
10 right, there's a constitution. You have to have
11 a subpoena to do that. That's not one of the
12 tools that the Bureau of Internal Affairs has.
13 So if we want to take a deeper dive into
14 something, we have to get other people involved,
15 and if we get that help, we welcome it all day
16 because that help was requested. We asked for
17 it. We just didn't get it. So we will continue
18 to work. We're going to continue to be
19 transparent. And whatever we do, we're going to
20 put it out there.

21 I answer questions. So if someone
22 asks a question, I'm going to give you the most
23 honest possible answer I can.

24 PRESIDENT DRIVER: Thank you. Thank you. We

1 appreciate you.

2 SUPERINTENDENT SNELLING: Thank you.

3 Appreciate you. Appreciate everybody here.

4 Thank you.

5 PRESIDENT DRIVER: Now I would like to ask
6 Police Board President Kyle Cooper or anyone from
7 his team making a presentation to join us.

8 PRESIDENT COOPER: Thank you, Commissioners,
9 and thank you, Executive Director Gross, for
10 having me today to talk about the goals for next
11 year for the Chicago Police Board. In addition
12 to building off of the '24 goals in which we
13 worked to increase transparency, accountability,
14 and outreach, for 2025, the proposed goal that
15 we've had submitted to the CCPSA Board or the
16 Commission is a goal that begin the process to
17 rewrite -- at least look into rewriting the
18 policies and procedures of the Chicago Police
19 Department.

20 Section 2-84-03 of the Municipal
21 Code grants the Police Board the power to adopt
22 rules and regulations for the governance of the
23 Chicago Police Department. And these rules and
24 regulations, they don't cover operational rules,

1 but they establish the general rules and goals
2 and duties of CPD members and set forth the rules
3 of conduct that every officer is expected to
4 follow. So, for example, the rules of conduct
5 govern prohibitions on police officers' use of
6 excessive force, unjustified use of a weapon,
7 making false statements, and failing to report
8 misconduct.

9 In total, there are currently 55
10 rules and regulations of the Department that we
11 would be looking into.

12 Now, reviewing and updating the
13 rules and regulations is necessary to ensure that
14 they align with principles of 21st century
15 policing, because the current version of the
16 rules and regulations were adopted in the '70s
17 with only one new section added in 1998 and only
18 minor revisions taking place in 2021.

19 But before the actual work of
20 rewriting these rules begins, all stakeholders
21 will have the opportunity to provide input on
22 both the substance of the rules and the proposed
23 process by which the rules will be amended.

24 This preliminary phase ensures that

1 stakeholders are well-informed about how the work
2 will proceed and how the community and relevant
3 stakeholders will be engaged throughout the
4 process.

5 And so to that end, in order to go
6 about this goal that we proposed, what we will do
7 is we will begin by holding listening sessions
8 with stakeholders to discuss their views on areas
9 for proposed changes and a process for
10 undertaking that review.

11 Stakeholders include the Mayor, the
12 Deputy Mayor for Community Safety, members of the
13 City Council, leadership of CPD, COPA, the Office
14 of Inspector General, CCPSA, and the law
15 department, also leadership of the unions
16 representation members of the Chicago police
17 officers, police District Councils, the Consent
18 Decree monitor, the Office of the Attorney
19 General, community organization, and people like
20 you who are here today which means members of the
21 public.

22 And in order to go through that
23 process and develop the rules and regulations for
24 the Police Department, we are going to undertake

1 a comprehensive review to determine what, if any,
2 of the existing rules or regulations need
3 revision and to identify the new rules and
4 regulations that should be implemented.

5 I just want to emphasize that the
6 goal for this year is a preliminary first step of
7 what we anticipate will be a lengthy and complex
8 process and project that will involve input from
9 a diverse group of stakeholders as the last thing
10 that me as president or the Board is interested
11 in doing is putting forward a set of proposed
12 revisions and rules that are misaligned from the
13 reality of what it's like to become -- act as a
14 Chicago police officer on a day to day, but also
15 don't provide officers with the correct guidance
16 and insight that will help them be more effective
17 members of the communities in which they're
18 serving.

19 So after the Board conducts its
20 review and after thoroughly considering the
21 feedback received from stakeholders, I will
22 discuss next steps with the Police Board and
23 provide a report to this Commission, as well as
24 to other stakeholders and the public. If later

1 steps include drafting a new version of the rules
2 and regulations, the Board will follow the
3 processes of providing notice and receiving
4 comments from the public as required by the
5 Consent Decree, as well as the Board policies.

6 So at this time, I would take any
7 questions that the Commission might have.

8 PRESIDENT DRIVER: Thank you, President.

9 COMMISSIONER RUBI NAVARIJO: Thank you,
10 President Cooper. I look forward to talking
11 about this very complex project. And then just
12 as a context, one of the rules and regulations on
13 this is that officers cannot smoke a pipe. I
14 don't know if there's some former police officers
15 in this room, but if you could let me know when
16 the last time an officer smoked a pipe.

17 So I look forward to updating these
18 outdated rules and regulations, along with our
19 very diverse stakeholders that we're going to
20 have to engage. Thank you very much, and I'll
21 relinquish the rest of my time for the rest of
22 the Commissioners.

23 COMMISSIONER MINOR: I second that. I think
24 that's very important and essential work. I

1 would love to know more about your timeline, and
2 I would love to know about your processes and
3 approach as well.

4 PRESIDENT COOPER: Sure. For a timeline, we
5 are anticipating and hoping by the end of 2025
6 that we'll have had key important conversations
7 with the stakeholders that I mentioned in my
8 opening remarks, such as Chicago police officers,
9 the union that represents Chicago police
10 officers, community leaders, CCPSA members. In
11 terms of a timeline, we are anticipating that
12 because of the diverse and numerous types of
13 groups and individuals who I think are going to
14 want to have a say in helping you update these
15 rules and regulations, that we can bring these
16 new rules to the 21st Century, that the goal --
17 this goal is to have that sort of talking process
18 take place over the course of the next year with
19 the hope that by the end of these listening
20 sessions that we will be holding in public and in
21 private with members of the group, that we will
22 have a strong idea as a board as to what rules
23 such as outdated rules regarding smoking a pipe
24 need to be addressed and what rules are such that

1 they can exist as they're currently written.

2 We're looking really for the next
3 year to have the information from the community
4 and key stakeholders to determine what rules, if
5 any, need to be modified.

6 COMMISSIONER MINOR: Thank you.

7 VICE PRESIDENT TERRY: Thank you, President
8 Cooper, for your presentation. So I have one
9 really quick question. All of my questions are
10 likely going to be centered around partnership
11 and communities. So this one is for community.
12 What is sort of your idea or have you guys
13 thought about your outreach and engagement
14 strategy to get the feedback from community?
15 Because usually people -- again, we see a lot of
16 education needs to happen, first and foremost,
17 and then actual engagement so they can have
18 input. So what does that look like so people can
19 have an idea of how to be engaged in this work
20 moving forward?

21 PRESIDENT COOPER: Thank you, Vice President.
22 We're thinking about it in a couple of different
23 ways. Every third Thursday, the Police Board
24 conducts public meetings at the Chicago public --

1 Police Department's Headquarters. And during
2 that meeting, which is similar to the meeting
3 that we're here today, we have members of the
4 public who come in and make public comments. One
5 of our outreach strategies is going to be to
6 announce this goal at the next public meeting.
7 In addition, the Chicago Police Board does a
8 really good job of actively promoting its news on
9 its website. And all these Police Board meetings
10 are also carried live on CAN-TV.

11 So in addition to putting the
12 proposed rule and hopefully the finalized rule on
13 the Board's website, in addition to bringing it
14 up at meetings like this one at the monthly
15 Police Board meeting, we're also going to put
16 blasts out in the form of press releases and in
17 outreach to community groups and organizations
18 that the Board is aware but also in communication
19 with CPD and members of the Commission to make
20 sure that we are identifying and reaching out to
21 community groups and communities that would want
22 to have an input as part of the process to
23 rewriting the rules of the Chicago Police
24 Department. It's ChicagoPoliceBoard.gov.

1 COMMISSIONER WORTHAM: Hi, President Cooper.

2 PRESIDENT COOPER: Hi, Commissioner.

3 COMMISSIONER WORTHAM: How are you? Thank
4 you for being here today. Mine isn't so much a
5 question, but I'm glad to hear you talk about
6 engaging various stakeholders and wanting to hear
7 all perspectives. I've had the opportunity to
8 come to several of your meetings, and I
9 appreciate your work. I would just encourage
10 like as an underpinning of all of this -- and I
11 don't know how you would synthesize this in the
12 rules, but to keep kind of center -- the need for
13 all of your members to stay in a position where
14 they can render an unbiased opinion if called
15 upon. We know in cases of disagreement, you
16 might have to do that, right? I think just like
17 a random draw, right? And I know you have public
18 comment session where you're gracious, and you
19 allow the public to express themselves.
20 Sometimes we have members of the public who have
21 pending litigation with the City, specifically
22 with the Chicago Police Department. I think it's
23 very important that the way that the meetings are
24 run -- the way that the meetings run keeps in

1 mind that those cases -- the nature and facts of
2 those cases might at some point come before you
3 or members of your Board for a decision on a
4 disagreement case. We want to be careful not to
5 say anything or do anything that might indicate a
6 preference toward a certain perspective on those.

7 I think that's just something maybe
8 keep in mind for all of these. That would
9 permeate through all the rules and all the
10 updates just to make sure that everything that's
11 coming out of the Board is as legitimate as
12 possible.

13 PRESIDENT COOPER: I think that's great
14 advice, Commissioner, and something we will
15 certainly keep in mind.

16 One of the things that myself, and
17 I know the other members of the Board, take very
18 seriously is any sort of indications or
19 insinuations of bias and be recused from deciding
20 cases in which that bias may either be
21 implemented expressly or implicitly. So that's
22 definitely something we will keep in mind as we
23 go through the process of looking at current
24 rules and rewriting them so we can update them

1 for the 21st Century.

2 COMMISSIONER WORTHAM: Thank you.

3 PRESIDENT DRIVER: Thank you, President
4 Cooper. I don't have any questions. Thank you
5 for being here and presenting with us today.

6 PRESIDENT COOPER: Thank you, Commissioners.

7 PRESIDENT DRIVER: Now I'd like to ask Chief
8 Administrator Andrea Kersten or anyone from her
9 team making a presentation on behalf of COPA to
10 join us.

11 CHIEF ADMINISTRATOR KERSTEN: Thank you.
12 Good evening. Thank you, Commissioners, for the
13 opportunity to be here, members of the public for
14 your attention. I know I'm going last, so I'm
15 going to try to go quickly because we're all
16 still freezing.

17 So just to touch on our 2024 year
18 in review. Some of this is a little bit -- I
19 think we skipped ahead here. A little bit
20 important to really contextualize the
21 relationship that COPA has enjoyed with the
22 Commission and how that relationship,
23 specifically the goal-setting process, has really
24 set the table for what the Commission is looking

1 to work with us on in 2025.

2 We've advanced past the slide, but
3 in 2024, we set specific goals around
4 consistency, timeliness in closing our cases,
5 improving transparency and communication, youth
6 engagement, and overall issues pertaining to
7 equity both inside our agency as well as the work
8 of our agency and how it impacts our communities.

9 So the slide represents a little
10 bit of the highlights with respect to that.

11 We made significant gains in 2023
12 on timeliness. Overall, we went from -- in 2023
13 concluding about 49 percent of our cases within
14 six months, to that number jumping up to 68
15 percent of our investigations being concluded at
16 COPA within six months. The average
17 investigative caseload per investigator in 2023
18 was about 35 cases. That's far too many to do
19 the job as thoroughly and as quickly as I think
20 officers and complainants in the community we
21 serve deserve. Thankfully, because of our work
22 with the Commission in developing our timeliness
23 initiatives, our average caseload right now per
24 investigator is about ten cases.

1 And then lastly this year saw
2 incredible gains for us as agency with respect to
3 our overall Consent Decree compliance. The
4 Independent Monitoring Team just published its
5 report for the tenth reporting period in which
6 COPA has a hundred percent preliminary
7 compliance, a hundred percent secondary
8 compliance, and 90 percent operational
9 compliance.

10 So, again, that work is really
11 setting the foundation for us to be able to work
12 directly with the Commission in 2025, going
13 ahead, to make sure that we are achieving the
14 goals that the Commission is setting out for us.

15 This slide also just depicts really
16 the overall case law. We are at a historic low
17 as an agency having currently around 580 open
18 investigations in our agency. That number being
19 down from almost 2000 just a couple of years ago.
20 That is a tremendous accomplishment and really
21 the work of a dedicated staff that I lead at the
22 agency. But also certainly partnership with
23 commissioners that have served both as interim
24 commissioners and now the current Commission.

1 So, for 2025, the Commission has set
2 forward goals for COPA in four key areas. Number
3 one, finalizing and publishing our communications
4 plan. As I mentioned, last year's goals kind of
5 set the table for that where we were really
6 working on increasing and improving our overall
7 transparency and communication. That means a lot
8 of different things, how we publish our summary
9 reports, how we publish and comply with the
10 City's video release policy so the videos of
11 critical incidents and police shootings. Media
12 engagements, other sort of community engagements,
13 strategies for sharing information about our
14 work. So we have draft internal guidance and
15 some policies that we've been working on and look
16 to be finalizing with the Commission's input in
17 the coming year.

18 Secondarily, the Commission asked
19 for us to look at expanding our pattern and
20 practice investigations.

21 COPA has many different authorities
22 under our ordinance. One of the areas of
23 authority that we have in addition to
24 investigating individual complaints that we

1 receive about specific incidents is COPA can look
2 at broader trends by way of looking at patterns
3 and practices of misconduct. So some of that
4 derivative information that we receive from
5 logging and investigating and concluding these
6 cases. What message does that send? What
7 information can we glean from some of that work?
8 And so I know the Commission is excited to see
9 COPA be able to expand that -- our efforts in
10 that space. And, again, it is actually our goal
11 setting with CCPSA in the past that's going to
12 make this goal possible in 2025. Specifically, a
13 goal in 2023 we set with the Commission was to
14 fully staff that unit. And so finally for the
15 first time in 2024, as of November, we now have a
16 fully staffed policy research and analysis
17 division that is going to be able to be looking
18 specifically at our investigative case data, and
19 as you can see on the slide, augmenting and
20 supplementing the qualitative approaches that we
21 already have, to identifying those patterns and
22 practices with more quantitative approaches, and
23 specifically identifying anomalies that we see in
24 complaint intake, as well as flagging trends from

1 complainant characteristics or exploring tips or
2 insights from our investigative staff, as well as
3 the officers that we work with and community
4 members through various forms of data analysis.

5 So this work is exciting. This
6 work, I believe, can be very prospective in
7 nature and be some of the most transformative
8 efforts that our agency will be able to engage
9 in. We are looking forward to this partnership
10 as well.

11 The third goal that the Commission
12 had set for us was to continue the development of
13 our community mediation program. One of the
14 requirements under the federal Consent Decree is
15 that the City operates a community-centered
16 mediation program for officers and members of the
17 community where there are complaints or issues
18 that are raised have an opportunity to sit down
19 with one another and a third-party mediator in
20 neutral setting and be able to hopefully
21 understand and gain perspective on each other's
22 experiences, as opposed to only having one way to
23 resolve complaints, which is through the
24 disciplinary system. This provides more of a

1 procedural justice model for both parties
2 involved to be able to gain insight from one
3 another's experiences.

4 So, again, goal setting with the
5 Commission last year led us to bringing on our
6 first director of mediation. She joined our
7 office in August of this year, and she's already
8 well at work with moving towards this goal.

9 The City had a brief and short pilot
10 program that it launched into this mediation
11 project. We're looking to just expand upon the
12 lessons that we learned there and really get a
13 fully operational mediation program running in
14 this coming year.

15 Again, I think it's really important
16 particularly for officers and community members
17 who become complainants to understand not every
18 case needs to result in discipline. A lot of
19 times what needs to result is a meaningful
20 conversation. So we see the community mediation
21 program as one aspect or opportunity for those
22 kinds of conversations to take place. And to be
23 very clear for anyone that's interested, a
24 complaint that goes through that mediation

1 program is taken completely off the disciplinary
2 track. There are incentives for officers to want
3 to participate in a conversation like that, as
4 opposed to moving through a disciplinary
5 investigation.

6 So, hopefully, we'll have more to
7 share about that as we work through 2024. Or
8 2025. I apologize.

9 And then lastly, the fourth goal
10 that we had with the Commission for 2025 is just
11 further growing COPA's collaborative relationship
12 with the CCPSA. I know that CPD and
13 Superintendent Snelling mentioned this in his
14 remarks have worked on policies to govern the way
15 in which in a Department interacts with the
16 commissioners, and COPA is excited to join in
17 that effort. We actually interact frequently
18 with the District Councils. I've gone to
19 multiple District Council meetings as has my
20 staff.

21 We want to continue to solidify that
22 partnership and grow those opportunities. So we
23 look forward to making sure that we're able to
24 share information with the District Council and

1 the Commission in a way that makes sense for the
2 constituents in the communities you serve and
3 making sure that that is clear in policy inside
4 of our organization.

5 Really when it comes to it, we have
6 a complicated ecosystem here and accountability
7 world of police oversight in Chicago. And all of
8 us have to collaborate and work openly and
9 collaboratively with one another, so whether it's
10 COPA and CCPSA or COPA and CPD or COPA and the
11 Police Board or the OIG or all of us together, I
12 think that spirit of collaboration is really key.
13 So this goal is certainly one that our agency is
14 excited to work towards as well. Those are my
15 comments. And any questions of the Commission,
16 I'd be happy to answer.

17 PRESIDENT DRIVER: Thank you. We will begin
18 with my far right.

19 COMMISSIONER MINOR: Awesome. Thank you so
20 much for your presentation. I really appreciate
21 it, and I'm excited to see the work that we're
22 going to be doing on the goals. I'm mostly
23 excited about the patterns of practice
24 investigations with some of the work that can

1 come out of that.

2 I want to know -- I know that you
3 all did a pilot for mediation program. For any
4 community members who might want to participate
5 why you are still in the process of solidifying
6 that program, is there any way they can perform
7 outreach to you all to, perhaps, be on a queue or
8 on a waiting list?

9 CHIEF ADMINISTRATOR KERSTEN: Absolutely.
10 Our website makes us pretty available,
11 ChicagoCOPA.org, and via the website you can
12 reach out to our community engagement folks, et
13 cetera, who can put you in touch with the right
14 staff. But we do have community engagement
15 sections pertaining specifically to mediation.
16 So we've been informing District Councils
17 specifically about some of those upcoming events.
18 So we'll make sure to share any of those. And
19 for any of you -- I live here in 17, so if anyone
20 in 17 is interested in having one here, I'd be
21 happy to make sure that happens.

22 But any of the District Council
23 members, if there is interest in your specific
24 community, we would attend one of your monthly

1 meetings.

2 We were actually in 22 a few weeks
3 ago, our director of mediation was with us and
4 was able to answer a lot of community questions
5 during and after that meeting. So we would have
6 any of those opportunities that people are
7 interested in.

8 COMMISSIONER MINOR: Thank you.

9 VICE PRESIDENT TERRY: Good evening, Chief
10 Kersten. Thank you for being here. Thank you
11 for your presentation. I don't want to belabor
12 us since I know you're like I'm last.

13 THE WITNESS: It's cold.

14 VICE PRESIDENT TERRY: Two quick questions.
15 I know you spoke about the communications plan
16 and your strategy sort of around that. Are you
17 able to share some of the internal policies that
18 you are leveraging for, you know, to use as your
19 guidance for that particular process? And,
20 separately, are you able to sort of share that
21 with the Commission so that we can have, you
22 know, a thorough understanding of sort of what
23 you're using to guide that as we are going to be
24 scoring -- or not scoring, but taking account of

1 how you're meeting the goals?

2 CHIEF ADMINISTRATOR KERSTEN: Absolutely.
3 Before I even get into any sort of internal
4 policies, there's a couple of bodies of authority
5 that are governing a lot of that as well. We
6 have some transparency related obligations both
7 in our ordinance, as well as in the federal
8 Consent Decree. Any policy or internal guidance
9 that we are working on, of course, has to make
10 sure it is complying with those things. I think
11 an area of focus for the Commission is really
12 just making sure that best practices are being
13 looked at as well, particularly with some of
14 those external communication approaches.

15 I can tell you as the civilian
16 oversight practitioner, we certainly are
17 constantly liaising with our partners across the
18 country, whether it's New York's civilian
19 oversight model or Denver's or Oakland's. We
20 really have partners across -- a network of
21 partners across the country that we will be
22 certainly leaning on to make sure that we're
23 availing ourself of their approaches and
24 resources as well.

1 Also wanting to work here in
2 Chicago with our law enforcement partners. Any
3 communications that we're making we need to make
4 sure are clear to both CPD first and foremost as
5 well as well as the Cook County State's
6 Attorney's Office and also to some extent City
7 Hall or the Department of Law, et cetera.

8 So those are practices that have
9 always been in place that people maybe just don't
10 know much about, unless you are in these roles,
11 so we're excited to share more with the
12 Commission and the public about sort of how those
13 communications develop. And then also improve
14 upon the processes that we have.

15 So those are some of our approaches
16 thus far, and we look forward to our working
17 group's input as well.

18 VICE PRESIDENT TERRY: Thank you. The second
19 question I have, so I sit on the CPD policy
20 working group, and as you were sharing about the
21 future partnership with the Commission and being
22 more collaborative, something popped into my
23 head, you know, with this COPA working group. I
24 think it would be great to sort of weave them

1 into our process of crafting your policy, similar
2 to the work that we do with CPD. So as you all
3 are considering this patterns and practices
4 policy, is that something you all would be open
5 to? Because I think it will allow for you all to
6 move forward quicker if the Commission is sort of
7 engaged throughout the process and are aware as
8 you all are crafting the language and giving
9 feedback at different points in times so that
10 we're not having to read what you created, give
11 you feedback, sort of that back and forth. So
12 just interested to know if you would open for
13 that.

14 CHIEF ADMINISTRATOR KERSTEN: Absolutely. We
15 love a working group at COPA. Actually, it was a
16 policy working group -- a community policy
17 working group that we were obligated to engage
18 with in our all of our federal Consent Decree
19 policies that has really enabled COPA to your
20 point to move quickly in our Consent Decree
21 progress because we had those collaborative
22 working group relationships.

23 So we'd be happy to make sure that
24 our working group at the Commission is part of

1 the conversation before we're looking to finalize
2 policies, making sure that we're all aligned, as
3 well as other stakeholders, again, CPD, Police
4 Board, OIG, whoever else may be relevant, but
5 particularly our working group members, since we
6 know ultimately the Commission is going to need
7 ultimate approval of a lot of these policies.
8 Thank you.

9 COMMISSIONER WORTHAM: Hi, Chief Kersten.
10 Thank you for being here. So my question -- you
11 talked about transparency. I'm glad to hear you
12 say that. One of the things I think is really
13 great on the website -- on COPA's website is that
14 you have like a page where you break down final
15 summary reports, and you explain each section
16 kind of what it means to a reader who's not super
17 familiar.

18 In looking at moving forward and
19 trying to make sure COPA's operating with the
20 same transparency that COPA kind of looks at for
21 the agency that it oversees, could you envision
22 an -- either an amendment or revision to final
23 summary reports or, perhaps, a separate document
24 where COPA shares with the public not just the

1 final result, but -- like more of the
2 investigatory trail, if that makes sense. So I
3 understand there's various layers within COPA.
4 You have the people who might go out, people who
5 initially look at the facts. You know, there
6 might be an initial thought, and then there might
7 be a review of that and the thought might change
8 and the final result might change. Could you
9 envision a system where COPA shares more of that
10 with the public so that even in situations, which
11 will be all situations, right, some people will
12 agree with the ultimate result, some people
13 won't, that people might understand how you got
14 there a little more than just showing the final
15 result?

16 CHIEF ADMINISTRATOR KERSTEN: I could
17 envision having conversations about that. I
18 think -- I'm sure our legal department would want
19 to have a lot of mindful conversation around
20 deliberative process privilege and other things
21 that might impact our ability to share pre-final
22 decision conversations or discussions. So it's
23 an interesting point that you raise certainly.
24 But I think where we could certainly lend more

1 transparency would be around just the process
2 that we go through as an agency, so maybe not
3 specific deliberative process in an individual
4 investigation, but by making sure the public has
5 direct access on our website to what some of
6 those investigative processes are, and how
7 disagreements internally are made out and
8 handled. So I think that's a great suggestion.
9 And I will note that that's something that we
10 talk a lot about at our COPA People's Academy.
11 We really try to walk members of the public and
12 folks from CPD and other stakeholders who have
13 attended those sessions through those processes
14 so that people have a general sense of how that
15 works. But we could certainly make some of that
16 information more available on the website. Great
17 suggestion.

18 COMMISSIONER WORTHAM: Thanks. I think the
19 process is really important, and I appreciate
20 that, and I do know the People's Academy, that's
21 kind of what it's for. And I totally understand
22 the legality of deliberative process, and we can
23 talk about that. But I think why it would be
24 helpful to the extent that legally COPA can share

1 as much information as possible, just like we
2 want other -- entities to share a lot of
3 information, is because I think it would help
4 people see -- again, everyone doesn't have to
5 like everything, but if you understand how we got
6 there, I think that that builds legitimacy for
7 all of us. I would be interested in talking
8 about that and see how we might -- I don't want
9 to call it a hurdle, because I don't know if it
10 is a hurdle. But discuss the legality of it to
11 see how we could work toward sharing more of that
12 process and case specific even, if possible,
13 because I think that that might help the larger
14 ecosystem will understand how we're working
15 together.

16 CHIEF ADMINISTRATOR KERSTEN: I appreciate
17 that. Thank you.

18 PRESIDENT DRIVER: I don't have any
19 questions. Thank you so much, Chief Kersten.
20 Sorry.

21 COMMISSIONER RUBI NAVARIJO: I have one
22 question, and then you can get down. Chief
23 Kersten, I just have a question regarding one of
24 the goals. I just want to ask you, how do you

1 balance promoting COPA's work and the integrity
2 of your investigations?

3 CHIEF ADMINISTRATOR KERSTEN: I mean I think
4 that is a critical balance that has to be struck.
5 Like I said, most of our transparency obligations
6 are pretty rooted in principles either in the
7 Consent Decree or direct requirements of the
8 Consent Decree and/or our ordinance. So that is
9 the starting point. But as you can see, any time
10 you talk to the public about the complexity of
11 the work that we do, even really informed members
12 of the public or informed commissioners, there's
13 still a lot more questions. Right? So a part of
14 being transparent is, to Commissioner Wortham's
15 point, I believe, about making sure everybody
16 understands how we get there. Right? How we get
17 to the process. I think what information is
18 released, when it is released, those are all
19 things that have to be critically and carefully
20 analyzed. And those conversations that I look
21 forward to having with the working group and
22 making sure we're being transparent to the
23 public. I appreciate the question.

24 COMMISSIONER RUBI NAVARIJO: Thank you.

1 PRESIDENT DRIVER: Thank you. Thank you to
2 all the agencies for attending today. Again,
3 these goals are just drafts, and we will be
4 working with the agency over the next several
5 weeks to finalize. Our intention is to vote on
6 these goals in our January 30th meeting. They
7 will be posted on our website sometime in
8 January.

9 Our next order of business will be
10 reports and updates. We will begin discussing
11 working group updates. First is Commissioner
12 Terry with the update on traffic stops.

13 VICE PRESIDENT TERRY: The Community
14 Commission for Public Safety and Accountability
15 is hosting a series of listening sessions across
16 Chicago to gather input from community on traffic
17 stops.

18 We invite you to share your
19 experiences with traffic stops and provide
20 feedback on anything related to this and
21 potential changes of establishing an actual
22 traffic stop policy, because I think that's
23 really important.

24 Most people believe that the

1 Department has a policy specifically around
2 certain traffic stops, and we have learned that
3 that is not the case. So we really want to gain
4 an understanding of how you all think about the
5 topic overall, and we invite you to come out to
6 the first meeting, which will be held on Tuesday,
7 December 17th, from 6:30 to 8:00 p.m., at the JLM
8 Center located at 2622 West Jackson Boulevard in
9 Chicago. And for those who cannot attend in
10 person, we will also be launching a survey that
11 day which will be posted on our website and
12 social media.

13 PRESIDENT DRIVER: Thank you, Commissioner
14 Terry.

15 Next Commissioner Minor will
16 provide an update on the Community Outreach
17 working group.

18 COMMISSIONER MINOR: Well, first I want to
19 make sure that I am recognizing our District
20 Councilors in the room, Tom McMahon, Lee
21 Bielecki, Colleen Murphy, Dion McGill, Colleen
22 Dillon, and Beth Rochford. I want to say thank
23 you so much for showing up and showing out
24 tonight. We appreciate all the work that you're

1 doing in our community on behalf of public safety
2 and accountability.

3 The Commission encourages members
4 of the community to attend their local District
5 Council meetings. This is a great way to get
6 involved and have a voice in Public Safety and
7 Accountability in your local community. Behind
8 me should be a QR code that links to a calendar
9 with all the upcoming District Council meetings.
10 If you are unsure what you're district you are
11 in, you can go to our website or a member of our
12 beloved staff can help you out. Thank you.

13 PRESIDENT DRIVER: Thank you, Commissioner
14 Minor. Next I will provide update on the CPD
15 Budget Review working group.

16 Last month, the Commission
17 submitted its report on the proposed 2025 Chicago
18 Police Department budget to the City Council.
19 The Commission is required by law to review the
20 Police Department budget annually before the City
21 Council votes on it. The report is available on
22 our website for the public to read.

23 One of the report's key findings is
24 that the proposed elimination of numerous

1 critical civilian and sworn positions threatens
2 to undermine reform required under the federal
3 Consent Decree.

4 We are encouraged to hear that on
5 November 25th, the Mayor announced the decision
6 to restore the vacant positions that will help
7 Chicago meet its consent decree obligations. The
8 Commission looks forward to reviewing the final
9 budget that will be presented for a vote to the
10 City Council.

11 Next, Commissioner Rubi Navarijo
12 will provide update on the Noncitizen Advisory
13 Council.

14 COMMISSIONER RUBI NAVARIJO: Thank you,
15 President Driver.

16 The Commission is accepting
17 applications still for the Noncitizen Advisory
18 Council through Monday, December 16th. This
19 volunteer council advises the Commission on
20 public safety matters and concerns in Chicago's
21 noncitizen community. We encourage you to apply
22 if you are a noncitizen living in Chicago or work
23 directly with noncitizens. Please understand the
24 Commission commits to reserving the privacy of

1 all applicants and at no time will applicants be
2 asked to disclose their immigration status.

3 PRESIDENT DRIVER: Thank you, Commissioner.
4 Next, Commissioner Terry will provide update on
5 extremism within the CPD.

6 COMMISSIONER MINOR: I will provide the
7 update on behalf of Commissioner Terry, just to
8 give her lovely voice a rest. I know she has
9 been doing a lot in this program. I just want to
10 talk about our most recent meeting with the
11 Mayor's Office.

12 So the Mayor's Office of Community
13 Safety and the Office of Immigrant, Migrant, and
14 Refugee Services and the Office of Racial Equity
15 and Justice are convening to discuss a task force
16 to address the reports of extremism in the
17 Chicago Police Department.

18 Currently, the group is
19 workshopping strategies, goals, and identifying
20 any barriers. Next week, the co-chairs will meet
21 to decide the scopes, cadence, and desired
22 results of the task force. The group will also
23 identify partners to engage in the task force.

24 Updates on the progress of the tax

1 force will follow in the next year. And, of
2 course, we will provide update on the task force
3 at this meeting as well. So thank you.

4 PRESIDENT DRIVER: Thank you, Commissioner
5 Minor. I will actually have a brief comment on
6 this particular subject. It is something that's
7 been a source of frustration for me. I would
8 first like to say that I'm very appreciative of
9 Commissioner Terry and Commissioner Minor for
10 their work with the Mayor's Office of Community
11 Safety on working with this particular issue.
12 This is obviously something that's important to
13 me, and I believe in being a solution-oriented
14 person. And we were presented with this
15 information from the Inspector General before the
16 public got in. I believe that was back in March
17 or January. And for me it's been particularly
18 frustrating watching how slow this process has
19 played out, because I do think there are things
20 we can do now that can help.

21 We just heard the Superintendent
22 say that the Bureau of Internal Affairs does not
23 have subpoena power. We need to look critically
24 at that issue and figure out why is that the case

1 and how can that be fixed.

2 We've heard District Council
3 members present and say they would like this
4 power to be transferred to COPA. There have been
5 a number of things that come up, and I think so
6 often we get tied up in bureaucracy and it's
7 really frustrating and frankly pisses me off that
8 we get caught in these bureaucratic processes
9 trying to be respectful to one another. And I
10 don't like to fight people. I like to fight
11 issues. And this is an issue that we need to
12 fight. So for me personally, this is not a shot
13 at the Mayor's Office, our Commission or anyone
14 else. I am tired of waiting on this. There was
15 a vote that was scheduled for our Commission last
16 month. That vote was tabled because we wanted to
17 have further conversation with the Mayor's Office
18 and figure out how we can all do this together.
19 A month later we don't have much of an update.
20 That's not acceptable to me. And, again, that is
21 not a shot at anybody on this stage or the
22 Mayor's Office or anybody else. I want to simply
23 just fight the issue. I want to figure out how
24 we fix these systemic issues to make sure this

1 never happens again. None of the work that this
2 Commission does, none of the work that Chief
3 Kersten, President Cooper, or Superintendent
4 Larry Snelling does, or the Mayor or Garien
5 Gatewood or anybody else means a damn thing if
6 people don't believe in what we're doing. It
7 means absolutely nothing. So when people talk
8 about trust, that's something that has to be
9 earned. We are in a deficit of the trust for the
10 City, and we have been for a while. So I can't
11 just say we started at ground zero, we have not.
12 We started at a negative, and we need to work
13 hard as hell to get to zero again to move
14 forward.

15 So for me where I stand on this
16 issue currently is I don't believe we necessarily
17 have to wait on the Mayor's Office. I would love
18 to work with them on this particular subject. I
19 would love for us to move forward together. But
20 if it doesn't happen by our next Commission
21 meeting, I believe this Commission needs to take
22 a vote to do it ourselves.

23 I know I said a lot. Any
24 Commissioner that would like to comment on

1 anything I said?

2 VICE PRESIDENT TERRY: I appreciate that,
3 President Driver, but I think things like that we
4 need to have conversations, because we have never
5 talked about us taking this initiative on. And I
6 think it's very important for people to
7 understand the work that currently exists under
8 this Commission and where the recommendation
9 essentially stems from. Not at all against us
10 figuring out how that can work. But with a lot
11 of the responsibilities that we already have
12 before us, I do want to level set the
13 expectations of the people who may be leaning on
14 you, because if you all are leaning on President
15 Driver, he is the president from a spokesperson.
16 All of us on this table have a vote. So if you
17 have concerns, it doesn't fall on him to make the
18 decision alone. So I think it's very important
19 for him not to be in the line of fire of certain
20 things and understand that any decision that's
21 going to be made about the work has to include
22 all of us up here as a Commission.

23 And so I would implore you all to
24 establish those relationships with the rest of

1 the Commission, so that we can have meaningful
2 conversations about what is actually possible,
3 because I appreciate the passion about this, but
4 it's so much more that you all don't see because
5 this is a monthly meeting. We're meeting
6 literally every day. We're working on things
7 every day. And this is not the job -- this is
8 not the role that pays us. So it is very
9 important, because I don't want you to continue
10 to receive people reaching out to you thinking
11 that you're going to be able to move mountains by
12 himself, because that's not the reality of the
13 situation. So I believe we're all committed to
14 doing this work in the best way possible, but
15 we're going to do it in the most realistic way,
16 and we're going to be forthcoming and honest, and
17 we're going to have a conversation about what is
18 actually possible.

19 So we can take a vote on us taking
20 up this task force, but I can guarantee you the
21 fruits of that will not be tomorrow, it won't be
22 next month, and it probably won't be the month
23 after that. So I really want to make sure that
24 that's being said because expectations will be

1 that there's going to be a quick turnaround, and
2 that's just not the reality.

3 COMMISSIONER MINOR: What I also want to say,
4 and I want to make sure that we're adding light,
5 too. Even when we had our last meeting, every
6 last one of these Commissioners sat on this
7 stage, and they gave a statement on their
8 commitment to addressing this issue. Maybe in
9 their own scope, and there was -- and I also want
10 to make sure about being inclusive of all
11 perspectives because we did hear a diversity of
12 thought, right? But all of us is passionate.
13 Even our Superintendent came on this stage and
14 talked about how he feels and how he's also
15 impacted and his commitment to making sure that
16 bias-based groups is not in the force.

17 So I really want to commend the
18 passion from the Commission. I want to commend
19 them for being thought partners. Myself and
20 Commissioner Terry also went out to the community
21 and listened to their perspective and how they
22 feel, and we want to -- we wanted to make sure
23 that -- I want to make sure it's clear that we
24 brought that all back to the Commission, and that

1 did inform our work, that did inform the way that
2 we showed up at the Mayor's Office, and also
3 informed our ask when it comes to making sure
4 that we are being timely and responsible with
5 this work, because we know that there's a lot of
6 eyes, there's a lot of different people that's
7 impacted by this work, and we want to make sure
8 that we have a safe, right, comfortable police
9 force.

10 So at the end of the day I just
11 want to make sure that is very clear, that we're
12 all working on the same team, that we all care
13 about this issue.

14 I also believe that after being in
15 the space with the Mayor's Office, that they have
16 taken some of the steps to put together a task
17 force. I also want to make sure that similar to
18 what Commissioner Terry did and making sure we're
19 grounding our expectations, I've been a part of
20 creating a task force. It takes time. It takes
21 time to identify the stakeholders, it takes time
22 to convene the meeting, it takes time to define
23 the scope, it takes time to develop the
24 recommendations, and requires a period of time

1 for all the different stakeholders, subject
2 matter experts in the community members to come
3 together and to decide on something, similar to
4 the bureaucracy that we see even in the
5 Commission, it takes time to get everybody on the
6 same page or find that great compromise. At the
7 end of the day, what we're doing is not just
8 something that looks good, but it's something
9 that is good and should be sustainable, and if
10 you want to build a sustainable building, you
11 want to make sure that you have a sustainable
12 foundation to build it on. So whatever we do and
13 whatever decision we put forth, I am committed to
14 making sure that it is sustainable. I'm
15 committed to making sure it is transparent. I'm
16 committed to making sure that we hold different
17 stakeholders accountable. And most of all, I'm
18 committed to being transparent through the
19 process.

20 I thank you all for your stake in
21 this work. I know that we all have a huge stake
22 in the work, and I'm grateful for the passion and
23 fire that we're experiencing even right now
24 because I definitely believe it is going to

1 inform our outcome.

2 COMMISSIONER WORTHAM: So I just want to say
3 something on this. I do appreciate, Commissioner
4 Minor, you acknowledging the diversity of other
5 opinion, because I do want to be clear, we didn't
6 all express the same opinion on how to approach
7 this at our last meeting. I will speak for
8 myself. I, of course, did not agree -- we didn't
9 take a vote. We kind of took an informal vote
10 because everybody else said that they supported a
11 task force, I believe, even though we didn't
12 actually take a vote. I did not.

13 I will say this, I appreciate what
14 President Driver said, because what I'm always
15 going to say, what is the problem we're solving
16 for. So Superintendent Snelling just told us
17 that they ask for help, gave an offer for
18 partnership, the Department doesn't have subpoena
19 powers, and you just pointed that out, President
20 Driver. If that's the problem, and we don't
21 think that the Department and BIA are able to do
22 investigations such that they can get the
23 information they need, that's a problem to
24 address. But when this came to us, my

1 understanding was, Okay, we want to support the
2 Mayor's Office starting the task force because we
3 think the BIA investigation was deficient such
4 that -- again, I don't want to speak for people
5 who believe that's the right path, but that's a
6 different issue. If you think that the
7 Department isn't conducting investigations
8 sufficiently or with integrity and that's why you
9 think the Mayor now needs to have a task force to
10 investigate the Department, that's a different
11 issue with that. That's what I thought people
12 were speaking to. And, of course, I disagree
13 with that, having read the entirety of the
14 investigation and the detail that went into what
15 BIA did.

16 So I want just to be very clear
17 that I do think to your point, Commissioner
18 Minor, all of us, I hope, want a Department free
19 of biased policing, but I think the impetus of a
20 recommendation that alleges deficiency in an
21 investigation, and then that's why we need the
22 task force, that's what I disagreed with. So I
23 guess we'll have more conversation about this. I
24 always am going to say what is the problem we're

1 solving for. If we think BIA needs more powers,
2 great, let's talk about that. But that's not
3 what I heard as the basis for the vote on a task
4 force from the Mayor's Office coming to us. I
5 wanted to be clear about my perspective on that.
6 Thank you.

7 PRESIDENT DRIVER: Thank you. And just to
8 respond to that, so I do agree with you, that was
9 not the impetus of the reason why I support this
10 task force. I support what the Inspector General
11 wrote in the sense she said let's look into
12 hiring practices, look at this issue
13 holistically. Right? That's preventative. How
14 do you make sure this never happens again because
15 you screened ahead of time. How do we make sure
16 that BIA has tools it needs to conduct an
17 investigation? How do we make sure -- and we
18 look at this thing -- this issue that is
19 troubling so many people in our community from
20 all angles. And so that is my reasoning for
21 supporting this. I was in no way saying that I
22 believe that, you know, BIA intentionally or, you
23 know, ran a bad process to investigate this.
24 Because, frankly, if I believed that, I would be

1 looking to hold the Superintendent accountable
2 right now because of that.

3 What I'm doing right now is saying
4 that I think this thing needs to be looked at
5 systemically. I think public officials, City
6 officials, elected officials, appointed, and the
7 like, you need to stop lying to people. There
8 are people out here right now -- and I caught a
9 lot of flack for saying what is true and it's
10 still true to this day, now that investigation is
11 closed, we don't have a way to reopen it, and if
12 we did, I would support doing that. But we
13 don't. And so I believe in level setting, as you
14 all said. I believe in being honest. I just
15 want to attack this issue. I want us to get a
16 move on, and I want to get back to doing stuff
17 that's proactive and moving us forward, and the
18 cyclical process of talking about the same thing
19 because we haven't found a solution yet.

20 Next I'll pass it back to
21 Commissioner Wortham for update on the Public
22 Safety working group.

23 COMMISSIONER WORTHAM: Thank you, President
24 Driver. Commissioner Minor and I actually make

1 up the Public Safety working group. The purpose
2 of the working group is based on the
3 understanding that the solutions to public safety
4 will not all come from this Commission or from
5 the police department or from COPA or from
6 anybody in particular. And so we're charged with
7 kind of coming up with suggestions of
8 recommendations to make to City Council based on
9 research and community outreach and things like
10 that for information sharing or initiatives that
11 might contribute to public safety.

12 So Commissioner Minor and I were
13 able to meet a couple of weeks ago to really
14 start digging into our ideas on this. I'm very
15 excited about that. So we're trying to get a
16 meeting on the calendar coming up. And so we
17 wanted to talk through some more things, but we
18 look forward to coming back with an update at
19 future meetings about some of those initiatives
20 that we are going to work on for the Public
21 Safety working group. Thank you.

22 PRESIDENT DRIVER: Next Commissioner Terry
23 will provide an update from the policy working
24 group.

1 VICE PRESIDENT TERRY: Thank you. So in mid
2 November, the policy working group revised the
3 policy called G01-11. Once finalized and
4 implemented, this policy will address how CPD is
5 expected to work with the Commission as well as
6 our District Councils. In this new version of
7 the policies, CPD has incorporated many of the
8 Commission's recommendations, additions, as well
9 as clarifications. On last week, the CPD policy
10 group -- policy working group met with the CPD
11 members of research and policy unit to review
12 several outstanding points of feedback, including
13 input from our District Councilors. We want to
14 thank the District Councilors that attended last
15 week's policy input session on the newest version
16 of this policy.

17 District Council input is
18 invaluable, and we work to finalize this policy
19 and turn it into planning and -- and turn to
20 planning for roll out and implementation. The
21 policy working group also received an update from
22 CPD about the implementation of the association's
23 order or G08-03. This policy is in effect for
24 the Department as of April 2024, and CPD rolled

1 out an outline -- online an e-learning training
2 on this policy in June of this year.

3 CPD's Bureau of Internal Affairs,
4 or BIA, is working on ensuring regular quarterly
5 reporting in 2025 that summarizes violations of
6 this policy.

7 CPD is also planning on a joint
8 training for CPD members on this policy and their
9 social media use policy in 2025. The policy
10 working group also spoke with CPD about the
11 current policies governing traffic stops and
12 other police encounters. CPD also discussed
13 existing and pending policies, including a group
14 of policies that were posted for community
15 comment in August of 2024 entitled Police
16 Encounters and Fourth Amendment. CPD anticipates
17 rolling out these new policies in response to
18 related investigatory stops -- investigatory
19 stops, Consent Decree requirements in 2025.

20 PRESIDENT DRIVER: Thank you, Commissioner
21 Terry.

22 Commissioner Minor.

23 COMMISSIONER MINOR: To connect with the
24 Commission, please follow us on social media.

1 You will find you us on Facebook at
2 Facebook.com/ChicagoCCPSA. You can search
3 Community Commission for Public Safety and
4 Accountability. You can also follow us on
5 Instagram and Twitter @CCPSA_ Chicago, and you
6 can also follow us at YouTube@ChicagoCCPSA. You
7 will be on our stream for this live public
8 meeting. Thank you so much for your
9 participation.

10 PRESIDENT DRIVER: Any more business or
11 anything anyone else would like to speak to
12 before I adjourn the meeting?

13 COMMISSIONER WORTHAM: One last thing. But
14 with the traffic stop outreach, and Commissioner
15 Terry covered this, I want to be super clear.
16 We're looking for all perspectives on traffic
17 stops. So, for example, if you are a person who
18 has found traffic stops to be a useful law
19 enforcement tool in your community, we are
20 welcoming that feedback as well. It is not just
21 if you have an issue with traffic stops. That's,
22 of course, welcome too, but I do want to be clear
23 we want to hear from everyone about your
24 experience with traffic stops with the Chicago

1 Police Department.

2 So that's, you know, inclusive of
3 good experiences and useful law enforcement
4 public safety experiences with traffic stops.
5 Thank you so much.

6 PRESIDENT DRIVER: There being no further
7 business before the Commission, the meeting is
8 now adjourned. Thank you, everyone.

9 (WHEREUPON, the meeting was
10 adjourned at 8:40 p.m.)

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1 STATE OF ILLINOIS)
) SS:
2 COUNTY OF C O O K)

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4 MAUREEN A. WOODMAN, C.S.R., being first
5 duly sworn, says that she is a court reporter
6 doing business in the City of Chicago; that she
7 reported in shorthand the proceedings had at the
8 hearing of said cause; that the foregoing is a
9 true and correct transcript of her shorthand
10 notes, so taken as aforesaid, and contains all
11 the proceedings of said hearing.

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MAUREEN A. WOODMAN, CSR
License No. 084.002740

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