

1 COMMUNITY COMMISSION for PUBLIC SAFETY
2 And ACCOUNTABILITY

3 May 30th, 2024

4 6:30 p.m.

5 1145 West Wilson Avenue

6 Harry S. Truman College

7 Chicago, Illinois

8 PRESENT:

9 MR. ANTHONY DRIVER, President;

10 MS. REMEL TERRY, Vice President;

11 MS. YVETTE LOIZON, Commission member;

12 MS. BETH BROWN, Commission member;

13 MR. ADAM GROSS, Executive Director;

14 MR. ISAAC TRONCOSO, Commission member;

15 MR. OSWALDO GOMEZ, Commission member.

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1 PRESIDENT DRIVER: Hi, everyone. The May
2 30th, 2024, meeting of the Community Commission
3 of Public Safety, and I should say last meeting
4 of the Interim Commission, is called to order at
5 6:32 p.m.

6 We will begin by calling the roll
7 to establish a quorum.

8 Commissioner Brown.

9 COMMISSIONER BROWN: Present.

10 PRESIDENT DRIVER: Gomez.

11 COMMISSIONER GOMEZ: Present.

12 PRESIDENT DRIVER: Commissioner Loizon.

13 Commissioner Nellis?

14 Commissioner Terry.

15 COMMISSIONER TERRY: Present.

16 PRESIDENT DRIVER: Commissioner Troncoso.

17 COMMISSIONER TRONCOSO: Present.

18 PRESIDENT DRIVER: With five out of seven
19 members of the Community Commission for Public
20 Safety and Accountability present, we have a
21 quorum, and we can conduct the Commission's
22 business.

23 The next item of business is public
24 comment. If you would like to share something

1 related to the Commission's work on public safety
2 and accountability, you have a few options. You
3 can speak at a public meeting. You can also
4 submit public comments in writing by emailing
5 your comment to
6 CommunityCommissionPublicComment@CityofChicago.
7 org. Or you can bring a copy of your comment to
8 one of the Commission's public meetings and give
9 it to someone on the Commission or someone on the
10 Commission staff.

11 People who wanted to speak during
12 the public comment period tonight were asked to
13 submit their names in writing earlier tonight.
14 Names were drawn at random by a member of the
15 Commission staff. Speakers will be called in the
16 order in which their name was drawn.

17 If your name is called to offer
18 public comment, we ask that you approach the
19 microphone and line up in the order in which your
20 name is called. If you cannot approach -- we --
21 if you for some reason cannot come to the
22 microphone, make someone aware of it, and we will
23 bring the microphone to you. When it is your
24 turn to speak, please say and spell your name for

1 the record. Each speaker will have two minutes.
2 We've allotted a total of 20 minutes for public
3 comment.

4 Our first speaker is Amy Thompson.

5 MS. THOMPSON: Hi. Good evening,
6 Commissioner. My name is Amy Thompson. A-M-Y
7 T-H-O-M-P-S-O-N. I am staff counsel for Impact
8 for Equity and a member of the Freedom 2Move
9 Coalition.

10 I'm here today to implore the
11 Commission to act on traffic stops. As it's been
12 repeated time again, CPD makes far too many
13 traffic stops each year. These pretextual stops
14 target black and brown drivers in neighborhoods,
15 and the data show they aren't keeping our
16 communities or roads any safer.

17 Announced earlier this month, the
18 parties to the CPD consent decree are considering
19 adding traffic stops to the consent decree
20 requirements; however, if they did so, the
21 Community Commission will be barred from using
22 its power to make traffic stop policy.

23 The traffic stops are an issue that
24 the Community Commission is perfectly positioned

1 to take on.

2 Traffic stops are one of the best
3 common ways police interact with civilians, so we
4 must have a community-driven solution to address
5 them.

6 Creating community-shaped policy is
7 what the Commission was made for.

8 CPD's traffic stop strategy treats
9 black and brown drivers as mere targets for
10 criminal investigation, which further erodes the
11 already fragmented trust between communities and
12 police. Addressing that crisis of trust is what
13 the Commission was made for.

14 Traffic stops result in thousands of
15 personnel spent on pure fishing expeditions.
16 Addressing insufficient uses of resource is what
17 the Commission was made for. We need you to show
18 us and the Consent Decree parties that you are
19 serious about addressing this urgent problem.
20 Although the Commission is in transition,
21 President Driver and Vice President Terry were
22 reappointed, and there are things you can do now,
23 set a hearing on traffic stops for the July
24 meeting, meet with the Freedom 2Move Coalition to

1 talk through the details of our policy proposal,
2 show up to the Consent Decree hearing on June
3 11th, state your position, set up community
4 meetings to brainstorm solutions, talk to
5 national experts or other jurisdictions about
6 best practices.

7 The new Commission has been
8 confirmed, and the first meeting will be here in
9 no time. You can and must start preparing to
10 address traffic stops now.

11 And no matter who does end up
12 addressing traffic stops, the Commission cannot
13 neglect its duty to be the community's voice and
14 power broker in the City's public safety system.
15 Thanks.

16 PRESIDENT DRIVER: Thank you.

17 Our next speaker will be Jay,
18 followed by Jeff Tischauser.

19 MR. JAY: Hello. I'm Jay, J-A-Y. I wanted
20 to say that I found this Interim Commission to be
21 disappointing in the lack of expansiveness that
22 it's taken with its mandate and with the very
23 serious work of this Commission to keep
24 communities safe and to work towards creating

1 greater safety in an equitable way for everyone
2 in our City.

3 I've seen that you all recently had
4 spoken about increases in transparency with --
5 within CPD. There was an email which went out
6 today. So while you can clearly put together a
7 few hundred words about internal policy changes,
8 which may be very immaterial to what's happening
9 on the ground in the most impacted and preyed
10 upon communities in our City, I would hope that
11 you would be able to put a few hundred words
12 together about the violence that's occurring
13 against people that use drugs and people that
14 sell drugs.

15 I hope that you can put a few
16 hundred words together about the violence that
17 happens against sex workers. That should be what
18 you're doing.

19 I've told this Commission
20 previously that District Counselors, your
21 coworkers who are lawyers have said that you all
22 have a broad remit and purview to address the
23 issues of this City. And I have repeatedly heard
24 this Commission at various venues try to either

1 explicitly or implicitly try to say how little
2 power they have, how narrow their purview is, and
3 this has been extremely disappointing. I hope
4 you all do better.

5 For those that will not be
6 continuing on with the Commission, you need to
7 stay involved with these processes. Don't just
8 leave.

9 MR. TISCHAUSER: Hello. My name is Jeff
10 Tischauser. T, as in Tom, i-s-c-h-a-u-s-e-r. I
11 work for the Southern Poverty Law Center, and I
12 am a City resident.

13 So what is really the point of
14 transparency without accountability? I mean we
15 might learn how poorly BIA conducts its
16 investigations, which is what we've learned when
17 they released their reports on their look into
18 the Oath Keepers or the nine cops who are accused
19 -- they weren't accused. They admitted it. They
20 admitted it, right. So what's the point of
21 transparency if we can't get accountability? If
22 we can't get CPD, Superintendent Snelling, your
23 guy, to enforce the policies that you created
24 through a democratic process, right?

1 I saw all of you go to communities,
2 go to the FOP, go to the PBA, go to the brass.
3 Everybody had their input on this policy. And
4 what did Superintendent Snelling do? He just
5 says, Oh, that's a great investigation. Everyone
6 was talked to.

7 The average time of BIA's
8 investigation -- interviews are 30 minutes. One
9 person was only interviewed for 17 minutes. That
10 is not thorough.

11 So I just want to end with this.
12 Thank for the white shirts. This is a problem
13 for y'all too. Oath Keepers, Proud Boys, Three
14 Percenters are coming after your profession.
15 They are coming after your institution. They're
16 not just trying to attack and target communities.
17 They are trying to decrease trust between
18 communities and y'all. So you should be up
19 outspoken and demand everyone a public hearing.
20 We need to hear from folks in BIA and the CPD on
21 this issue. Thank for your time.

22 PRESIDENT DRIVER: Next two speakers are
23 Michael Harrington. Followed by that, Tiwon Sims
24 and Lee Bielecki.

1 MR. HARRINGTON: Good evening, Commissioners.
2 My name is Michael Harrington,
3 H-A-R-R-I-N-G-T-O-N. I'm cochair of Network 49,
4 a membership-based Rogers Park community
5 organization in Chicago's 49th Ward. I also
6 serve as a member of the ECPS Coalition comprised
7 of the Chicago civic and community organizations
8 that help draft and win passage of the empowering
9 communities for public safety ordinance which
10 created this Commission.

11 As your term as Community
12 Commission for Public Safety and Accountability
13 comes to an end, ECPS Coalition wishes to express
14 our appreciation for your dedicated service and
15 invaluable contributions to the betterment of our
16 community.

17 Through your tireless efforts, many
18 of you have you helped bridge the gap between
19 police officers and the residents they serve,
20 fostering mutual trust and understanding.

21 Your dedication to strengthening
22 the police accountability system and empowering
23 Chicagoans to play a meaningful role in oversight
24 has been instrumental in promoting transparency

1 and fairness within our public safety framework.
2 Of course, there's more to be done.

3 Moreover, your willingness to
4 explore and champion alternative approaches to
5 public safety has paved the way for innovative
6 solutions to prioritize the well-being and safety
7 of all Chicago members.

8 As the transition from your role as
9 commissioner, your continued support of the
10 incoming commissioners will be invaluable as they
11 navigate the complexities of their roles and
12 strive to hold principles of accountability,
13 transparency, and community engagement that you
14 have championed so well.

15 We wish you all the best in your
16 future endeavors and may your journey ahead be
17 filled with continued success and fulfillment.
18 On behalf of the ECPS Coalition, I thank you all
19 for your service to Chicago.

20 MR. BIELECKI: Good evening, members of the
21 interim council. First and foremost, I want to
22 say thank you for your devotion to the City and
23 the Commission.

24 I would like to personally thank

1 Commissioners Driver, Terry, and Loizon. It has
2 been clear from all the public monthly meetings
3 and other meetings that you have been at the
4 forefront of engaging with both the communities
5 and the police command staff to make a positive
6 impact of collaboration.

7 Unfortunately, however, on May
8 22nd, prior to the City Council meeting, field
9 secretary Frank Chapman for the Chicago Alliance
10 against Racism and Political Repression
11 apparently does not like the way the process has
12 gone, and along with so-called progressive
13 alders, introduced the referendum to change the
14 process in a way that is not fair and equitable
15 to all Chicagoans.

16 While marginalized communities are
17 most affected by the violence that occurs, over
18 300 victims in the last 12 months, none of their
19 changes hold the real enemy that causes true harm
20 and trauma to those communities, the street
21 gangs.

22 Perhaps these alders need to focus
23 on safety and collaboration in their own
24 communities.

1 The cancellation of the Cinco de
2 Mayo parade as a result of gang activity was
3 shameful and disrespectful to the good citizens
4 of that community. Rather, they focus on police
5 accountability. Police accountability is
6 important. But, again, they ignore the criminal
7 element in their own communities.

8 The last two weekends were
9 especially violent in Chicago with more children
10 as victims, a five-year old on the west side.

11 I will contact alders that I know
12 and encourage them to defeat this referendum as
13 it is written.

14 And while I have a few seconds left
15 on the subject of traffic stops. Between January
16 1st, 2022, and May 4th of 2024, Chicago Police
17 have recovered almost 10,000 guns. That's public
18 safety.

19 MR. SIMS: Congratulations. However, let's
20 say, is this going to be like COPA, Kersten's
21 crew? Because if it is, there's no
22 accountability. Even though he wants to speak
23 against it.

24 I think that the most important

1 thing in policing is accountability, especially
2 right now. Getting a bunch of young people
3 coming in. I've been dealing with them. It's
4 the worst. I thought old school dudes were about
5 foolery, but this is too much.

6 And if y'all are not standing on
7 them holding them accountable, they will keep
8 they foot on our necks.

9 And street gangs, I don't know what
10 street gangs. They took Larry down. So these
11 cliques that they dealing with. But that's the
12 least of it. The policing is a gang now. We got
13 a gang. We got a gang of people that got
14 qualified immunity. They got the FOH, whatever
15 it is, lawyers, a ton of resources behind them
16 for them to come d*** us around. And if they not
17 being held accountable, then we don't need this
18 Commission, because we don't need COPA either,
19 because I'm still dealing with the fact that in
20 2020, I was attacked by two thugs, whatever y'all
21 want to call it. They were thugs dressed up,
22 masquerading as policemen, trying to bully me in
23 my neighborhood. I'm from this part of town. I
24 did everything in this part of town. I'm one of

1 the people you don't want to deal with in this
2 part of town. I'm one of the people you don't
3 want to deal with, period. And I won't be
4 bullied, not by people dressed up like police,
5 not by lawyers, not by people that sneaking
6 around. I won't, because when I find out who
7 doing it, I promise you, I will stand on it.

8 It is me. It's the way I was
9 brought up. They put me in hell when I was a
10 kid, illegal copping. They don't want to be held
11 accountable. That's ridiculous.

12 So if it's going to be like that,
13 then we don't need it. But congratulations.
14 Congratulations. Great team assembled.
15 Congratulations.

16 PRESIDENT DRIVER: Thank you.

17 Our next speakers, three and final
18 speakers, are Alma Kreuser, Charlie Isaacs, and
19 David Orlikoff.

20 MS. KREUSER: Hi. I'm Alma Kreuser. A-L-M-A
21 K-R-E-U-S-E-R. I just want to say that since
22 this whole thing started, the CCPSA and then
23 District Councils, I haven't seen any positive
24 effect from this. All I see is the increase in

1 crime. All I see is -- to continue attacking
2 police. Police aren't perfect by no means, but
3 they're the ones getting attacked. They are the
4 ones that have to do a job. Or they're trying
5 to. But now they choose not to. Now they choose
6 not to chase. Why? Because somebody may get
7 hurt. But maybe instead of spending the money on
8 changing street signs, changing statutes, how
9 about spend money -- let's tell it to the mayor
10 and governor -- to maybe use that money to change
11 the infracture. Use flashing lights to alert
12 people, you know, there's some activity in the
13 streets. But instead, we go after our police.
14 And the crime has increased. Gangs know it. The
15 juveniles know it. They can get away with
16 murder, and we have to sit back and be home by
17 10:00 or earlier, because we don't want to get
18 mugged.

19 And the gentleman said, they are a
20 bunch of thugs. And that's what it is. And
21 that's unfortunate. And they get to roam the
22 streets. They get to live their life while we
23 have to stay at home. That's not fair by no
24 means.

1 MR. ORLIKOFF: Hi. David Orlikoff. I'm a
2 District Counselor in Humboldt Park in the 14th
3 District.

4 Thank you for your service, interim
5 council, and congratulations to the new council.

6 Two points I'd like to reiterate.
7 Pretextual traffic stops, you know, it's a huge
8 waste of police resources, public safety that's
9 sorely needed in the City.

10 The OIG, Inspector General, has
11 reported that the police are not showing up to
12 over half of 911 calls, and this includes the
13 most serious calls, shots fired calls that they
14 receive that they do not respond to routinely.

15 Resources is not the problem.
16 Again, reported by the OIG, this is a choice that
17 they are engaging in traffic stops. Even the
18 specialized tactical teams are pulling people
19 over for seat belt violations that has no public
20 safety implication whatsoever and killing them as
21 a result. 96 shots.

22 So those resources need to go to
23 community needs and not police running rampantly
24 like cowboys in Judge Dredd.

1 Next, about the BIA. Not
2 unrelated, but we have this investigation into
3 hate crime association, a number of officer known
4 to be members of the Proud Boys and Oath Keepers,
5 and BIA found no wrongdoing, which is, you know,
6 a joke, but it's not very funny.

7 We, of course, knew that BIA could
8 not be trusted to handle these investigations,
9 and they have proven that, despite insisting that
10 they be given this authority. It is clear that
11 they cannot have this jurisdiction. So
12 transparency is good, but we had transparency for
13 this case, and what we saw was shocking. They
14 did no investigations. All they had was sit-down
15 interviews, and they asked outside agencies to do
16 the investigation for them after fighting for
17 that jurisdiction. Agencies that then didn't
18 have the jurisdiction to carry out the
19 investigation.

20 They reached out to a random news
21 agency, but not the actual ADL or an SPLC that
22 did the actual investigation and uncovered it.
23 So it is shocking and laughable. There was no
24 investigation. The police can't be trusted to

1 police themselves. All bigotry must be
2 investigated by COPA and not by BIA. It's
3 absurd. Thank you.

4 MS. NOEL: Hey, everybody. Well, you know,
5 you did the best you could do considering, right?
6 So congratulations on being, right? And I look
7 forward to the permanent folk. I actually went
8 to Thomas Wortham the Third's funeral, and so I'm
9 glad to see his sister is on.

10 I just want to let everybody know
11 that Lori Lightfoot agreed to call the campus of
12 the -- what is that big ugly thing on the west
13 side? The police academy was supposed to be
14 named after Thomas Wortham the Third, the one
15 that was killed. Anyway, just wanted to put that
16 on record.

17 As far as the Consent Decree, Women
18 All Points Bulletin, along with a lot of other
19 community groups, are the coalition, so when you
20 speak to the Consent Decree and make it sound as
21 if the Consent Decree isn't representing the
22 community, that's an error. The community is the
23 reason why there's a Consent Decree.

24 And I just want to make it very

1 clear that we believe traffic stops should be
2 under the federal government. Okay. A federal
3 judge should oversee them. So, you know, maybe
4 this is a conversation that the Consent Decree
5 team needs to have with the CCPSA. I'm open for
6 that. But, you know, understand that we're not
7 going to have a conversation where we're teaching
8 you about traffic stops, right. You come into
9 the room knowing what we have to do. We have to
10 get policy in place. This is where the rubber
11 meets the road. Almost everything pops off at
12 traffic stops. It is the most important thing
13 that we could ever possibly do in order to make
14 change -- transformative change in Chicago with
15 the police. Okay. Thanks.

16 MR. ISAACS: I guess that's me. I'll close
17 it out. Charlie Isaacs. I am the assistant
18 director for CCPSA. I generally don't think it's
19 good form for a staff to be giving public
20 comment, but since this is the last meeting of
21 the Interim Commission and somebody twisted my
22 arm to do it, I thought I'd do it anyways.

23 This is your last meeting. I was
24 here for your first meeting ever, before I even

1 knew I'd be working for you all. And I just want
2 to say, it's been an absolute privilege working
3 for each and every single one of you. I hope
4 that tonight you go to sleep knowing that you've
5 made a difference in our City. You guys really
6 changed things.

7 A lot of changes you've done won't
8 be felt for years and years to come. But you
9 have changed Chicago, and you have changed lives.
10 I believe you saved lives with the work you've
11 been doing.

12 It really is a privilege to work
13 for you all. And I hope that for those of you
14 who are not going to be on the Commission
15 anymore, go on and do great and better, wonderful
16 things.

17 Looking forward to continuing the
18 work with Remel and Anthony.

19 Also, while I'm here, just raise
20 your hand if you are a staffer for this interim
21 Commission. And raise your hand if you are a DC.
22 Thank so much for all of your service, too. And
23 can't wait to keep on working with you all in the
24 years forward with the new Commission.

1 I think I'd like to just welcome
2 the room, if you're so willing, to give a round
3 of applause to our Interim Commission.

4 (AUDIENCE APPLAUSE.)

5 PRESIDENT DRIVER: We've reached the end of
6 our public comment period. Thank you again to
7 all of our speakers. We value your input.

8 Next order of business is approval
9 of minutes. Before today's meetings, draft
10 minutes of the Commission's meeting held on April
11 25th, 2024, were shared with all Commissioners.
12 Are there any corrections to the draft minutes
13 that have been circulated? If there are no
14 corrections, I will move to approve the minutes
15 of the Commission meeting on April 25th, 2024.
16 Somebody please second.

17 COMMISSIONER TERRY: Second.

18 PRESIDENT DRIVER: I have moved to approve
19 the minutes of the Commission's meeting on April
20 25th, and Commissioner Terry has seconded. Is
21 there any debate on the motion? Hearing none, we
22 will now move to vote.

23 Those in favor of adopting the
24 motion to approve the minutes of the Commission's

1 meeting held on October 25th, please signify by
2 saying aye.

3 (CHORUS OF AYES.)

4 PRESIDENT DRIVER: Are there any nays?

5 (NO RESPONSE.)

6 PRESIDENT DRIVER: The ayes have it, and the
7 motion carries. The minutes are approved.

8 The next order of business is vote
9 to amend our bylaws. The CCPSA ordinance
10 establishes the Commission's responsibility to
11 create certain operational policies and
12 procedures. The Commission has established
13 bylaws that are posted on our website.

14 Today, I will present the amendment
15 to the bylaws which the Commission received ahead
16 of this meeting. This amendment does two things;
17 the first is that it allows for the first
18 permanent Commission after the Interim Commission
19 to both nominate and elect a president and vice
20 president of the Commission at their first public
21 meeting. This amendment allows for the new
22 Commission to engage in work immediately. This
23 amendment is not a mandate, rather it just
24 provides them an option to use at their

1 discretion.

2 The second change that this
3 amendment makes is it provides the timetable for
4 selection of the Non-Citizen Advisory Council.

5 Currently, the bylaws provide detail
6 about how the NAC is selected, but the timetable
7 by which they will be reconsidered is not
8 addressed.

9 By providing a timetable for both
10 the consideration and reconsideration of the NAC,
11 we hope to provide future Commissions with the
12 flexibility they will need in selecting a NAC
13 that aligns with their missions and goals.

14 Are there any questions on the
15 amendment? Any questions or discussions on this
16 amendment?

17 (NO RESPONSE.)

18 PRESIDENT DRIVER: Seeing no further
19 questions, in accordance -- and, also,
20 Commissioner Loizon is here, so six out of seven
21 members are present for a quorum. Seeing no
22 further questions, in accordance with MCC
23 2-8-040(u), I move to adopt the proposed
24 amendment to the bylaws.

1 VICE PRESENT TERRY: Second.

2 PRESIDENT DRIVER: I moved to adopt the
3 amendment to the bylaws, and Commissioner Terry
4 has seconded. Any debate on the motion?

5 (NO RESPONSE.)

6 PRESIDENT DRIVER: Hearing none, we will now
7 move to vote.

8 Those in favor of adopting the
9 proposed bylaws, please signify by saying aye.

10 (CHORUS OF AYES.)

11 PRESIDENT DRIVER: Are there any nays?

12 (NO RESPONSE.)

13 PRESIDENT DRIVER: The ayes have it and the
14 motion carries.

15 Our next order of business will be
16 new business. We will begin with a presentation
17 by Chief of the Bureau of Detectives, Antoinette
18 Ursitti.

19 CHIEF URSITTI: Good evening, everyone. Can
20 you hear me okay? Great. Thank you.

21 I'm Antoinette Ursitti, Chief of
22 the Bureau of Detectives, and I first want to
23 thank everybody who's on here tonight, those who
24 shared comments, those who are on the Commission

1 here and inviting me with the opportunity to
2 speak a little bit about the Bureau of Detectives
3 and the work that we do investigating all sorts
4 of crimes that includes felonies, misdemeanors,
5 we do special investigations, we will look at
6 major accidents, arsons, missing persons. We are
7 tasked with a large amount of responsibility to
8 thoroughly and completely ensure that any report
9 that is made to the Chicago Police Department is
10 followed up on and investigated. So the most
11 important part of our bureau is ensuring
12 accountability when there is a perpetrator who
13 commits an offense against someone in the
14 community.

15 I think the most obvious metric for
16 that that often is spoken about are clearance
17 rates -- is clearance rates. And I'm going to
18 talk a little bit tonight about what we have done
19 to put in several strategies to increase our
20 clearance rates.

21 But I also want to talk that beyond
22 the measure of clearance rates, what is also a
23 priority for us in our bureau is how we are
24 investigating these crimes, how we are

1 communicating with victims and families, and how
2 we are ensuring that there are support services
3 that are provided for those who have experienced
4 a crime.

5 So before I start speaking about
6 some of the strategies that we are working on
7 now, I want to give a little bit of an overview
8 that back in 2019, our Department sought
9 technical assistance to evaluate our processes
10 for investigating homicides and non-fatal
11 shootings and looking at ways that we can enhance
12 what we were doing.

13 There were a number of
14 recommendations that were issued to us in a
15 report from the police executive research forum,
16 and that we acted upon quickly.

17 Some of you may be familiar that
18 some time ago, we had three areas that divided
19 all of the police districts throughout the City
20 and the services that were provided, and in line
21 with that were three detective areas. One of the
22 first things we did was increase it back to five
23 areas to increase the time with which our
24 detectives can respond to the scene in order to

1 canvass, identify witnesses, preserve, and
2 collect evidence, and that was a really important
3 first step in putting in these recommendations.

4 One of the other things that we
5 followed up on was increasing the number of area
6 technology centers that we have in our
7 department. This is a dedicated group of
8 personnel out of each of these centers that are
9 trained to identify, collect, preserve and
10 analyze digital evidence that has now become very
11 fundamental in any sort of investigation where
12 we're looking to present charges.

13 So having these trained personnel
14 within each area who can go out immediately and
15 collect this type of evidence has really gone a
16 long way helping us with our investigations.

17 We also added a number of personnel.
18 One of the first things we did was add what we
19 call our Homicide Investigative Support Team.
20 These are dedicated personnel that once our
21 detectives have identified or have developed
22 information that has led to a suspect that we
23 will be taking into custody, they are able to
24 respond and to locate this individual so that we

1 can present charges and hold that person
2 accountable.

3 We also added digital and criminal
4 intelligence analysts. These are civilian
5 personnel who are trained to help synthesize the
6 overwhelming amount of information that we can
7 collect in an investigation and to provide that
8 in an actionable report for our detectives to
9 follow up on.

10 One of the other key recommendations
11 that came out of that report is one that we were
12 finally able to implement in January of this
13 year, and that was the implementation of
14 dedicated homicide teams within each of the
15 areas.

16 One of the key goals of having these
17 homicide teams and the infrastructure that's in
18 place with it is it increases the time for
19 detectives between the assignment of a new
20 investigation and the next one that they're going
21 to investigate.

22 That leads to better coordination
23 and better communication with victims and the
24 witnesses in these cases, as well as provides

1 them the opportunity to coordinate with all sorts
2 of the partners that you need to when following
3 up who have a schedule that sometimes hasn't
4 always matched with the schedule that our
5 detectives have.

6 What the schedule also does is allow
7 our detectives to respond as the first
8 investigator on the scene. Depending on when a
9 homicide may have occurred, there may have been
10 other preliminary investigators who responded to
11 take the initial documentation and follow-up that
12 these detectives on, again as I shared, a
13 traditional watch where they would do the
14 follow-up that's necessary with other partners.

15 That now with this structure, they
16 are able to immediately respond to the scene, and
17 they own that case, and there's grater
18 accountability for the outcomes that they have
19 with every case they are assigned.

20 So with this structure, it looks
21 like in the course of one week, we have a team
22 that is on call. And whenever there is a
23 homicide that is assigned, that occurs at that
24 time, that will be the team that responds out and

1 owns that case.

2 Then for the following five weeks,
3 what they are able to do is to handle all of the
4 cases that they were assigned in that week, as
5 well as any other ones that they are working to
6 develop their intelligence on.

7 When we launched this team back in
8 -- or this structure back in January, one of the
9 most important things we felt is that we had the
10 most qualified and skilled personnel for this
11 really important role. So we implemented a
12 process where we were able to conduct interviews
13 and look at their prior work, and these are all
14 members who expressed an interest in being in
15 this particular role. And at the end of our
16 interviews and at the start of this program, we
17 were able to increase the number of homicide
18 detectives that we had by 10 percent.

19 In addition to these homicide teams
20 and this structure, some of the other things that
21 we've done this year is add personnel. So I want
22 to highlight that we have made a commitment to
23 increasing the number of detectives that we can
24 have in our Department. So we increased that

1 number by 200, and we have trained within the
2 past year 120 detectives. And what this does is
3 ensure that every area that we have in our
4 division for crime, so that can look like
5 robberies, special victims and crimes that
6 involve domestic violence and sexual assaults,
7 that every one of those have a sufficient number
8 of detectives who are trained to handle those
9 investigations, while we work to increase the
10 number of homicide detectives that we have.

11 We also have established a position
12 that's the deputy director of prosecutorial
13 strategies. This is going to be somebody who
14 develops our partnerships with federal, state,
15 and local partners, especially with prosecutors,
16 so that we can have the types of strong
17 partnerships that are necessary when we present
18 cases.

19 We've also added five licensed
20 attorney positions. That means that every
21 detective division area will have an attorney who
22 is going to help them collect and present the
23 evidence that we need to have a strong case that
24 can be approved for charges and prosecution.

1 And then one of the last things I
2 want to highlight is that actually tomorrow --
3 we're very pleased about this -- we have a class
4 of 19 latent fingerprint examiners who have gone
5 through a rigorous 20-week training to be skilled
6 enough to evaluate evidence where we were able to
7 collect fingerprint evidence, and that is also
8 going to help us with the cases that we present.

9 One of the other recommendations
10 that came out of this PERF report was how we
11 could increase our non-fatal shooting clearances.

12 What we know is that just because it
13 is not classified as a homicide, there were a
14 number of reasons, thankfully, that that person
15 -- their life was spared, and that they are here
16 today, but we know that somebody who is willing
17 to shoot somebody may in the future be willing to
18 kill somebody.

19 We want to make sure that we are
20 having accountability for anything who commits
21 that type of crime.

22 One of the things that we launched
23 this year in March is what we call Crime Gun
24 Intelligence Center. This is a collaborative

1 partnership led by the Bureau of Alcohol, Tobacco
2 and Firearms, as well as CPD, and it's bringing
3 together 13 different agencies to timely and
4 accurately analyze ballistic evidence that is
5 collected from crime scenes. What this means is
6 that when we have our evidence technicians who
7 respond to any type of a shooting incident, they
8 oftentimes would recover fired cartridge casings.
9 Very much like fingerprints that have unique
10 identifiers for individual, those casings have
11 unique identifiers that can help us link that
12 evidence to other shootings that may have
13 occurred and help us connect it to a firearm
14 that's responsible for that.

15 By being able to now after receiving
16 technical assistance streamline our process for
17 submitting those firearm cartridge casings into
18 NIBIN, that's the National Integrated Ballistic
19 Information Network, what happens is, when we do
20 that within 24 hours, that next day what we get
21 back is information that helps us link it to the
22 different scenes and individuals who may be
23 linked to those other scenes.

24 By having all of our partners

1 together within this Crime Gun Intelligence
2 Center, they are then able on a daily basis to
3 review that information, make a determination for
4 follow-up, and identify ultimately the most
5 prolific perpetrators of gun violence in the City
6 of Chicago so that we can take them into custody
7 and work with our state and federal prosecutors
8 who are also embedded in this Crime Gun
9 Intelligence Center and meeting with us daily.

10 I also want to talk about a number
11 of initiatives that have been in place for some
12 time, but that we strengthened within the past
13 year and that's our Family Liaison Office. This
14 is a dedicated team of 23 detectives and officers
15 who work across all five areas in the aftermath
16 of a homicide to engage with the family members
17 who have survived the death of their loved one.

18 They provide practical and
19 compassionate support, ensuring that resources
20 are offered, and they understand the earliest
21 steps of what is going to happen in the aftermath
22 of the death of their loved one.

23 They often make contact within five
24 days, but they go a step further by ensuring that

1 there are regular engagements that are scheduled
2 so that we are able to bring together others who
3 haven't gone through similar trauma, and bring
4 them together to empower each other through what
5 they are facing in a number of events.

6 There's a few events that I will
7 just highlight right now. The past two years
8 we've done an annual luncheon where we honor the
9 memory of the loved ones who have passed away.
10 And this year is the first year that we've held
11 the National Crime Victim Rights Week event
12 across the City in each area. So we were able to
13 bring together a number of survivors to have a
14 candlelight vigil, a peace walk, a blood drive, a
15 resource fair, and to make sure that more than
16 just in the aftermath of the incident, that we
17 are continuing to engage and support them and
18 provide them information about the investigation.

19 Some of the next steps that we're
20 doing with the Family Liaison Office is, one,
21 making sure we have a dedicated online presence,
22 so that anybody in the community knows how to
23 reach out to that office and make a connection.

24 We are working with UIC to develop a

1 guide for families to homicide investigations.
2 Working with UIC that's previously conducted a
3 number of interviews, we've learned from our own
4 experience some of the most frequently asked
5 questions that families have, and we want to make
6 sure that that information is available to them,
7 especially in the aftermath of an incident.

8 We're also working to make sure that
9 in all of our training for the homicide
10 investigators -- and they do receive regular
11 training, 40 hours for their role -- we're
12 integrating family panels of survivors so that
13 their experience can be part of what our
14 detectives take into their investigations.

15 And the last thing I will mention
16 with what our Family Liaison Office is doing is
17 revitalizing what we call our unsolved case
18 program. We work very closely with Chicago
19 Survivors and many of our surviving families do
20 as well, and they may feel comfortable coming to
21 meet with the detectives with the Chicago
22 Survivors team to understand the direction that
23 the investigation is going. So we're working
24 with Chicago Survivors on that.

1 I'd like to shift away from talking
2 about homicides and shooting incidents and
3 talking about other types violent crimes that
4 traumatize our community members.

5 I'm sure many of you have seen in
6 the news what's happening with robberies
7 throughout the City. And there are a number of
8 systems we have taken to work across the bureaus
9 and CPD to make sure we are providing the most
10 comprehensive response to the trends we are
11 seeing.

12 One of the things we recently
13 announced were four pillars that we have in place
14 that's driving this work.

15 The first thing that this comes back
16 to is technology. I mentioned earlier our area
17 technology center, but it's really important to
18 understand that many investigations now when
19 we're presenting cases, digital and video
20 evidence is key when we're presenting our cases
21 to get charges. What we're doing is making sure
22 that we have this type of technology streamlined;
23 that we have people who are trained to use it,
24 and to gather information for our investigations.

1 And by bringing that together, what we're doing
2 with our detectives is making sure that we are
3 trying to focus these investigations, especially
4 when we're seeing patterns. By developing these
5 patterns, we're able to put our resources around
6 them and to put them in the right place in the
7 right time to be responsive, but we're also able
8 to develop and issue community alerts, and that's
9 a very important part of our public engagement
10 strategy, to make sure that the community
11 understands where these crimes are happening and
12 what we are doing.

13 We've also done a number of other
14 initiatives, such as coordinating vehicle safety
15 days.

16 May 4th, we held an event at U.S.
17 Cellular where we had Hyundai and Kia there to
18 help implement antitheft devices in these
19 vehicles, which is one of the reasons that we see
20 those vehicles have been stolen and used in other
21 crimes, and it's been really important to bring
22 the community in to solving the problem in that
23 way.

24 Last thing I want to mention in

1 regards to robberies is, again, the importance of
2 accountability. We have developed a robbery task
3 force. These are members from detectives, as
4 well as from patrol and counterterrorism, who are
5 not only developing the intelligence that are
6 driving the missions that are being operated, but
7 they are maintaining regular contact with the
8 State's Attorney's Office. So that is when we're
9 presenting these cases, again, we have the type
10 of back and forth updates regarding our cases
11 that enables us to move the case forward for
12 charging.

13 With criminal sexual assaults, which
14 is another very devastating crime that happens to
15 victims, there's a number of initiatives that we
16 are doing there.

17 We in the Chicago Police Department
18 in our bureau, our DNA analysis unit is working
19 with ISP Forensics Lab and the Cook County
20 State's Attorney's Office to identify cases and
21 evaluate them for any evidence that may be
22 submitted under new technology.

23 So, for example, we may find through
24 genealogy that if we submit a sample from

1 something that we had, and we were not able to
2 have any kind of identification off of it before,
3 that developments that have now happened we may
4 be able to identify and tender and hold them
5 accountable.

6 We've also been working with our
7 partners in the hospitals. I'm not sure if
8 anybody is familiar with the position of SANE,
9 sexual assault nurse examiner. But we did hold
10 an event back in April where we called 70 SANE
11 personnel down with our detectives and our
12 officers to build that relationship about how we
13 can have compassionate and trauma-informed
14 investigations that are better coordinated.

15 And then the last thing I will
16 mention is that our detectives across all five
17 areas are part of -- even though it's out of the
18 Illinois Medical District -- the Sexual Assault
19 Response Team, and this is led and spearheaded by
20 Rush Hospital. And, again, this is a dedicated
21 effort to make sure that we are better
22 coordinating our resources in the aftermath of
23 sexual assault.

24 With hate crimes, one of our

1 comments for this year is ensuring that all of
2 our detectives receive an eight-hour course on
3 hate crime investigations that is developed
4 specifically for investigators.

5 One of the things we see often is
6 that the hate crime training we offer is geared
7 towards preliminary response by officers, which
8 is key, because that is when they're documenting
9 what happened and collect the evidence, but we
10 want to make sure that our detectives have
11 training for where they are with their role.

12 I want to speak a little bit about
13 domestic violence and some of the work that we
14 are doing there.

15 One of the developments we've done
16 in the past few months is develop a dashboard
17 that has helped us to identify individuals who
18 have repeatedly suffered domestic violence that's
19 been documented, and to better coordinate our
20 outreach to them, and to move forward with trying
21 to get accountability for the individual who has
22 been victimizing them. This has been bringing
23 our detectives together with the Office of
24 Community Policing and our Crime Victim Services

1 Unit, to make sure that we're supporting our
2 victims and getting them the resources that they
3 need.

4 We're also part of a consortium out
5 of the University of Chicago that is specifically
6 designed for child abuse cases. It offers
7 regular training to our detectives in our special
8 victims unit. Those are the detectives who are
9 regularly tasked with investigating crimes
10 against children. And in addition to that
11 training, we hold regular meetings so that we can
12 ensure that, again, like we talked about with
13 some of these other crimes, especially crimes
14 that intersect with hospitals, that we are better
15 coordinating our communication strategy and doing
16 so in a trauma-informed way.

17 One of the last things I will
18 mention is that we are working with the Chicago
19 Children's Advocacy Center on the development of
20 an initiative called CAN Hope. That's based on
21 the family justice model that tries to locate
22 resources for those who are experienced in
23 domestic violence, as well as survivors of human
24 trafficking and sexual assault.

1 And then I want to close -- I
2 appreciate everybody's time and attention.
3 Obviously, I feel that there's so many different
4 areas, that we want to ensure that everybody
5 understands every one of these crimes that I'm
6 talking about has a person who is suffering
7 because of it. And while we often focus our
8 attention on homicides and shootings, and
9 understandably, that I really want to make sure
10 everybody understands there are a lot of people
11 who have experienced something that deserves and
12 requires that type of follow-up and
13 accountability.

14 So I want to shift and close with
15 missing persons investigations, which in and of
16 itself may not be a crime, but it may intersect
17 with the reason for the disappearance that may be
18 criminal. And so we want to make sure the
19 earliest point that a missing person is reported
20 to us, that we are taking the proper steps to
21 move forward with that.

22 Out of our bureau, we are regularly
23 participating in the Missing Murdered Women Task
24 Force. In the last two meetings prior to today,

1 we presented to the group and taken questions
2 from the group and shared a little bit about
3 procedures and continue to show up at these
4 meetings so that we can get input from
5 participants about how we can improve what we're
6 doing.

7 We've also coordinated and
8 participated with in the Medical Examiner's
9 Office on their initiatives, including in April
10 we had a missing persons day where we were able
11 to be on hand for anybody who wanted to come to
12 report a loved one missing, to be able to enter
13 the DNA of a loved one into the system, and to
14 make sure that they are having follow-up on a
15 missing person.

16 Again, as many of you understand,
17 these investigations can take time, and we want
18 to make sure that there are a number of resources
19 and contacts that are in place for anybody who is
20 experiencing that.

21 Out of our bureau, we are also
22 expanding deflection by implementing and
23 revitalizing an initiative in which we try to
24 coordinate services for families, where there's a

1 young person who is repeatedly reported as
2 missing or that's been missing for more than 30
3 days. And the last thing that we are doing out
4 of our bureau is coordinating and aligning our
5 resources in a very similar manner that we do
6 oftentimes with some of our older investigations
7 where we've been limited in the evidence that we
8 have and move a case forward; that we want to
9 have a systematic approach in place, so that we
10 are regularly evaluating what we do have, and
11 seeing if any developments in advancements that
12 are placed with technology or partnerships can
13 allow us to move that investigation forward.

14 So I know it was a lot. I
15 appreciate everybody's attention. And I'm not
16 sure if we turn it back to you or we take
17 questions now.

18 PRESIDENT DRIVER: Are there any questions
19 from any Commissioners?

20 Thank you. Also, before we ask
21 this question, we'd just like to thank you. I
22 appreciate it personally, the collaboration,
23 especially during the goals and process, as we,
24 you know, went through this process and added a

1 specific goal, investigation specifically. I
2 found this in the conversation we've had to be
3 extremely helpful and hope that these new
4 initiatives yield good results.

5 CHIEF URSITTI: Thank you very much.

6 PRESIDENT DRIVER: Don't leave yet. Sorry.

7 COMMISSIONER TRONCOSO: Chief Ursitti, thank
8 you so much for coming. I think we all know the
9 huge importance of your bureau and appreciate you
10 coming here to answer our questions.

11 I think, you know, one area that I
12 have a lot of questions about is really the
13 partnership between the Bureau of Detectives and
14 victim services.

15 I've noticed in my work outside the
16 Commission working with victims that oftentimes
17 in cases of violent crimes, such as aggravated
18 battery, assaults, there can be cases where, you
19 know, you become a victim, you will submit a
20 police report, you will get your report number,
21 you will interact with the detective, you may
22 never be connected to a victim services
23 coordinator, and the detective will, de facto,
24 have to take on that role for the victim, and the

1 detective cannot be -- might not be fully
2 equipped to take on basically an additional job.
3 I'm sure they don't have the time or the training
4 necessarily to do that.

5 Can you talk about how we can
6 improve the partnership between the Bureau of
7 Detectives and victim services?

8 CHIEF URSITTI: Sure. I appreciate the
9 question and sharing a little bit about what
10 you're saying.

11 You know, one of the things I do
12 want to say, we agree, and I think the dialogue
13 is increasing, about how we're trying to take
14 responsibilities that are better served by
15 trained professionals with the type of background
16 for what we may be seeing and put that over into
17 their hands. Again, we are incredibly fortunate
18 in an agency of our size, one of the things we
19 did this past year was to make an investment into
20 the budget that is going to allow us to add not
21 only the number of crime victim advocates we
22 have, but increase the number of domestic
23 violence advocates to make sure there is one that
24 is serving every single district in the City.

1 And so what we have been doing this past year, in
2 anticipation of this happening, we've been
3 holding regular meetings with the leadership in
4 the office of community policing, and
5 specifically the assistant director who is in the
6 crime victim services section.

7 One of the things that we are doing
8 is anticipating the onboarding of new personnel,
9 and we want to be aligned with how we're bringing
10 them on, and that they understand how we work
11 together with the Bureau of Detectives. But very
12 specifically, as I had mentioned, what we're
13 doing with domestic violence and that work I
14 talked about with the dashboard that we built,
15 that is really important because it does help us
16 identify trends out of both of our areas. And we
17 are meeting regularly to communicate what we're
18 doing and to make sure we are having follow-up,
19 for example, on these domestic violence cases,
20 and, for example, if we have a victim who is
21 working with a detective, that they're having a
22 challenge with obtaining an order of protection
23 or getting some other types of supports that are
24 necessary, we are ensuring that our detectives

1 are aware of who the liaison is and coordinating
2 to have that communication so that there are no
3 issues with somebody getting to court or going
4 through the process because they don't understand
5 how to do it.

6 So I think one of the biggest
7 things we can be doing is better coordination and
8 communication. But I think as we grow, we have
9 to make sure that we are keeping a pace with
10 that. And we have clear onboarding protocols so
11 that we actually know how to continue to work
12 together and to lift each other up with whatever
13 each of us is doing.

14 COMMISSIONER TRONCOSO: One more question
15 before I pass it on to the other Commissioners.
16 You know, you mentioned the focus on recruiting
17 civilian positions for evidence technicians,
18 things like that. I think that's a hugely
19 important place to focus. Again, anecdotally
20 through my other work, I've noticed places where
21 maybe you might not have personnel to gather
22 enough evidence, witnesses end of moving out of
23 state, might leave, or cameras that have recorded
24 something over the video because people can't get

1 to it fast enough, so the importance of having
2 those evidence staffers, and I know you mentioned
3 19 joined recently. I think that's great. I
4 know the numbers are a lot more ambitious than
5 that. What is really the recruitment strategy?
6 That still can be hard to find in the labor
7 force.

8 CHIEF URSITTI: Yeah, I agree. I think it's
9 one we've given a lot of attention to by talking
10 to other agencies across the country to see what
11 they've been setting as qualifications and
12 expectations for that role and how they've
13 successfully been able to onboard people in those
14 positions.

15 I do feel I want to clarify, our
16 evidence technicians and these fingerprint --
17 latent fingerprint examiners do remain sworn.
18 We've actually increased the budget to allow for
19 an increase in civilians who will be serving in
20 those roles as well. The amount of evidence that
21 we are collecting, we want to ensure that if we
22 are able to collect it from a crime scene, that
23 it is being evaluated. And just like I was
24 describing with our crime intelligence center,

1 when you are able to link between scenes and
2 crimes and find the most prolific perpetrators of
3 these crimes, it really enables us to do more
4 with prosecutions.

5 But in terms of how we're
6 recruiting, we have been regularly posting
7 positions and bringing in individuals who are
8 meeting those qualifications and conducting
9 interviews. But I think the most important thing
10 is -- certainly in our bureau, but I know I am
11 not alone, because we're working across other
12 bureaus. The most important thing we can do is
13 onboard new personnel. I'm sure you maybe have
14 experienced something like that yourselves in
15 maybe a new role or position that you've taken
16 where you are not adequately informed about what
17 your position is and the resources and how to be
18 successful and to advance in it, you're going to
19 lose people. Again, we are looking for a very
20 specialized role, and we want to make sure that
21 as we are bringing those people in, that we are
22 able to not only recruit them, but to retain
23 them. And, ideally, as we built our structure as
24 appropriate, that we give them positions for

1 career growth, which is another reason why people
2 tend to leave agencies and organizations. So
3 that's one of the ways we're addressing
4 recruitment.

5 COMMISSIONER TRONCOSO: Thank you.
6 Appreciate it.

7 COMMISSIONER GOMEZ: Can I ask a quick
8 follow-up related to that? And this -- by the
9 way, I think this is incredibly helpful. I think
10 the Commission did a lot of work to look at the
11 budget, and you mentioned an increase in budget,
12 civilian positions to support victim services was
13 one of the areas of highest growth in the Police
14 Department's budget, I think something over 86
15 positions were added in total. And, obviously,
16 budgets are aspirational, and hiring is a lot
17 more complicated than that. But for context for
18 the community members, 136 detective positions
19 were expected during the budget. And according
20 to what Chief Ursitti said here, 120 folks are
21 already in training; is that correct?

22 CHIEF URSITTI: In the past year, we've
23 trained 120 new detectives. So increased our
24 budget by 100, and we've been able to fill our

1 vacancies, and we are expecting a class later
2 this year in October.

3 COMMISSIONER GOMEZ: One of the areas that I
4 wasn't clear I got information, and it might have
5 been because I missed it, also related to the
6 technician support. I know that it was something
7 like 24 positions -- or 22 positions were
8 created, and you mentioned 19 of those are
9 already in the process of being hired; is that
10 right? For the technician support and --

11 CHIEF URSITTI: You're not talking about
12 crime victim services?

13 COMMISSIONER GOMEZ: I'm about to talk about
14 that. I'm curious to know the numbers for that,
15 but --

16 CHIEF URSITTI: For our sworn latent
17 fingerprint examiners, 19 will be graduating
18 tomorrow.

19 COMMISSIONER GOMEZ: That's really
20 impressive, considering the goal of 22.

21 And then for the victim services, I
22 know the goal was 22, one per each district.

23 CHIEF URSITTI: For domestic violence, yes.

24 COMMISSIONER GOMEZ: I don't know if I missed

1 this. Can you tell us the number of the folks
2 that have already been hired or are expected to
3 be hired for those?

4 CHIEF URSITTI: I will say that is outside my
5 bureau, so I don't want to misspeak on that
6 information.

7 I do know they are making sure that
8 every district does have one for domestic, and
9 they are looking at victims that could benefit
10 from some additional support for the types of
11 crimes that they are experiencing.

12 COMMISSIONER GOMEZ: Thank you. I appreciate
13 that. I understand that it may be hard to speak
14 on it.

15 One quick question. I know a lot
16 of folks have asked at least me personally. With
17 the missing persons investigation, there's been a
18 lot of attention, especially in the experience of
19 women, especially the trends related to black
20 women. Can you tell us who makes up the members
21 of the task force? What kind of support you guys
22 are looking for? And what are the specific
23 changes in strategy in this demonstration from
24 previous efforts?

1 CHIEF URSITTI: Sure. And I want to
2 acknowledge that there may have been recent news
3 that you are seeing about something that may be
4 created locally in the City, but what I am
5 talking is actually about a law that has
6 established this level that is led by one of the
7 state senators, and it's bringing together a
8 number of partners from across the state that are
9 filling different roles that are required in that
10 law.

11 What we have been doing and taking
12 away from, and I think is the most important
13 thing and why conversations like this and
14 different types of engagement we do is,
15 everything that our work is about is driven by
16 policy and procedure, and there's a lot that our
17 Department has done to make sure that it is
18 reflecting best practices. And there does tend
19 to be, I think, a lot of confusion about what
20 that looks like. And so what we've been trying
21 to do -- and we actually came to these task force
22 meetings with representatives from the Cook
23 County Sheriff's Office and from Illinois State
24 Police to talk about our policies. And then it

1 was a little bit clearer where there is overlap,
2 you know, that there are certain things that are
3 required by law that those are in our policy;
4 that there's no such thing as refusing -- that
5 you have to be missing for a certain amount of
6 time before you can make a report. All of these
7 things are in our policy, and we're kind of
8 walking through that and explaining it, because
9 what this task force is trying to get to the
10 bottom is, our agencies all aligned and doing the
11 best practices across the state.

12 Again, this is not a local task
13 force. This is a statewide task force. But
14 obviously Chicago is the largest municipality.
15 But we've also been meeting with other law
16 enforcement partners to try to walk them through
17 what the law requires of us and what we have
18 found through our research and developing policy
19 to be best practice. Also, to hear their
20 concerns, and we are able to bring that into
21 future policy development.

22 COMMISSIONER GOMEZ: I have another question.
23 I need ten seconds to make sure --

24 PRESIDENT DRIVER: Commissioners, we do have

1 a lot more to get through.

2 COMMISSIONER GOMEZ: Okay.

3 PRESIDENT DRIVER: And, also, if you are
4 going to ask a hire question, there are other
5 people and other mechanisms that the Commission
6 has at its disposal to submit that request for
7 information. Let's try to keep our questions
8 centered on things that are specifically related
9 to the Bureau of Detectives. Thank you.

10 COMMISSIONER BROWN: I just have one more
11 question. Thank you, Chief Ursitti, for being
12 here tonight. Do you ever sleep?

13 CHIEF URSITTI: Yes.

14 COMMISSIONER BROWN: You've implemented a lot
15 of new things, so it's hard to imagine how you
16 have time to sleep.

17 My question is related to something
18 that I didn't hear you address, and I'm wondering
19 how is equity and investigations addressed in
20 your bureau? And let me tell you what I mean by
21 that.

22 I think there is a perception in
23 the community that if something were to happen to
24 a white woman on the north side, it would be

1 investigated very differently than if it happened
2 to a black woman on the south or west side, and
3 so I think there have been concerns in the past
4 about equity in investigations. So what are you
5 doing as chief to ensure that every investigation
6 is equitable?

7 CHIEF URSITTI: Sure. I really appreciate
8 your question, and I want to get into
9 specifically in the Bureau, but I want to
10 acknowledge a lot of work that the Department has
11 done, specifically through our Procedural Justice
12 Program. And if people are unfamiliar with this,
13 this has been a three-part training that we've
14 been delivering. We actually work at the
15 forefront of the country with implementing it and
16 training our members on police legitimacy and on
17 how we can have better interactions with the
18 community to give people a voice, to make sure
19 that we are building trustworthiness, and it is
20 just to say that we are every year having 40
21 hours of training where these concepts are
22 integrated and reinforced, and we are
23 demonstrating it to what we're doing in training.

24 I do want to say in regards to what

1 you are sharing as some of the feedback, we
2 understand and we get it. And I think one of our
3 commitments is to try to have better
4 communication with families, because I think when
5 there's a lack of communication, when it looks
6 like an investigation isn't moving forward, it
7 can really increase that sense that it's not
8 being handled the way that it would be handled
9 for somebody else.

10 You know, one of the challenges
11 that we faced specifically around clearance
12 rates, and when people are looking at clearance
13 rates and getting an impression because some of
14 them may be exceptionally clear-closed for
15 example, there are a number of reasons that are
16 behind that, but when that information is
17 presented, it oftentimes can be represented in a
18 way that those cases were not handled the way we
19 would another case. But what it means when a
20 case is exceptionally clear-closed is the
21 offender who committed that crime may be dead,
22 and we're not able to actually seek charges.

23 It might look like presenting the
24 case to the State's Attorney's Office and having

1 the facts revealed that it was a crime that was
2 committed in self-defense or defense of others.
3 We may be putting that case through federally.

4 So sometimes I think when the
5 clearance rates are communicated, and we're
6 seeing that some cases have certain closures, it
7 also reinforces that. And we really want to
8 educate -- again, I want to thank everybody who
9 is out here allowing us to talk about what we're
10 doing and some of what we're seeing, because
11 that's where I think that sense and that
12 perception can sometimes get magnified when
13 things are communicated differently, when we want
14 to try to communicate the facts.

15 PRESIDENT DRIVER: Thank you. We really
16 appreciate you being willing to come and talk to
17 us and take our questions today.

18 CHIEF URSITTI: Thank you.

19 (AUDIENCE APPLAUSE.)

20 PRESIDENT DRIVER: Our next order of business
21 is reports and updates. And I would like to ask
22 Commissioner Troncoso to provide us with an
23 update on Police Board vacancies.

24 COMMISSIONER TRONCOSO: Thank you, President

1 Driver. We are currently accepting applications
2 for the Chicago Police Board.

3 The Commission is looking for
4 people from a variety of professions and
5 backgrounds, including law, law enforcement, law
6 enforcement oversight, oversight or police
7 accountability, public policy, social work,
8 psychology, mental health, community engagement,
9 or organizing, or civil rights. An applicant
10 must have at least ten years of documented
11 experience in any of those fields. This can
12 include post-graduate education and experience,
13 and one field can be combined with experience in
14 another field to meet the ten-year minimum
15 requirement.

16 If you are interested, you can
17 visit our website to fill out an application, or
18 you can talk to one of the Commissioners or
19 member of the CCPSA staff after the meeting.
20 Thank you.

21 PRESIDENT DRIVER: Thank you, Commissioner
22 Troncoso. We will now move into agency goals.
23 Our next order of business will be updates on the
24 goals for the COPA Chief Administrator, and for

1 that I will pass it to Commissioner Loizon and
2 Brown to give us an update on the goals.

3 COMMISSIONER LOIZON: Thanks. Good evening,
4 everyone. We had a very productive meeting with
5 Chief Administrator Andrea Kersten regarding her
6 progress on goals a few weeks ago.

7 The first goal we set for 2024 is
8 creating consistency and disciplinary
9 recommendations.

10 COPA and CCPSA agreed that
11 improving consistency and disciplining
12 recommendations is critically important to
13 improving public trust in the police disciplinary
14 process.

15 In its Q1 update, COPA has shown
16 progress in meeting the goals set in this area.
17 Highlights include the following: COPA is on
18 track to develop internal guidance and policy
19 revisions to improve consistency in several
20 areas, including disciplinary recommendations and
21 use of deadly force analysis. They have begun
22 the process of analyzing qualitative and
23 quantitative data to assess the efficacy of their
24 investigations, and they are on track to have

1 this analysis completed by quarter 4.

2 A robust training schedule has also
3 been put together for staff to learn best
4 practices and for the amendment issues,
5 testifying, identifying witness credibility, and
6 writing reports.

7 This will help improve the quality
8 of investigations and overall timeliness.

9 The second goal is continued
10 timeliness in closing cases.

11 COPA is on target to revise its
12 timeliness benchmark policy for approval by the
13 Consent Decree Monitoring Team by quarter 2.
14 They are in the process of hiring a director of
15 mediation to help create alternative resolutions
16 for less severe complaints. They are also
17 working with CPD to assess training -- I'm sorry.
18 To access training records to better understand
19 what types of training an officer has received.
20 And they are creating clearer guidelines for all
21 their operations outside of investigations,
22 including communications and policy
23 recommendations.

24 I will turn it over to Commissioner

1 Brown so that she can discuss the remaining three
2 goals.

3 COMMISSIONER BROWN: Thank you. The third
4 goal is improving transparency and communication.

5 COPA continues to educate and
6 inform the community, including CPD members,
7 stakeholders, and youth about its work through
8 outreach and engagement.

9 COPA is currently holding its
10 People's Academy on the northwest side.

11 COPA is increasing capacity around
12 a trauma-informed approach to communications to
13 complainant, victims, and impacted families, as
14 well as CPD members through collaboration with
15 NAMI-Chicago and other external stakeholders.

16 The fourth goal is youth
17 engagement. In order to engage and educate more
18 youth about its work, COPA is working with the
19 City to hire summer interns and make regular
20 visits to high schools.

21 COPA will also be participating in
22 the Mikva Challenge this summer.

23 The fifth and final goal is equity.
24 The aim of this goal is to identify patterns of

1 inequity that underlie cases of police misconduct
2 and recommend policy changes. At the same time,
3 focusing on internal equity and wellness goals is
4 crucial to improving COPA's operations.

5 COPA has met its goal of hiring a
6 senior equity officer. COPA is in the process of
7 hiring a data scientist. The chief
8 responsibility of this person will be to work
9 with software that can help identify patterns and
10 practices around police misconduct.

11 On April 4th, COPA provided CCPSA
12 with a copy of the internal wellness plan that
13 they created with NAMI-Chicago.

14 Again, I want to thank Andrea and
15 her team. Through the end of the first quarter,
16 COPA has made progress towards the completion of
17 its 2024 goals.

18 PRESIDENT DRIVER: Thank you, Commissioners.
19 Now, I would like to ask Commissioners Loizon and
20 Troncoso to provide us with an update on Police
21 Board goals.

22 COMMISSIONER LOIZON: Thank you. We had a
23 very productive meeting with President Cooper,
24 Vice President Wolff, and Executive Director

1 Caproni to discuss the 2024 goals.

2 It is important to mention that
3 before we begin our update, that the recent
4 rulings on arbitration have hindered progress
5 toward completion of some of the goals.

6 The first goal we established is
7 additional training of Police Board members. The
8 Police Board has assessed its current training
9 for members, and they will be scheduling training
10 on procedural justice and the Consent Decree.

11 This training will take place when
12 the new members of the Police Board are seated
13 this summer.

14 The second goal was establishing
15 greater consistency in decisions.

16 The Police Board hasn't issued any
17 decisions in 2024 because of the court order on
18 arbitration. However, this is an area they will
19 be looking for ways to create greater consistency
20 in collaboration with the new members.

21 Commissioner Troncoso will discuss
22 the remaining three goals.

23 COMMISSIONER TRONCOSO: The third goal
24 established is improved transparency. Greater

1 transparency is critically important to improving
2 accountability.

3 I'd like to commend the Police
4 Board leadership on their efforts to keep the
5 community informed on the status of the
6 arbitration decisions and how they're proceeding.

7 To create greater transparency, the
8 Chicago Police Board is making improvements to
9 its website. It's also looking at ways to make
10 changes to the rules through an open community
11 process.

12 The fourth goal we decided on is
13 standardization of procedures.

14 The Police Board president will
15 continue to discuss with representatives of the
16 Office of Public Safety Administration, the
17 Chicago Police Department, and CCPSA ways to
18 increase and standardize the information provided
19 to the Board regarding applicant -- appeals by
20 applicants for the position of police officer who
21 have been removed from the eligibility list due
22 to the results of a background investigation.

23 The fifth goal is improving
24 community engagement. The Board staff works with

1 CAN-TV to publicize its monthly meeting. They're
2 also getting the word out to aldermen and other
3 stakeholders about the meetings.

4 PRESIDENT DRIVER: Thank you, Commissioners.
5 Commissioner Brown and I will now provide update
6 on the goals for the CPD Superintendent. And
7 we'll start with Commissioner Brown.

8 COMMISSIONER BROWN: Thank you. President
9 Driver and I had a productive first quarter
10 meeting with Superintendent Snelling to discuss
11 CPD's quarterly goal progress.

12 CPD demonstrated progress toward
13 their goals in this quarter. However, we are
14 looking forward to learning about continued
15 progress throughout the year.

16 We are eager to receive the
17 Superintendent's plans to revise the district
18 strategic planning process and to be included in
19 and updated on the workforce allocation study
20 progress.

21 CPD's first goal for 2024 is to
22 "Articulate a crime fighting strategy that is
23 rooted in constitutional policing and supported
24 by the community." This goal has four objectives

1 connected to that goal, and CPD was provided
2 information -- provide -- CPD provided
3 information in fulfillment of two of these
4 objectives in quarter 1.

5 Objective 1.1 is about ensuring
6 that all members of the Department have a strong
7 foundation of constitutional policing to guide
8 their work. This includes providing training in
9 constitutional policing with a special focus on
10 constitutional policing guidelines related to
11 traffic stops and consent searches of vehicles.

12 In this first quarter, CPD shared
13 their plans for training and provided training
14 records to date on select trainings.

15 CPD reported that they have begun a
16 year-long planning and preparation process to
17 rule out scenario-based in-person training in
18 2025, specific to implementing constitutional
19 traffic stops.

20 In addition, I will add, we were
21 also given access to those training materials,
22 and we're able to look them over and study them
23 to some extent, which was very helpful.

24 Objective 1.2 is related to

1 reviewing and tightening the district-level
2 problem-solving oriented policing plans. These
3 plans are supposed to be completed in conjunction
4 with the community and address both district and
5 Citywide challenges.

6 In this first quarter, CPD shared
7 all the districts' current strategic plans.
8 However, the Superintendent is reviewing and
9 revising the current district strategic plan
10 model to ensure the tool is meeting the needs of
11 the community and aligning with best practices.

12 The Commission expects updates on
13 the progress toward this deliverable in quarter
14 3, and districts should begin implementing the
15 revised model in quarter 4.

16 CPD said that district strategic
17 plans will be made with input from District
18 Councils and community stakeholders. That
19 deserves a cheer.

20 Objective 1.3 and 1.4 pertains to
21 how CPD intends to improve homicide and violent
22 crime clearance rates that, one, result in
23 accountability for those who have perpetrated
24 these crimes, rather than to simply close the

1 case; and, two, how CPD plans to collaborate with
2 local and federal partners. We anticipate
3 hearing about some of this. We did hear about
4 this. We no longer anticipate. When Chief
5 Ursitti provides her update -- when she provided
6 her update in this meeting. Sorry about that.
7 Tense matters.

8 The second goal CCPSA set for CPD in
9 2024 is, "All people in the City of Chicago know
10 how to engage with the Department and know that
11 every Chicago police officer is a community
12 policing officer there to support them."

13 This goal has two objectives, and
14 CPD provided information in fulfillment of one of
15 these objectives in this quarter.

16 With Objective 2.1, CPD committed to
17 evaluating the current state of all community
18 policing efforts, capturing gaps, redundancies,
19 and opportunities for improvement, and publishing
20 the assessment in the fourth quarter of 2024.

21 The second objective included
22 defining and supporting collaborative
23 relationships between District Councils and CPD's
24 district commanders. Both CPD and District

1 Council members provided feedback that add
2 additional clarity about roles, responsibilities,
3 and best practices that would be helpful given
4 the newness of this endeavor.

5 In the first quarter, CPD released a
6 draft general order spelling out the
7 communication and partnership expectations for
8 District Commanders with District Council
9 members.

10 These two documents produced by CPD
11 in support of this goal include, one, a policy to
12 assist Department members to understand their
13 duties and responsibilities in relation to the
14 CCPSA; and, two, a resource guide. This resource
15 guide provides links to Department resources and
16 practical recommendations of how district
17 commanders and District Council members can work
18 together. The resource guide is meant to be a
19 shared, living document, open to continued edits
20 and improvements over time.

21 We should come up with a rap or
22 something to do this.

23 The third goal CCPSA set for CPD in
24 2024 is "Provide quality investigations and

1 timely communication with victims and their
2 families."

3 This goal has four objectives, all
4 which center around improving investigations and
5 support to victims.

6 The objectives include adding and
7 training qualified staff, both civilian and
8 sworn, strengthening the quality and timely
9 support of victims' families by adding more
10 personnel to victim support services, and
11 improving physical and digital evidence
12 collection.

13 We heard about all of those things
14 tonight.

15 The Superintendent is required to
16 report progress on all these objectives in the
17 upcoming quarter. And the reason Chief Ursitti
18 was here tonight was to discuss some of CPD's
19 progress on these topics.

20 Now, Commissioner Driver is going to
21 discuss the last three goals.

22 PRESIDENT DRIVER: Before I start reading
23 off, I apologize to you for -- I started to laugh
24 while you were talking. It's because we work

1 with our staff to draft all these notes before we
2 get here, and Adam reviews everything. But this
3 whole time you are furiously writing. Adam, what
4 are you writing? These are your words. That's
5 what I was thinking while we were talking. Adam
6 was furiously taking notes on the notes that he
7 drafted.

8 The fourth goal CCPSA set for CPD in
9 2024 is to "Improve member morale by building a
10 comprehensive culture of wellness." Of the four
11 objectives, quarter deliverables were expected
12 for one objective and progress updates are
13 provided for all objectives.

14 The first objective involves CPD
15 partnering with City of Chicago's Department of
16 Fleet & Facility Management, known as 2FM. This
17 is a group that supports the operations of the
18 City. Together they are developing a facility
19 analysis and improvement plan for 2024.

20 CPD and 2FM are holding regular
21 monthly meetings to discuss ongoing facility
22 improvement plans, and they have categorized the
23 facility issues and have begun short-, medium-,
24 and long-term planning.

1 Short-term includes 2FM's building
2 engineer took a building assessment to log all
3 issues and start work orders.

4 Medium term 2FM is working to harden
5 department facilities which can include the
6 installation of updated camera systems, access
7 control, and bullet-resistant glass in the
8 districts. The estimated completion timeline for
9 this project is August of 2024, and we expect a
10 report on that progress.

11 Long-term 2FM and the Department are
12 starting to identify long-term capital
13 improvements.

14 Objective 4.2 is about providing
15 timely communication with the Department members
16 about pre-planned, large-scale events that may
17 require mandatory overtime.

18 The Department is preparing a 2024
19 summer event calendar to share with Department
20 members.

21 The calendar will help members
22 ensure that they have time to address childcare
23 issues, family concerns, or other disruptions
24 that might occur due to any expected changes in

1 work schedule.

2 Objective 4.3 centers on creating a
3 discipline matrix that will involve participation
4 of many stakeholders, including collective
5 bargaining units, civilian oversight agencies,
6 and community members.

7 The Department has not yet convened
8 these stakeholders to begin conversations about
9 the creation and implementation of a disciplinary
10 matrix.

11 CPD provided Commissioners with
12 updates on their wellness programs in their
13 quarterly deliverables including: 2023 Officer
14 Wellness Support Plan sets plans for overall
15 wellness initiatives. An annual report to the
16 Superintendent on officer wellness which
17 summarized all the officer wellness initiatives
18 undertaken from 2022 and 2023.

19 And the Independent Monitor, Office
20 of Attorney General, monthly officer wellness
21 report which provides an overview on current
22 wellness programming and is produced for the
23 Independent Monitoring Team and shared with the
24 Commission coordinator.

1 The fifth goal of CCPSA set for CPD
2 in 2024 is to "Provide quality leadership and
3 build a leadership pipeline for the Department."
4 CPD provided materials demonstrating the
5 leadership training development for sworn and
6 non-sworn exempt-level members.

7 The Superintendent is committed to
8 continuing to build and develop a leadership
9 program to foster departmental leaders focused on
10 impacting organizational culture. The Commission
11 expects to receive the Superintendent leadership
12 development program training plans by quarter 3
13 of 2024.

14 The sixth goal CCPSA set for CPD in
15 2024 is "Effectively and efficiently manage
16 Department resources." And in recent quarterly
17 goals meeting with the Superintendent, the
18 Commission learned that CPD and the City have
19 identified a WFA contractor and are working out
20 the scope of the work.

21 The first objective under this goal
22 is to undertake a comprehensive workforce
23 allocation study.

24 The Commission recognizes that this

1 analysis will take time to execute and wants to
2 be well informed about the planning and
3 implementation of the workforce allocation study.

4 This goal objective included a
5 commitment to providing opportunities for the
6 Commissioners and District Council members to
7 play a role as stakeholders and as channels for
8 public oversight on the study's features, the
9 study's progress, and the ultimate design of an
10 allocation plan.

11 The Commission will continue to push
12 CPD to publicize the mechanism and process for
13 community to provide feedback on the workforce
14 allocation study.

15 As part of Objective 6.2, the
16 Superintendent committed to short-term objectives
17 in support of the long-term workforce allocation
18 study. The short-term objectives identified
19 included identifying a workforce allocation
20 partner, developing a workforce allocation
21 implementation timeline, and publishing current
22 organizational charts.

23 Reportedly, CPD has identified and
24 is confirming a workforce allocation partner with

1 the City of Chicago, but the Commission has not
2 yet seen any evidence of progress towards the
3 short-term goals and will push CPD to publicize
4 and produce them.

5 As part of effectively managing
6 resources, CPD has emphasized civilianization and
7 Objective 6.3 is related to civilian hiring. As
8 part of CPD civilian hiring plan, they are
9 committed to providing the Commission with an
10 overview of the quarterly hiring progress.

11 In quarter one of 2024, CPD filled
12 16 civilian positions. CPD expects that number
13 to continue to increase in the first half of Q2,
14 as there are currently 41 positions slated to
15 start between April 1 and 16. I'm sure that date
16 is wrong.

17 CPD has made some progress on this
18 goal but has many civilian vacancies to fill
19 before the end of 2024 to meet their larger
20 goals.

21 I want to thank Superintendent
22 Snelling and his team. Through the end of the
23 first quarter, CPD has made progress towards the
24 completion of its 2024 goals.

1 We will move on to miscellaneous
2 business.

3 Before that, are there any
4 questions, comments, concerns on any of the three
5 goals? So we'll move on to miscellaneous
6 business.

7 As many of you may have heard, Mayor
8 Johnson selected seven permanent Commissioners
9 for CCPSA, and the City Council has approved six
10 of the seven.

11 I'd like to thank the Nominating
12 Committee for the enormous amount of work they
13 put in to develop the first ever nomination
14 process from scratch and work together to
15 nominate an outstanding group of candidates for
16 the Mayor's consideration, all while meeting
17 their many obligations under the ordinance.
18 Comprised of an elected delegate from every
19 District Council, the Nominating Committee's work
20 represents the realization of the vision of the
21 ordinance for a community-driven selection
22 process for Commissioners, ensuring the permanent
23 Commission's independence and legitimacy.

24 With the new Commission's

1 appointment taking effect on June 23rd, this will
2 be the last meeting of the Interim Commission.

3 Commissioners will now have a few
4 minutes to provide statements for their time
5 served on the Interim Commission.

6 Anybody like to speak?

7 COMMISSIONER TRONCOSO: We always have to
8 test these mics because you never know, if you've
9 been to any of our meetings.

10 Being on this Commission has really
11 been the experience of a lifetime, and I'm so
12 thankful for it.

13 Over the past two years, we've
14 seen a lot from being appointed eight months late
15 with only one staff member hired out of about 20
16 budgeted, which was Adam, and not even having
17 emails or business cards, to leading a historic
18 search for a Superintendent, ending the gang
19 database, having discussions about ShotSpotter,
20 arbitration, seeing Commissioners and our friends
21 and families, even ourselves, being victims of
22 crime and much more.

23 Like any government agency, this
24 Commission could easily be a do-nothing body, but

1 what prevents that from happening is people that
2 care. Staff that put in countless hours on
3 nights and weekends for a job that definitely
4 doesn't pay them overtime and the community
5 keeping a watchful eye on us as well.

6 If there is one thing I've learned
7 here is that making change doesn't mean you have
8 to be a senator or CEO, it just takes ordinary
9 people doing extraordinary things.

10 People that were bystanders being
11 ticked off saying enough is enough to a system
12 that isn't working and saying if no one else will
13 do it, I will.

14 Still much of our work remains
15 unfinished. In particular, our accountability
16 for the way we treat victims. The way that, in
17 my opinion, they're disrespected at every turn
18 and left in the dark without enough communication
19 or services.

20 This is a topic not nearly talked
21 enough about, yet one that completely breaks
22 people's trust in our system the second they
23 experience a crime and try pushing through the
24 bureaucratic process that follows afterwards.

1 Their experience is forgotten in
2 our public safety dialogue.

3 I beg the next Commissioners to
4 tackle this over their term and welcome the
5 chance to still work with them once I'm off.

6 And, Remel and Anthony, I have your
7 phone numbers. Thank you to our tireless staff,
8 to the community that gave us the space to have a
9 messy and honest dialogue and figure things out
10 in front of their eyes, and to my fellow
11 Commissioners who it has been an honor to work
12 with.

13 While I'm leaving, I'm confident
14 we're putting this Commission in a strong
15 position and putting it in good hands, the hands
16 of Chicagoans. Thank you.

17 (AUDIENCE APPLAUSE.)

18 COMMISSIONER BROWN: Wow. You guys are not
19 preachers. I got something all ready here.

20 What a wild ride this has been.
21 During my time on this Commission, I've worked
22 with CPD goal setting, COPA goal setting, and
23 with the Non-Citizens Advisory Committee. I feel
24 passionate about all three. I've been a faith

1 community voice and a queer voice on this
2 Commission. I had hoped to continue the work,
3 but I was not nominated, and so I am moving on to
4 other things.

5 I want to say some thanks and offer
6 gratitude and then end with a call to action.

7 I want to thank Will Calloway for
8 showing me what persistence looks like. Thanks
9 to Lycrecia Bertz and the Community Renewal
10 Society for encouraging me to apply to be a
11 commissioner. Thanks even to former Mayor Lori
12 Lightfoot for appointing me, despite my refusal
13 to sit on the Commission with one of the other
14 people nominated in the group of 14.

15 Adam Gross, you are the reason we
16 got stuff done and sometimes the reason it took a
17 little longer to do so.

18 Thanks for forgiving me when I
19 screwed up.

20 To the rest of the staff, we could
21 not have done this without all of you, and I'm
22 grateful to each one of you.

23 Just remember to do as Adam says,
24 not as he does, when it comes to working too

1 much.

2 And to my fellow Commissioners, I
3 would not have chosen anyone different than you
4 to do this with for the past couple of years.

5 I value each one of you and respect
6 you for who you are and what you are doing to
7 make this City a better place for all.

8 We weren't perfect, but I can't
9 believe how much we've accomplished, despite
10 having full-time jobs and other big things.

11 I also owe deep gratitude to my
12 congregation, Lincoln Park Presbyterian Church,
13 for making it possible for me to do this work.
14 They made many sacrifices and supported me
15 through it all.

16 As I leave this Commission, I will
17 refocus on my organizing work with a faith
18 coalition across Chicago convened by Live Free
19 Illinois, as we advocate for creating by
20 ordinance a permanent office for gun violence
21 prevention in Chicago that would have a
22 guaranteed budget of \$100 million to begin. We
23 believe this permanent office will address
24 community violence reduction, victim services,

1 budgeting transparency, and like this Commission,
2 a community oversight board.

3 Every time a new mayor comes into
4 office, they spend time and money on violence
5 reduction plans when what we really need is a
6 permanent office to oversee it and be accountable
7 for it across administrations.

8 If you want to work with me and the
9 faith coalition on this ordinance, or if you want
10 to be sure your alderperson supports it, please
11 talk to me after the meeting tonight.

12 I hope our new Commissioners -- our
13 new Commission will support this ordinance
14 publicly and with the City Council.

15 The last thing I want to say to you,
16 the community, is thank you for all of the
17 support, for your public comments, for pushing us
18 to do more and to do better. Keep it up. Push
19 the next Commission really hard. I'm kidding.
20 It takes all of us to create the healing we need
21 so everyone in this City can thrive. Thank you.

22 (AUDIENCE APPLAUSE.)

23 VICE PRESENT TERRY: Really quickly. I don't
24 have much. I just wanted to echo the sentiments

1 of I would say I would not have done this with a
2 different group with all of the challenges.
3 There's many of them that the community is not
4 aware of. So I just appreciate the dedication
5 that you all have, because many people on the
6 other side have a lot of opinions, but they do
7 not understand the level of commitment and level
8 of passion and the amount of love that we have
9 for the City of Chicago.

10 And so I just want to thank you all
11 for this experience, and I look forward to
12 continuing this work with Anthony and the new
13 Commission.

14 And I would ask that you all stay
15 close, because you know a lot that many people
16 don't know, and so I hold you accountable to when
17 you come here with your opinions, because you
18 know what really goes down. So thank you, all.

19 COMMISSIONER LOIZON: I'm going do it fast.
20 Adam Gross held us together with spit and duct
21 tape for a really long time, and he deserves a
22 standing ovation right now, because no one works
23 harder.

24 (AUDIENCE APPLAUSE.)

1 COMMISSIONER LOIZON: And I just want to say
2 that this has been a total honor and privilege
3 for me for many reasons, not the least of which
4 serving with the people at this table right now,
5 all the people who I see in the audience who come
6 every single time. It's remarkable. And even
7 though we don't always agree, there's no doubt in
8 my mind that you are all amazing Chicagoans.

9 To all our law enforcement people,
10 thank you for serving.

11 And the last thing I am going to
12 say that I was introduced myself as a mom of four
13 and the youngest of five kids. After this
14 experience, I'm going to up my sibling count,
15 because I did find a brother and a sister through
16 this process in Remel and Anthony. We don't look
17 alike, but our hearts are in the same place.

18 And, ultimately, as I wind up, I
19 think I ended up where I started, which is
20 joining this Commission believing that in the
21 end, we all pretty much want the same thing. And
22 I think that's true still after, you know, nearly
23 two years doing this work.

24 So I commend all of you for

1 fighting for a better Chicago. And I hope we'll
2 all continue to do it, one way or the other.
3 That's it. Thank you.

4 COMMISSIONER GOMEZ: I think the other
5 Commissioners are better speakers than I am, and
6 I agree with everything you all have said, so I
7 won't repeat it.

8 I would like to thank especially
9 the District Counselors. I think this has been a
10 huge experiment.

11 And, yeah, you guys all deserve an
12 incredible amount of gratitude and a big applause
13 and big hug. I know the work that you all do is
14 just as hard as ours.

15 Obviously, I want to thank the
16 Department, all the support staff from COPA, all
17 the amazing leaders we have at the Police Board.
18 I think this is all about making sure that we
19 continue the work we've been doing. But there's
20 still a lot of work to be done. I know that
21 everyone here is committed to doing that. I'm
22 committed to continuing in whatever capacity I
23 can. And it fills me with great hope to know
24 there are a lot of people that are angry at us,

1 because I believe that was the purpose of this
2 Commission, to continue, despite who is here. At
3 the end of the day, it's about the community. I
4 hope that has -- people have said the Commission
5 is held to a great -- to a great level of
6 accountability in the same way that we want to
7 hold all of the agencies that we oversee to that
8 level of accountability.

9 So thank you for the grace, for the
10 knowledge, and for showing me how humbling it is
11 to be a public servant.

12 (AUDIENCE APPLAUSE.)

13 PRESIDENT DRIVER: So I would just want to
14 start by saying thank you all for trusting me.
15 This has been an extreme honor for me to be able
16 to serve in this capacity in a City that I was
17 born and raised in and love.

18 Also, thank you to y'all's family,
19 because I don't think a lot of people realize
20 that, my personal opinion, our ordinance is a
21 little broken in the sense that it's almost
22 really impossible to do this job effectively and
23 work a full-time job.

24 Every single one of us has a

1 full-time job or are in school that is taking the
2 majority of our time. So when we're doing this
3 stuff, it's really going late into the night, or,
4 you know, using personal PTO and taking time away
5 from families. It is essentially having two
6 jobs. And there are folks who, you know, are
7 doing 20, 30 hours a week on top of other
8 obligations that they have. So I just really
9 appreciate you all.

10 We have seen four superintendents
11 in this time. We've seen a loss of transition in
12 the last 19 months. But I do believe that things
13 are trending upwards and things are getting
14 better.

15 So I would like to say, one, thank
16 you for trusting me, and, two, thank you for all
17 of the work you put in.

18 It doesn't seem a good-bye for me,
19 because I know I'll still talk to you like every
20 week. So I appreciate you all.

21 I guess -- anybody else have
22 anything you want to say? You want to talk,
23 Adam?

24 EXECUTIVE DIRECTOR GROSS: Thanks. I need a

1 moment to rebut everything that was just said.

2 I'm here with certificates of
3 appreciation from Mayor Johnson to all the
4 members of the Commission who are wrapping up
5 what I think is an extraordinary amount of work
6 under very trying circumstances.

7 Almost two years ago, these seven
8 Commissioners took on a huge responsibility,
9 which was to create a whole new part of
10 government that is designed to make policing and
11 public safety more democratic and more effective.
12 And there are a million ways that that whole
13 process shouldn't work, and it sometimes felt
14 like there were a million ways every week that
15 the whole thing might just collapse, and so far
16 it hasn't, and that is entirely because of the
17 work of these seven Commissioners.

18 When they started, as you've heard,
19 they had basically no staff, which meant that to
20 a very great extent, they were acting as both
21 Commissioner and staff keeping this thing afloat.

22 I know in a lot of conversations
23 with Commissioners and District Council members,
24 and hear this thing again and again where people

1 talk about this work as building a plane and
2 flying it at the same time.

3 And I want to be super clear about
4 this point. Building a plane and flying it at
5 the same time is a really bad idea. And if
6 anyone ever asks you to fly a plane while it's
7 being built, you should say no.

8 But these seven people said yes, and
9 they said yes, even though this isn't a plane
10 that's been built before. So there's not much of
11 an instruction manual. And they knew that there
12 would be a lot of turbulence, and they knew that
13 there wasn't really a runway for taking off or
14 for landing, because that's being built, too.

15 And despite all of that, over the
16 last nearly two years, they just a couple of
17 months into this process were faced with the task
18 of running a national search for a new police
19 superintendent, and they did that having only
20 worked together for a few months, and taking that
21 on with very little staff and ran a process that
22 engaged literally thousands of people in the
23 selection of a new superintendent, which was an
24 entirely unprecedented thing in the history of

1 Chicago.

2 They changed policy on the way we
3 collect data about gang affiliations and about
4 how the Police Department will deal with police
5 officers who associate with racists or extremist
6 groups.

7 There's clearly still work to do on
8 all of those things. But from a policy
9 perspective, they made giant size progress, and
10 on both of those things again did it engaging
11 thousands of people across the City, setting
12 Police Department policy in a way that it has
13 never been set before, changing the composition
14 of the -- of the Police Board and the list goes
15 on.

16 So it was an extraordinary
17 undertaking with extraordinary challenges.

18 I thank you all for allowing us into
19 the work, and I'm eternally grateful for all of
20 you for somehow getting this thing into the air
21 and keeping us from crashing so far. Thank you.

22 (AUDIENCE APPLAUSE.)

23 PRESIDENT DRIVER: Thank you, Adam.

24 The Commission's next regular

1 meeting will be Thursday, June 27th, 2024, 6:30
2 p.m. at St. Sabina, which is located at 1210 West
3 78th Place. Follow all Commission's social media
4 sites.

5 There being no further business
6 before the Commission, this meeting is now
7 adjourned.

8 (WHEREUPON, the proceedings
9 were adjourned at 8:15 p.m.)

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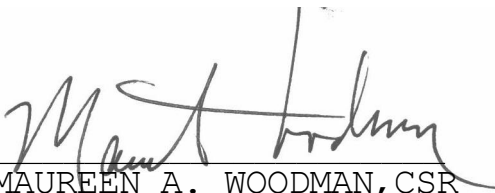
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1 STATE OF ILLINOIS)
2) SS:
3 COUNTY OF C O O K)

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
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