

COMMUNITY COMMISSION for PUBLIC SAFETY and
ACCOUNTABILITY

PUBLIC MEETING

Thursday, November 13, 2025, 6:30 p.m.

Kennedy-King College

6301 South Halsted Street U-Building

Chicago, Illinois

- - - - -

APPEARANCES:

President Remel Terry

Commissioner Anthony Driver Jr. (Via Zoom)

Commissioner Aaron Gottlieb

Commissioner Sandra Wortham

Commissioner Abierre Minor

Commissioner Rubi Navarijo

Commissioner Gina Piemonte

Executive Director Adam Gross

1 PRESIDENT TERRY: Good evening, everyone.
2 Thank you all for your patience and for being
3 here.

4 The November 13th meeting of the
5 Community Commission for Public Safety and
6 Accountability is called to order. I will begin
7 by doing the call of the roll. But prior to
8 that, I will ask that you all place your cell
9 phones on silent mode, remain seated, and if you
10 will be using any small hand-held devices, please
11 refrain from using them in a way that interferes
12 with the ability of others to see or hear the
13 proceedings, and we'll establish a quorum by
14 calling the roll.

15 Commissioner Gottlieb.

16 COMMISSIONER GOTTIEB: Present.

17 PRESIDENT TERRY: Commissioner Minor.

18 COMMISSIONER MINOR: Present.

19 PRESIDENT TERRY: Commissioner Piemonte.

20 COMMISSIONER PIEMONTE: Present.

21 PRESIDENT TERRY: Commissioner Rubi Navarijo.

22 COMMISSIONER RUBI NAVARIJO: Present.

23 PRESIDENT TERRY: President Terry is here.

24 Commissioner Wortham.

1 COMMISSIONER WORTHAM: Present.

2 PRESIDENT TERRY: With six of the
3 Commissioners present, we have a quorum, but we
4 do have a request for Commissioner Driver to
5 participate virtually, so I move that
6 Commissioner Driver be allowed to participate
7 virtually.

8 COMMISSIONER GOTTLIEB: Second.

9 PRESIDENT TERRY: All those in favor, signify
10 by saying aye.

11 (CHORUS OF AYES.)

12 PRESIDENT TERRY: Are there any opposed?

13 (NO RESPONSE.)

14 PRESIDENT TERRY: The ayes have it, and
15 Commissioner Driver is able to participate
16 virtually.

17 The next item of business is public
18 comment. If you would like to share something
19 related to the Commission's work on Public Safety
20 and Accountability, you have a few options. You
21 can speak at a public meeting such as this. You
22 can also submit public comment in writing by
23 emailing your comment to
24 CommunityCommissionPublicComment@cityofchicago.

1 org, or you can bring a copy of your comment to
2 one of our Commission's public meetings and give
3 it to someone on the Commission or someone on the
4 Commission staff.

5 People who wanted to speak during
6 the public comment period tonight were asked to
7 submit their names in writing earlier.

8 We currently have two speakers, and
9 so once your name is called, you will be given
10 two minutes to speak.

11 Our first speaker is District
12 Councilor Chloe Vitale, and then the next speaker
13 is Jackie Baldwin.

14 MS. VITALE: Hello. My name is Chloe Vitale.
15 I'm one of the District Council members for the
16 12th District.

17 This time last year, the majority
18 of District Council members voted to advance a
19 proposal for a 2025 Commission priority.

20 We would like for the Commission to
21 help us transfer oversight privileges from CPD
22 Internal Affairs Bureau, BIA, to COPA for police
23 officers accused of hate affiliation.

24 A year later, we have little

1 tangible progress on this issue to share with our
2 constituents.

3 An email from your staff informed
4 us in September that you were discussing BIA's
5 performance with Deputy Mayor Gatewood.

6 COPA was created because of a lack
7 of accountability and transparency within BIA.

8 A majority of District Council
9 members already believe that COPA is the most
10 appropriate investigatory body for such an urgent
11 and consequential problem as dual CPD and hate
12 group membership.

13 We ask you to stand with us and our
14 communities and work with us to achieve this
15 goal.

16 To that end, emails and updates are
17 not working. We urgently need to create a
18 working relationship that goes beyond surveys and
19 updates. We need to meet as a group, all 74 of
20 us, and build a working relationship.

21 The Commission's work is supposed
22 to be driven by the people, and as the elected
23 officials representing them in this space, we
24 District Council members are your best asset.

1 Please utilize us. Thank you.

2 PRESIDENT TERRY: Thank you.

3 MS. BALDWIN: Hi. Good evening. I'm Jackie
4 Baldwin. That's B-A-L-D-W-I-N. I've come to
5 many of these meetings as always. Thank you for
6 your commitment and dedication to doing this
7 work. You know, we talk a lot about pretextual
8 stops, and I've often heard officers speak to
9 tools that they need to enforce laws. But this
10 news this week that came out regarding the \$172
11 million dollars in settlements that had been paid
12 out for claims tied to one officer.

13 I am here again tonight to stress
14 that it's most important that police
15 accountability be a part and a priority of this
16 work. And while I know that you cannot do
17 anything about the settlements, I do ask that you
18 continue to make police accountability just as
19 much a priority as making sure officers have the
20 tools that you believe they need to do this job.

21 This kind of payouts and
22 settlements for someone who's never been held
23 accountable should be objectionable to all of us
24 in this room and across the City.

1 So thank you for the work that you
2 do, and I hope that you will continue to
3 prioritize the same level of accountability in
4 CPD that we expect of all City employees. Thank
5 you.

6 PRESIDENT TERRY: Thank you. Before I move
7 on to the next order of business, have we
8 received any other public comments, or are there
9 any virtual?

10 So we've reached the end of our
11 public comment period. Thank you, again, to all
12 of the speakers. We do value your input.

13 The next order of business is the
14 approval of the minutes. Before today's meeting,
15 a draft of the minutes was circulated around to
16 Commissioners regarding our meeting held on
17 October 30th. Are there any corrections to the
18 draft minutes that have been circulated? If
19 there are no corrections, I move to approve the
20 minutes.

21 COMMISSIONER GOTTIEB: Second.

22 PRESIDENT TERRY: I move to approve the
23 minutes of the Commission's meeting held on
24 October 30th.

1 COMMISSIONER GOTTLIEB: Second.

2 PRESIDENT TERRY: Commissioner Gottlieb has
3 seconded. Is there any debate on the motion?
4 Hearing none, we will move to a vote. Those in
5 favor of adopting the motion to approve the
6 minutes of the Commission's meeting held on
7 October 30th, please say aye.

8 (CHORUS OF AYES.)

9 PRESIDENT TERRY: Are there any opposed?

10 (NO RESPONSE.)

11 PRESIDENT TERRY: The ayes have it, and the
12 motion carries. The minutes are approved.

13 New business. Our next order of
14 business is the first item in -- the first item
15 is Commission elections.

16 At the Commission's October meeting,
17 I was elected as Commission president. That
18 created a vacancy for the Commission's vice
19 president seat.

20 At the last meeting, Commissioner
21 Minor and Navarijo were nominated to serve as
22 vice president. Today we will vote. To do this,
23 each Commissioner will indicate their vote for
24 vice president in a roll call vote. When I call

1 each Commissioner's name, they will indicate
2 their vote by saying the name of the person who
3 they are voting for to be vice president of the
4 Commission.

5 Again, the two acceptable responses
6 to this question are either Commissioner Minor or
7 Navarijo. With that, I move to open voting.

8 COMMISSIONER MINOR: Second.

9 PRESIDENT TERRY: I moved to open voting.
10 Commissioner Minor has seconded and voting will
11 commence.

12 I'll call each Commissioner in
13 alphabetical order. Commissioner Driver?

14 Okay. So we'll come back as they
15 deal with technical challenges.

16 Commissioner Gottlieb.

17 COMMISSIONER GOTTIEB: Minor.

18 PRESIDENT TERRY: Commissioner Minor.

19 COMMISSIONER MINOR: Minor.

20 PRESIDENT TERRY: Commissioner Piemonte.

21 COMMISSIONER PIEMONTE: Minor.

22 PRESIDENT TERRY: Commissioner Rubi Navarijo.

23 COMMISSIONER RUBI NAVARIJO: Rubi Navarijo.

24 PRESIDENT TERRY: Commissioner Terry. Rubi

1 Navarijo.

2 Commissioner Wortham.

3 COMMISSIONER WORTHAM: Commissioner Rubi
4 Navarijo.

5 PRESIDENT TERRY: All right. Do we have
6 Commissioner Driver virtual so that we can --
7 Commissioner Driver?

8 COMMISSIONER DRIVER: Thank you all for your
9 patience. Can you all hear me? Thank you. I
10 apologize.

11 PRESIDENT TERRY: No worries, Commissioner
12 Driver. What is your vote? It's either Minor or
13 Rubi Navarijo.

14 COMMISSIONER DRIVER: Rubi Navarijo.

15 PRESIDENT TERRY: Thank you. With
16 Commissioner Minor having received three votes
17 and Commissioner Rubi Navarijo having received
18 four votes, Commissioner Rubi Navarijo has been
19 elected as vice president of the Community
20 Commission for Public Safety and Accountability.
21 Congratulations.

22 Our next order of business will be
23 reports and updates. We will begin with the
24 update from Commissioner Gottlieb regarding the

1 CPD budget.

2 COMMISSIONER GOTTIEB: Thank you, President.
3 On November 4, the Commission sent its annual
4 report on CPD's proposed budget to City Council.
5 By ordinance, the Commission is required to
6 review CPD's proposed budget every year prior to
7 City Council voting on it.

8 The proposed budget for 2026 is
9 very similar to CPD's approved budget for 2025.
10 CPD's overall budget increased by about \$38
11 million and lose 14 positions. The budget is
12 getting larger, even though the number of
13 employees is getting smaller, mostly because many
14 CPD employees will get the salary increases in
15 2026. Most of those increases are required by
16 union contracts.

17 The Commission's budget report
18 highlighted a few key areas of interest and
19 concern in the proposed CPD budget.

20 One issue that the Commission has
21 highlighted in every one of its budget reports is
22 workforce allocation. 91 percent of the proposed
23 CPD budget pays for people, but the budget
24 provides pretty limited information about what

1 those people do.

2 The proposed budget provides basic
3 information about CPD personnel, like the total
4 number of patrol officers and the total number of
5 detectives, but it doesn't provide information
6 like how many patrol officers will be working in
7 each police district.

8 Those decisions obviously have a
9 significant impact. For example, response times
10 are slower on the south and west sides of Chicago
11 than they are on the north side. Workforce
12 allocation decisions could have impact on that.

13 CPD is also doing a lot of work on
14 community policing, and workforce allocation
15 decisions will have a big impact on whether or
16 not CPD can expand its efforts to give patrol
17 officers more time to build relationships with
18 community residents and work with them to
19 identify and address public safety issues in
20 their communities.

21 Workforce allocation decisions also
22 have impact on how many police officers are
23 assigned as supervisor, and that can impact on
24 how much mentoring and support police officers

1 get and how much accountability there is in the
2 system.

3 In each of the Commission's budget
4 reports, the Commission has called for a
5 Workforce Allocation Study. That study is
6 supposed to be wrapped up early next year. The
7 study should give CPD better tools to decide
8 where and what police officers should be
9 deployed. It will probably take a few years to
10 fully implement the results of the study, but we
11 hope CPD will start to put it to good use next
12 year.

13 The Commission also continued to
14 raise concerns about the amount of money the City
15 pays every year for legal judgements related to
16 policing and police misconduct.

17 In almost every year for the last
18 15 years, CPD has been spent even more on legal
19 judgements than it has budgeted. In some recent
20 years, the City spent almost twice as much as it
21 budgeted for CPD related to legal judgements.

22 Once again, the proposed budget for
23 legal judgments is a lot less than what the City
24 has spent for CPD in recent years.

1 In the Commission report on the
2 proposed 2026 budget, we say once again CPD and
3 the City need to do more to learn from its
4 mistakes and manage risk by doing things like
5 identifying patterns of police misconduct or
6 policies and practices that result in large legal
7 judgements.

8 Another issue that the
9 Commission's flagged in every one of its budget
10 reports is the cost of overtime for CPD
11 employees. In almost every year for the last
12 many years, CPD has spent much more on overtime
13 than was included in the budget.

14 For instance, in 2023, the City
15 budgeted \$100 million for CPD overtime, but CPD
16 spent \$282 million. In 2024, the City again
17 budgeted \$100 million for CPD overtime, but CPD
18 spent \$238 million. For 2026, the City has
19 proposed to spend \$200 million. That comes a lot
20 closer to what CPD has spent on overtime in
21 recent years but still substantially lower than
22 what CPD actually spent on overtime in 2023 and
23 2024.

24 CPD has said that there will be

1 limits in overtime spending in 2026, and that
2 City Council will need to vote to approve
3 overtime spending that is above the limits.

4 Additionally, the Commission raised
5 questions about how the City will pay for CPD's
6 Professional Counseling Division. That division
7 is 31 staff members who provide mental health and
8 substance abuse counseling services to police
9 officers and other CPD employees.

10 Right now, the Professional
11 Counseling Division is paid with money in the
12 City's corporate funds. That's where most of our
13 City tax dollars go, and pays for most of what is
14 in the City budget, including most of the CPD
15 budget.

16 The proposed 2026 budget would stop
17 using the corporate funds to pay for the
18 Professional Counseling Division, and instead
19 take money from a proposed Community Safety Fund.
20 The Community Safety Fund will get revenue from a
21 proposed surcharge on businesses -- well, it's --
22 I think this is sort of changing -- but at the
23 time have over 100 full-time employees who
24 perform at least half of the their work in

1 Chicago. Sometimes it's called the Corporate
2 Head Tax.

3 A majority of City Council members
4 have raised concerns about this, so we're
5 concerned because the Professional Counseling
6 Division provides incredibly important services,
7 and we want to make sure that it's fully funded,
8 even if the proposed community safety surcharge
9 is not enacted.

10 Another example of the lack of
11 budget transparency involves how several critical
12 investments are not included in CPD's budget,
13 making it hard to know just how much is spent on
14 public safety efforts. This includes things like
15 police vehicles, computers, communications
16 equipment, and capital improvements.

17 The Commission's full review and
18 report is posted on our website, and I encourage
19 you to look at it. Thank you.

20 PRESIDENT TERRY: Thank you, Commissioner
21 Gottlieb.

22 Now, we will move on to an update
23 regarding traffic stops, and I'll turn it over to
24 Commissioner Wortham.

1 COMMISSIONER WORTHAM: Thank you, President
2 Terry.

3 So good evening, everyone. As I'm
4 sure many of you are aware, traffic stops and
5 traffic stop policy is ongoing with the
6 Commission. As we have mentioned in pretty much
7 every meeting, a little over a year ago it was
8 recommended -- the Independent Monitor
9 recommended that traffic stops be added to the
10 Consent Decree.

11 And since then, the Commission has
12 engaged in work with, of course, CPD, the
13 Independent Monitor, the Attorney General's
14 Office to figure out what that might look like
15 moving forward. And also, of course, engaged the
16 public in various ways, various focus groups, our
17 online feedback form to try to get feedback from
18 the community as to what the community would like
19 to see a traffic stop policy to look like.

20 So that work is ongoing. I will
21 just say, as I said a few weeks ago at our
22 meeting in October, the traffic stop policy is
23 not finished. So I would very much encourage you
24 all and your neighbors and your friends and all

1 Chicagoans to continue to give your feedback on
2 traffic stops.

3 We as a Commission will continue to
4 work. President Terry and I are on that work
5 group on behalf of the Commission, but the work
6 is not over, so please do continue to share your
7 feedback to ask questions if you have them of us
8 or whatever the appropriate body might be, so
9 that, hopefully, we can get to a place,
10 whether they're added to the Consent Decree or
11 not, where we have a policy that works for the
12 entire City. Thank you.

13 PRESIDENT TERRY: Thank you, Commissioner
14 Wortham.

15 Over the last three years, concerns
16 have been raised about potential extremism within
17 the Chicago Police Department.

18 In 2022, information came to CPD
19 alleging that several police officers had
20 associated with extremist organizations. These
21 kinds of complaints are handled by CPD's Bureau
22 of Internal Affairs which conducts investigations
23 about allegations of certain types of misconduct
24 and makes recommendations around discipline.

1 In 2023, BIA started an
2 investigation into eight members of the
3 Department with alleged ties to extremist
4 organizations.

5 In 2024, BIA determined that it
6 didn't have enough evidence to sustain these
7 allegations and concluded the investigation
8 without making any disciplinary recommendations.

9 The Commission then worked with CPD
10 to review one of the policies that could be used
11 to address alleged extremism within the Police
12 Department.

13 In April of 2024, the Commission
14 passed an amendment to CPD's general order on
15 criminal and biased-based organizations.

16 The purpose of that order is not to
17 prohibit CPD members from associating with
18 criminal -- of that order is to prohibit CPD
19 members from associating with criminal or
20 biased-based organizations, but the order wasn't
21 clear about prohibiting associations with
22 extremists or racist organizations.

23 The amendment added clarity about
24 what kinds of groups CPD members can associate

1 with, including groups that use or promote
2 violence to deny people's rights or that use or
3 promote terrorism to overthrow the government or
4 that promote illegal prejudice, oppression, or
5 discrimination.

6 Soon after that, the Deputy
7 Inspector General of public safety sent a letter
8 to Mayor Johnson that highlighted a history of
9 issues with BIA investigations.

10 The letter said that the previous
11 BIA investigations about extremism have been
12 deficient. The letter recommended that the Mayor
13 convene a task force made up of people from
14 different City government departments to develop
15 a comprehensive plan for identifying and
16 eliminating extremism and anti-government
17 activities and associations with CPD.

18 The task force started meeting in
19 January, and Commissioner Minor has been
20 attending these meetings to monitor the progress.

21 Also in January, the Commission
22 voted to approve goals for the CPD Superintendent
23 which included the establishment of mechanisms to
24 track complaints tied to the amended general

1 order about criminal and bias-based
2 organizations.

3 Tonight, we will receive updates on
4 both of these efforts to prevent extremism in
5 City government.

6 Our first update will be from CPD
7 regarding its implementation of the amended
8 general order on associations with criminal and
9 biased organizations, then we'll hear from the
10 Mayor's Office on Community Safety on the
11 extremism and government task force.

12 First, we'll have a presentation
13 from Deputy Chief Traci Walker from Chicago
14 Police Department.

15 DEPUTY CHIEF WALKER: Good evening, everyone.
16 My name is Traci Walker. I am Deputy Chief of
17 the Bureau of Internal Affairs, and I am going to
18 be talking tonight about the updates to our
19 policy. So thank you for having me here today.

20 Go on to slide two, please. So
21 we're going to give an update on the policy
22 G08-03 on prohibitions on criminal and biased
23 organizations.

24 This policy implementation was goal

1 number three in the 2025 CCPSA Superintendent
2 goals.

3 Tonight, we will be discussing the
4 policy, training, and system enhancements to the
5 case management system related to General Order
6 G08-03.

7 Next slide, please. So the policy
8 was formally approved by the CCPSA at the end of
9 October of 2023. It became effective January
10 23rd, 2024. There were subsequent minor
11 revisions to the policy that were made and took
12 effect on June 24th, 2024, but the adjustments
13 were largely administrative in nature and no
14 impact on the direction of the policy.

15 As we know, training is a critical
16 component of ensuring consistent policy
17 implementation, and we continue to use multiple
18 methods from our monthly directives and our
19 e-learning modules to make sure that all members
20 have access to the information and guidance they
21 need to conduct these investigations.

22 The policy was communicated through
23 our directives in both January and June of 2024.
24 For more comprehensive training, the Department

1 developed an e-learning module that covers both
2 policies G08-03 and G09-01-06 which discusses the
3 use of social media outlets.

4 The training is actually scheduled
5 to be rolled out tonight. So the orange
6 checkmark can actually be turned to green. So
7 we'll have the training pushed out through our
8 e-learning system this evening on this policy.

9 We have separate e-learning courses
10 that were created specifically for the Bureau of
11 Internal Affairs investigators, and this module
12 is currently under review by the INT and Office
13 of Attorney General.

14 Our next slide, please. So in
15 collaboration with COPA, the Bureau of Internal
16 Affairs first implemented a new category code
17 within the case management system to better track
18 affiliation cases.

19 We have a display on how it is
20 tracked in our case management system here on the
21 PowerPoint above.

22 Under the new structure, the intake
23 member or the investigator will select
24 affiliation in the first category of our case

1 management system. In the second category, they
2 will choose any of the membership. And in the
3 third final designation, they will choose any of
4 the above up there, which will be the
5 Criminal organization, biased-based organizations
6 or gang affiliation for any of those codes.

7 The BIA quarterly report for Quarter
8 2 of 2025 was recently published on the
9 Department's website. This report included
10 allegations of membership involvement in the
11 criminal or biased organizations as defined in
12 the policy, and it was tracked in our new system.

13 So, lastly, I would like to
14 acknowledge our continued participation in the
15 Mayor's Office of Community Safety Task Force
16 with which we have been actively engaged since
17 the beginning of this year. The task force team
18 after my presentation will provide a more
19 detailed presentation following this update.

20 That's all I have for you guys.
21 Thank you for this opportunity. If you have any
22 questions for me, I will be happy to answer
23 questions.

24 PRESIDENT TERRY: Thank you, Deputy Chief.

1 Are there any questions from Commissioners?

2 COMMISSIONER GOTTIEB: Thank you for coming
3 today and thanks for this presentation. I
4 appreciate it.

5 So can you walk us through sort of
6 what happens -- so if someone is identified as
7 being a member of one of these organizations,
8 what happens after that? What are the steps?

9 DEPUTY CHIEF WALKER: We -- first of all,
10 when a case comes through a formal complaint, it
11 goes through COPA. COPA has the first right of
12 refusal for all complaints. COPA will push it to
13 the Bureau of Internal Affairs for investigation.
14 Our intake section, they review the complaint.
15 They reach out and make contact with the
16 reporting party, if one is noted, by email or by
17 telephone number and try and gather more
18 information related to the complaint. That
19 complaint is then filed, the log number is given
20 to an investigator within the Bureau, and they
21 would schedule an interview with the reporting
22 party and do a preliminary investigation, any
23 open-source intelligence they may be able to
24 gather related to the member. We have access to

1 social media. We have a social media team that
2 does some deep diving into social media of the
3 member, if identified. And then they use
4 whatever methods to conduct investigations,
5 whether it's interviewing witnesses and gathering
6 information. They would present the allegations,
7 notifications to the member, and then they would
8 come in and provide a statement to us.

9 COMMISSIONER GOTTIEB: If it is
10 substantiated, so what would happen?

11 DEPUTY CHIEF WALKER: If there is proof 51
12 percent -- we have preponderance of the
13 evidence -- we sustain the allegation. If we do
14 not have any evidence to support the allegation,
15 then it would have to be not sustained.

16 COMMISSIONER GOTTLIEB: I guess my question
17 is -- so I mean there was -- I mean well-known
18 some concerns about kind of how these have been
19 dealt with in the past. So, I guess, like for
20 community members who are concerned about that,
21 what should give them confidence now that things
22 will be handled in a way that, perhaps, is more
23 appropriate.

24 DEPUTY WALKER: Well, one thing that will

1 give the community confidence the investigation
2 will be handled thoroughly is that we have a new
3 policy in place that gives us all the tools we
4 need.

5 As the President mentioned before,
6 our policies didn't include types of
7 organizations or biases or anything like that.
8 We've also made enhancements to our social media
9 policy. So if someone, for instance, makes a
10 post -- a racist comment on social media, and we
11 have a member that goes on, and he liked the post
12 or they make a comment to the post, our social
13 media policy prohibits members from doing that as
14 well. So we would have a sustained finding for
15 that activity.

16 COMMISSIONER GOTTIEB: Thank you.

17 PRESIDENT TERRY: Thank you. Commissioner
18 Piemonte.

19 COMMISSIONER PIEMONTE: So how are they
20 identified then? Is it solely by complaints from
21 people, or is there something internal that you
22 do to identify?

23 DEPUTY CHIEF WALKER: They can be by the
24 reporting party, a community member. It can be a

1 report of any affiliation by another Department
2 member or anyone in the community.

3 Officers within the Chicago Police
4 Department, if they observe or witness any
5 behavior, they are bound by our directives to
6 report any misconduct or anything of that nature.

7 We have rules and regulations,
8 Rules 21 and 22 speak to that. So if there is
9 someone who is aware or has knowledge of any
10 misconduct, they are to report it to us. And if
11 they don't, then, of course, there will be some
12 allegations made against that member as well for
13 failing to do so.

14 COMMISSIONER PIEMONTE: Thank you.

15 PRESIDENT TERRY: So thank you so much,
16 Deputy Chief.

17 I do have one quick question,
18 because, of course, we're a little bit more
19 informed than the public; and two, sort of the
20 question that Commissioner Piemonte was alluding
21 to, can you walk through what that process looks
22 like from the beginning for recruits to sort of
23 ensure that they are not associated with any of
24 these entities prior to them even coming into the

1 Department and when they first learn about all of
2 these rules to make sure that they're adhering to
3 it?

4 DEPUTY CHIEF WALKER: When a member applies
5 to become a police officer, of course, the
6 background investigation is conducted by the
7 OPSA, Office of Police Safety Administration,
8 human resources. They do the background
9 investigation. They have a contract with Kentech
10 who does the background investigations. So they
11 are responsible for doing a scrub, so to speak,
12 or triage of that member's history, and that
13 includes speaking to neighbors, past
14 relationships, family members, and things of that
15 nature.

16 If -- when the member comes into
17 the Police Academy, they go through all types of
18 training.

19 Bureau of Internal Affairs, we have
20 a one-day session with the recruits, and we go
21 through all of our rules and regulations with
22 those recruit members. So they are aware -- and
23 we give examples of all of the rules, Rule 1
24 through 54. They have full knowledge of what

1 those mean. We also provide background on some
2 of the investigations that we've conducted for
3 some members who have sustained findings on some
4 of those violations.

5 So we do an extensive training with
6 our recruits on the rule violations. And we --
7 after that training, we do have a lot of recruits
8 that, you know, make complaints. Not necessarily
9 against extremist groups or anything like that,
10 but whatever type of behavior that they find to
11 be uncharacteristic or an embarrassment to the
12 Department, they do report on some of those
13 members.

14 So if you or anyone in the
15 community, any police officer, they can make an
16 allegation, one, through calling our BIA section.
17 They can make an allegation of any misconduct to
18 a supervisor. They can also contact COPA. They
19 can also contact the Office of Inspector
20 General's Office, and then they can also make a
21 web complaint. If they want to remain anonymous,
22 they are welcome to do so. We take anonymous
23 complaints as well. But those are the methods of
24 which you can make a complaint of any misconduct.

1 PRESIDENT TERRY: Thank you so much, Deputy
2 Chief. I think that's all the questions.

3 DEPUTY CHIEF WALKER: Thank you, guys, for
4 your time.

5 PRESIDENT TERRY: Now we will hear from
6 Deputy Mayor Garien Gatewood with an update from
7 the Mayor's Office of Community Safety on the
8 Mayor's Extremism and Law Enforcement Task Force.

9 DEPUTY MAYOR GATEWOOD: Extremism and
10 government. Looking at the whole government.

11 Afternoon. Or Good evening. How
12 we doing?

13 Garien Gatewood, Deputy Mayor for
14 Community Safety. We launched our task force to
15 look at extremism in government back in January.
16 Officially launched. We started work sometime
17 before that. You can go the to the next slide.
18 Do I have a clicker up here?

19 So the OIG issued a report back in
20 April calling on us to create a task force of
21 which we did.

22 We did ask the OIG to be a member
23 of it. While they aren't members of the task
24 force, they have been helpful in some of the work

1 and conversations with Inspector General
2 Witzburg. So just wanted to highlight that
3 point.

4 We can go over to the next page and
5 really talk about the members of this group and
6 how we've started our work together. So you see
7 on this slide, the cadence and the composition of
8 the entire task force is working together. We
9 have the Department of Law, obviously CCPSA.
10 Thank you, Commissioner Minor, for all your help
11 and support there. Obviously, the Office of the
12 Mayor, the Department of Human Resources, the
13 Office of Public Safety Administration, and the
14 Chicago Police Department.

15 These meetings started initially
16 meeting bimonthly for information gathering, and
17 then they transitioned into monthly meetings and
18 incorporated one-on-one meetings with the
19 agencies and also met with subject matter
20 experts.

21 The reason we spent time meeting
22 one-on-one with the agencies is because we needed
23 to have a better understanding of the work that
24 each of the agencies were doing to rule out

1 extremism across government in general, so we can
2 know what policies are already in place, how we
3 could improve on those policies, and use those as
4 a space to not only learn, but gain and gather
5 information of other jurisdictions on how we can
6 approve here in the City.

7 We broke out our work in few
8 phases. We had our foundational phase, which is
9 on the next page, that actually went through four
10 key areas; recruitment and hiring, training and
11 operations, misconduct investigations, and
12 accountability.

13 The prevention stage obviously
14 focused on the recruitment and hiring and really
15 thinking about how we can educate our partners on
16 how to interact.

17 The identification stage focused
18 on training, operations, and misconduct
19 investigations, and creating clear investigation
20 procedures to ensure transparency and
21 collaboration, and then finally the elimination
22 stage focused on misconduct investigations and
23 accountability. This phase consisted of
24 establishment of an oversight procedure and

1 ensures policies are enforceable so they can be
2 sustained and efforts to rooting out behaviors
3 focused on hate, racism, and extremism.

4 I'll talk a little bit about the
5 implementation phase. The Task Force met with
6 the Mayor and all agency leadership, including
7 the Superintendent, Corporation Counsel, Mary
8 Richardson Lowry, DHR Commissioner Blakemore, the
9 executive director of OPSA, Eric Patterson, and
10 at that time President Driver -- always happen to
11 meet with the new president Remel Terry as well,
12 too -- to really go through where we were with
13 our work at the time, the recommendations that we
14 had, and those recommendations, some of them are
15 listed below; developing a City-wide policy to
16 rule out bias, hate, racism, and extremism for
17 all employees, increase employee awareness of the
18 dangers of bias, hate, racism, and extremism,
19 apply cross-department collaboration to ensure
20 well-rounded investigations, because I think
21 there is a lot of areas and spaces for
22 opportunity there. Update and enhance background
23 processes and procedures. Ensure proper
24 investigative procedures for all complaints.

1 Spread awareness on CPD's policy related to
2 extremism; complete all investigations in a
3 timely, thorough, and consistent manner; convene
4 public meetings to present on the progress of the
5 task force, and ensure all recommendations adhere
6 to labor laws and First Amendment rights.

7 One of the ways we thought about
8 gathering public input is we created a survey to
9 look at those recommendations and make sure when
10 we have those recommendations, we're able to
11 incorporate public feedback into the policies
12 that we're working to develop.

13 This work will be ongoing.
14 Obviously, extremism and racism in general
15 doesn't end with the beginning of a task force.
16 This is going to be consistent work that will go
17 on for the foreseeable future so we can all work
18 together for rooting it out.

19 So with that, I'd like to be
20 efficient and open it up for some questions.

21 PRESIDENT TERRY: Thank you so much, Deputy
22 Mayor. Do we have any questions? Yes,
23 Commissioner Rubi Navarijo.

24 COMMISSIONER RUBI NAVARIJO: Thank you,

1 Deputy Mayor, for coming and presenting here
2 today.

3 What role does DHS take? Do they
4 investigate extremism allegations as well, or is
5 that just BIA as of right now?

6 DEPUTY MAYOR GATEWOOD: We want DHR's help in
7 development of the City-wide policy so it's not
8 just focused on CPD, because I believe that
9 extremism is obviously an issue that should be
10 eradicated across the board. When you think
11 about something like the Water Department -- and
12 I've used this example before. The Water
13 Department provides water to more than 5 million
14 people, and having someone who has extreme
15 beliefs in the Water Department is just as
16 dangerous as having someone in the Chicago Police
17 Department.

18 So this is why we looked at
19 extremism in government and didn't limit our
20 interactions and our focus solely on the Chicago
21 Police Department.

22 So DHR will be responsible for
23 working with us after we finish developing the
24 policy, mapping out the training and making sure

1 that policy is adhered across all of our City
2 agencies and our sister agencies.

3 COMMISSIONER RUBI NAVARIJO: I'm assuming
4 that's going to take a little longer than the CPD
5 policy? Like where are we at in the progress?

6 DEPUTY MAYOR GATEWOOD: Yeah, so we're
7 working with external partners to help us
8 continue to develop that process. We're working
9 with law firms, also the Department of Law to map
10 out how we can, one, make sure we are adhering to
11 labor laws and protect the person's rights as we
12 go down this process to look at the entire
13 operations, the entire City, so we're not just
14 again focusing on the Chicago Police Department,
15 but every agency in the City, so it will take a
16 little longer.

17 COMMISSIONER RUBI NAVARIJO: Which
18 stakeholders and subject matter experts did you
19 consult with? And what kind of findings did you
20 get from them?

21 DEPUTY MAYOR GATEWOOD: Yeah, we looked at
22 quite a few. We had meetings with folks who had
23 issues around extremism in general, people had
24 worked on it across the country. We met with

1 alders, we met with Southern Poverty Law Center,
2 and so many others to see some of the work that
3 they have done across the country so we can have
4 better sense of how those stakeholders were
5 impacted.

6 And like I mentioned earlier, we
7 know this work doesn't end with a handful of
8 meetings and development policies. This is work
9 that's going to be a continuation until we
10 actually do the work to root out extremism across
11 all government.

12 COMMISSIONER RUBI NAVARIJO: Thank you.

13 DEPUTY MAYOR GATEWOOD: Yeah, no problem.

14 PRESIDENT TERRY: Thank you. Commissioner
15 Gottlieb.

16 COMMISSIONER GOTTIEB: So thank you for being
17 here today. Really appreciate it. And I also
18 appreciate this idea of this whole government
19 approach, but I do want to focus on, I think,
20 what was the impetus for this which was concerns
21 about the way BIA was handling extremism cases.

22 The OIG raised concerns about this
23 specifically. So I'm curious as to whether the
24 task force has looked at BIA to see if there

1 should be changes to the BIA policy or practice.
2 So, yeah, I'll start there.

3 DEPUTY MAYOR GATEWOOD: Yeah, I think it's
4 important to note and -- the OIG did a very
5 thorough investigation. I think something that's
6 often glossed over is the Chicago Police
7 Department asked the OIG to partner on
8 investigations because BIA and the Chicago Police
9 Department don't have subpoena powers. So they
10 did ask multiple times to come together on an
11 investigation and grant subpoena powers so they
12 could do a deeper dive into that investigation.
13 I think you may have seen that in the OIG report.
14 I think there were three requests that went in
15 for that. So I think we have to look towards,
16 one, how we can have and corroborate in the
17 future to investigate together. So I think
18 that's a big piece of how we move forward, and
19 that's why one of the recommendations looks at
20 cross-departmental investigations, so we can
21 really have a thorough approach to how we address
22 any of these interactions in City government.

23 COMMISSIONER GOTTIEB: So I guess so the
24 recommendation is not about any changes to how

1 BIA is functioning, it's about purely just
2 collaborating with the OIG, is that what I'm
3 hearing?

4 DEPUTY MAYOR GATEWOOD: No, no. The
5 recommendation is all City agencies work together
6 to eradicate extremism, bias, hate across the
7 entire operation of the entire City.

8 COMMISSIONER GOTTIEB: But I'm focused
9 specifically on like the case of BIA. So
10 there's -- at this point is it fair to say that
11 there are no recommendations about changes that
12 BIA should make?

13 DEPUTY MAYOR GATEWOOD: We looked at the
14 entire form of government throughout the entire
15 City. So we didn't focus on one department. We
16 looked at all 30 plus agencies in the City of
17 Chicago.

18 COMMISSIONER GOTTIEB: Okay.

19 PRESIDENT TERRY: Commissioner Rubi Navarijo.

20 COMMISSIONER RUBI NAVARIJO: Is there going
21 to be an expectation that intergovernmental
22 agreement might be signed by OIG and CPD so they
23 can work better together? Is that what you're
24 saying?

1 DEPUTY MAYOR GATEWOOD: Well, I think that's
2 something that those departments will have to
3 explore. These are conversations we have been
4 able to have separately with each entity, and we
5 will work to get the entity together to see what
6 they come up with.

7 PRESIDENT TERRY: Commissioner Minor.

8 COMMISSIONER MINOR: Not so much as a
9 question but a little bit more of a statement.
10 Right? I know in the process of us being part of
11 the task force, the Commission did send a letter
12 to the Mayoral Task Force and kind of put out our
13 recommendations and what we want to see and the
14 work at that we do. I know we included we wanted
15 to see a deeper recommendation about BIA and
16 figuring out about the subpoena powers. I know
17 myself and President Terry has also had a
18 conversation with OIG's office about the subpoena
19 issue and what their stake was and how they share
20 powers and what that investigation looks like.
21 They did share with us limitations. They can't
22 really grant subpoena powers to other
23 organizations. So I know there is going to have
24 to be a deeper dive in how to address this

1 problem, and I know these questions really speak
2 to how the Commission feels deeply about wanting
3 to make sure that this is encapsuled and answered
4 in some of the work that we do because this is
5 what the community really called for us to do in
6 establishing the task force as well. So I just
7 wanted to uplift that, too.

8 DEPUTY MAYOR GATEWOOD: Yeah, absolutely.
9 One, I want to thank you for the work you all did
10 on that. We've also talked to members of the
11 City Council and the Department of Law about this
12 as well, so this is something that we're going to
13 explore to see the best path forward, to figure
14 out to make sure we have the most thorough
15 investigation as possible.

16 PRESIDENT TERRY: Thank you. Any other
17 questions?

18 So one quick question I have is,
19 can you share what the community engagement
20 process looks like for this? How people can
21 learn more about this work? Where can they go?
22 How can they sort of give their insights and
23 recommendations to, you know, what's happening?

24 DEPUTY MAYOR GATEWOOD: Absolutely. Can we

1 go back one slide? There we go. We want to make
2 sure we have a robust community engagement
3 process. One, we want to continue to partner
4 with CCPSA, our Police Board. We're also going
5 to look at our -- we have quarterly meetings
6 through the People's Plan for Community Safety
7 and Mayor's Office of Community Safety to have
8 opportunity for people to provide feedback.

9 We will blast out the opportunity
10 for people to fill out the survey, engage with
11 us, and we really want to make sure as we
12 continue to develop these policies, that people
13 have all the input that they possibly can. And
14 this is why I mentioned earlier, none of this
15 work is final, because this is the work that we
16 will continue to do into perpetuity. So I think
17 some of those pieces -- and we're always open for
18 more opportunities for community engagement and
19 feedback, because this impacts everyone, and as
20 you all know, it's not just the City of Chicago,
21 but the whole world is watching us now. I think
22 that will be a part of our process.

23 PRESIDENT TERRY: Thank you. Thank you so
24 much, Deputy Mayor.

1 DEPUTY MAYOR GATEWOOD: Thank you, all.

2 PRESIDENT TERRY: So during the session,
3 Commissioner Minor had a quick question or
4 statement you wanted to make.

5 COMMISSIONER MINOR: Absolutely. Thank you
6 so much, President Terry. I just have a question
7 as it relates to the traffic stop policy. So I
8 know in our last meetings, we talked about how
9 there was a recommendation to the judge first to
10 enter into -- for traffic stops to enter into the
11 Consent Decree and that there's some other
12 stakeholders that we have to engage with in order
13 to be compliant with the Consent Decree process
14 if we are to include traffic stops in the Consent
15 Decree. I just wanted to know is there any
16 updates on the timeline for when you have met
17 with those stakeholders and how those meetings
18 are going?

19 PRESIDENT TERRY: Yes. So as was mentioned
20 in prior meetings -- the last time we met was in
21 September, so we don't have any additional
22 updates related to what we've already previously
23 communicated out. And there isn't really a
24 strict timeline related to that because we're on

1 the IMT schedule. So whenever there are any
2 additional updates from any meetings that we have
3 in the future, we will make sure that we
4 definitely put them forth during these sessions.

5 COMMISSIONER MINOR: And is there any kind of
6 scheduled meeting in the process? Like have we
7 sent any emails out to try to engage with those
8 stakeholders on majority opinion or anything like
9 that?

10 COMMISSIONER WORTHAM: So like we've said in
11 the last two meetings, because there are all
12 these different parties, we -- I don't want to
13 say at their mercy. Frankly, it is the IMT who
14 is heading the process to work with all the
15 negotiating parties, and that, as you know, there
16 are limits to what we can share in this process,
17 but we have told the public repeatedly, and I
18 will say it again, as we have things that we can
19 share, we will always come to these meetings and
20 share it.

21 In the update that I gave today is
22 the update that we have to date that we are
23 continuing to work with the various parties on
24 behalf of the Commission, and we will continue to

1 do that, and when we have another substantive
2 update, we will give it.

3 COMMISSIONER MINOR: Thank you.

4 PRESIDENT TERRY: We will now move to
5 adjournment.

6 To connect with the Community
7 Commission for Public Safety and Accountability
8 via social media, Facebook is Chicago CCPSA or
9 search for Community Commission for Public Safety
10 and Accountability. Instagram and Twitter
11 CCPSA_Chicago. YouTube at Chicago CCPSA.

12 The Commission's next regular
13 meeting will be Thursday, December 11, at 6:30
14 p.m. at the JLM Abundant Life Community Center at
15 2622 West Jackson Boulevard.

16 We hope to see you all there. And
17 without any further business before the
18 Commission, I move to adjourn. And thank you all
19 for attending tonight's meeting.

20 With no further business, before
21 the Commission, we will now move into a closed
22 meeting regarding appointments. Thank you, all.

23 (Meeting adjourned at 7:29 p.m.)
24

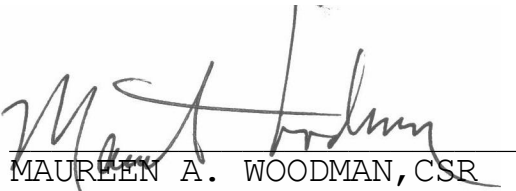
1 REPORTER'S CERTIFICATE

2 Re: CCPSA PUBLIC MEETING
3 November 13, 2025
4

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

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

16 IN WITNESS WHEREOF, I have hereunto set
17 my hand of office at Chicago, Illinois this 26th
18 day of December 2025.
19

20
21
22
23
24

25 MAUREEN A. WOODMAN, CSR
26 License No. 084.002740