

COMMUNITY COMMISSION for PUBLIC SAFETY and  
ACCOUNTABILITY  
PUBLIC MEETING  
Thursday, April 24, 2025, 6:30 p.m.  
Pui Tak Center  
2216 South Wentworth  
Chicago, Illinois

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APPEARANCES:

President Anthony Driver  
Vice President Remel Terry  
Commissioner Aaron Gottlieb  
Commissioner Sandra Wortham  
Commissioner Abierre Minor  
Commissioner Rubi Navarijo  
Commissioner Gina Piemonte  
Executive Director Adam Gross

1           PRESIDENT DRIVER: Good evening, everyone.  
2           The April 24th meeting of the Community  
3           Commission of Public Safety and Accountability is  
4           called to order at 6:31 p.m. We will begin by  
5           calling the roll.

6                       Commissioner Gottlieb.

7           COMMISSIONER GOTTLIEB: Present.

8           PRESIDENT DRIVER: Commissioner Driver.  
9           Present.

10                      Commissioner Minor. Commissioner  
11           Piemonte.

12           COMMISSIONER PIEMONTE: Present.

13           PRESIDENT DRIVER: Commissioner Rubi  
14           Navarijo.

15           COMMISSIONER NAVARIJO: Present.

16           PRESIDENT DRIVER: Commissioner Terry.  
17           Commissioner Wortham.

18                      With four out of the six members of  
19           the Community Commission for Pubic Safety and  
20           Accountability present, we have a quorum and can  
21           conduct the Commission's business.

22                      Before we begin, I would like to  
23           take a moment to welcome our newest Commissioner.

24                      On April 16th, City Council

1 confirmed a new Commissioner to fill a vacancy by  
2 the resignation of Commissioner Presley.  
3 Commissioner Piemonte was nominated by a  
4 committee made up of representatives of each of  
5 the 22 District Councils which is charged with  
6 nominating people to fill vacancies on the  
7 Commission. By law, only people who were first  
8 nominated by the District Councils can serve on  
9 the Commission. The Mayor then selected  
10 Ms. Piemonte, and last week she was confirmed by  
11 the City Council.

12 I will give her a moment to  
13 introduce herself.

14 COMMISSIONER PIEMONTE: Hello. And I'm so  
15 happy to be here. So excited for my first  
16 meeting. I'm Gina Piemonte. I'm a Cook County  
17 public defender. I've been in that office for  
18 about 31 years now, both as a line attorney and  
19 in upper management. Right now I am chief of the  
20 felony trial division.

21 I think I have a wealth of  
22 experience in criminal justice issues that I  
23 think will be beneficial to this body and the  
24 work that they do. And I came in -- well, I

1 started last Thursday, so I've not been here  
2 long. I'm hoping to have an impact and do my  
3 best to get -- work with the community and with  
4 the Commissioners to help and improve things in  
5 the City.

6 PRESIDENT DRIVER: Thank you. I also ask we  
7 take a brief moment of silence for Captain David  
8 Meyer of the Chicago Fire Department who  
9 tragically lost his life in the line of duty.

10 Thank you. The next item of  
11 business is public comment. If you would like to  
12 share something related to the Commission work on  
13 publicly safety and accountability, you have a  
14 few options. You can speak at a public meeting.  
15 You can also submit public comment in writing by  
16 emailing your comment to  
17 CommunityCommissionPublicComment@cityofChicago.  
18 org. Again, that's  
19 CommunityCommissionPublicComment@cityofchicago.  
20 org. Or you can bring a copy of your comment to  
21 one of the Commission meetings and give it to  
22 someone either on the Commission or on the  
23 Commission staff.

24 People who wanted to speak during

1 the public comment period tonight were asked to  
2 submit their names in writing earlier tonight.  
3 The names were drawn at random by a member of the  
4 Commission staff. Speakers will be called in the  
5 order in which their name was drawn. If your  
6 name is drawn, we ask you approach the microphone  
7 and line up in the order in which your name is  
8 called. When it is your time to speak, say your  
9 name and spell your name and then offer your  
10 comments. Each speaker will have two minutes.  
11 We have allotted a total of 20 minutes public  
12 comment. I will call you all in groups of three  
13 to approach the microphone.

14 The first speaker Tiwon Sims, Lee  
15 Bielecki, number two, and number three is Edwin  
16 Castro-White. Please approach the microphone to  
17 offer your comment.

18 MR. SIMS: Good evening, Commission. My name  
19 is Tiwon Sims. I am here with a number of  
20 complaints. But the most was the consideration  
21 here in the City of Chicago, and just not having  
22 to deal with psychopaths dressed up as law  
23 enforcement.

24 I was arrested April 16th, and I

1       was taken to jail. I was jailed until the other  
2       day. Released from County. Sat in County Jail  
3       for simply trying to exercise my civil liberty,  
4       you know, going to talk to City Council about  
5       being homeless, being attacked on the street by,  
6       once again, criminals dressed up like law  
7       enforcement. Bielecki going to come in here and  
8       speak up for these individuals. That's like John  
9       Catanzara, a criminal. These people criminals.  
10      But they come here. But I got to deal with this.  
11      The number is JJ 220113. I was arrested by -- or  
12      attacked by Norman Sloan. And just like to have  
13      these addressed because we come to these  
14      commissions and whatnot to -- for what? Speaking  
15      to empty air.

16                     Adam, the executive director. Adam  
17      you are once again for civil -- what? Civil law  
18      or something like that. And how do you use that?  
19      How do I use that? How do I utilize you to help  
20      me as a civilian?

21             PRESIDENT DRIVER: Direct your comments to  
22      me.

23             MR. SIMS: I'm directing to you all because I  
24      emailed you. Don't ask me to address you when he

1 is sitting there.

2 PRESIDENT DRIVER: All comments should be  
3 directed --

4 MR. SIMS: Waste my time. All requests  
5 should be, right, acknowledged. I should be  
6 helped.

7 The Commission was put together to  
8 help, to hold individuals like Bielecki that come  
9 here accountable, but he retired. So help me  
10 out.

11 PRESIDENT DRIVER: Thank you for your  
12 comments.

13 MR. SIMS: My time wasn't up. So I need your  
14 help. I need your help. Because they pay you  
15 all to do this. I don't get \$80,000. I'm not  
16 the one with -- I'm not one -- I need y'all help.  
17 Adam, I need y'all help. I'm going to go to  
18 trial in a couple of days.

19 PRESIDENT DRIVER: Okay. We're good. We're  
20 good. There's no need --

21 MR. SIMS: Come on. All weaponizing -- so  
22 y'all, the citizen, look like they mad or  
23 deranged or crazy because they not being aided.  
24 And we create these conditions --

1           PRESIDENT DRIVER: Thank you for your  
2       comments.

3           MR. SIMS: You all going to hold people like  
4       this up.

5           MR. BIELECKI: Okay. Good evening,  
6       everybody. Again, Gina Piemonte, welcome. I  
7       appreciate your being here.

8                       Obviously, one of the agenda topics  
9       is traffic stops. I just -- we should all have  
10      gotten this hand-out. I did a couple of FOIAs,  
11      updated some of the information. I know it is --  
12      last listening session I heard some of the  
13      District Councils from the north side talk about  
14      the number of guns recovered in traffic stops  
15      which is over 8,000, which is a small percentage.  
16      I know 8,000 guns over two years is a pretty  
17      significant amount of guns on traffic stops. But  
18      if you flip over to the FOIA I did with COPA, and  
19      you look it over, and it shows the number of  
20      complaints. It's a total number of complaints  
21      for almost 2 million traffic stops in the City of  
22      Chicago by Chicago police officers, and the  
23      amounts are on there. If we're going to  
24      disregard the amount of guns based on



1 percentages, I mean what we're looking at here,  
2 this is over two years and almost fully traffic  
3 stops, and 28 sustained complaints against  
4 Chicago police officers. That's it. 28. 30 not  
5 sustained because the explanation of not  
6 sustained is in there. 55 exonerated and 4 were  
7 unfounded. So when we look at this as -- from  
8 the perspective are people being harmed or are  
9 they just being inconvenienced?

10 I know, Anthony, you and I talk  
11 about this a lot. I think you getting stopped  
12 five times is ridiculous. I think people are  
13 getting stopped for some violations that they  
14 probably shouldn't be stopped for. It's  
15 justified. You know, you listen to that. But  
16 the other side of the coin is we cannot take  
17 articulable reasonable suspicion we learned about  
18 over a weekend at training and take that away  
19 from police officers. We can't take probable  
20 cause. We can't take instinct away from the  
21 police officer. We cannot continue to take law  
22 enforcement away from police officers.

23 Getting a lot of guns off the  
24 street. We talk about percentages. Let's be

1       realistic. Here are the numbers --

2               PRESIDENT DRIVER: Thank you.

3               MR. CASTRO-WHITE: Good evening. My name is  
4 Edwin Castro-White. So I would like to make a  
5 formal complaint to an event that occurred on  
6 April 19th at King College Prep High School. I  
7 was harassed. So as a black gay man and a  
8 military veteran, I was harassed by off-duty  
9 Chicago Police at a COPA event hosted at King  
10 College Prep, and I was asked to leave the  
11 premises without any explanation. So I would  
12 like to make a formal complaint. And also as  
13 well as the gentleman that approached us, they  
14 didn't give us a reason as to why. They just  
15 asked me to leave the premises. I was with an  
16 associate at the event, and that was pretty much  
17 what happened.

18               I don't like the fact that I  
19 attended a public-funded event, and I was asked  
20 to leave. Anyone that -- to the public, anyone  
21 in the public should be able to attend an event  
22 at their own will. I should not have been asked  
23 to leave this event.

24               Also -- yes, that's pretty much it.

1 I would like this to be addressed. I would like  
2 someone to take accountability for it as well,  
3 because I don't appreciate being disrespected at  
4 a publicly funded event. And that's pretty much  
5 what I have to say.

6 PRESIDENT DRIVER: Thank you.

7 Our next three speakers are Jenny  
8 Schaffer, Troy Gaston, and Alexandra Block.

9 MS. SCHAFFER: Hi. Jenny Schaffer. I  
10 represent the 19th Police District Council. I'm  
11 also proud to be part of the District Council  
12 Workforce Allocation Study Group, along with Alex  
13 Perez from the 2nd District Council, Aisha  
14 Humphries from the 6th, and Erin Vogel from 9,  
15 and Deirdre O'Connor from 20.

16 Together we've been advocating for  
17 a more collaborative approach between District  
18 Council Members and CPD with the focus on  
19 ensuring that community engagement is not just a  
20 formality but a meaningful and transparent part  
21 of the workforce allocation study.

22 We're grateful for CPD to invite us  
23 to a meeting yesterday where we had the  
24 opportunity to learn and provide initial feedback

1 at upcoming community effort -- engagement  
2 effort. Our working group looks forward to  
3 supporting these efforts, helping to keep our  
4 communities informed and centring their voice in  
5 the study.

6 We will be working with and  
7 encouraging the other District Councils to engage  
8 their communities around the study as well.

9 We believe that transparency CPD  
10 has committed to for the workforce allocation  
11 study will foster greater understanding and, in  
12 turn, help build the trust that is so essential  
13 to public safety.

14 This work is done by the District  
15 Councils, reaching Consent Decree compliance, and  
16 ultimately to create a safer City for all.

17 Our working group is looking  
18 forward to hearing tonight's update. Thank you.

19 PRESIDENT DRIVER: Thank you.

20 MR. GASTON: Good evening, everyone. My name  
21 is Troy Gaston. T-R-O-Y. G-A-S-T -- sorry.  
22 Good evening, everyone. My name is Troy Gaston.  
23 T-R-O-Y. G-A-S-T-O-N. And I am an organizer  
24 with Black Lives Matter Chicago.

1 I just had the opportunity to  
2 completely read the draft submitted by the  
3 Commission in collaboration with CPD, attached to  
4 a CPD policy -- draft policy as well.

5 After reading this policy and  
6 having communications in a quick Zoom meeting --  
7 because I got the policy at exactly 2:33 today --  
8 I know the community support the analysis from  
9 the following Commissioners: Aaron, Minor,  
10 Andrew, and Gina. For me, I will say, Gina, you  
11 are a breath of fresh air.

12 A gentleman came up here and talked  
13 about the history of traffic stops and  
14 statistical analysis around guns. I can't see  
15 how you can say that in the face of Dexter Reed.

16 I thank the Commission for its  
17 work. I want to hold my tongue because I'm  
18 sidetracked by some of the Commissioners up here.  
19 The Commissioner Sandra, you a clear outlier.  
20 You are a clear outlier. We looking at Chicago  
21 Police Department --

22 PRESIDENT DRIVER: Your time is up.

23 MR. GASTON: Thank you, y'all.

24 MS. BLOCK: Good evening, everyone. My name

1 is Alexandra Block. I am director of the  
2 criminal legal system and policing project of  
3 University of Illinois, and I represent the  
4 plaintiffs in Wilkins versus Chicago, which is a  
5 class action lawsuit against the Chicago Police  
6 Department for its discriminatory mass traffic  
7 stop program.

8 We want to thank CCPSA for all of  
9 the work drafting and commenting on policy about  
10 how CPD conducts traffic stops.

11 CCPSA has really done a job of  
12 holding outreach sessions, listening, bringing  
13 the community feedback and being very transparent  
14 about their work.

15 We're really impressed with the  
16 care and the thoughtfulness that each of you and  
17 CCPSA collectively has put into this process, and  
18 we know this is just the beginning.

19 There's additional feedback  
20 expected, future negotiations coming between the  
21 City in general and the Monitor.

22 Since CPD's policy draft and CCPSA's  
23 responses were only released today, we've not had  
24 a chance to fully digest them, but on first read,

1 we want to express support for many of the  
2 CCPSA's majority positions, and especially the  
3 positions of Commissioner Piemonte, Minor, and  
4 Gottlieb.

5 But there are three big-picture  
6 concerns that we do want to highlight. First,  
7 reducing racial disparities in who is stopped.  
8 Second, reducing the total number of traffic  
9 stops, and third, prohibiting pretextual traffic  
10 stops.

11 We think these are big picture  
12 issues that are not addressed in either policy  
13 and really need to be talked about.

14 First, reducing racial disparities.  
15 The policy doesn't address the fact that CPD's  
16 traffic stops disparately impact black and Latino  
17 drivers. We know that CPD intentionally targets  
18 neighborhoods where most residents are black and  
19 Latino for more traffic stops.

20 We appreciate the CPD suggestion to  
21 analyze traffic stop data, but the data needs to  
22 be used to fix these disparities.

23 A second goal of the policy should  
24 be to reduce the total number of traffic stops.

1                   And the third goal should be  
2     prohibiting pretextual traffic stops. While the  
3     policy proposes a definition of pretextual  
4     traffic stops --

5           PRESIDENT DRIVER: That's your time. Thank  
6     you.

7           MS. BLOCK: -- it does not propose limiting  
8     or ending pretextual traffic stops, and we think  
9     that's crucial. Thank you very much.

10          PRESIDENT DRIVER: Thank you.

11                   Our next three speakers are Amy  
12     Thompson, Brad Kessler, and Jasmine Smith.

13          MS. THOMPSON: Good evening, Commissioners,  
14     and welcome, Commissioner Piemonte. My name is  
15     Amy Thompson, and I am a member of Impact for  
16     Equity and a member of Free2Move Coalition. I am  
17     here to talk about the Commission development of  
18     a traffic stops policy.

19                   I want to thank the Commissioners  
20     and Commission staff for their hard work and  
21     dedication to moving this process forward and  
22     getting to this point. We appreciate your  
23     commitment to listening to community and are  
24     grateful for your transparency and really the



1 CPD's draft policy, the individual Commissioner  
2 response, and proposed alternatives.

3 We look forward to giving more  
4 specific feedback which we had more time to  
5 review; however, even after our initial read it  
6 is clear that CPD's proposed policy falls far  
7 short of those needed to make meaningful change  
8 in CPD's traffic stop practice.

9 We know what the problem is. Each  
10 year, CPD makes far too many minor traffic stops  
11 as a pretext to stop and fish for criminal  
12 activity that they don't have suspicion of in the  
13 first place.

14 We know that black and Latino  
15 drivers are disproportionately stopped, and that  
16 those stops aren't making our communities or our  
17 roads any safer.

18 CPD's proposed policy does nothing  
19 to limit the prevalence of stops. It fails to  
20 ensure that CPD focuses on actual threats of  
21 public safety or traffic safety rather than  
22 wasteful fishing expeditions, and it lacks the  
23 clear restrictions that are necessary to rein in  
24 this practice.

1                   In order to truly solve this  
2                   problem, the ultimate policy needs to directly  
3                   address the issue at hand and needs to do so by,  
4                   at minimum, explicitly ending pretextual stops by  
5                   eliminating stops for low-level offenses that  
6                   often serve as a pretext and by ending  
7                   suspicionless consent searches.

8                   Half measures that skirt around the  
9                   core of CPD will only get in the way of much  
10                  needed transformative and lasting change. A  
11                  policy that just tinkers around the edges rather  
12                  than confronting the issue head-on versus  
13                  allowing CPD strategy to continue just with a new  
14                  coat of paint.

15                 We can't waste this critical  
16                 moment. To solve problems, we have to have more  
17                 solutions.

18                 Let's work together to make sure  
19                 the ultimate traffic stop policies are more  
20                 effective, transformative, and responsive to the  
21                 actual problem at hand.

22                 Thank you for your work and for  
23                 your time. Looking forward to more conversations  
24                 to come.

1           PRESIDENT DRIVER: Thank you.

2           MR. KESSLER: Hi, Commissioners. Brad  
3 Kessler. I am chair of the 18th District  
4 Council. Welcome to the new commissioner as  
5 well.

6                       I wanted to bring attention to an  
7 officer that we lost in the 18th District on  
8 April 10. I'm not going to take up my time to do  
9 a moment of silence, but I do hope the Commission  
10 will do this.

11                      Melissa Torres, CAPS officer in the  
12 18th District, she tragically took her own life.  
13 Came into the station after a shift at 2:00 a.m.  
14 and did it inside a bathroom of the station. She  
15 was a mom. She was a community advocate. She  
16 was obviously a CAPS officer. She was who we  
17 reached out to and who was surrounded by us at  
18 any moment that we needed her. I'm going to try  
19 not to get choked up.

20                      Mental health is such a significant  
21 issue inside the Police Department. I know the  
22 goals set for CPD. The fifth goal was trying to  
23 figure out how to support mental health and to  
24 consider some predetermining factors and try to

1       determine the officers that need it.

2                   On the way to her wake on the far  
3       west side, just outside of Chicago in Elmwood, it  
4       took me an hour and 45 minutes to drive from  
5       Streeterville to the wake. And a mom that has to  
6       drive that long out of her district to see her  
7       child is horrific to me.

8                   My wife is a surgeon and does  
9       whatever she can to support people while also  
10      trying to be an amazing mom to my kids.

11                  So, if anything we can do to learn  
12      from this, I want us as a City to not only focus  
13      on mental health but think about how to bring  
14      officers actually into our community, whether  
15      through incentives to live in the communities  
16      that they are not from but they want to support,  
17      or to help them return back to communities they  
18      are from in order to work there.

19                  I support the workforce allocation  
20      study, hence it was a huge part of it. Should be  
21      try to figure out a program that's going to get  
22      our officers into our communities, not just to  
23      police, but to live and hopefully part of their  
24      family.

1 I thank you for your time today.

2 PRESIDENT DRIVER: Thank you.

3 MS. SMITH: All right. Good evening,  
4 everyone. Activist Jasmine Smith with Chicago  
5 Alliance Against Racist and Political Repression,  
6 and I just want to say thank you to finally  
7 creating a policy for pretextual stops. I  
8 haven't read it yet, but it is done, and we will  
9 see what's going to happen now. But I do want to  
10 acknowledge the fact that this body -- I think I  
11 said last time I spoke in public comment, that  
12 the body was created because of the movement. We  
13 created this body for police accountability and  
14 for public safety against the police harms,  
15 right? So we all are speaking about how the  
16 community needs to work with the police. But  
17 it's a different thing of trying to work with  
18 police who actually wants to work with us.  
19 Right?

20 So we've been living in generations  
21 of wrongful convictions, torture survivors and  
22 stuff for -- like that I fight for my two loved  
23 ones who are still sitting in prison rotting due  
24 to wrongful convictions. Right?

1                   So it's important when we fight for  
2                   bodies like this to be created, that you guys  
3                   never shy away from why you create it.

4                   You know, it's people -- thousands  
5                   of men and women still sitting in prison rotting  
6                   because of these officers. A lot of these  
7                   officers are still on our force right now getting  
8                   paid by our tax-paying dollars. The City have to  
9                   pay out millions in misconduct. So I just --  
10                  every time I'm just stressing that to y'all.

11                  We know it is good cops, but the  
12                  code of silence in the FOP is real, and they  
13                  intimidate a lot for y'all that we fought for and  
14                  sit at these tables.

15                  I just want you to all understand  
16                  that we are winning, and we will stand with y'all  
17                  and fight with y'all. Do not let these people  
18                  take y'all from doing the right thing. Justice  
19                  is justice. Wrong is wrong. If they are wrong,  
20                  they need to be held accountable.

21                  That's all my organization been  
22                  fighting for for 50 years. And it seem the KKK,  
23                  the racists, and the real extremist people fight  
24                  against us when all we fight for is right. Just

1       continue to do the right thing by us and each  
2       other.

3               PRESIDENT DRIVER: Thank you.

4                       Our last speaker is Rhonda Smith.

5               MS. SMITH: Good evening. My name is Rhonda  
6       Smith. I am with Chicago Alliance as well.

7                       Actually, there's been several  
8       people that come up before me that have spoken on  
9       the pretextual stops, and that's actually what I  
10      was going to speak on, but they said it all as  
11      well.

12                      Ms. Jasmine spoke on the wrongfully  
13      convicted and torture survivors that are in  
14      prison. That was another subject.

15                      And I'd like to agree with the 18th  
16      District Council board member that said it should  
17      go back to police the neighborhood that you live  
18      in. This was something that happened years ago.  
19      Officers lived in the neighborhood, and they knew  
20      everybody, everybody knew the officers. But then  
21      it changed. Everyone -- anyone could live in the  
22      suburbs and still work in the City. They didn't  
23      have to work in the neighborhood they lived in.  
24      I think it should go back to that, police the

1 neighborhood that you live in. That might change  
2 a lot of things.

3           Lastly, I want to speak on the  
4 training of these officers. They mentioned  
5 mental health, and there is a lot -- you read  
6 about a lot of mental health cases where the  
7 person is killed instead of them calling the  
8 specialist to come in. They don't usually have  
9 time to do that, to call a specialist. I don't  
10 think that's the solution.

11           I think these officers should have  
12 better training, and they should be specifically  
13 trained to deal with mental health instead of  
14 jumping the gun, because they are not of the same  
15 culture of that person. And just all in all -- I  
16 know my time is running out -- for mental health.  
17 Thank you.

18           PRESIDENT DRIVER: Thank you. This concludes  
19 our public comment period. Thank you, again, to  
20 all of our speakers. We value your input.

21           The next order of business is  
22 approval of minutes. Before today's meeting,  
23 draft minutes of the Commission's regular meeting  
24 held on March 27th were shared with all



1       Commissioners. Are there any corrections to the  
2       draft minutes that were circulated? If there are  
3       no corrections, I move that we approve the  
4       minutes. Is there a second?

5               COMMISSIONER GOTTLIEB: Second.

6               PRESIDENT DRIVER: It's been moved and  
7       seconded that we approve the minutes of the  
8       Commission's meeting held on March 27th. Is  
9       there any debate on the motion? Hearing none, we  
10      will move to a vote. Those in favor to adopt the  
11      motion to approve the minutes of the meeting held  
12      on March 27, please signify by saying aye.

13                       (CHORUS OF AYES.)

14              PRESIDENT DRIVER: Those opposed, please say  
15      nay.

16                       (NO RESPONSE.)

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

19                      We will now move to new business.  
20      By ordinance, the Commission is responsible for  
21      establishing goals for the year for the Police  
22      Superintendent, Police Board, and the COPA Chief  
23      Administrator.

24                      The Commission approved goals at

1       our meeting in January.

2                       Then we work over the course of the  
3       year to assess the progress that the  
4       Superintendent, Police Board President, and COPA  
5       Chief are making on those goals.

6                       As part of that process, CPD, COPA,  
7       and the Police Board are required to provide  
8       public updates at Commission meetings over the  
9       course of the year.

10                      Tonight, we will begin our updates  
11       with two presentations related to CPD goals.

12                      We will then give a deeper update  
13       on traffic stops. Afterwards, we will provide  
14       all remaining updates related to Q1 goal  
15       deliverables for the Superintendent, Police Board  
16       President, and COPA Chief Administrator.

17                      I would like to welcome Executive  
18       Director Allyson Clark Henson to the stage to  
19       give us an update related to CPD's Workforce  
20       Allocation and Community Policing Assessment.

21                      MS. HENSON: Thank you. I appreciate it.  
22       Good evening, everyone. I just want to send my  
23       thanks again for the opportunity to come and  
24       speak to the Commission and look forward to any

1 future opportunities to do this and continue  
2 updates and conversations regarding the Workforce  
3 Allocation and other topics.

4 I know I have a short period of  
5 time and a couple of other folks on my team that  
6 are going to talk. Just to begin -- next,  
7 please. Go to the next one, please. One more.

8 So real quickly, just a brief  
9 overview. The Workforce Allocation Study is  
10 intended to meet critical requirements of the  
11 Consent Decree, and it really is to ensure that  
12 all the proper staffing and resources and reform  
13 efforts are established and maintained. And it's  
14 really divided up into six key areas. The first  
15 one is really around stronger supervision. So  
16 what that will look like is that 10 to 1 ratio of  
17 a supervisor supervising their members, but more  
18 than that, it's the same supervisors the majority  
19 of time. So they get to know the members they  
20 are supervising, and it is a manageable number of  
21 resources.

22 The second piece to that is now  
23 these officers -- and I think we talked a little  
24 bit about this -- is they are working in the same

1 geographic area, so they do know the community  
2 members, resources in that community, the need  
3 for resources. So that's another really  
4 important piece to the Workforce Allocation Study  
5 that's being conducted.

6 The third part is talking about  
7 demand-based complaints, so things like calls for  
8 service, you know, the 911 calls, response times,  
9 those things are all factored into the analysis  
10 to determine what resources are needed where.

11 We also have community policing  
12 integration to align with the CPD's neighborhood  
13 engagement strategy so that they're consistent  
14 with those.

15 The total resource analysis is  
16 really trying to see where there are gaps  
17 currently where we just don't have sufficient  
18 resources to effectively do the work. So that  
19 we're looking into that.

20 And related to that as well is the  
21 civilianization opportunities. Is there work  
22 that can be done by skilled civilians freeing up  
23 officers to then be working out in the field and  
24 patrol. So those are the six key areas that the

1 Workforce Allocation Study is going to be  
2 considering as they go through their analysis.

3 Just a little background on the  
4 consultant that was selected, it's Matrix  
5 Consulting Group. They're a California-based  
6 firm with over 20 years of experience. They've  
7 done over 400 police studies conducted over U.S.  
8 states and Canada. Their clients include major  
9 metropolitan police departments, such as San  
10 Francisco and Los Angeles. They are led by the  
11 President Richard Brady, combining decades of law  
12 enforcement leadership with police consulting  
13 expertise.

14 A little bit about the two examples  
15 given. The San Francisco study was a  
16 department-wide resource allocation study  
17 developing interactive staffing model for ongoing  
18 analysis.

19 Los Angeles, they did an assessment  
20 on community policing and deployment and  
21 implemented a new 200-district system to better  
22 align resources with neighborhoods.

23 I think just what I would like to  
24 highlight here, this study is unique because it

1 is not just patrol centered. And I think we've  
2 seen studies in the past that that was the only  
3 focus and that's problematic. We need to assess  
4 resources across the Department in its entirety  
5 at every level, at every role, and that's what  
6 this study will do.

7 And the other piece to it is a study  
8 that provides standard recommendations. Yes,  
9 they're pertinent at the time at the conclusion  
10 of a study, but the piece here is an interactive  
11 model. What does that mean? As things change,  
12 as needs change, as resources or responsibilities  
13 change, this is an interactive model that then  
14 provides further data-driven information as we  
15 decide where our resources are best served.

16 Next one. Timeline. Timeline is 12  
17 months from the beginning of the work. You can  
18 go to the next one. This is just a visual of the  
19 timeline. So project timeline here is just kind  
20 of breaking out the way to the final report and  
21 presentations. The red stars are key areas where  
22 we're going to be working to get feedback from  
23 community organizations and community members.  
24 So we want to make sure we have that built in,

1 and those opportunities are provided for them and  
2 for them to provide feedback to inform us on the  
3 work that's being done.

4 So Director Milstein is going to  
5 take the next copy of slides. I will be here for  
6 questions.

7 MR. MILSTEIN: Good evening, everyone.  
8 Michael Milstein, Deputy Director of the Chicago  
9 Police Department.

10 I'll just give a quick update on  
11 the community policing assessment and workforce  
12 allocation.

13 I think that folks may be aware the  
14 Department's launched an effort back last summer  
15 to do a comprehensive assessment of the  
16 Department's community policing program.

17 Really looking at how does the  
18 Department operationalize community policing as a  
19 philosophy, not just a program that many folks  
20 are familiar with being CAPS in a district.  
21 Thinking about what does a CAPS office do and how  
22 can every member of every district be engaged in  
23 some sort of community activity.

24 If you go to the next slide. Just

1 a quick update about where we're at in this  
2 process.

3 Next slide, please. So we  
4 launched -- as I mentioned, last summer we  
5 partnered with Civic Consulting Alliance and a  
6 handful of community-based organizations to do  
7 this work. On the left-hand side there is like  
8 three different inputs that went into the first  
9 phase of the assessment, first being CPD  
10 perspective, where interviews and focus groups  
11 were conducted with about 350 CPD members, ranged  
12 from all across the Department, folks on patrol,  
13 sergeants, all the way up to the Superintendent.  
14 Really engaging and asking questions around how  
15 do you view community policing and how do you see  
16 community-oriented policing being implemented  
17 going forward? What does that look like?

18 Another key input was community  
19 feedback. We had partnered with eight  
20 community-based organizations who hosted about 30  
21 different community engagement sessions across  
22 the City at the end of last year. They engaged  
23 about 800 folks throughout their process. There  
24 was co-led or co-design sessions where those



1 eight community-based organizations really  
2 designed their own engagements on their own and  
3 developed their own questions that related to  
4 this work and worked with CPD to provide their  
5 own recommendations and their own findings.

6 Finally, the last was a leading  
7 practices report. The Department partnered with  
8 21CP Solutions, which is a national consultant  
9 and research firm that looked at what do other  
10 cities do. Really looking how do other law  
11 enforcement agencies across the country  
12 operationalize community engagements, what kind  
13 of programs do they do, what works for them, what  
14 may work for CPD, probably won't work for CPD.  
15 Just kind of get more of a national perspective.

16 So these three inputs on the left  
17 side have been completed. We're in the process  
18 right now of drafting a guiding philosophy that  
19 we think will help guide where this work will go,  
20 what this philosophy of community-oriented  
21 policing will look like. And next week or so  
22 we're launching another round of community  
23 stakeholder feedback.

24 We're really going back out to the

1 community and saying, Here's what we've heard so  
2 far, here's where these few inputs have gotten  
3 us. Take a look at them all. What are we  
4 missing? What was not in the first round of  
5 engagement that we still need to think about?  
6 Really another comprehensive engagement.

7 Those eight community organizations  
8 are going to continue doing public engagements  
9 through their organizations.

10 As District Council Member Schaffer  
11 mentioned earlier, we met with the District  
12 Council yesterday. Looking forward to include  
13 them in this work as well in this next phase.

14 And then we'll be working with CCA  
15 as well, Civic Consulting Alliance, and they are  
16 going to continue to do benchmarking of current  
17 operations against the future state, guiding  
18 philosophy, identify more gaps, and address state  
19 operating models. They'll be looking more in  
20 depth at CPD's processes, people, and  
21 capabilities, organizations and governance,  
22 partnerships, leadership, and culture, metrics  
23 and accountability. And then helping us to  
24 actually develop implementation plans moving

1 forward. That will happen in the fall.

2 So next slide. So, again, phase  
3 one of the engagement, community members  
4 expressed their desires to have stronger  
5 relationships with officers to be met where they  
6 are in community spaces and events, better  
7 communication, and input on priorities, and more  
8 visible, purposeful officer presence.

9 We heard from the various  
10 stakeholders across the City. We also held focus  
11 groups with District Council members, coalition  
12 members, community policing members, as well as  
13 the -- I believe the community policing  
14 subcommittee commission also held focus groups on  
15 this work.

16 Next week we anticipate releasing  
17 all of those reports that were mentioned  
18 previously publicly, so they will be publicly  
19 available for folks to review and to read, and we  
20 will be announcing the upcoming engagements to  
21 get more involved and share feedback. Again, as  
22 part of phase 2.

23 I will pass it over to Chelsea.

24 MS. DIAZ: Thank you. I know we're almost at

1       time. I'll try to keep this quick.

2                       I'm Chelsea Diaz, Project  
3 Administrator in our Reform Management Unit, and  
4 I am working under the Executive Director working  
5 on the Workforce Allocation Study.

6                       Just kind of outlining the link  
7 between both of these projects. They are  
8 distinct in scope, but they're deeply  
9 interconnected in practice.

10                      So throughout the summer, I will  
11 demonstrate how we are combining some of these  
12 engagement initiatives to ensure that we are able  
13 to collectively bring that feedback into the  
14 police project.

15                      So connecting these two workforce  
16 allocations -- I'm sure many of you are  
17 familiar -- this is how we assign our officers  
18 across the City to meet those public service  
19 needs, and then how to build relationships,  
20 trusts, and long-term safety in neighborhoods is  
21 more focused on that community policing  
22 assessment, and we structured our questions as  
23 such as well.

24                      So while these efforts are deeply

1 connected, we're looking at things from the  
2 community to help us understand what successful  
3 community policing looks like, what should  
4 officers focus on when they're not responding to  
5 911 calls, and where should officers be most  
6 visible and why. This is going to shape not just  
7 the community policing assessment but also  
8 various components of the Workforce Allocation  
9 Study.

10 Next slide. So I just want to give  
11 an overview of how the phase of community  
12 policing will look. As you can see, where we've  
13 seen over fall and this past winter, we've asked  
14 for broad, big-picture ideas of what the vision  
15 for community policing is. And phase 2 where we  
16 are currently moving into for the summer. We are  
17 sharing what we heard from that last feedback and  
18 asking for input on these next steps, including  
19 things that will help us inform the staffing  
20 model.

21 Phase 3, we're going to be focusing  
22 on into the fall as we have some of these  
23 preliminary ideas of what's coming out from the  
24 staffing analysis. We will share some of those

1 preliminary themes and also ask the community and  
2 other members how do we put this into action?  
3 Obviously, the way that we would implement, you  
4 know, changes and communicate changes in a  
5 district that would be receiving those is  
6 different than what we receive with the general  
7 public. So we're really looking to the community  
8 to help guide some of that preliminary  
9 communication.

10 And then in phase 4, this is just  
11 standard informational updates on what the  
12 implementation plan is going to look like based  
13 on that phase 3 feedback.

14 Next slide. So more specifically  
15 going into the deeper input, we're looking at how  
16 officer -- what officers should know before  
17 engaging in communities, how they should be  
18 informed about updates to local resources, if  
19 they are a new officer or an officer that's been  
20 in that district and isn't aware of what new  
21 resources are becoming available. Also what  
22 spaces work best for positive connection with  
23 CPD. This varies by neighborhood. So being able  
24 to get that feedback is critical.

1                   Also, how do you want to shape  
2                   district priorities in your neighborhood. How  
3                   they want to shape crime reduction strategy.  
4                   Then what activities officers should be  
5                   prioritizing outside of 911 calls. And then  
6                   where should they be patrolling for what purpose.  
7                   Last two questions are very targeted towards the  
8                   Workforce Allocation Study.

9                   Next slide. Finally, as Mike  
10                  suggested, we have a webinar that will be coming  
11                  up here on May 8th reporting out on a lot of this  
12                  engagement. Encourage all of you to attend that.  
13                  Of course there will be summer engagement  
14                  sessions going through May, mid July, and we will  
15                  be posting updates on those and providing access  
16                  to that to our workforce allocation. The QR code  
17                  is up here. Also for CPD transform. It is the  
18                  very top of that page as well.

19                  A couple of things that you will  
20                  see on our web page, just a general overview of  
21                  the project phases to really encapsulate the full  
22                  project timeline, as well as four documents, like  
23                  scope of work, the project proposal, the grant  
24                  services agreement, as well as updates to the

1 project as we have more of these outreach  
2 initiatives.

3 Another critical component here is  
4 we have Q and A format that's open, so you will  
5 be able to see what questions other people have  
6 asked and then responses to those questions. So  
7 in lieu of being able to have, you know, more  
8 public meetings like this, we encourage people to  
9 ask questions on that format, and we will be sure  
10 to provide those responses as we are able to.  
11 Thank you.

12 PRESIDENT DRIVER: Thank you. Are there any  
13 questions from Commissioners for the Chicago  
14 Police Department team members today?

15 COMMISSIONER MINOR: I just have a quick  
16 question. Just for the folks who are rushing  
17 home and probably could be potentially new to  
18 this process, you showed us a graph of the  
19 timeline. Can you exactly describe exactly where  
20 we are in the process?

21 MS. DIAZ: If you want to pull that timeline  
22 slide back up, I can walk through that.

23 So as you can see, we are obviously  
24 in April. Right now what we've just gone through



1       was the conclusion of the initial interviews.  
2       This has allowed us to be able to set a staffing  
3       profile. Those of you who have been to the  
4       Steering Committee meeting know that this has  
5       been about a 250-page document that we are now  
6       reviewing and having an iterative process with  
7       the Steering Committee and CPD members to ensure  
8       that that document is an accurate current state  
9       of the CPD. And then we'll be moving into the  
10      build-out of the interim staffing -- or the  
11      interim framework report, which really outlines  
12      the methodologies, how you would assess a  
13      patrol mode -- how you would assess a patrol  
14      officer versus someone like me in a project  
15      administrator role isn't the same methodology.  
16      So they are looking at each of those special  
17      roles and assigning a specific type of  
18      methodology to assess that. So that will be  
19      taking us into the summer.

20                       Then as you see us moving into the  
21      fall, that's where we actually start to see some  
22      of the first outcome of the staffing analysis  
23      itself with the implementation plan being  
24      finalized in November, December.

1           COMMISSIONER MINOR: Thank you. I also know  
2           that previous -- at least in the last session --  
3           there was a lot of questions about timelines and  
4           updates and delays. Is there any mechanisms on  
5           your website or resources where folks can get a  
6           real-time view of the timeline?

7           MS. CHELSEA: Yes. That's on the right side  
8           of the web page. They have current phases, and  
9           you can see where we're currently in. It is an  
10          abbreviated version, so if for any reason we have  
11          a much more extended need to move some of these  
12          deliverables back, we can update that on the web  
13          page as well.

14          COMMISSIONER MINOR: Thank you.

15          PRESIDENT DRIVER: Thank you. Any other  
16          questions from the Commissioners?

17          VICE PRESIDENT TERRY: I do have a question.  
18          So I know that there is an analysis related to  
19          the gaps, but has Matrix committed to providing  
20          any recommendations on what you all need to be  
21          fully functional? Because it is one thing to  
22          share with you how you're able to utilize what  
23          you have, but will they also say what you need?

24          MS. DIAZ: That is part of the study. So

1     they're going to -- that's why this current state  
2     is so important to see where our present state  
3     is, as they are conducting the study on  
4     identifying resources, those gaps, suggestions,  
5     and recommendations as to where things may need  
6     to be changed for better efficiency, that will be  
7     included as part of their recommendations.

8           VICE PRESIDENT TERRY: Thank you. And the  
9     other question I have is dealing with community  
10    engagement. So if you can share a bit about the  
11    organizations that you all are working with and  
12    how they -- what's their strategy around engaging  
13    community to ensure that, you know, you have a  
14    wide range of voices heard.

15           MR. MILSTEIN: Yes. The eight  
16    community-based organizations that are partnered  
17    with us improve, build, Target Area Development,  
18    Great Space Alliance, the Coalition for a Better  
19    Chinese American Community, Resurrection Project,  
20    El-Hor, Bright Star Church, and YWCA. They're  
21    all selected for representing different  
22    communities across the City, including many of  
23    the different populations. We really looked at  
24    organizations that had folks that have, you know,

1 interaction with police many times, harmful  
2 interactions. We recognize that. We're working  
3 with them very closely to make sure that they are  
4 the ones who determine how they reach out.

5 We recognize they are all experts  
6 in their own communities and their own  
7 neighborhoods. So making sure that they're the  
8 ones kind of driving that work outreach based on  
9 what they know is best for their community, and  
10 we're trying to do what we can to support those  
11 efforts.

12 All of those engagements in the  
13 next phase will be open to the public, and we  
14 hope to amplify their messaging through our  
15 strategies as much as we can.

16 VICE PRESIDENT TERRY: Thank you.

17 COMMISSIONER RUBI NAVARIJO: I have one  
18 question. You touched a little bit, but I was  
19 wondering if there's any more specifics you can  
20 give on how Matrix will use the community  
21 engagement sessions and reports to inform the  
22 Workforce Allocation Study?

23 MS. DIAZ: I can take that. So in part, some  
24 of the engagement that's already occurring, a

1 large part to do with how we're currently  
2 structured in our Community Policing Office. A  
3 lot of the work that Mike's team has done is  
4 already informing that new structure, whereas  
5 currently the CPD Office of Community Policing  
6 exists in one facet, and it is important for  
7 Matrix to understand where the Department wants  
8 to go based on that community feedback.

9                   So a lot of what Matrix is  
10 listening out for is what we're hearing from the  
11 community, what the Department intends to change,  
12 because they can't look at our current framework  
13 and say, Okay, we can move these people around  
14 here to meet the same goals because this  
15 Department is looking to change those goals or  
16 that structure. These things are all kind of  
17 happening at the same time. So it's important  
18 that they're involved, they're hearing that  
19 feedback, hearing how the Department plans on  
20 responding to that and ensuring the Workforce  
21 Allocation Study is shaped in that format.

22           COMMISSIONER RUBI NAVARIJO: Thank you.

23           PRESIDENT DRIVER: Any more questions?

24           COMMISSIONER GOTTLIEB: So this question is

1     about expectations. So I know the community -- I  
2     heard a lot of community members being like --  
3     being really excited about this study. And I'm  
4     wondering how we should think about kind of the  
5     outcomes. Like will we -- so I think it's pretty  
6     clear we learn how the CPD is using its  
7     resources, right? But will we know -- will we  
8     learn how CPD should be using its resources?  
9     Like there's potentially a distinction between --  
10    and that doesn't mean it's not valuable if we're  
11    just learning how they're being currently used,  
12    but will we be able to figure out what's the best  
13    way to reallocate resources?

14       MS. DIAZ: So the fundamental purpose of it  
15    is optimization of resources. So as they're  
16    conducting the analysis at every level of roles,  
17    responsibilities, and every bureau obviously  
18    including patrol, it is identifying places where  
19    we can improve efficiencies and utilization of  
20    our resources. So that will be a component that  
21    will be resulting in that final analysis and  
22    those recommendations.

23       PRESIDENT DRIVER: All Commissioners good?  
24    Thank you so much to everyone.

1                   I would ask the audience and folks  
2                   who are watching to bear with me. This next one  
3                   is very long, but it is important and detailed,  
4                   so I am going to read it in full. I will be  
5                   providing some information about traffic stop  
6                   policy development.

7                   On Monday this week, the City of  
8                   Chicago submitted two versions of a draft of  
9                   traffic stop policy to the Illinois Attorney  
10                  General and the Independent Monitor in the  
11                  Consent Decree between the City of Chicago and  
12                  State of Illinois.

13                  One version is from CPD, and one is  
14                  from the Commission. The Commission's version  
15                  includes most of the language of CPD's version  
16                  but with changes -- some changes that a majority  
17                  of Commissioners think are very important.

18                  The policies were submitted to the  
19                  Attorney General and the Independent Monitor  
20                  because more than a year ago, the Independent  
21                  Monitor advised the judge in the Consent Decree  
22                  case that she thought traffic stops by the  
23                  Chicago Police Department should be included in  
24                  the Consent Decree.

1                   That would mean that changes to  
2                   CPD's traffic stops policy would be made through  
3                   the procedures laid out in the Consent Decree and  
4                   would be overseen by the Independent Monitor and  
5                   the federal judge in the case. The Commission  
6                   has always said that if traffic stops are  
7                   included in the Consent Decree, the Commission  
8                   would need to play an important role. CPD and  
9                   the Commission have now been working together on  
10                  the policy for several months.

11                  The policy would govern how CPD  
12                  conducts, reviews, and trains officers on traffic  
13                  stops and lays out how the policy will be  
14                  assessed and potentially change the future.

15                  A majority of the Commissioners  
16                  support most of what is in CPD's draft policy,  
17                  but there are very important differences between  
18                  CPD's and the Commission's versions.

19                  We will cover some important  
20                  provisions tonight, but we encourage you all to  
21                  look at the documents posted on CPD's and the  
22                  Commission's websites.

23                  I'm going to start with the  
24                  provisions of the policy that CPD and a majority



1 of the Commissioners agree on. The policy  
2 describes when and how the Police Department  
3 members can conduct traffic stops.

4 It says that traffic stops must be  
5 conducted in a way that guarantees fair and equal  
6 treatment under the law.

7 It says the CPD members will act in  
8 a way that promotes safe and positive  
9 police-community interactions and treats all  
10 people with courtesy and dignity.

11 It also says that traffic stops will  
12 be conducted without bias and not based on  
13 factors like race, ethnicity, gender, gender  
14 identify, or immigration status.

15 The policy also laid out specific  
16 procedures that CPD members will be able to  
17 follow when conducting traffic stops.

18 For example, every traffic stop  
19 would need to be recorded on camera, and CPD  
20 members would need to be clearly identified as  
21 CPD officers.

22 The policy describes when it would  
23 be permitted for police officers to remove a  
24 driver or passenger from a car, or to handcuff

1 the driver or passenger, or to search the car,  
2 and it describes what police officers will need  
3 to communicate to drivers and passengers when any  
4 of those things happen

5 The policy says that every traffic  
6 stop will need to be documented in a "Stop  
7 Report," and, unless a traffic stop results in  
8 either a ticket or arrest, CPD must give the  
9 driver a written receipt with information about  
10 the stop.

11 The policy also says at the end of  
12 every shift, CPD supervisors would be required to  
13 review every traffic stop to see if it was  
14 conducted and properly documented.

15 Information about all stops to be  
16 public and posted on CPD's website.

17 Every year, CPD would do an annual  
18 report on traffic stops. At least every two  
19 years, CPD will do a review and assessment of  
20 traffic stop policies, and that process would  
21 include community engagement and work with the  
22 Commission.

23 So those are the key elements of the  
24 policy that Commissioners and CPD agree on.

1                   One Commissioner, Commissioner  
2           Wortham, does not propose making additional  
3           changes to the policy. A majority of the  
4           Commissioners think that some significant changes  
5           are necessary. There are two changes that a  
6           majority of the Commissioners think are  
7           especially important.

8                   A majority of Commissioners think  
9           that certain traffic stops for vehicle equipment  
10          or license compliance violations do more harm  
11          than good and should therefore be prohibited,  
12          with some exceptions. A majority of  
13          Commissioners support limiting stops for six  
14          different vehicle equipment or license compliance  
15          violations.

16                   Based on CPD data, these stops  
17          account for a large majority of traffic stops  
18          that CPD carries out. For example, a majority of  
19          the Commissioners think that CPD should be able  
20          to make stops for -- shouldn't be able to make  
21          stops for: Vehicle registration that's expired  
22          within a year. Having one non-functioning  
23          headlight, taillight or brake light during  
24          daylight hours, as long as the vehicle has one

1 functioning headlight, taillight or brake light,  
2 or a missing or improperly displayed front  
3 license plate, as long as the vehicle has a  
4 properly displayed rear license plate.

5 A majority of the Commissioners also  
6 support exceptions to those restrictions, meaning  
7 there will be some situations where CPD can make  
8 stops for these violations. There isn't a  
9 majority view about what the specific exceptions  
10 would be. Some Commissioners want to allow stops  
11 in those otherwise restricted categories if  
12 police have reasonable articulable suspicion of a  
13 Class A misdemeanor or felony. And some  
14 Commissioners want to allow those stops when a  
15 police officer believes the violation creates an  
16 immediate threat to public safety.

17 The other big difference between  
18 CPD's draft version and the Commission's draft  
19 policy of the policy is about consent searches.  
20 A consent search is when an officer asks for  
21 permission to search a car, and the driver gives  
22 permission. If the driver gives consent, then it  
23 is legal for the officer to conduct a search.

24 CPD's version of the policy says

1     that CPD could only conduct a consent search if  
2     an officer has "specific articulable information  
3     regarding suspected criminal activity," other  
4     than activity that was the basis for the stop.  
5     This basically means that if an officer makes a  
6     traffic stop for a broken taillight and if the  
7     officer wants to search the car, when the officer  
8     asks for consent, the officer would need to have  
9     some specific information that ties the driver to  
10    suspected criminal activity.

11           A majority of the Commissioners  
12    think that CPD members should only be able to  
13    conduct consent searches of a vehicle if the  
14    officer has reasonable articulable suspicion or  
15    probable cause of criminal activity, not just  
16    information about suspected criminal activity.

17           Some Commissioners think there  
18    should be reasonable articulable suspicion for  
19    probable cause of suspected criminal activity  
20    other than the basis of the traffic stop. Some  
21    Commissioners think there should be reasonable  
22    articulable suspicion or probable cause of a  
23    Class A misdemeanor or felony. Again, one  
24    Commissioner does not support making changes to

1 CPD's proposed policy for consent searches.

2 So there's a lot of agreement  
3 between CPD and a majority of the Commissioners,  
4 and there are also some important ways that the  
5 majority of the Commissioners don't support CPD's  
6 draft version of the policy. So where do we go  
7 from here?

8 Submitting the two versions of the  
9 policy to the Attorney General and Independent  
10 Monitor is an important step, but there's a lot  
11 of work ahead.

12 Going forward, the City of Chicago,  
13 which includes CPD and the Commission, will work  
14 with the Illinois Attorney General and the  
15 Independent Monitor to try to come to an  
16 agreement on the conclusion of traffic stops in  
17 the Consent Decree. If traffic stops are  
18 included in the consent Decree, the City of  
19 Chicago and the Illinois Attorney General will  
20 try to come to an agreement on a traffic stops  
21 policy. If the parties can't come to an  
22 agreement, the Consent Decree said that the judge  
23 can hear all sides and decide how to move  
24 forward.

1                   As we move through the next phase of  
2     this work, the Commission will continue to get  
3     your input, and we will try to build an agreement  
4     with CPD, the Office of Attorney General, and the  
5     Independent Monitor and work to get their  
6     approval from the court.

7                   This is a lot of information.  
8     Again, we encourage you to look at the version of  
9     the policy on CCPSA's website.

10                  Next I'd like to invite  
11     Commissioners to offer their perspectives if they  
12     so choose, and we will keep listing and continue  
13     to refine this policy.

14                  This is just one step in the  
15     process. So please limit your remarks to two  
16     minutes.

17                  Are there any Commissioners that  
18     would like to speak on this policy?

19                  COMMISSIONER TERRY: I would just like to  
20     acknowledge the amount of work and thank everyone  
21     who's been involved in this work from the  
22     Commission staff, the Commissioners, from  
23     Lieutenant Kapustainyk, his team, the R & D team  
24     who has been behind a lot of this work. Usually

1     those who are running these organizations are who  
2     we hear a lot about, but there's a lot of work  
3     that's been happening, so I do want to  
4     acknowledge that.

5                     I also want to be clear that this  
6     is just the beginning. This is the very, very  
7     first step. There is a lot of work ahead of us.  
8     A lot of time ahead of us. So, hopefully, we  
9     will continue to see people caring about this  
10    issue, because it will not happen overnight.

11                    And so, again, thank you for  
12    everyone who's been participating in this. Thank  
13    you for the community, for everyone, anyone that  
14    cares about this issue, because in order for us  
15    to get through this, we'll need you on this  
16    journey, because this is just one stop of a very  
17    long journey.

18           PRESIDENT DRIVER: Any other Commissioners?

19           COMMISSIONER GOTTLIEB: Thank you, President  
20    Driver.

21                    So I want to speak specifically to  
22    the issue of pretextual traffic stops. The  
23    research, along with community and expert  
24    testimony, demonstrates that these stops are not



1 effective, are often traumatic and cause distrust  
2 between community and police.

3 The Commission's draft policy  
4 addresses some really important traffic stop  
5 issues, but it does not do enough, in my view, to  
6 curb the practice of pretextual stops.

7 What is a pretextual stop? A  
8 pretextual stop is when an officer stops someone  
9 for a traffic infraction but is not actually  
10 concerned about that traffic infraction.  
11 Instead, the real reason for the stop is to allow  
12 the officer to investigate that person for a  
13 separate unrelated crime, a crime that they do  
14 not have strong evidence the person committed.

15 The Commission draft policy  
16 restricts the use of six low-level and equipment  
17 violations, such as a broken taillight. These  
18 are the stops that right now are most used in a  
19 pretextual way. So it is a great start. But it  
20 is not enough. And the reason why is clear.

21 Ten years ago, these six low-level  
22 traffic stops were used much less frequently than  
23 they are today.

24 At that time, stop and frisk of

1       pedestrians was the primary way pretext was used.

2               In 2016, CPD agreed to reduce  
3       reliance on pedestrian stop and frisk. Only then  
4       did CPD dramatically begin increasing their use  
5       of low-level pretextual traffic stops.

6               With our current draft policy, it  
7       will be much more difficult for CPD to use the  
8       six low-level pretextual traffic stops in a  
9       pretextual way, but if the past is any predictor  
10      of the future, there's a significant risk that  
11      CPD may respond to our current policy by pulling  
12      people over for other traffic infractions much  
13      more frequently; infractions that are not on our  
14      list of six. Not because those infractions are  
15      putting the public at risk, but rather as a means  
16      to investigate for other crimes when they lack  
17      strong evidence.

18              We should learn from 2016. To best  
19      ensure that pretextual traffic stop practices do  
20      not remain status quo, we need to do more than  
21      just restrict the use of the six low-level  
22      traffic infractions that currently have majority  
23      of the Commission support.

24              As Commissioners Minor, Piemonte,

1     and I have articulated, it's necessary to  
2     explicitly prohibit the use of traffic stops as a  
3     pretext to investigate criminal behavior.

4                 That means that if you were to get  
5     pulled over for rolling through a stop sign, the  
6     officer could not use that infraction as an  
7     excuse to question and investigate you about a  
8     nearby burglary. The other way the officer can  
9     question you about that burglary would be if he  
10    had strong evidence you were involved.

11                I encourage all of you to read the  
12    traffic stop documents the Commission made public  
13    today. The position I take on this policy has  
14    been grounded in the conversations I've had with  
15    many of you.

16                This material is complicated, so if  
17    you have question on my position or have specific  
18    suggestions, reach out to me by email.

19                I'm looking forward to continue to  
20    engage with you as we work towards the strongest  
21    traffic stop policy as possible.

22                PRESIDENT DRIVER: Anybody else want to  
23    speak on the subject?

24                COMMISSIONER MINOR: Currently, the

1 Commission holds two differing views on the  
2 exceptions of this policy. These exceptions are  
3 powerful because they would allow officers to  
4 disregard our prohibitions and continue traffic  
5 stop enforcements on practices of these low-level  
6 stops as outlined.

7 A weak or subjective standard  
8 risks making this entire policy ineffective  
9 and/or merely symbolic.

10 Commissioner Gottlieb, Piemonte,  
11 and I agree that these exceptions should be that  
12 an officer can make a stop for vehicle equipment  
13 or license compliance only when the officer has  
14 reasonable articulable suspicion of a Class A  
15 misdemeanor or felony.

16 A Class A misdemeanor, per the  
17 Illinois Criminal Code, includes crimes such as  
18 unlawful use of a driver's license, reckless  
19 driving, DUIs, hit and runs, street takeovers,  
20 fleeing or attempting to elude officers,  
21 possession of stolen property, unlawful use of a  
22 weapon, and a host of other offenses.

23 While three other Commissioners  
24 assert that the exception should be that an

1 officer can make stops for vehicle equipment or  
2 license compliance violations when CPD believes  
3 that the violation significantly compromises  
4 public safety, my position is that the second  
5 standard would not stop the current practice of  
6 pretextual traffic stops because the standard is  
7 too vague and subjective.

8 According to the language, it  
9 relies on officers' personal beliefs of an  
10 undefined standard of significant interference  
11 with public safety.

12 To further dissect the language,  
13 our standard will require reasonable articulable  
14 suspicion.

15 In Illinois, reasonable articulable  
16 suspicion means a police officer must possess a  
17 specific fact combined with rational inferences  
18 from those facts to create suspicion of a person,  
19 whereas as the second exception an officer must  
20 believe that the violation significantly  
21 interferes with public safety, a belief.

22 It is a conviction lacking  
23 necessary certain evidence offering no safeguards  
24 against personal bias or stigma.

1           For instance, an officer can argue  
2       that a loud sound system poses a significant  
3       public safety risk because things have shown that  
4       noise pollution is linked to negative outcomes  
5       and can interfere with one's driving ability.

6           Even if you think an officer would  
7       not make this argument, there is nothing in our  
8       policy that would prevent it.

9           However, our policy as defined --  
10      however, our policy defines a significant public  
11      safety threat, in my view, with the second  
12      standard as conduct that would constitute at  
13      least a Class A misdemeanor, carrying a potential  
14      jail sentence of six months or more. This  
15      standard allows officers to address the situation  
16      with a -- where a vehicle or equipment violation  
17      facilitates more serious crimes. For example,  
18      like a loud sound system being used to aid a  
19      street takeover, which is a Class A misdemeanor.

20           Furthermore, this standard offers  
21      consistency and oversight, requiring legal action  
22      if someone wanted to change a Class A misdemeanor  
23      classification.

24           Lastly, this approach is already

1     being used in the foot pursuit policy GO-0307,  
2     which limits pursuits to an offense of a Class A  
3     misdemeanor or higher.

4                 That said, I welcome community  
5     feedback on this policy, and I appreciate all of  
6     your insights.

7                 I believe that this is a policy  
8     foundation, and I am committed to collaboratively  
9     developing a final version that reflects both  
10    written and verbal community input. Thank you.

11                PRESIDENT DRIVER: Anybody else that would  
12    like to speak?

13                COMMISSIONER PIEMONTE: I want to say I  
14    started in this position last Thursday, so  
15    roughly a week, and it was a lot to catch up on  
16    and a lot to digest, and there was a lot that  
17    happened before I got here that I really haven't  
18    been party to, but I will say, in my career, I've  
19    seen firsthand the results of pretextual stops  
20    and the effects it has on the community, as well  
21    as the Police Department. And I'm very excited  
22    to be part of this work, and I, too, am looking  
23    forward to the next phase where I can be more of  
24    an active participant, hear from the community,

1 and help this move forward, because I really  
2 think that if we do this, we're going to have a  
3 safer City, a better relationship between the  
4 community and the Police Department. Thank you.

5 PRESIDENT DRIVER: Thank you.

6 COMMISSIONER RUBI NAVARIJO: Hi, everyone. I  
7 want to thank all my Commissioners for having an  
8 open line of communication with me.

9 I think whether you agree or  
10 disagree with some of the policies, stay with us.  
11 This is just the beginning, like Vice President  
12 Terry said.

13 I think -- when I think about this  
14 policy, I think of the people that it has done  
15 harm to, traffic stops. I also think of the  
16 safety of the police officers doing the traffic  
17 stop.

18 Unfortunately, my first funeral was  
19 for a police officer that was killed during a  
20 traffic stop.

21 These are incredibly dangerous  
22 interactions that our law enforcement have. Both  
23 ways, right? Some people feel unsafe with the  
24 interaction during a police traffic stop, and the



1 officer has -- sometimes has reason to believe  
2 that their immediate safety is at risk.

3 So you should understand what to  
4 expect from a Chicago Police when you get pulled  
5 over. You should expect how to conduct  
6 yourselves. Moreover than that, there should be  
7 a system when police officers are abusing tools  
8 that is supposed to be used to increase public  
9 safety, that there's a way that they can get  
10 remediated or they can figure out that problem.

11 So I continue to support a balanced  
12 approach. I don't think that we need to increase  
13 interaction that could be harmful for both  
14 parties. I think we can do -- I think we can do  
15 both. I think there has been changes in this  
16 policy that some Commissioners agree on and  
17 language is forthcoming and developing as we  
18 speak. So continue to engage with us.

19 I also think a lot about resource  
20 allocation, right. How much time do we spend on  
21 traffic stops? Think about when you see a car  
22 pulled over, how much time are we spending on  
23 that?

24 What I hear a lot from the District

1 Councils meetings I go to is police officers  
2 don't respond to my calls. There aren't enough  
3 police. Right? However, we're spending -- I  
4 don't know, probably 500,000 traffic stops in  
5 2023. How much time are we spending on those  
6 traffic stops?

7 And I also got to say, the Safety  
8 Act changed a lot of the perspective of how  
9 police officers are thinking about public safety,  
10 crime, et cetera, and I think we can definitely  
11 piggyback off of that. But understand that  
12 officers have already sort of undergone that  
13 understanding under the Safety Act.

14 And I think that we need to  
15 understand the difference between a traffic stop  
16 and what is extremely dangerous, which is  
17 actually covered under the investigatory stop  
18 policy, which I think should be -- I think it is  
19 clear on the policy there.

20 I encourage everyone to read the  
21 entire policy in its length to really understand  
22 what to expect from a Chicago police officer,  
23 what your rights are, the purpose of why we  
24 should be doing traffic stops, and how we can

1 learn from that information so we can make a  
2 better decision on training, resource allocation,  
3 et cetera.

4 I thank the Commissioners, everyone  
5 for having passionate positions on the topic, but  
6 our goal is to keep people safe, keep people  
7 alive, and ensure that the resources we're using  
8 are being used constitutionally and efficiently.

9 So I'm going to stick to my  
10 comments from I think two meetings ago that we  
11 were able to share our perspectives on this  
12 policy. I support a balanced approach. I think  
13 we can do both. I thank everybody for your time.

14 PRESIDENT DRIVER: Thank you.

15 COMMISSIONER WORTHAM: Good evening,  
16 everyone. It is no secret that I joined this  
17 Commission or applied for this Commission because  
18 my focus is public safety.

19 It is also no secret that I have  
20 repeatedly said I believe the Chicago Police  
21 Department can be a vital partner, resource in  
22 increasing public safety in this City.

23 I've also said that I believe law  
24 enforcement to be a profession, just like all of

1       you, I'm sure, in the room have professions.

2                       If I walked into your job, and I've  
3       never done it before, I would have no idea how to  
4       tell you who how to do it.

5                       So when I approach this work, I see  
6       us as, yes, oversight, but also partners  
7       who ideally in working to create policy would  
8       listen to law enforcement and listen to their  
9       experiences, along with the experiences of the  
10      community to craft policy.

11                      I'll echo Commissioner Terry who  
12      said everybody on this stage put a lot of work  
13      into this. Different kinds of work, different  
14      perspectives, but a lot of work.

15                      Several things have been said about  
16      my opposition to the proposed changes,  
17      specifically the restrictions and the elevated  
18      standards for consent search.

19                      My opposition to that is based on  
20      what I started my comments with.

21                      Law enforcement is a profession.  
22      They have a toolbox, just like all of us do at  
23      our jobs.

24                      I do not see this work, our job, as

1 taking a tool away from law enforcement that they  
2 could use with their professional experience to  
3 do their job.

4 I have listened to every single  
5 public comment. I have gone to every single  
6 listening session, except the first one, and I  
7 believe the draft policy that the Department put  
8 forward actually goes further than I -- listen,  
9 it goes very far, I believe, to respond to a lot  
10 of the concerns people have expressed regarding  
11 the interaction during traffic stops. But to  
12 restrict lawful traffic stop -- I'm also -- you  
13 know, I'll echo the recent comment, please read  
14 the policy and read the proposed restriction.

15 There are proposals to take out the  
16 word "lawful" from the order. Why do we not want  
17 to start the baseline of the conversation with  
18 truth? First truth is, these are lawful stops.  
19 The officers are making stops that are permitted  
20 by law. This is an administrative body. So if  
21 there is a desire to say that these should not be  
22 lawful stops, that would happen at the state  
23 level. I -- hold on. Hold on.

24 PRESIDENT DRIVER: Please. If you are a

1 member of the audience, please refrain from  
2 commenting while Commissioners are speaking.  
3 Thank you.

4 COMMISSIONER WORTHAM: So my desire is to  
5 ensure that the Chicago Police Department is  
6 doing the job that they are tasked with doing  
7 constitutionally, safely, with procedural justice  
8 to ensure the safety, yes, of the public and of  
9 the police officers, and to ensure that they have  
10 every single tool in their toolbox to work to  
11 keep the City safe.

12 It was said during public comment  
13 that I am an outlier. I'm so glad that was said,  
14 because that's a perfect transition to my  
15 frustration about this process.

16 In fact, for an entire society, I  
17 am not an outlier.

18 Sadly, in this echo chamber that we  
19 often see here, it sounds like I'm an outlier.

20 We have gone to listening sessions.  
21 We have seen survey feedback. I have talked to  
22 community members who absolutely do not want a  
23 tool taken away from the Chicago Police  
24 Department that is lawful and that they can use

1 as a part of their total public safety strategy.

2 So to say that my opposition to  
3 restriction is somehow radical is just not  
4 consistent with the reality of the totality of  
5 Chicagoans.

6 And I'm really saddened that this  
7 body that's supposed to be representative of the  
8 entire City --

9 MR. GASTON: I ain't gonna let you do that,  
10 Commissioner.

11 COMMISSIONER WORTHAM: You don't let me do  
12 anything, sir.

13 PRESIDENT DRIVER: Please don't respond. I  
14 got it. I got it. If you can please -- if you  
15 can please -- if you can please not yell while  
16 Commissioner Wortham is speaking.

17 MR. GASTON: She already said what she said.

18 PRESIDENT DRIVER: Please allow us to  
19 continue the meeting. Please allow us to  
20 continue the meeting.

21 MR. GASTON: Can you hold her accountable?

22 PRESIDENT DRIVER: She has a right to speak.  
23 Please, we got to get through this meeting.

24 MR. BIELECKI: This has got to stop. You are

1       now doing the same thing he is doing.

2           PRESIDENT DRIVER: The next person that makes  
3 another outburst, I am going to ask you to leave  
4 the meeting. Please stop. Please stop. Please  
5 continue. Please do not respond to the audience.

6           MS. WORTHAM: I respond when I'm -- I won't  
7 respond if I'm not interrupted.

8           PRESIDENT DRIVER: I asked them not to  
9 interrupt you. Please finish your statement.

10          COMMISSIONER WORTHAM: I'm so glad things  
11 play out the way they do. This is why we have  
12 the echo chamber. This is why I am seen as an  
13 outlier, because people don't want to come and  
14 express diverse opinions, because everybody is  
15 not as comfortable as I am with hearing this.

16                       So what I hope as we continue our  
17 engagement on this is that we do hear more  
18 diverse voices, because I know that my  
19 perspective in wanting this department to have  
20 every single tool possible to keep us safe is not  
21 an exception to the rule.

22                       There's much discussion about the  
23 disparity in race in traffic stops. I am a black  
24 woman. You know where else there is a disparity?



1 In murder rates.

2 And so it isn't a surprise that the  
3 overlap in increased traffic stops mirrors the  
4 overlap where we repeatedly index in 77 to 80  
5 something percent of murders every year, the  
6 black community.

7 So we can talk about disparities.  
8 We can talk about keeping people safe during  
9 traffic stops. We can talk about constitutional  
10 policing, but let's talk about all of it, and  
11 let's make everyone feel welcomed doing so.

12 The last thing I will say -- and I  
13 know this is not what my fellow commissioner  
14 meant, but I have to say this because it  
15 continues to come up. When people reference  
16 Chicago police officers who have been murdered  
17 during traffic stops, they weren't murdered  
18 because they conducted a traffic stop. They were  
19 murdered because a violent offender who was the  
20 subject of said traffic stop murdered them. And  
21 I think we need to center that whenever we  
22 reference a dead police officer in relation to  
23 traffic stop work.

24 Thank you. I look forward to

1 continued community feedback, and for whoever  
2 might be watching who's not at this meeting,  
3 please engage us. Please give us those diverse  
4 opinions, because, otherwise, it's going to  
5 continue to be said that people who want this  
6 Department to have every tool are outliers, and I  
7 know that not to be the truth. Thank you.

8 PRESIDENT DRIVER: Thank you, Commissioner  
9 Wortham.

10 So I had a lot to say. I did not  
11 prepare remarks. Forgive me if I am taking a  
12 minute to kind -- the temperature rose -- to  
13 gather my thoughts.

14 First of all, I would like to thank  
15 the members of this Commission for their work on  
16 this policy, this draft policy.

17 I would like to thank our staff.  
18 We are a short-staffed agency, and our staff has  
19 been working long hours every single day, every  
20 single week to make this happen.

21 Also, I want to thank the many  
22 community members. There are over 2500 community  
23 members that we've heard from. Five listening  
24 sessions of people who responded to our survey.

1 I'm very grateful and appreciative  
2 of the feedback that we received from you all.  
3 This is a very, very complex and tough subject.

4 It's something that impacts every  
5 single Chicagoan who interacts with the Chicago  
6 Police Department. It impacts every officer.

7 So I'd like to start with just a  
8 personal anecdote for myself about why I'm in  
9 this work and how I approach it.

10 I'm a person who, as I mentioned,  
11 have been pulled over five times in the last  
12 year. Two of those times was my fault. I had  
13 expired license/registration, and I am aware of  
14 that. The second time I was on my way to get  
15 ready to fix it. The other three times -- two  
16 times I was not given a reason, and one time I  
17 was told it was because of a signal violation. I  
18 say that to say I do believe some of those stops  
19 are pretextual. And I do believe that officers  
20 who approached my vehicle and looked at my  
21 vehicle saw my car was clean, that I was speaking  
22 a certain way, and maybe they even recognized me,  
23 but the basis of the stop I do believe was to  
24 look into my vehicle to see if I had something

1 going on.

2 I have experienced that. It is  
3 frustrating for me as a person. I'm also a  
4 person who was violently robbed in 2023, and I  
5 wished people would have gotten pulled over. I  
6 still -- it happened to me so much, it doesn't  
7 really impact me, but I will never forget how my  
8 mom felt when she broke down crying knowing that  
9 four people put guns to my head.

10 As I was writing policy for the  
11 Chicago Police Department, there's a lot of  
12 nuance here. The officers pulled me over. None  
13 of them were white. So as a black man, I have to  
14 sit and grapple with that because it was black  
15 people who pulled me over all five times. Four  
16 times in the 2nd District where I live. I have  
17 to grapple with that.

18 So as I'm approaching this policy  
19 and listening to people, and I'm learning, and  
20 I'm initially coming into it saying, Okay, I feel  
21 this way, but you hear a motorcyclist or a  
22 bicyclist say, Hey, when people are driving and  
23 it is nighttime, and there is only one light, I  
24 don't know if it's a four-wheel vehicle or

1 two-wheel vehicle. I never thought about that.  
2 My perspective is broadened. Now I have to  
3 consider this biking community and how they feel  
4 about this policy. And this has happened over  
5 and over again. Right?

6 So in drafting this policy, we are  
7 trying to not only strike a balance but keep  
8 everybody safe.

9 One thing I did take exception to.  
10 I don't do virtue-signaling. I am not up here to  
11 do politics. This is not something that I'm  
12 getting paid for. This is not something that I  
13 am excited to do. I do this because I think it  
14 is a necessity. I think it is necessary for our  
15 City to talk to all people.

16 There was comments made,  
17 particularly by Commissioner Gottlieb and  
18 Commissioner Minor, that I take exception to, and  
19 I think we have to be real about this. There are  
20 two types of stops that officers conduct. One of  
21 them is a traffic stop. That's for a vehicle  
22 code violation. If your light bulb on the back  
23 of your license plate is out, that's a traffic  
24 stop. If your license plate registration is

1 expired, the tag, that's a traffic stop. You  
2 don't have a seat belt, that's a traffic stop.

3 If an officer has reasonable  
4 articulable suspicion, that is what's called an  
5 investigatory stop.

6 So understand that I'm not here to  
7 virtue-signal to you. If an officer has what  
8 they said suspicion of a Class A misdemeanor or  
9 felony, they already have the right to pull you  
10 over, regardless of a traffic violation. So to  
11 put that language in there to send smoke signals  
12 to people so you can be seen as if you're the  
13 most liberal or progressive when the reality is  
14 it doesn't change anything is not helpful. And I  
15 think to say that it changed the entire policy if  
16 this language is in there, I think that does a  
17 disservice to everybody that's been working on  
18 this.

19 If an officer has reasonable  
20 articulable suspicion of a crime, a Class A  
21 misdemeanor or a felony, that is an investigatory  
22 stop. That is not a traffic stop. Investigatory  
23 stops are already in the Consent Decree. There's  
24 already policy around it.

1                   What we're talking about is  
2   traffic violations. I took exception to that,  
3   and I want to set the record straight, that there  
4   is nobody in here who is trying to give people an  
5   out or make a policy weaker.

6                   I see no need to pontificate and  
7   say words and buzzwords that make people feel  
8   better when the reality is it doesn't do  
9   anything. It does nothing.

10                  We're not touching investigatory  
11   stops at all. If an officer has suspicion of a  
12   crime, they can pull you over. They will pull  
13   you over. They should pull you over.

14                  We're talking about traffic stops.  
15   I want to set the record straight on that. If  
16   anybody wants to respond, or we can move on with  
17   the agenda. Thank, everybody.

18                  COMMISSIONER MINOR: I just want to say that  
19   at the end of the day, I am not here to give  
20   certain validation. I'm not here to say I am the  
21   most liberal. I am not the smartest. I am not  
22   here to say that I am the best in the room. I'm  
23   here giving you the work I was asked to do.

24                  If reasonable articulable suspicion

1       was not the standard, then it would not be in  
2       other policies that we see throughout the nation,  
3       and it would also not be presented to us as an  
4       option in our discussions when we were  
5       considering drafting this policy.

6                       I believe that is a strong  
7       standard, and I believe that -- the reason why I  
8       believe that I've already outlined that, and I  
9       will leave it to you all to make your own  
10      decisions, and I welcome your opinions, just as  
11      much as I welcome my fellow Commissioners.

12                     I want to make sure the record is  
13      set straight that I am doing all the work I can  
14      within my integrity and within the scope of my  
15      vision, my passion, and my goals for this policy.  
16      Thank you.

17                     PRESIDENT DRIVER: Anything?

18                     COMMISSIONER GOTTLIEB: I would also like to  
19      respond. So I agree with Commissioner Minor in  
20      this case. Yeah, I mean I think we have a  
21      different understanding of what our standard  
22      would do than what you said, President Driver,  
23      but I would just -- the part I took exception  
24      with your comment is I don't think it's



1 virtue-signaling. We have a disagreement, and I  
2 respect the fact that we have a disagreement. I  
3 disagree with you.

4 PRESIDENT DRIVER: Thank you. I'll pass it  
5 to Commissioner Wortham.

6 COMMISSIONER WORTHAM: Good evening again.  
7 So as we've all now said, the good news is this  
8 is just the beginning. Truly, we've all said it,  
9 I think, in our remarks. Though there's these  
10 drafts out, A, please read them. Please read  
11 them carefully. And then ask -- I don't want to  
12 speak for everyone. I think everyone here will  
13 be comfortable. If you have a question, please  
14 ask us, and I think any of us will be happy to  
15 have a discussion with you about where we are so  
16 far.

17 So moving forward in that we are  
18 still going to be looking for tons of community  
19 feedback. We will continue obviously to  
20 circulate the draft language. There will be a  
21 new feedback form on our website -- on the CCPSA  
22 website. We're going to hold a District  
23 Councilor webinar, a community webinar,  
24 conducting focus groups, again, hopefully,

1 with -- President Driver talked a little bit  
2 about particular constituencies that might have  
3 certain concerns about the policies, so holding  
4 some focus groups like that. Holding a community  
5 event in a central location, and then meeting  
6 with subject matter experts.

7 So we are going to use all of this  
8 feedback hopefully in the development of the  
9 final policy, and so please tell a friend, tell a  
10 neighbor, continue to engage with us. Thank you.

11 PRESIDENT DRIVER: Thank you.

12 Our next order of business will be  
13 reports and updates. We will begin by discussing  
14 reports and updates. For that -- first will be  
15 an update from Commissioner Minor on the CPD  
16 goals working group.

17 COMMISSIONER MINOR: Awesome. So this year,  
18 the Superintendent has six goals that broadly  
19 covered the following topics: Traffic stops,  
20 workforce allocation, the implementation of two  
21 Commission-passed policies, community policing,  
22 officer wellness, and victims' services.

23 Thank you again, Executive Director  
24 Allyson Clark Henson, for your updates and your

1 work on the Workforce Allocation Study and the  
2 community policing assessment and for answering  
3 our questions. We greatly appreciate you and  
4 your time.

5 Commissioner Driver and I will be  
6 meeting with First Deputy Talley to discuss the  
7 CPD's approach to workforce allocation before the  
8 study is complete and changes are implemented.

9 The Community Policing goal also  
10 includes implementing the recently passed GO-11  
11 policy that describes how the Commission,  
12 District Councilors, and CPD interact.

13 On April 16th, CPD and CCPSA held a  
14 joint training on the new policy where District  
15 Councilor members and District Commanders came  
16 together to learn how the policy will be in  
17 practice.

18 In November 2023, the Commission  
19 passed a policy which clarified and strengthened  
20 CPD's ban on police officers belonging to,  
21 participating in, or associating with criminal or  
22 biased organizations. This goal focuses on  
23 evaluating how CPD is enforcing the policy.

24 This quarter, we learn the

1 Department has developed and submitted e-learning  
2 training to the Consent Decree Independent  
3 Monitor team and the Illinois Attorney General.  
4 If there are no objections from the Attorney  
5 General or the Monitor, the Department will then  
6 implement this training.

7 The Department also worked with  
8 COPA to better track allegations that a police  
9 officer has associated with or participated in a  
10 criminal organization, bias-based organization,  
11 or gang. The hope is that this will make it  
12 easier to enforce the policy and access how well  
13 the policy is being enforced.

14 For the last few years, one of the  
15 Superintendent's annual goals has been continuing  
16 to improve CPD's facilities.

17 In 2025, CPD had -- sorry. Has  
18 been meeting every month with the City  
19 departments that play a role in maintaining City  
20 government buildings, and they have been  
21 discussing maintenance issues, facility  
22 improvements, and developing a longer-term plan  
23 to make significant changes to the buildings that  
24 need the most work.

1                   This goal also evaluates CPD's  
2                   progress on developing an Early Intervention and  
3                   Support System, or EIS System, to identify police  
4                   officers whose behavior suggests that they may be  
5                   at risk of problems in the future.

6                   The EIS System would be a part of a  
7                   larger effort to support Department members'  
8                   mental and physical health and address the  
9                   possible behaviors identified.

10                  CPD is currently working with an  
11                  outside vendor to create a new system that will  
12                  collect information about the performance of CPD  
13                  employees, which will be an important part of  
14                  this larger effort.

15                  The Department anticipates having  
16                  the system partially implemented in 2026.

17                  Victim Services. For the  
18                  Superintendent's final goal update, the  
19                  Department recently launched an Office of Victim  
20                  Services to provide assistance to victims of  
21                  domestic violence and non-fatal shootings in  
22                  several districts.

23                  This quarter, the Department has  
24                  also developed and began implementing a formal

1 tracking system for services provided to victims,  
2 including referrals, outreach efforts, and a  
3 number of community family services.

4 PRESIDENT DRIVER: Thank you. Are there any  
5 questions from Commissioners?

6 Next we will have an update from  
7 Commissioner Gottlieb on the COPA goals working  
8 group.

9 COMMISSIONER GOTTLIEB: Thank you, President  
10 Driver.

11 For 2025, the COPA Chief has four  
12 goals, including goals related to drafting a  
13 policy related to communication with media and  
14 other stakeholders about open investigations,  
15 implementing a pattern-and-practice investigation  
16 policy, and a mechanism that improves public  
17 safety outcomes in Chicago, creating a mediation  
18 policy built on community feedback, and  
19 implementing a mediation program, and  
20 implementing a policy that defines and supports  
21 the collaborative relationship between COPA and  
22 CCPSA. Each goal had specific quarter one  
23 deliverables.

24 Regarding the media and stakeholder

1 engagement, COPA reported that it's begun the  
2 work of reviewing current policy and engaging  
3 experts. They report that they have reviewed  
4 their current policies and have contacted six  
5 other oversight agencies and six law enforcement  
6 agencies on ways to improve its policies.

7               Regarding patterns and practices,  
8 COPA reported it has reviewed current policies  
9 and identified revisions, outlined the plan to  
10 achieve the goal by the end of the year, the  
11 types of stakeholders they will prioritize for  
12 outreach, and has provided a description of its  
13 process which will include a review by senior  
14 leadership and the public.

15               For the mediation goal, COPA  
16 provided a robust Q1 report including its  
17 approach to community engagement which began with  
18 engagement and partnership with District  
19 Councils.

20               COPA reports that the community  
21 engagement plan was discussed with a group of  
22 District Council members from each of the five  
23 police areas. Engagement will continue with the  
24 public safety professionals and the subject

1 matter experts.

2 COPA plans to finalize its  
3 community engagement plan in quarter 2.

4 Finally, regarding finalizing and  
5 implementing policy that supports a collaborative  
6 relationship between COPA and CCPSA, COPA reports  
7 that it has begun looking at other policies that  
8 could be helpful models, and they have started  
9 reaching out to subject matter experts to get  
10 input.

11 PRESIDENT DRIVER: Thank you, Commissioner  
12 Gottlieb.

13 Next, we will hear from Commissioner  
14 Rubi Navarijo on Police Board goals.

15 COMMISSIONER RUBI NAVARIJO: One of the  
16 Police Board's powers and duties is to adopt  
17 rules and regulations for the governance of the  
18 Chicago Police Department. These rules provide  
19 the standards of conduct of the Department.

20 The Police Board President's goal  
21 for 2025 is to conduct a comprehensive review of  
22 the rules and regulations to determine which  
23 existing rules and regulations should be revised,  
24 modified or deleted, and to identify new rules



1 and regulations that should be implemented.

2 This will ensure that CPD's rules  
3 and regulations align with the principals of 21st  
4 Century constitutional policing for more  
5 transparency and accountability, enhanced  
6 community trust and foster equitable and  
7 effective law enforcement practices.

8 These rules and regulations which  
9 have not been updated since the '70s are there to  
10 promote respect between the police and community,  
11 guide officer conduct and behavior, and help  
12 maintain a system of accountability and  
13 discipline.

14 I laugh because one of the rules is  
15 you can't smoke out of a pipe. I haven't seen a  
16 police officer smoke a pipe. As a matter of  
17 fact, I haven't seen a police officer smoke at  
18 all. Maybe I'm not looking in the right places.

19 Anyway, it is essential that public  
20 confidence be maintained in the ability of the  
21 Department to investigate and properly dispose of  
22 complaints against its members.

23 Additionally, the Department has a  
24 responsibility to seek out and discipline those

1     whose conduct discredits the Department or  
2     impairs an effective operation.

3             The rights of the member, as well  
4     as those of the public, must be preserved, and an  
5     investigation arising from a complaint must be  
6     conducted fairly, impartially, and efficiently,  
7     but the truth as its primary objective.

8             President Cooper reported that  
9     conversations are currently in progress with  
10    public sector stakeholders. This includes  
11    conversations with Superintendent Snelling, COPA,  
12    and the Department of Law.

13            The Police Board has also spoken  
14    with past Police Board presidents about previous  
15    attempts to rewrite these rules.

16            The next phase of the work will be  
17    to engage the broader community, including  
18    District Councilors and members of law  
19    enforcement.

20            CCPSA will have President Cooper  
21    present at a meeting during Quarter 2 to review  
22    the process and give the community an overview of  
23    the role these rules and regulations play in the  
24    accountability system.

1                   Reviewing these rules and making  
2                   any needed changes is critically important to  
3                   create more fairness for officers and the  
4                   community around discipline. Any changes to  
5                   these rules will not impact tactical or police  
6                   actions if done in accordance with suites of  
7                   other policies.

8                   We look forward to updating you on  
9                   this very important work.

10                  PRESIDENT DRIVER: Thank you, Commissioner  
11                  Rubi Navarijo.

12                   Are there any questions from the  
13                   Commission? Hearing none, we will now move to  
14                   update from Commissioner Terry on the COPA Chief  
15                   Administrator search.

16                  VICE PRESIDENT TERRY: On February 28th, the  
17                  position of the COPA Chief Administrator became  
18                  vacant following the previous chief's  
19                  resignation.

20                   By ordinance, the Commission is  
21                   responsible for choosing a new COPA chief who  
22                   will then need to be confirmed by the City  
23                   Council. We will be holding a virtual listening  
24                   session on April 30th. At the listening session,

1 we would like to hear from the community about  
2 what qualities we should be looking for in the  
3 next COPA chief.

4 PRESIDENT DRIVER: Thank you. Are there any  
5 questions? Hearing none, we will now move to  
6 what I believe is our last update on the  
7 Community Engagement working group. Commissioner  
8 Minor.

9 COMMISSIONER MINOR: Thank you so much. The  
10 Community Engagement working group has definitely  
11 been busy. One of the things we did was we had a  
12 community engagement listening session with the  
13 Policy working group, with students from the  
14 Mikva Challenge to talk about traffic stops. We  
15 really wanted to get the youth perspective in the  
16 room, and they had a lot of insightful updates  
17 for us.

18 One of the things that I walked  
19 away with that really stuck with me from that  
20 session was one of the students said that police  
21 anxiety is inherited for generations.

22 One of the conversations that we  
23 had was about how these young students never --  
24 some of them never had a traffic infraction or

1 experienced a traffic stop, but a lot of them  
2 felt afraid for when it would come, and they  
3 talked a lot about their parents' experiences  
4 forming their opinions and also social media.

5 I also attended few District Council  
6 meeting this is month, so I wanted to say thank  
7 you so much to the District Councilors that  
8 provided outreach to me. Thank you so much to  
9 the community members who took me up on that  
10 charge to have more conversations with me and ask  
11 me about anything that's going on with the  
12 Commission and wanted to get more insight. I'm  
13 definitely excited to have more engagements like  
14 this in the future.

15 So I attended the District 6  
16 District Council meeting, and we talked a little  
17 bit about traffic stops, teen takeovers, and  
18 youth violence prevention.

19 I know District 6 has been very  
20 intentional and reached out to all the  
21 Commissioners and a few other districts did the  
22 same. So thank you so much for doing that.

23 I also met with District 15 in  
24 Austin and talked about pretextual traffic stops

1 and Mayoral Task Force, and alternative response  
2 work. It was a super great meeting, and was the  
3 first meeting I took outside. We was in a  
4 community garden. I really appreciated that.

5 I will be meeting with District 4  
6 soon. They actually asked me to meet at their  
7 District Council meeting today, but, of course,  
8 there was a conflict with the Commission meeting.  
9 And I also am working with District 6 to be a  
10 panelist for the youth summit in their district.  
11 The district commissioner -- I mean councilor,  
12 the District 6 Councilor has been working with  
13 her commander to put it altogether. And I also  
14 did a career day at Hedges Elementary school to  
15 talk about the work on the Commission and public  
16 policy that way.

17 PRESIDENT DRIVER: Thank you. Are there any  
18 questions for Commissioner Minor? Hearing none,  
19 we will move now to miscellaneous business.

20 Is there any further business for  
21 the Commission?

22 COMMISSIONER MINOR: Yes. I just wanted to  
23 acknowledge the elected officials in the room.  
24 Thank you, Alderman LaSpata for being here.

1     Thank you so much for our District Councilors.  
2     Oopsies. I always get you mixed up with LaSpata,  
3     Brian -- Brad. I'm sorry about that. Thank you  
4     so much for District Councilors Ashley Vargas,  
5     Beth Rochford, Jen Schaffer, Brad Kessler, Dion  
6     McGill. Oh, hi, Alderman. Do you want to stand  
7     up? Thank you so much for being here. Is there  
8     any electeds that I missed in the room? Would  
9     you like to introduce yourself?

10       MR. RAMSON: Bryan Ramson. You don't know  
11     me. I'm Bryan Ramson, District Council 11 on the  
12     west side.

13       COMMISSIONER MINOR: Thank you so much for  
14     being here. Hi, Erin.

15       MS. VOGEL: Hi. Erin Vogel, District  
16     Councilor of the 9th District.

17       COMMISSIONER MINOR: Awesome. Thank you so  
18     much. It's so awesome to have District  
19     Councilors in the room. Please make sure to sign  
20     this slip so I can make sure to continue to  
21     acknowledge you and thank you for the work you're  
22     doing for our communities.

23       PRESIDENT DRIVER: Thank you. The  
24     Commission's next regular meeting will be held on

1 May 29th at 6:30 at South Shore National College  
2 Prep.

3 Any other comments from any  
4 Commissioner before I close?

5 COMMISSIONER MINOR: Just you can connect  
6 with the Commission via social media. Our  
7 Facebook is [www.facebook.com/ChicagoCCPSA](http://www.facebook.com/ChicagoCCPSA), or  
8 search Community Commission for Public Safety and  
9 Accountability on Instagram. Stay connected  
10 @CCPSA\_Chicago. Twitter and YouTube. All of our  
11 meetings are recorded, and that's at  
12 @ChicagoCCPSA.

13 I see a lot of new faces, so please  
14 make sure to follow us.

15 PRESIDENT DRIVER: Thank you everybody that  
16 came out tonight. This meeting is adjourned.

17 (WHEREUPON, the proceedings  
18 were adjourned at 8:08 p.m.)  
19  
20  
21  
22  
23  
24



## 1 REPORTER'S CERTIFICATE

2 Re: Community Commission for Public Safety and  
3 Accountability

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

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

15 IN WITNESS WHEREOF, I have hereunto set  
16 my hand of office at Chicago, Illinois this 6th  
17 day of May 2025.

18 \_\_\_\_\_  
19 MAUREEN A. WOODMAN, CSR  
20 License No. 084.002740  
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23  
24