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COMMUNITY COMMISSION for PUBLIC SAFETY and
ACCOUNTABILITY
PUBLIC MEETING

Thursday, January 29, 2026, 6:30 p.m.
Malcolm X College
1900 West Jackson Boulevard
Chicago, Illinois

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- APPEARANCES:
President Remel Terry (Via Zoom)
Vice President Rubi Navarijo
Commissioner Anthony Driver
Commissioner Aaron Gottlieb
Commissioner Sandra Wortham
Commissioner Abierre Minor
Commissioner Gina Piemonte
Executive Director Adam Gross

1 VICE PRESIDENT RUBI NAVARIJO: The
2 Commission for Public Safety and Accountability
3 is called to order.

4 First, I'll do a call of the roll.
5 Today, I'll be chairing the meeting and the
6 president will be joining us virtually.

7 Please place your cell phones on
8 silent mode. Remain seated. And if you will be
9 using any small hand-held devices, please refrain
10 from using them in a way that interferes with the
11 ability of others to see or hear the proceedings.

12 I'm going to put my phone on. Okay.
13 As you entered today, you may have noticed
14 signage related to rules of decorum for
15 Commission meetings. Violations of the rules may
16 result in removal. Okay.

17 We'll begin by calling the roll to
18 establish a quorum. Commissioner Driver.

19 (NO RESPONSE.)

20 VICE PRESIDENT RUBI NAVARIJO: Commissioner
21 Gottlieb.

22 COMMISSIONER GOTTLIEB: Present.

23 VICE PRESIDENT RUBI NAVARIJO: Commissioner
24 Minor.

1 COMMISSIONER MINOR: Present.

2 VICE PRESIDENT RUBI NAVARIJO: Commissioner
3 Piemonte.

4 COMMISSIONER PIEMONTE: Present.

5 VICE PRESIDENT RUBI NAVARIJO: Vice president
6 Rubi Navarijo. Present.

7 Commissioner Wortham.

8 COMMISSIONER WORTHAM: Present.

9 VICE PRESIDENT RUBI NAVARIJO: President
10 Terry.

11 PRESIDENT TERRY: Present virtually.

12 VICE PRESIDENT RUBI NAVARIJO: Thank you.
13 With six members of the Community Commission for
14 Public Safety and Accountability present, we have
15 a quorum, and we can conduct the Commission's
16 business.

17 Commissioner Terry has requested to
18 participate virtually. I move that Commissioner
19 Terry be allowed to participate virtually.

20 COMMISSIONER GOTTLIEB: Second.

21 VICE PRESIDENT RUBI NAVARIJO: All those in
22 favor vote aye.

23 (CHORUS OF AYES.)

24 VICE PRESIDENT RUBI NAVARIJO: All opposed

1 vote nay.

2 (NO RESPONSE.)

3 VICE PRESIDENT RUBI NAVARIJO: The ayes have
4 it, and Commissioner Terry's virtual attendance is
5 approved, and she's been added to the roll.

6 The next item of business is public
7 comment. If you would like to share something
8 related to the Commission's work on Public Safety
9 and Accountability, you have a few options. You
10 can speak at a public meeting. You can also
11 submit a public comment in writing by emailing
12 your comment to
13 CommunityCommissionpubliccomment@CityofChicago.
14 org, or you can bring a copy of your comment to
15 one of the Commission's public meetings and give
16 it to someone on the Commission or someone on the
17 Commission staff.

18 People who wanted to speak during
19 public comment period tonight were asked to
20 submit their names in earlier tonight. Names
21 were then drawn at random by a member of the
22 staff. Speakers will be called in the order in
23 which your names were drawn.

24 If your name is called to offer

1 public comment, we ask that you approach the
2 microphone and line up in the order in which your
3 name was called. When it is your turn to speak,
4 please say your name, then spell your name, then
5 offer your comments. Each speaker will have two
6 minutes.

7 Our first speaker today is Ashley
8 Pantoja or Pantoja. I'm sorry if I mispronounced
9 that. Ashley Pantoja or Pantoja. Sorry.
10 Pantoja.

11 MS. PANTOJA: My name is Ashley Pantoja.
12 A-S-H-L-E-Y, P-A-N-T-O-J-A, and we are demanding
13 an end to pretextual traffic stops.

14 Chicago has a high rate of
15 pretextual traffic stops, overwhelmingly targeting
16 our black and brown communities.

17 We have seen here in Chicago, as
18 well as other cities, that ICE has been using
19 this tactic in order to pull more people over,
20 leading to the community fearing a minor traffic
21 stop, as there have been cases where ICE has
22 escalated them.

23 It is important we prevent more
24 causalities caused by ICE using this tactic.

1 What are your plans to stop this?

2 VICE PRESIDENT RUBI NAVARIJO: Thank you.
3 The next speaker is Omar Flores. Omar Flores.

4 MR. FLORES: Hello. I appreciate this
5 opportunity today to speak. My name is Omar
6 Flores. I'm a co-chair of the Chicago Alliance
7 against Racist Political Repression, Immigration
8 Rights Working Committee, and I am here because
9 I've personally been victim to ICE's violence.
10 I've had situations where my rights were violated.
11 I've had situations where they've pulled me over
12 and told me that what I was doing was illegal
13 while it was not illegal. I've had ICE get in my
14 face. I've had ICE throw teargas at me for simply
15 observing what was going on in the community. I
16 was not impeding. I was standing on a sidewalk.
17 I was recording the interactions, and they still
18 threatened me, and they still attacked me.

19 And the reason why I mention this
20 is because, you know, here in Chicago, it's very
21 clear that, obviously, we can't really exactly
22 control ICE. Right? But we can control how we
23 respond to how ICE is treating us.

24 These types of things should never

1 be allowed.

2 We've seen plenty of instances of
3 CPD supposedly coming out when the people are out
4 there showing their righteous anger, but we have
5 seen CPD do nothing when it comes to them
6 violating our rights.

7 When they told me that what I was
8 doing was illegal, when they tossed teargas at
9 me, when they got in my face, where was CPD to
10 defend us from them when they were violating our
11 rights?

12 And so there needs to be an end to
13 the finger-pointing that's been going on from the
14 CCPSA and COPA. It is your guys's job to be
15 creative in this moment, because if we aren't,
16 people's lives are literally counting on it as
17 we're seeing in Minneapolis.

18 So what absolutely needs to happen
19 is that there needs to be transparency as to any
20 interaction between CPD and ICE.

21 Without transparency, we cannot have
22 justice.

23 And, you know, what happened in the
24 South Loop, for example. We had requested FOIA's

1 over what happened in South Loop when CPD was
2 clearly working with ICE. What they told us is
3 that there was no relevant footage as to what was
4 going on.

5 The CCPSA is able to resolve this
6 issue by releasing monthly reports on any
7 interactions between CPD and DHS so we could hold
8 these cops accountable for cooperating with ICE.
9 Thank you.

10 VICE PRESIDENT RUBI NAVARIJO: Thank you for
11 your comment.

12 The next speaker is Louie Carhart.
13 Again. I'm sorry if I mispronounced that.

14 MS. CARHART: Hi. Thank you for letting me
15 speak. My name is Louise Carhart. I'm also
16 co-chair of Harper's IRWC. I'm also an
17 immigration attorney in Chicago. I represent a
18 lot of people right now who have been victimized
19 by ICE, who have been detained by ICE, who
20 continue to be detained by ICE, and who have been
21 detained in the streets in Chicago and afforded no
22 protection and have actually suffered because of
23 the actions of CPD in terms of refusing to protect
24 our community from ICE's actions.

1 I'm here to talk about our demand
2 on CCPSA to put forward demands that CPD stop
3 providing crowd control when rapid response is on
4 the scene, when ICE is actively antagonizing our
5 communities.

6 I've been there. I was there in
7 Brighton Park when CPD put up a line of officers
8 with their backs to ICE and their faces to us.
9 And we as the -- they are protecting ICE.
10 They're not protecting us. If they were
11 protecting us, their backs would be to us, their
12 faces would be to ICE, and, instead, they all got
13 teargassed, and we all teargassed.

14 The implicit -- the inherent
15 sentiment that comes from crowd control that CPD
16 provides is that they are okay. They condone the
17 tactics that ICE is taking. And we as a city
18 have voted. We as a state have voted to remove
19 ourselves from any kind of interaction with civil
20 law enforcement and providing crowd control to
21 this kind of civil law enforcement which actively
22 violates the rights of our community members and
23 violates residents of Chicago's rights.

24 Again, those are -- we -- those are

1 our police officers. They are not ICE's police
2 officers. And we ask that you take any action to
3 make sure that CPD does not provide crowd control
4 cover for ICE.

5 VICE PRESIDENT RUBI NAVARIJO: Thank you for
6 your comment.

7 Our next speaker is Grace Patino.
8 Grace Patino.

9 MS. PATINO: Hi. Thank you for waiting.
10 Sorry about that.

11 So I first want to actually thank
12 some of the commissioners up here who did show up
13 at City Hall this week and voiced support for
14 assigning COPA the investigations of officers who
15 violate the Welcoming City Ordinance.

16 I think that was correct, and I
17 appreciate that, and I encourage the rest of you
18 to step up to the plate and support that
19 initiative as well.

20 I also request that the CCPSA push
21 for investigations of officers with ties to
22 racist hate groups to be moved from under BIA to
23 COPA, which is an initiative that your District
24 Councilors put forward to you for 2025.

1 So I would love to hear an update on
2 the work you've been doing on that.

3 I also would like to request that
4 the CCPSA take up engaging in some fact-finding
5 for the community.

6 So what that would look like -- what
7 I'm requesting that looks like is requesting
8 documents from CPD regarding any type of CPD and
9 ICE collaboration; that could be emails, any 911
10 call logs, anything like that.

11 I'm also wanting to know of any
12 internal memorandums or guidance that CPD has
13 issued to its employees regarding immigration
14 enforcement for the month, and a running list of
15 all commanders in Chicago broken down by
16 district.

17 And I think it's really important
18 that that information be refreshed for every
19 month because we know that officers do move
20 around quite a bit.

21 And I think that it's just important
22 for the community to feel like we have some sort
23 of idea what's going on behind closed doors.

24 I also request CCPSA add to CPD

1 policy that they do not provide crowd control for
2 immigration activity. It should be federal funds
3 going towards federal operations, not our tax
4 dollars. Thank you.

5 VICE PRESIDENT RUBI NAVARIJO: Thank you for
6 your comment.

7 Our next speaker is Maya Sanchez.
8 Maya Sanchez.

9 MS. SANCHEZ: Good evening. My name is Maya,
10 M-A-Y-A, Sanchez, S-A-N-C-H-E-Z. I'm here to echo
11 some of the things that have already been said.

12 I think y'all have a responsibility
13 to us to work to end CPD crowd control during
14 immigration enforcement activities. Can I move
15 this? Oh, cool. Okay.

16 CPD crowd control during immigration
17 enforcement activities legitimizes and encourages
18 ICE's extrajudicial kidnappings and recognized
19 violations of federal law.

20 In Chicago specifically, ICE has a
21 pattern and practice of detaining people without
22 warrants or probable cause.

23 Being protected by a line of CPD
24 officers allows them to carry out these illegal

1 detentions with little public accountability.

2 In Chicago and other cities, we've
3 seen that local law enforcement emboldens ICE and
4 results in injuries to the public.

5 I'm newer to the City, but my
6 understanding is that you guys are out here to
7 protect the citizens of Chicago, the people of
8 Chicago.

9 Clearly, what's been going on is not
10 in any case protecting people.

11 So for the safety and health of
12 everyone in this City, we encourage you to act on
13 this and listen to us. Thank you.

14 VICE PRESIDENT RUBI NAVARIJO: Thank you for
15 your comment.

16 Our next speaker is Kyla Nguyen.
17 Kayla Nguyen. I'm sorry.

18 MS. NGUYEN: My name is Kayla Nguyen.
19 K-A-Y-L-A. Last name N, as in Nancy, G as in
20 George, U-Y-E-N.

21 At a special hearing on January
22 8th, this Commission heard from countless
23 community members regarding the need for an end to
24 CPD ICE collaboration.

1 Over 1500 people showed up to
2 Thalia Hall to demand an investigation for the
3 Commission to do what is right by the people and
4 to do everything with the fullest extent of your
5 power and the highest level of urgency to hold CPD
6 accountable for these crimes against the black and
7 brown immigrant communities.

8 Today, at this meeting, where you
9 are setting your goals for the year, the
10 community, again, demands the same.

11 We put forward a demand to present
12 to the community on a monthly basis all
13 communications, internal memos, and guidances
14 regarding CPD and ICE collaboration.

15 We want collaborators addressed
16 publicly, and we want them to face meaningful
17 consequences now, because it is a shame that this
18 city continues to wait to take action on wrongs
19 people know to be true.

20 Further, we demand that the
21 Commission move to end CPD crowd control during
22 immigration enforcement activities.

23 Why is CPD legitimizing and
24 encouraging these kidnappings? Why must the

1 people of Chicago fight both our local law
2 enforcement and ICE at the same time?

3 The protection of CPD, not for our
4 people, but for ICE, emboldens these federal
5 killers and results in further injuries to our
6 black and brown communities.

7 If the federal government wishes to
8 launch these attacks on our people and loved
9 ones, then they should have sufficient resources
10 and funds themselves to face the consequences of
11 their actions.

12 All of these things should be at the
13 top of your goals for this year. And if the
14 Commission is unable to carry out any of these
15 demands, it is ever exceptionally clearer that
16 the people need the CPOP referendum to make this
17 Commission accountable and to expand the powers
18 of police accountability in the City because
19 anything less is unacceptable. Thank you.

20 VICE PRESIDENT RUBI NAVARIJO: Thank you for
21 your comments.

22 Our next speaker is Scarlet
23 Johnson. Scarlet Johnson.

24 MS. JOHNSON: Hello. My name is Scarlet

1 Johnson. S-C-A-R-L-E-T, J-O-H-N-S-O-N.

2 I'm here to demand that COPA choose
3 -- or I'm here to demand that CCPSA choose a COPA
4 with a strong record of pro-accountability.

5 We want COPA to be a strong
6 mechanism for enforcement, and without someone at
7 the head with a track record of accountability,
8 the Welcoming City Ordinance will continue to be
9 what it is, not -- nonexistent.

10 A COPA head will spearhead
11 investigations and will ensure that we do not pass
12 the Welcoming City Ordinance as a sympathetic act.
13 It is time to back up our words with actions, and
14 a strong hope ahead is important to ensure that
15 happens.

16 I am also here to say that after a
17 historic showing at the special meeting earlier
18 this month, many people that I talked to that
19 left there was their first time ever interacting
20 with the CCPSA, and they left with a very sour
21 taste in their mouth because of how the people on
22 this Commission treated their -- treated the
23 people of the community with contempt.

24 We need the community power of a

1 policing referendum so that this Commission can
2 be held accountable and the seats will be
3 directly elected. Thank you.

4 VICE PRESIDENT RUBI NAVARIJO: Thank you.
5 Our next speaker is Brian Young, Jr. Brian Young,
6 Jr.

7 MR. YOUNG, JR: Hello. Brian Young, Jr.
8 B-R-I-A-N, Y-O-U-N-G, J-R. I'm a member of the
9 25th District and the 31st Ward.

10 And I tried to -- I thought of a lot
11 to say, but I'm just tired. I'm just really
12 [___] tired.

13 I'm a member of the 25th District, a
14 district that has a lot of brown and black
15 people.

16 I'm a black, working-class person
17 that organizes in a community where any day my
18 people can be taken out from the police or be
19 snatched up by these [___] gestapos in ICE.

20 And I come here -- I've -- we've
21 been coming here in 2024 when Dexter Reed was
22 killed by the police officers over pretextual
23 traffic stops. When this young man was killed,
24 he was gunned down like a [___] animal in the

1 street. I organized, and I came here with the
2 community and demanded that we end pretextual
3 stops. That was pushed on the [___] back burner.

4 So I'm here, again, today because I
5 want the Community Commission to actually live up
6 to what the community fought for off the backs of
7 the black liberation movement.

8 In 2021, Chicago created the most
9 historic form of police accountability that this
10 country has ever seen in the empowering
11 communities for public safety ordinance. The
12 same ordinance that created y'all's position.

13 I want you to live up to that. I
14 want you to end pretextual stops, and I want you
15 to end these [___] tact teams who attacked Dexter
16 Reed, and we need the referendum for community
17 power over policing. Thank you. I'm Brian
18 Young, Jr.

19 VICE PRESIDENT RUBI NAVARIJO: Thank you.

20 Let the record show that
21 Commissioner Driver is present.

22 Our next speaker is -- I'm sorry, I
23 can't -- Gerima is the last name. G-E-R -- sorry
24 about that.

1 UNIDENTIFIED SPEAKER: That's okay. Yeah.
2 So I just want to start by saying that I'm a
3 member of the Chicago Alliance Against Racism and
4 Political Repression, but I was actually in DC
5 during Trump's takeover of that city throughout
6 the time where they had military, ICE, and
7 everybody in between terrorizing black and brown
8 communities all over the city and still going on
9 actually.

10 And, you know, we had some really
11 incredible cases, such as the case of Phillip
12 Brown who was nearly killed by HSI in the exact
13 same fashion as Renee Good. The only difference
14 is that the officer missed. Phillip Brown
15 actually had a bullet hole in the collar of his
16 shirt. That's how close he came to death when
17 the HSI officer shot into his car claiming
18 self-defense. And the attorney -- the U.S.
19 attorney -- or the AG's office refused to
20 prosecute because they said the bullet never hit
21 anybody, so they can't prosecute that case.

22 Now that makes me think, you know,
23 in Chicago, as Brian said, we have the most
24 historic form of police, you know, oversight, and

1 soon to be control in the country. And yet, you
2 know, the members here who are refusing to take
3 action have turned it into another milk toast,
4 lame duck, you know, oversight body, just like
5 any other one in any other city.

6 It has been several months where ICE
7 officers have done, you know, all kinds of
8 things. You all have not taken action. And, you
9 know, if you've turned it into a toothless body,
10 and I think that we're on our way to pass this
11 referendum. We're on our way to give this body
12 even more power, and that also means we're on our
13 way to replacing the people on this body who
14 refuse to turn it into a fighting machine for the
15 community, which is what it was built for. It
16 was built for police accountability. There's a
17 lot of happy officers sitting in this room right
18 now because there are a lot of people on this
19 board who are doing nothing, or, in fact, are
20 complicit in standing in the way of actual
21 forward progress.

22 And so I look forward to the next
23 round of elections. You know what I mean?
24 Because we are going to turn this thing into what

1 it was meant to be from the get-go, you know,
2 with or without you all. Thank you.

3 VICE PRESIDENT RUBI NAVARIJO: Thank you for
4 your comment.

5 Our next speaker is Nova Mohideen.

6 MS. MOHIDEEN: Hi, there. My name is Nova.
7 I'm a member of Chicago Socialist Alternative and
8 also a resident of Rogers Park.

9 Over the past seven months, we've
10 seen J.B. Pritzker allow state violent -- state
11 police to beat people at the Broadview facility.
12 And in line with a lot of what the public comment
13 is saying right now, you know, CPD does not, you
14 know -- Brandon Johnson has passed an ordinance for
15 CPD to not intervene.

16 The work -- oh, my God. I'm sorry.

17 Johnson has told us there's nothing
18 we can do to make CPD intervene to protect the
19 legal observers. Not that we would ever expect
20 them to. So we cannot trust the democrats, and
21 we cannot trust the police. We haven't for a
22 long, and they've done nothing to change that.

23 The work of rapid response
24 organizers has been absolutely heroic in the

1 City.

2 If you haven't followed the work of
3 Protect Rogers Park, do it.

4 As a part of school patrols and
5 rapid response with PRP, me and my neighbors have
6 now how CPD allowed CBP to use their station
7 parking lots and more. We've seen them defend
8 ICE and intimidate protestors and local leaders,
9 but the District Councilors are right about one
10 thing, look at what community power can bring
11 together.

12 ICE are using hit-and-run tactics
13 over all the City and the country, and they're
14 going to be back in further force this spring.
15 And we know that CPD won't keep us safe from the
16 last time around.

17 They are killing legal observers,
18 and the strategy that CCPSA seems to want to take
19 by having a listening session will never keep us
20 safe.

21 We need our own strategy. A
22 collective offensive strategy. We can't remain
23 on the defensive. We have to take the fight to
24 Trump, ICE, and the capitalist class. We have to

1 walk out of campuses and workplace to shut down
2 business as usual in line with the example that
3 the brave workers and community members in
4 Minneapolis have set.

5 We are trying to help build that
6 earth here in this City. Meetings where we can
7 come together as neighborhood groups and real
8 fighting organizations, talking together, open
9 for all, and where we can plan for sit-ins,
10 walk-outs, and strikes.

11 If Brandon Johnson wants to say
12 there should be a general strike, let's actually
13 give him one. Thank you.

14 VICE PRESIDENT RUBI NAVARIJO: Thank you very
15 much.

16 Our last speaker is Claudette
17 Bukhari. Claudette Bukhari.

18 MR. BUKHARI: Hello. Good evening. My name
19 is Claudette Bukhari. C-L-A-U-D-E-T-T-E,
20 B-U-K-H-A-R-I.

21 Now, firstly, I'd like to say that,
22 again, I hope that you all reform the way that
23 you deliberate because it's very Trump-like the
24 way that certain members of this Commission cut

1 off discussion and debate when they start to lose
2 or when they can't hang.

3 Specifically, I've seen coordination
4 between Commissioner Navarijo, the executive
5 director, on camera, and Commissioner Driver, and
6 that needs to stop. That needs to stop. That's
7 just replicating what Trump does, and we're not
8 going to make forward motion on any issue if that
9 is allowed to continue.

10 Secondly, I want to address that in
11 a similar fashion, Commissioner Driver said on
12 the floor of Truman College that he supported and
13 saw the value in decriminalization of substances,
14 and then at a later meeting when I approached
15 him, he went out of his way -- before I could
16 even say anything to him, he went out of his way
17 to lie to me and say that he -- that he didn't
18 support that, and that he never said that he
19 supported that.

20 And this is the type of thing that
21 stalls progress. And while good work has been
22 done on the gang database, again, issues of the
23 so-called criminal class are not dealt with.
24 Y'all are predatory towards them. And because we

1 didn't deal with Larry Hoover, now we all have to
2 deal with Larry Ellison and the carceral
3 surveillance that's going to come upon us.

4 And lastly, Commissioner Driver, you
5 surround -- you're always trying to make Lee
6 Bielecki happy, and when you're not doing that,
7 you're supporting this.

8 VICE PRESIDENT RUBI NAVARIJO: Thank you for
9 your comment. Time is up. I appreciate it.
10 Thank for your comment. We've reached the end of
11 public comment period. Thank you to all our
12 speakers. We value your input.

13 The next order of business is
14 approval of minutes. Before today's meeting,
15 draft minutes of the Commission's regular meeting
16 held on December 11th were shared with all
17 commissioners.

18 Are there any corrections to the
19 draft minutes that have been circulated?

20 Public comment period is over. I
21 appreciate it, though.

22 So is any -- if there's no
23 corrections, I move to approve the minutes.

24 COMMISSIONER DRIVER: Second.

1 VICE PRESIDENT RUBI NAVARIJO: Those in favor
2 of adopting the motion to approve the minutes of
3 the Commission's meeting held on December 11th,
4 please say aye.

5 (CHORUS OF AYES.)

6 VICE PRESIDENT RUBI NAVARIJO: Those opposed,
7 please say nay.

8 (NO RESPONSE.)

9 VICE PRESIDENT RUBI NAVARIJO: The ayes have
10 it, and the motion carries. The minutes are
11 approved.

12 Our next order of business will be
13 new business. The first item is the approval of
14 a series of closed meetings.

15 Section 2(c)(1) of the Illinois Open
16 Meetings Act allows the Commission to meet in
17 closed session to consider the following
18 subjects: The appointments, employment,
19 compensation, discipline, performance, or
20 dismissal of specific employees.

21 Section 2(a) of the Act authorizes
22 the Commission to take a vote to hold a series of
23 closed meetings over the course of not more than
24 three months from today and only for the purposes

1 cited under Section 2(c)(1).

2 Over the next few months, the
3 Commission may need to meet in closed session for
4 reasons that are allowed under the Open Meetings
5 Act, including discussions related to the
6 performance of specific CCPSA employees.

7 I move to hold a series of closed
8 meetings to take place for the maximum period
9 allowable as authorized by Section 2(C)(1) of the
10 Open Meetings Act. Is there a second?

11 COMMISSIONER MINOR: Second.

12 VICE PRESIDENT RUBI NAVARIJO: I have moved
13 to hold a series of closed meetings to take place
14 for the maximum period allowable as authorized by
15 Section 2(c)(1) of the Open Meetings Act.

16 Commission Minor has seconded. Is there any
17 debate on the motion?

18 (NO RESPONSE.)

19 VICE PRESIDENT RUBI NAVARIJO: Hearing none,
20 we will move to a vote.

21 Those in favor of holding a series
22 of closed meetings to take place for the maximum
23 time period allowable as authorized by Section
24 2(c)(1) of the OMA, please say aye.

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(CHORUS OF AYES.)

VICE PRESIDENT RUBI NAVARIJO: Those opposed,
please say nay.

(NO RESPONSE.)

VICE PRESIDENT RUBI NAVARIJO: The ayes have
it, and the motion carries.

The Commission is authorized to hold
a series of closed meetings to take place for the
maximum time period allowable as authorized by
Section 2(c) (1) of the Open Meetings Act.

Our next item on the agenda is a
vote on the Commission selection of the Chief
Administrator of the Civilian Office of Police
Accountability, or COPA.

We'll start with a rundown of where
we've been and how we got here and a description
of the process.

In February, the former COPA --
February of 2025, the former COPA Chief
Administrator resigned. Under a City ordinance
passed in July of 2021, when there is a vacancy
in the position of Chief Administrator at COPA,
the Commission is responsible for leading the
search and selecting a candidate.

1 After the Commission selects a
2 candidate, the City Council decides whether to
3 confirm the candidate.

4 The Commission selection process for
5 Chief Administrator requires that the Commission
6 get input from people across the City.

7 From April to June 25, the
8 Commission conducted four listening sessions on
9 the north, south, and west sides of the City.
10 The Commission also held listening sessions with
11 COPA employees and CPD members. We also
12 consulted with more than 20 subject-matter
13 experts from around the country. We organized
14 target focus groups with a range of groups,
15 including young people and justice-impacted
16 individuals. We took into account all the input
17 we received and used it to develop a description
18 of the most important things we were looking for
19 in a candidate.

20 That information was included in a
21 job application we put out in September. The
22 application was circulated nationwide. We
23 received 27 selections from candidates across the
24 country, and we carefully reviewed all the

1 applications.

2 Every commissioner reviewed the
3 applications. We met in closed session and
4 discussed applicants and identified the
5 candidates to interview.

6 The Commission conducted two rounds
7 for the position. Five candidates were selected
8 for round one interviews, and four candidates
9 were chosen for round two interviews.

10 In the interviews, we assessed
11 candidates' qualifications, experience, and
12 alignment with the goals and values that we had
13 highlighted in the application and the qualities
14 and characteristics that were highlighted
15 throughout the CCPSA's community engagement
16 process.

17 After the interviews, background
18 checks were conducted on all finalists, and we
19 engaged in hours of discussion and deliberation,
20 working to identify the candidate who is best
21 qualified for the job.

22 Tonight, we're going to vote on the
23 Commission's nominee.

24 After the vote, the Mayor will have

1 an opportunity to comment on the nominee, but
2 please note that unlike most other appointment
3 processes in the City, the Mayor does not have
4 decision-making authority in this process.

5 The Commission's nominee will go to
6 the City Council for a full hearing with the Fire
7 and Police Committee, and then a full vote of the
8 full City Council.

9 I would like to present a little
10 information about the nominee.

11 The nominee for the position of COPA
12 Chief Administrator is LaKenya White. Ms. White
13 is currently the Interim Chief Administrator at
14 COPA.

15 We believe that Ms. White has the
16 key qualities the Commission was looking for.

17 She served as a leader with
18 integrity. She has a long history of
19 investigative evidence excellence. She
20 prioritizes timely, impartial, and thorough
21 investigations. She can build public trust in
22 COPA. She strengthened internal culture and
23 operations with the little staff that she's had
24 in her leadership team.

1 She's worked collaboratively with
2 other accountability agencies, and she
3 understands law enforcement.

4 Ms. White has nearly 25 years of
5 experience in civilian police oversight.

6 She worked her way up from an
7 entry-level job as an intake aide to Interim
8 Chief Administrator. She's worked at every level
9 of Chicago's police accountability system. She
10 has extensive institutional knowledge of COPA and
11 practical experience in investigating police
12 misconduct.

13 As Interim Chief Administrator, she
14 leads an organization of 140 professionals
15 conducting high-stakes investigations in one of
16 the country's most complex oversight
17 environments.

18 Her colleagues describe her as a
19 phenomenal investigator. She has extensive
20 personal knowledge of what it takes to run a
21 thorough and fair investigation, and she knows
22 the systems and structures you need to help
23 ensure that all investigations are thorough and
24 fair.

1 In her time as Interim Chief
2 Administrator, many of her colleagues credit her
3 with making the office run more effectively,
4 improving Consent Decree compliance, and
5 transforming the morale at COPA.

6 Ms. White has also worked to ensure
7 that COPA investigators better understand the
8 realities of policing.

9 Under her leadership, investigators
10 have attended law enforcement training, including
11 a focus on split-second decision-making and
12 use-of-force policies.

13 Her personal journey is also
14 impressive. She started her work in police
15 oversight as an intern. She was a single mother
16 without a college degree. She earned her
17 bachelor's degree summa cum laude and MBA magna
18 cum laude while working full-time and raising
19 children.

20 Ms. White has an extraordinary
21 determination and an incredibly strong work
22 ethic.

23 In accordance with MCC2-80-080,
24 Section B, I move to nominate LaKenya White for

1 the position of Chief Administrator of the
2 Civilian Office of Police Accountability.

3 I have moved to nominate LaKenya
4 White for the position of Chief Administrator of
5 the Civilian Office of Police Accountability and
6 to submit this nomination to City Council. Is
7 there a second?

8 COMMISSIONER DRIVER: Second.

9 VICE PRESIDENT RUBI NAVARIJO: I have moved,
10 and Commissioner Driver has seconded to nominate
11 LaKenya White for the position of Chief
12 Administrator of the Civilian Office of Police
13 Accountability and to submit this nomination to
14 the City Council.

15 Is there any debate on the motion?

16 (NO RESPONSE.)

17 VICE PRESIDENT RUBI NAVARIJO: Hearing none,
18 we will move to a vote. Those in favor of
19 adopting the motion to nominate LaKenya White for
20 the position of Chief Administrator of the
21 Civilian Office of Police Accountability, please
22 say aye.

23 (CHORUS OF AYES.)

24 VICE PRESIDENT RUBI NAVARIJO: The ayes have

1 it, and the motion carries.

2 Congratulations, Interim Chief
3 White, and good luck.

4 Yes. We will now move on to our
5 next item which is a vote for Commission
6 strategic priorities.

7 Commissioner Piemonte.

8 COMMISSIONER PIEMONTE: Can you hear me?
9 Okay. Now, we're going to talk about the work the
10 Commission has been doing since last summer to
11 identify potential priorities that will be used to
12 help guide our work through 2026.

13 The idea is to come up with a short
14 list of high-level objectives that the Commission
15 will focus on throughout the year.

16 The priorities can help guide all of
17 the Commission's work. For example, we have
18 already used the work we've done on priorities to
19 help shape the review we did of the CPD budget
20 last fall and the goals we'll be setting tonight
21 for the superintendent, Police Board president,
22 and COPA Chief Administrator.

23 These priorities were informed by
24 what we've heard from the community,

1 recommendations from the District Councils that
2 we have received over the years, our duties
3 established within our ordinance, and direct
4 input from everyone on the Commission.

5 Going forward, we'll push to keep
6 the priorities at the center of our work.

7 We'll develop a short list of
8 objectives for each priority. So we'll be clear
9 about what we're trying to achieve. And we'll
10 also develop a timeline for how we want the work
11 to move forward, so we'll have a clear road map
12 for the work.

13 We might create commissioner working
14 groups to focus on each of the priorities, and
15 we'll direct Commission staff to focus a
16 significant portion of their time on supporting
17 work on the priorities.

18 We'll also provide regular updates
19 on our work on the priorities at the monthly
20 Commission meetings.

21 This is the first time that the
22 Commission has established priorities in this
23 manner, and we're excited to be able to use what
24 we have here as a road map, both for our work

1 for -- for our work both this year and beyond.

2 We will now share the priority area
3 that will be voted on today, as well as some
4 brief background on why they were chosen.

5 The priority areas that will be
6 presented for a vote today are: Strategic
7 Priority 1. The Commission will work to finalize
8 the traffic stops policy and get traffic stops
9 incorporated into the Consent Decree.

10 The Commission has been working with
11 CPD for over a year to develop a new policy
12 around traffic stops and has been working with
13 CPD, the Office of Attorney General, the Chicago
14 Department of Law, and the Independent Monitoring
15 Team, IMT, to include traffic stops in the
16 Consent Decree. Traffic stops have long been a
17 source of controversy.

18 Historically, these stops have
19 disproportionately impacted people of color and
20 often failed to yield significant public safety
21 benefits, raising concerns about racial bias and
22 unconstitutional practices.

23 By placing traffic stops under the
24 Consent Decree's oversight, CPD will be subject

1 to monitoring, judicial review, and community
2 input, ensuring greater transparency,
3 accountability, and adherence to constitutional
4 standards.

5 Strategic Priority 2. The
6 Commission will work to advance preventative,
7 proactive, community-based, and evidence-based
8 approaches to public safety, including approaches
9 that involve people and organizations outside of
10 the police department.

11 Many 911 calls, including some
12 involving mental health crisis, homelessness, or
13 low-level disputes, do not require armed law
14 enforcement officers, and may be more effectively
15 handled by specialized community-based
16 professionals who focus on responses that do not
17 involve the use of force.

18 Cities around the country are
19 exploring and advancing ways that people other
20 than the police can respond effectively in those
21 kinds of situations.

22 Focusing on addressing root causes
23 of crime and harm before they occur can help to
24 improve public safety.

1 Proactive measures enable law
2 enforcement and community partners to anticipate
3 challenges and intervene early, rather than
4 reaching after incidents occur.

5 Community-based approaches can build
6 trust and collaboration between residents and
7 police, ensuring solutions are community-based.

8 The goal is to shift the focus from
9 short-term enforcement to sustainable public
10 safety.

11 Strategic Priority 3: The
12 Commission will work to enhance the quality,
13 fairness, and consistency of investigations and
14 police misconduct cases by strengthening
15 processes and advocating for better interagency
16 cooperation. Ensuring the quality, fairness, and
17 consistency of investigations in police
18 misconduct cases is critical for maintaining
19 public trust in law enforcement.

20 When misconduct investigations lack
21 consistency or transparency, they risk
22 perpetuating bias, eroding accountability, and
23 undermining confidence in the system.

24 Strengthening investigative

1 processes helps guarantee that misconduct cases
2 are handled objectively and based on evidence
3 rather than external pressures.

4 Furthermore, fostering interagency
5 cooperation is essential as misconduct cases
6 often involve off -- often involve multiple
7 stakeholders.

8 Improved collaboration ensures
9 timely information sharing and promotes uniform
10 standards ultimately leading to better outcomes.

11 VICE PRESIDENT RUBI NAVARIJO: Thank you,
12 Commissioner Piemonte.

13 Strategic Priority 4. The
14 Commission will advocate for CPD to use best
15 practices to improve clearance rates for crimes
16 with a focus on reducing violent crime.

17 Clearance rates are one way to
18 measure how well the police department solves
19 crimes. They are not a perfect measure, and they
20 can be misleading, but they still give us some
21 insight into how well the police department is
22 doing one of its main jobs.

23 Improving clearance rates for
24 violent crime directly impacts public safety and

1 builds community trust. It also helps to
2 strengthen accountability and provide justice for
3 victims.

4 It is important that the Chicago
5 Police Department utilize national best practices
6 in its investigations and evidence collection, as
7 well as prioritize victim services.

8 Strategic Priority 5. The
9 Commission will work to advance best practices in
10 community policing.

11 Community policing is a strategy
12 that works to bring community members and police
13 department together to solve problems and make
14 communities safer.

15 Chicago's diverse neighborhoods face
16 unique challenges that require tailored
17 community-driven solutions. A strong community
18 policing model empowers officers to work
19 alongside community members to identify and
20 address root causes of crime, reduce tensions,
21 and strengthen relationships.

22 CPD is now working to develop a
23 department-wide community policing strategy. An
24 effective strategy will involve building trust,

1 fostering collaboration between the department
2 and residents, and improving public safety.

3 We need this work to succeed, so
4 the Commission will work in concrete ways to make
5 sure that we have a community policing program
6 with all the ingredients that are necessary for
7 success.

8 Two more, y'all.

9 Strategic Priority 6. The
10 Commission will advocate for comprehensive
11 officer wellness programs and policies that
12 identify and support the mental health and
13 physical well-being of Chicago Police Department
14 members.

15 Policing is a challenging
16 profession, and the Department has a
17 responsibility to support officers.

18 When officers struggle, the quality
19 of policing is affected.

20 Comprehensive and effectively
21 utilized wellness programs are important for the
22 mental health of officers.

23 CPD has made significant investment
24 in resources for officer wellness and ensuring

1 that officers access those services when needed
2 is critical.

3 Additionally, advocating for
4 improvement and expansion of services supports
5 officers and community members.

6 Strategic Priority 7. The
7 Commission will work with community, the Mayor's
8 Office, City Council, and CPD to strengthen
9 policy and accountability around the Police
10 Department's interactions with federal
11 immigration enforcement.

12 The Commission will collaborate with
13 various City agencies to strengthen policies,
14 implementation, and accountability around
15 enforcement of the Welcoming City Ordinance; this
16 includes creating clear enforcement mechanisms
17 and identifying best practices.

18 The Commission will also explore
19 whether changes to the Welcoming City Ordinance
20 or other laws or policies are necessary to
21 increase public safety and strengthen
22 accountability.

23 These are the seven priorities that
24 will shape much of our work for the next year.

1 To adopt these priorities, we'll
2 vote on each one. We're going to be voting on
3 these as a roll call individually. So we're
4 going to begin with Strategic Priority Area 1.
5 Is there a motion?

6 COMMISSIONER GOTTLIEB: I move to adopt
7 Strategic Priority 1, which is to finalize a
8 traffic stops policy and the traffic stops Consent
9 Decree stipulation.

10 COMMISSIONER MINOR: Second.

11 VICE PRESIDENT RUBI NAVARIJO: Commissioner
12 Minor has -- I'm sorry. Commissioner Gottlieb has
13 moved, and Commissioner Minor has seconded the
14 motion to adopt Strategic Priority Area 1, which
15 is to finalize a traffic stops policy and traffic
16 stops Consent Decree stipulation.

17 Is there any debate on the motion?

18 COMMISSIONER WORTHAM: I have something on
19 this. All right.

20 So, I think it's important that the
21 public understand that what was read -- these are
22 meeting notes that are written by staff, and so I
23 really want to be clear that nothing that was read
24 should be taken as an official position of the

1 Commission. I say that because I'm really
2 concerned about some of the conclusions that were
3 in some of these summaries.

4 I'm going to support this priority,
5 but I am concerned that we're already asserting
6 that traffic stops don't yield any sort of public
7 safety benefit.

8 Again, that is an opinion, and one
9 that I think we shouldn't assume all commissioners
10 hold. Maybe some do, and that's fine, but I just
11 want that to be clear for the public, because,
12 yes, it's important that we continue to work on
13 the traffic stops policy, but if we focus on the
14 data, you know, calls for service, actual
15 community needs and interests, I don't think --
16 well, I would not suggest that it is a fair
17 conclusion that traffic stops don't yield that --
18 that traffic stops don't yield public safety
19 benefits.

20 So I just want to be careful when
21 we are voting on these that the public understands
22 that what was read is not necessarily why every
23 commissioner is voting for the priority.

24 VICE PRESIDENT RUBI NAVARIJO: Anybody else?

1 All right. We're going to conduct a roll call
2 vote for this motion. So please directly speak
3 clearly into the microphone.

4 Commissioner Driver.

5 COMMISSIONER DRIVER: Aye.

6 VICE PRESIDENT RUBI NAVARIJO: Commissioner
7 Gottlieb.

8 COMMISSIONER GOTTLIEB: Aye.

9 VICE PRESIDENT RUBI NAVARIJO: Commissioner
10 Minor.

11 COMMISSIONER MINOR: Aye.

12 VICE PRESIDENT RUBI NAVARIJO: Commissioner
13 Piemonte.

14 COMMISSIONER PIEMONTE: Aye.

15 VICE PRESIDENT RUBI NAVARIJO: Commissioner
16 Terry.

17 PRESIDENT TERRY: Aye.

18 VICE PRESIDENT RUBI NAVARIJO: Commissioner
19 Wortham.

20 COMMISSIONER WORTHAM: Aye.

21 VICE PRESIDENT RUBI NAVARIJO: Commissioner
22 Rubi Navarijo? Aye.

23 The ayes have it, and the motion
24 carries.

1 Next we will consider Strategic
2 Priority 2.

3 Is there a motion for Strategic
4 Priority 2?

5 COMMISSIONER MINOR: I move to adopt
6 Strategic Priority 2, which is to advance
7 preventative, proactive community-based and
8 evidence-based approaches to public safety,
9 including approaches that involve people and
10 organizations outside of the Police Department.

11 COMMISSIONER PIEMONTE: Second.

12 VICE PRESIDENT RUBI NAVARIJO: Commissioner
13 Minor has moved, and Commissioner Piemonte has
14 seconded the motion to adopt Strategic Priority
15 Area 2.

16 Is there any debate on the motion?

17 COMMISSIONER WORTHAM: All right. So I have
18 something on this one as well.

19 Similar to my last remarks, again,
20 I'm going to support this priority because it is
21 consistent with a portion of our ordinance
22 responsibilities; however, again, the conclusions
23 in the summary are concerning to me.

24 I think that there are, of course,

1 benefits to community-based approaches, but I
2 think we should be careful to assume that all
3 people of Chicago want less police response.
4 There are, in fact, people in Chicago who want
5 more police response, who want the police to
6 respond to their calls for service. And I think
7 also the assumption that "low-level calls" for
8 service don't need police is a leap without
9 supporting facts. And I think we have to be very
10 careful though. We don't -- we hear -- there are
11 people in Chicago who have communicated with this
12 Commission who have expressed a desire to have
13 more police response, more police presence in
14 their communities. So I think we just ought not
15 approach this priority with the assumption that
16 we are reducing police involvement, but that we
17 are responding to communities and what
18 communities want, and some communities very much
19 value the response of the Chicago Police
20 Department.

21 VICE PRESIDENT RUBI NAVARIJO: Again, we'll
22 be conducting a roll call vote for this motion,
23 so please speak clearly into the microphone.

24 Commissioner Driver.

1 COMMISSIONER DRIVER: Aye.

2 VICE PRESIDENT RUBI NAVARIJO: Commissioner
3 Gottlieb.

4 COMMISSIONER GOTTLIEB: Aye.

5 VICE PRESIDENT RUBI NAVARIJO: Commissioner
6 Minor.

7 COMMISSIONER MINOR: Aye.

8 VICE PRESIDENT RUBI NAVARIJO: Commission
9 Piemonte.

10 COMMISSIONER PIEMONTE: Aye.

11 VICE PRESIDENT RUBI NAVARIJO: Commissioner
12 Terry.

13 PRESIDENT TERRY: Aye.

14 VICE PRESIDENT RUBI NAVARIJO: Commissioner
15 Wortham.

16 COMMISSIONER WORTHAM: Aye.

17 VICE PRESIDENT RUBI NAVARIJO: Commissioner
18 Rubi Navarijo. Aye.

19 The ayes have it, and the motion
20 carries.

21 Next we will be moving on to
22 Strategic Priority number 3.

23 Next we will consider Strategic
24 Priority 3. Is there a motion?

1 VICE PRESIDENT RUBI NAVARIJO: Commissioner
2 Piemonte.

3 COMMISSIONER PIEMONTE: Aye.

4 VICE PRESIDENT RUBI NAVARIJO: Commissioner
5 Terry.

6 PRESIDENT TERRY: Aye.

7 VICE PRESIDENT RUBI NAVARIJO: Commissioner
8 Wortham.

9 COMMISSIONER WORTHAM: Aye.

10 VICE PRESIDENT RUBI NAVARIJO: Commissioner
11 Rubi Navarijo. Aye.

12 The ayes have it, and the motion
13 carries.

14 COMMISSIONER DRIVER: May I ask a clarifying
15 question? Point of order. Point of information.
16 Why are we doing roll call votes for every single
17 vote when we can do a voice vote, and if somebody
18 wants to vote nay, they can say that?

19 VICE PRESIDENT RUBI NAVARIJO: The reason why
20 we are conducting it this way is because all the
21 votes warrant unanimous, and voice votes are
22 better for unanimous items.

23 The roll call records who supports
24 as transparently as possible.

1 Can somebody remind me what
2 Strategic Priority we were at?

3 COMMISSIONER PIEMONTE: We're on number 4. I
4 move to adopt Strategic Priority 4 which is to
5 advocate for best practices to improve clearance
6 rates with a focus on violent crime.

7 COMMISSIONER MINOR: Second.

8 VICE PRESIDENT RUBI NAVARIJO: Commissioner
9 Piemonte has moved, and Commissioner Minor has
10 seconded the motion to adopt strategic area --
11 sorry. Strategic Priority Area 4.

12 Is there any debate on the motion?

13 (NO RESPONSE.)

14 VICE PRESIDENT RUBI NAVARIJO: All right.
15 Roll call vote once again. Commissioner Driver.

16 COMMISSIONER DRIVER: Aye.

17 VICE PRESIDENT RUBI NAVARIJO: Commissioner
18 Gottlieb.

19 COMMISSIONER GOTTLIEB: Aye.

20 VICE PRESIDENT RUBI NAVARIJO: Commissioner
21 Minor.

22 COMMISSIONER MINOR: Aye.

23 VICE PRESIDENT RUBI NAVARIJO: Commissioner
24 Piemonte.

1 COMMISSIONER PIEMONTE: Aye.

2 VICE PRESIDENT RUBI NAVARIJO: Commissioner
3 Terry.

4 PRESIDENT TERRY: Aye.

5 VICE PRESIDENT RUBI NAVARIJO: Commissioner
6 Wortham.

7 COMMISSIONER WORTHAM: Aye.

8 VICE PRESIDENT RUBI NAVARIJO: Commissioner
9 Rubi Navajo. Aye.

10 The ayes have it, and the motion
11 carries.

12 Next, we will consider Strategic
13 Priority 5. Is there a motion?

14 COMMISSIONER MINOR: I move to adopt
15 strategic Priority 5 which is to advance best
16 practices in community policing.

17 COMMISSIONER GOTTLIEB: Second.

18 VICE PRESIDENT RUBI NAVARIJO: Commissioner
19 Minor has moved, and Commissioner Gottlieb has
20 seconded the motion to adopt Strategic Priority
21 Area 5. Is there any debate on the motion?

22 (NO RESPONSE.)

23 VICE PRESIDENT RUBI NAVARIJO: Commissioner
24 Driver --

1 carries.

2 Next we will consider Strategic
3 Priority 6. Is there a motion?

4 COMMISSIONER DRIVER: I move to adopt
5 Strategic Priority 6, which is to advocate for
6 comprehensive officer wellness programs and
7 policies that identify and support the mental
8 health and physical well-being of Chicago Police
9 Department members.

10 COMMISSIONER GOTTLIEB: Second.

11 VICE PRESIDENT RUBI NAVARIJO: Commissioner
12 Driver has moved, and Commissioner Gottlieb has
13 seconded the motion to adopt Strategic Priority
14 Area 6.

15 Is there any debate on the motion?
16 We'll be conducting a roll call vote for this
17 motion. Commissioner Driver.

18 COMMISSIONER DRIVER: Aye.

19 VICE PRESIDENT RUBI NAVARIJO: Commissioner
20 Gottlieb.

21 COMMISSIONER GOTTLIEB: Aye.

22 VICE PRESIDENT RUBI NAVARIJO: Commissioner
23 Minor.

24 COMMISSIONER MINOR: Aye.

1 VICE PRESIDENT RUBI NAVARIJO: Commissioner
2 Piemonte.

3 COMMISSIONER PIEMONTE: Aye.

4 VICE PRESIDENT RUBI NAVARIJO: Commissioner
5 Terry.

6 PRESIDENT TERRY: Aye.

7 VICE PRESIDENT RUBI NAVARIJO: Commission
8 Wortham.

9 COMMISSIONER WORTHAM: Aye.

10 VICE PRESIDENT RUBI NAVARIJO: Commissioner
11 Rubi Navarijo. Aye.

12 The ayes have it, and the motion
13 carries.

14 Those in favor of -- we will
15 consider Strategic Priority 7. Is there a
16 motion?

17 COMMISSIONER PIEMONTE: I move to adopt
18 Strategic Priority 7 which is to engage with
19 community, the Mayor's Office, City Council, and
20 CPD to strengthen policy and accountability around
21 Chicago Police Department's interactions with
22 federal immigration enforcement.

23 COMMISSIONER MINOR: Second.

24 VICE PRESIDENT RUBI NAVARIJO: Commissioner

1 Minor has -- I'm sorry. Commissioner Piemonte has
2 moved, and Commissioner Minor has seconded the
3 motion to adopt Strategic Priority area 7, which
4 is to engage with the community, the Mayor's
5 Office, City Council, and CPD to strengthen policy
6 and accountability around CPD's interactions with
7 federal immigration enforcement. Is there any
8 debate on the motion?

9 (NO RESPONSE.)

10 VICE PRESIDENT RUBI NAVARIJO: Okay. Hearing
11 none, we will move to a vote. Those in favor of
12 adopting a Strategic Priority 7, we're going to go
13 through a roll call vote. Commissioner Driver.

14 COMMISSIONER DRIVER: Aye.

15 VICE PRESIDENT RUBI NAVARIJO: Commissioner
16 Gottlieb.

17 COMMISSIONER GOTTLIEB: Aye.

18 VICE PRESIDENT RUBI NAVARIJO: Commissioner
19 Minor.

20 COMMISSIONER MINOR: Aye.

21 VICE PRESIDENT RUBI NAVARIJO: Commissioner
22 Piemonte.

23 COMMISSIONER PIEMONTE: Aye.

24 VICE PRESIDENT RUBI NAVARIJO: Commissioner

1 Terry.

2 PRESIDENT TERRY: Aye.

3 VICE PRESIDENT RUBI NAVARIJO: Commissioner
4 Wortham.

5 COMMISSIONER WORTHAM: Nay.

6 VICE PRESIDENT RUBI NAVARIJO: Commissioner
7 Rubi Navarijo. Aye.

8 The ayes have it and the motion
9 carries.

10 With that, we've considered all of
11 the proposed priorities. Thank you for bearing
12 with me.

13 Those priorities that were adopted
14 will be used to guide the Commission's work this
15 year and will be posted publicly on the
16 Commission's website.

17 COMMISSIONER WORTHAM: Point of order. Vice
18 President Rubi Navajo, you might want to remind
19 the audience about the rules of decorum that you
20 reminded them about at the beginning when they
21 walked in.

22 VICE PRESIDENT RUBI NAVARIJO: Okay. Well,
23 thank you. Let's keep comments at a minimum and
24 let's try to finish our meeting. We've got items

1 to go through ahead, please. Thank you.

2 Like I said, we've considered all of
3 our proposed priorities. Those priorities that
4 were adopted will be used to guide the
5 Commission's work this year.

6 Next, we will be voting for the
7 goals for the COPA Chief Administrator, the
8 Police Board president, and the CPD
9 Superintendent.

10 Just to be clear, we will also be
11 conducting a roll call vote for the goals.

12 The ordinance that created the
13 Commission says that the Commission must set
14 goals at the beginning of each year, and then at
15 the end of the year, do a performance assessment
16 where we look at how much progress they made
17 toward meeting the goals we set.

18 The goals typically reflect
19 important priorities of the Commission or
20 highlight areas of work the Commission wants an
21 agency to focus on for a calendar year.

22 Here's a timeline of where we are in
23 the process. The process started last October
24 when commissioners started work to identify major

1 topics that we wanted to be the focus of the
2 goals for 2026.

3 By ordinance, the Superintendent,
4 COPA Chief, and the Police Board President drew
5 the first draft of the goals, and we wanted to
6 make sure that when they did their drafts, they
7 had guidance about what the Commission was
8 looking for.

9 So in October and November, we
10 shared information about the Commission's
11 priority topics with CPD, COPA, and the Police
12 Board.

13 Then on December 1st, the
14 Superintendent, the COPA chief, and the Police
15 Board President all submitted draft goals.

16 During December, commissioners
17 reviewed the draft goals, met with the three
18 leaders and drafted goals that emphasized the
19 Commission's priorities.

20 At the end of December, after
21 holding discussions with each agency, the
22 Commission gave the Superintendent, the Chief
23 Administrator, and the Police Board President the
24 Commission's proposal for the goals for the next

1 year.

2 CPD, COPA, and the Police Board then
3 had around two weeks to propose changes to what
4 the Commission laid out.

5 The Commission has taken that input,
6 along with input submitted by the public, to
7 draft final goals which will be discussed today.

8 The final goals will be available on
9 our website at the beginning of February.

10 After the Commission sets the
11 goals, it meets with the CPD Superintendent, COPA
12 Chief Administrator, and Police Board President
13 at least once every three months to discuss
14 progress.

15 Then at the end of the year, the
16 Commission does an overall evaluation of how each
17 agency had did over the year.

18 These evaluations are based on
19 standards established in the final goals.

20 We will begin with the goals for the
21 Police Board. Commissioner Piemonte.

22 COMMISSIONER PIEMONTE: Thank you. Goal one
23 is about the Chicago Police Department code of
24 conduct. The objective of the goal is to propose

1 revisions and comments that will more clearly and
2 effectively communicate to Chicago police officers
3 and the public how CPD members are required to
4 conduct themselves.

5 By law, the Police Board has the
6 power to set rules and regulations for the
7 Chicago Police Department. The Police Board
8 hasn't updated the rules and regulations since
9 2015. This goal is a continuation of the work
10 undertaken by the Police Board last year when it
11 began to review the CPD rules and regulations and
12 make recommended changes to make the rules
13 clearer and more modern to reflect the current
14 state of policing.

15 The Police Board has provided the
16 Commission with its initial analysis, and we look
17 forward to reviewing and providing feedback.

18 The Police Board will also be
19 getting feedback from CPD, its other
20 accountability partners, and the community other
21 the next year.

22 Goal 2 is agency collaboration
23 around policy recommendations. The objective of
24 this goal is to propose to CPD and/or COPA policy

1 recommendations in the area of investigations and
2 disciplinary recommendations that will improve
3 the process for disciplining police officers.

4 The Police Board has the power under
5 its ordinance to recommend policy changes for
6 both COPA and the Police Board.

7 The Police Board will be looking at
8 past cases to see if there are areas in which it
9 believes both agencies can improve policy and
10 create new policies where none exist.

11 We look forward to updating you all
12 on both goals throughout the year.

13 VICE PRESIDENT RUBI NAVARIJO: Thank you,
14 Commissioner.

15 Goal 2 is agency collaboration
16 around policy recommendations.

17 COMMISSIONER PIEMONTE: I read that.

18 VICE PRESIDENT RUBI NAVARIJO: Are there any
19 questions or comments about the proposed goals?

20 (NO RESPONSE.)

21 We will now give Police Board
22 President Kyle Cooper five minutes to discuss the
23 goals and to indicate whether he accepts and
24 commits to the goals. President Cooper

1 PRESIDENT COOPER: Thank you, Commissioners,
2 and congratulations to LaKenya White on your
3 nomination to become permanent COPA chief. Well
4 deserved.

5 As you read, my goal for 2026 is a
6 continuation of the work that we started in 2025
7 to review, revise, and propose amendments to the
8 rules of conduct governing the actions of the
9 Chicago Police Department.

10 You have received our initial draft
11 of revisions, and we look forward to working with
12 the Commission as well as the superintendent and
13 other stakeholders, community activist groups,
14 FOP, the Mayor's Office, and other individuals in
15 the public about ways in which we can strengthen
16 the rules governing for 2026.

17 With respect to the second goal,
18 looking for policy recommendations and changes
19 that the Police Board could put out. We're
20 looking forward to doing that in 2026.

21 You know, I just want to highlight
22 to those in attendance, both physically and
23 virtually, that two of our policy recommendations
24 are going to center on, one, cases involving

1 positive drug tests with respect to cannabis
2 involving police officers.

3 You know, now that cannabis is legal
4 in the State of Illinois, and the fact that it is
5 still prohibited under the Chicago Police
6 Department rules, we've had an interesting, and I
7 want to say, a tough time, frankly, as a board
8 trying to figure out what the best disciplinary
9 outcomes are for officers who do test positive
10 for cannabis. So that's something that we're
11 going to spend some time thinking about for 2026.

12 We also look forward to putting
13 forward a policy recommendation with respect to
14 residency cases.

15 We've had a number of cases in 2025
16 involving investigations regarding officers
17 accused of not living within the City limits, and
18 we've noticed that there's, I think, a variety of
19 ways in which we can make sure that the
20 investigatory process and the rules regarding
21 residency requirements are made more clear to the
22 officers and how that is investigated.

23 So that I just want to preview that
24 to the Commission as two of the policy goals that

1 we look forward to addressing in 2026.

2 I don't want to keep you guys
3 waiting any longer. So that's all I had for
4 tonight.

5 VICE PRESIDENT RUBI NAVARIJO: Thank you so
6 much, President Cooper.

7 PRESIDENT COOPER: Thank you.

8 VICE PRESIDENT RUBI NAVARIJO: Is there a
9 motion on the proposed goals for the Police Board
10 President?

11 COMMISSIONER PIEMONTE: In accordance with
12 MCC2-80-050, Section E, I move to adopt the 2026
13 goals for the Police Board President and deliver
14 them to the President of the Police Board.

15 VICE PRESIDENT RUBI NAVARIJO: Commissioner
16 Piemonte has moved to adopt 2026 goals for the
17 President of the Police Board and deliver them to
18 the president. Do we have a second?

19 COMMISSIONER GOTTLIEB: Second.

20 VICE PRESIDENT RUBI NAVARIJO: Commissioner
21 Piemonte has moved to adopt the 2026 goals for the
22 President of the Police Board and deliver them to
23 the President. Commissioner Gottlieb has
24 seconded. Is there any debate on the motion?

1 (NO RESPONSE.)

2 VICE PRESIDENT RUBI NAVARIJO: Hearing none,
3 we will do a roll call vote.

4 Commissioner Driver.

5 COMMISSIONER DRIVER: Aye.

6 VICE PRESIDENT RUBI NAVARIJO: Commissioner
7 Gottlieb.

8 COMMISSIONER GOTTLIEB: Aye.

9 VICE PRESIDENT RUBI NAVARIJO: Commissioner
10 Minor.

11 COMMISSIONER MINOR: Aye.

12 VICE PRESIDENT RUBI NAVARIJO: Commissioner
13 Piemonte.

14 COMMISSIONER PIEMONTE: Aye.

15 VICE PRESIDENT RUBI NAVARIJO: Commissioner
16 Terry.

17 PRESIDENT TERRY: Aye.

18 VICE PRESIDENT RUBI NAVARIJO: Commissioner
19 Wortham.

20 COMMISSIONER WORTHAM: Aye.

21 VICE PRESIDENT RUBI NAVARIJO: Commissioner
22 Rubi Navarijo. Aye.

23 The ayes have it, and the motion
24 carries. The goals will be sent to the Police

1 Board and to President Cooper.

2 PRESIDENT COOPER: Thank you very much,
3 Commissioners.

4 VICE PRESIDENT RUBI NAVARIJO: Thank you.

5 COMMISSIONER DRIVER: Point of information.

6 Are the leaders of each department supposed to
7 indicate whether they accept the goals or not?
8 Did I miss that part?

9 VICE PRESIDENT RUBI NAVARIJO: Yes, they are
10 supposed to accept the goals. Thank you for that
11 point of information.

12 PRESIDENT COOPER: Thank you, Commissioner
13 Driver. I accept the goals for 2026 and look
14 forward to fulfilling them.

15 VICE PRESIDENT RUBI NAVARIJO: Thank you,
16 President Cooper. Thank you, Commissioner Driver.

17 COMMISSIONER GOTTLIEB: We will now discuss
18 the goals for the COPA Chief Administrator. Goal
19 one is about improving disciplinary
20 recommendations. The objective the goal -- of the
21 goal to implement disciplinary consistency
22 guideline COPA wide.

23 The community, members of law
24 enforcement, and the Consent Decree monitor have

1 found that some COPA disciplinary recommendations
2 are inconsistent.

3 COPA might find that two different
4 police officers committed the same misconduct, but
5 COPA still recommends different discipline for
6 each officer. That's a significant problem.

7 Consistency in disciplinary
8 recommendations ensures fairness, transparency,
9 and public trust in the system.

10 When similar violations result in
11 vastly different consequences, it creates
12 perceptions of bias, undermining confidence, and
13 oversight processes.

14 A consistent approach provides
15 clear expectations for officers, reinforces
16 standards of conduct, and demonstrates that
17 accountability is applied uniformly across the
18 department.

19 This not only strengthens internal
20 integrity but also reassures the community that
21 disciplinary decisions and objectives are aligned
22 with established policies, fostering trust between
23 law enforcement and the public.

24 So that's goal 1.

1 Goal 2 is community engagement. The
2 objective of this goal is the establishment of a
3 Community Advisory Committee.

4 The purpose of this committee is to
5 help advise COPA -- is to help advise on COPA
6 policy. Community input can help strengthen
7 police accountability by ensuring the policies
8 reflect the values and expectations of the
9 community. This collaboration promotes
10 transparency, gives residents a voice and helps
11 to build trust and legitimacy in the
12 accountability process.

13 COPA will work to add diverse
14 perspectives to this committee, and the process
15 of selecting this committee will be made public.

16 The third and final goal is to
17 increase public trust and Consent Decree
18 compliance.

19 The objective of this goal is to
20 provide a cadre of community mediators who will
21 serve as neutrals for the community mediation
22 program pilot.

23 Goal 3 is a continuation of last
24 year's goal which created a working group with

1 District Councilors to get community feedback to
2 help shape and implement COPA's mediation policy
3 and program.

4 The District Councilors who worked
5 with COPA and the Commission on this project
6 provided valuable advice and guidance that helped
7 to finalize an important policy.

8 At the end of the year, the District
9 Councilors worked with COPA to identify members
10 of the community that could help select
11 mediators.

12 This year, that selection committee
13 will help to select individuals from the
14 community to serve as mediators. This project is
15 a perfect example of the importance of working
16 closely with District Councilors to engage the
17 community and shape important work.

18 VICE PRESIDENT RUBI NAVARIJO: Thank you,
19 Commissioner.

20 Are there any questions or comments
21 from the Commission on the proposed goals?

22 Thank you. We will know give
23 Interim Chief White five minutes to discuss the
24 goals and to indicate whether she accepts and

1 commits to the goals. And this time, I'll let
2 you either say yes or no, Interim Chief White.
3 Thank you.

4 INTERIM CHIEF WHITE: Okay. I got little
5 speech for you first. So, thank you to the
6 members of the Commission, the Commission staff,
7 particularly Commissioners Gottlieb and Piemonte
8 who worked closely -- so okay. So I'm going to
9 start over.

10 So thank you to the members of the
11 Commission, the Commission staff, particularly
12 Commissioners Gottlieb and Piemonte, who we work
13 closely with. I thank you. And to the members of
14 my COPA staff on the development of COPA's 2026
15 goals.

16 When we began our internal
17 goals-setting discussions last year, we knew our
18 guiding priority needed to be strengthening
19 public trust and the accountability process.

20 While we have made meaningful
21 progress in building that trust year over year,
22 there is still important work ahead.

23 These goals, while each addressing a
24 distinct area, collectively aim to further

1 increase public confidence through multiple
2 avenues.

3 We are especially encouraged that
4 many of these goals emphasize cross collaboration
5 between entities. For example, the mediation
6 program has benefited from significant input from
7 District Councilors who play a vital role in
8 understanding the unique dynamics of each police
9 district.

10 In addition, our goal related to the
11 Community Advisory Committee will ensure we
12 engage a broad and diverse group of stakeholders
13 whose perspectives will help inform and
14 strengthen COPA's policies and practices.

15 Finally, while the goal-setting
16 process involved healthy debate and differing
17 perspectives, I want to thank the Commission and
18 its staff for being committed and constructive
19 partners throughout. While each of our entities
20 has distinct oversight responsibilities, we share
21 the same purpose, making Chicago a city that
22 works for all its residents.

23 So with that being said, the goals
24 are accepted.

1 Now, I do want to thank you guys for
2 believing in me, believing in me in this process,
3 for believing in me to take this agency on. This
4 is something I don't take lightly.

5 I've been a public servant for the
6 last 27 years, and 25 of them have been in police
7 accountability. I love the work that I do. If
8 they need me out there, I'm going to do the work.
9 If I need to take an interview, if I need to
10 knock on doors, you will see me. But I love this
11 work.

12 To the members of the public,
13 including the Chicago Police Department, I
14 promise one thing -- well, a couple, but one is
15 to be fair. The second is to be real. I'm not
16 here for public comment or political views,
17 public opinion. I'm here to do the work. And
18 that's what I care about, is the work.

19 I care about bridging the gap
20 between the community and police.

21 Oftentimes, we are looked at just as
22 an accountability agency. We are involved in
23 public safety as well. We have a duty, and
24 that's to be impactful, and that's what I plan to

1 do.

2 To my staff, I love y'all deep, and
3 I thank you for the work that you put in each and
4 every day. Thank you.

5 VICE PRESIDENT RUBI NAVARIJO: Thank you,
6 Interim Chief White.

7 Is there a motion on the proposed
8 goals for the COPA chief?

9 COMMISSIONER GOTTLIEB: Yes. In accordance
10 with MCC2-80-0580(E), I move to adopt the 2026
11 goals for the COPA Chief Administrator and deliver
12 them to the COPA chief.

13 VICE PRESIDENT RUBI NAVARIJO: Commissioner
14 Gottlieb has moved to adopt the 2026 goals for the
15 Chief Administrator of COPA and deliver them to
16 the COPA chief.

17 Do we have a second?

18 COMMISSIONER PIEMONTE: Second.

19 VICE PRESIDENT RUBI NAVARIJO: Commissioner
20 Gottlieb has moved to adopt the 2026 goals for the
21 COPA chief and deliver them to the COPA chief.
22 Commissioner Piemonte has seconded.

23 Is there any debate on the motion?

24 (NO RESPONSE.)

1 VICE PRESIDENT RUBI NAVARIJO: Hearing none,
2 we'll move to a vote. There will be a roll call
3 vote. Commissioner Driver.

4 COMMISSIONER DRIVER: Aye.

5 VICE PRESIDENT RUBI NAVARIJO: Commissioner
6 Gottlieb.

7 COMMISSIONER GOTTLIEB: Aye.

8 VICE PRESIDENT RUBI NAVARIJO: Commissioner
9 Minor.

10 COMMISSIONER MINOR: Aye.

11 VICE PRESIDENT RUBI NAVARIJO: Commissioner
12 Piemonte.

13 COMMISSIONER PIEMONTE: Aye.

14 VICE PRESIDENT RUBI NAVARIJO: Commissioner
15 Terry.

16 PRESIDENT TERRY: Aye.

17 VICE PRESIDENT RUBI NAVARIJO: Commissioner
18 Wortham.

19 COMMISSIONER WORTHAM: Aye.

20 VICE PRESIDENT RUBI NAVARIJO: Commissioner
21 Rubi Navarijo. Aye. The ayes have it, and the
22 motion carries.

23 The 2026 goals for COPA Chief
24 Administrator have been adopted and will be

1 delivered.

2 CPD Superintendent goals are next.

3 We will finish with the goals for the police
4 Superintendent.

5 Commissioners Driver and Minor.

6 Thank you.

7 COMMISSIONER MINOR: First, we'd like to
8 thank Superintendent Snelling and his team for
9 their collaboration during this goal-setting
10 process.

11 In November, we sent the
12 Superintendent a guiding document that
13 highlighted goal topic areas that align generally
14 with the commissioner's interests and strategic
15 priorities and met once with the Superintendent
16 and his team to discuss those goal topic areas.

17 We received the Superintendent's
18 2026 goals in early December and have since met
19 twice with the Superintendent and his team to
20 discuss his proposed goals for the Department and
21 to share feedback on those goals from our fellow
22 commissioners and some District Councilors.

23 In 2026, we had four goals for the
24 Superintendent. These goals focus on advancing

1 CPD's Consent Decree compliance, improving public
2 safety outcomes, and addressing public trust
3 through accountability and transparency.

4 The first goal is about CPD's work
5 strengthening its investigation process.

6 In 2024, the Commission had a goal
7 focused on investigations. It included
8 increasing the number of people who work on
9 investigations in CPD's Bureau of Detectives and
10 conducting a needs assessment of CPD's forensic
11 services infrastructure to get a better
12 understanding of what CPD needed to better
13 analyze evidence to solve crimes.

14 This year's goals builds on that
15 work in two ways. The first objective will work
16 to inform the public on how clearance rates work,
17 how investigations work, and how to assist with a
18 case, and how and where to report crimes.

19 The second objective will work to
20 strengthen how CPD collects and analyzes evidence
21 to solve crimes, including by adding staff,
22 improving training, and using better technology.

23 The second goal is to implement --
24 implementation of CPD's community policing

1 assessment. This is a part of a large-scale
2 effort to overhaul CPD's -- overall CPD's
3 approach to community policing and to structure
4 things at CPD so that more officers can spend
5 more time building relationship with community
6 members and working with them to solve problems
7 and increase public safety.

8 In 2024 and 2025, the Superintendent
9 committed to completing a community-policing
10 assessment of the Department and developing an
11 implementation plan based on that assessment.

12 For this year, the Superintendent
13 has committed to discussing recommendations and
14 developing an implementation plan based on
15 forthcoming community policing assessments that
16 identify collaboration opportunities between CPD,
17 the District Councilors, and the Commission on
18 community policing efforts.

19 President Driver -- I'm sorry.
20 Commissioner Driver.

21 COMMISSIONER DRIVER: It's all good. I can
22 be president again.

23 Can you y'all hear me? There we go.
24 The third goal focuses on CPD's role in

1 supporting the City's CARE program.

2 In recent years, Chicago has been
3 piloting a crisis assistance response and
4 engagement program that works to ensure that
5 individuals who call 911 while experiencing a
6 mental health crisis are assisted by teams of
7 behavior -- behavioral health professionals who
8 can provide things like de-escalation, mental
9 health assessment, referrals to community
10 services, and transportation to community-based
11 destinations aye appropriate.

12 CARE currently operates out of seven
13 of the twenty-two police districts, but the
14 Mayor's Office is looking to expand the CARE
15 program citywide.

16 For 2026, the Superintendent has
17 pledged to ensure that CPD representatives
18 consistently and actively participate in the
19 Mayor's CARE working group and any other relevant
20 meetings to ensure official collaboration across
21 interagency partners.

22 CPD's participation can help to
23 ensure that as the CARE program expands citywide,
24 all the relevant City departments are cooperating

1 and collaborating to help make the expansion a
2 success.

3 The fourth goal is about
4 understanding and being more transparent with
5 data about CPD's use of force and firearm
6 pointing that would allow the Commission to act
7 to address potential issues based on the
8 evidence.

9 At a November 2025 hearing on the
10 City's Consent Decree progress, the Office of the
11 Attorney General noted that CPD's use of deadly
12 force has increased from 2022 to 2024, and that
13 CPD has been pointing guns at community members
14 more often.

15 Additionally, in 2025, a CPD
16 analysis found increases in the number of reports
17 of use-of-force incidents and firearm-pointing
18 incidents. There are questions and concerns
19 about what has caused these reported increases.
20 The Consent Decree requires CPD to analyze the
21 data, and, if necessary, make changes to policy,
22 practice, and training in order to address the
23 apparent increases in use of force and firearm
24 pointing.

1 Under this goal, there will be more
2 transparency as CPD does their work. That will
3 provide more opportunity for the Commission to
4 support Consent Decree compliance and help reduce
5 improper use of force.

6 Again, we thank Superintendent
7 Snelling and his team for their collaboration in
8 the goal-setting process, and we look forward to
9 working with CPD over the next year as they
10 progress in this crucial goal area.

11 VICE PRESIDENT RUBI NAVARIJO: Thank you
12 Commissioners. Are there any questions or
13 comments from the Commission on the proposed
14 goals?

15 COMMISSIONER WORTHAM: Yeah, I have
16 something. So this is a comment that's applicable
17 to all three agencies but became particularly
18 troubling for me as it relates to CPD.

19 So my hope is that moving forward as
20 a Commission, we'll have a more transparent,
21 inclusive goals process.

22 In practice, what happens is, the
23 staff of this Commission call these commissioners
24 and -- and me, and say, Hey, what do you think

1 about goals? The only information that gets to
2 these agencies is the information that has four
3 or more commissioners supporting it.

4 Now, that sounds like key mock /KRA
5 say but for the fact that we don't that in
6 public. So, in essence, the goals that end up
7 presented for all three agencies but again
8 particularly troubling for CPD with what we've
9 come up with this year or what the Commission has
10 come up with this year, is that CPD has never --
11 CPD or any of the agencies are never given the
12 benefit of hearing from the diverse perspectives
13 of all commissioners.

14 So my hope is A, moving forward next
15 year we will start this process earlier, do
16 public deliberations so that the agencies can
17 actually hear that all commissioners don't think
18 the same way. That becomes particularly
19 troubling for a reason. We had Superintendent
20 Snelling and the rest of the agencies out in
21 December. We talked about goals. Yesterday,
22 four commissioners decided they wanted to
23 eliminate a goal and so that goal is eliminated.
24 That's not transparency. That's not democracy.

1 It won't come as a surprise that I
2 wasn't one of those four commissioners. It
3 happened to be a goal I really supported. It
4 happened to be a goal I believe to be really
5 beneficial and collaborative with COPA and for
6 the community, and that's all of a sudden gone
7 because four commissioners told staff members
8 they don't like it, and four is a majority of
9 seven, and now it's done.

10 I have very serious concerns about
11 two of these goals. I suggested to the same
12 commissioners that we vote on these goals as
13 individual items. That wasn't supported.

14 So, really, if I vote for this
15 package, I'm voting under duress because I want
16 to support the goals I support, but because we
17 have not employed an inclusive, transparent,
18 democratic process for our goals, I can either
19 vote for none of them or vote for two goals I
20 have serious problems with, and we haven't had
21 public deliberation on.

22 I have a serious issue with the
23 CARE's goal. CPD is not a part of the CARE
24 program, but we're going to make it a year-long

1 goal that they must participate in case they
2 become a part of it. That seems like not a good
3 use of CPD's time or our time or our goal space.

4 Similarly, the force and firearm
5 goal. Yesterday, one of the goals that was
6 eliminated was eliminated because four
7 commissioners said, "Well, it's just a public
8 information campaign. That's not important."

9 If you listen to what was just
10 read -- because we do not have authority over
11 things that are monitored and -- monitored by the
12 Consent Decree, really this is a public
13 information campaign, this firearm-pointing goal.
14 But because four people told staff members that
15 that's what they want the CPD to focus on, now
16 that's a goal for the entire Commission based on
17 assumptions without actually having first done
18 the work to figure out the reason for the
19 increase in firearm pointing.

20 And I'm very concerned that that
21 becomes the work of, quote, "The Commission"
22 without public deliberation, without CPD having
23 had the benefit of diverse commissioner
24 perspectives because, frankly, if you're in the

1 minority on this Commission right now, your
2 perspectives never get to these agencies, and
3 that is a problem for an agency -- for a
4 Commission that requires transparency from the
5 agencies we oversee.

6 So it's really my hope moving
7 forward. I want to support this package, and I
8 probably, but, again, it will be under duress
9 with my objection to those two goals, and I hope
10 that next year we'll do this in a way that brings
11 us to meet the same standard of transparency we
12 have for the agencies we oversee.

13 COMMISSIONER MINOR: I also have a comment
14 that's unrelated to this, and so I would like to
15 have some time on the program to be able to the
16 comment that I have, but I do want to acknowledge
17 Commissioner Wortham's comment. I would like to
18 speak to the goal that was erased. That goal was
19 for a working group that had no defined scope,
20 that had no defined meeting cadence, or actually
21 the only thing that was defined was the meeting
22 cadence. And while we still believe that the
23 level of collaboration or the substance of the
24 goal or the heart of the goal or the spirit of the

1 goal was important, I think it's very important
2 for us to be very clear about what we're
3 committing to community, and, unfortunately, that
4 goal was not there yet.

5 More than that, I also think that
6 it's important before us as Commissioners get on a
7 working group, that we as a Commission have clear
8 scopes and knows how we're going to work within
9 that group and what is our defined power with that
10 group. Right?

11 We had no clear structure on what
12 the final recommendation will be, what our powers
13 would be. All of those things have to be fleshed
14 out before we present it to community.

15 I'm still -- I will still think
16 that the substance of the goal or the topic of the
17 goal is a matter of importance and it's
18 incorporated in our strategic priority.

19 So I just wanted to uplift that,
20 that the work does not end for that particular
21 goal that was proposed with the goal itself. And
22 I just wanted²⁰ to highlight that background so
23 you all have some context.

24 COMMISSIONER DRIVER: Yeah, I want to

1 comment -- I can't tell if you all can hear me or
2 not. You can? Okay.

3 I wanted to comment about the point
4 of this being undemocratic and make sure that the
5 public is aware of the rules that we're operating
6 under.

7 The Open Meetings Act, as many
8 District Council members can probably attest to,
9 is very burdensome. I cannot pick up the phone
10 and call two commissioners. The moment more than
11 one commissioner picks up the phone, we are
12 conducting City business, and it's a violation of
13 the Open Meetings Act.

14 I wish like hell I didn't have run
15 everything through staff. It is the most
16 frustrating and annoying thing in the world;
17 however, given that I cannot pick up the phone and
18 call two commissioners, because the moment there's
19 more than two, we are violating the law, we have
20 no choice but to run things through staff. It's
21 very cumbersome. It's very burdensome.

22 So with this process, I do believe
23 that this is a democratic process. If it's seven
24 commissioners and four are pushing something

1 forward, that is the will of the body. That is
2 the only thing that we have to operate on. We
3 don't have a better way to do this.

4 Also, with the makeup of this body,
5 this is a stipend, unpaid position. Each of us
6 gets \$1,000 a month. It takes 20, 30 hours
7 usually from a commissioner, some monthly, some
8 weekly. And if you're in the president or vice
9 president role, you're putting in a lot more
10 hours. But I say that to say each of us have
11 full-time jobs, so we can't just deliberate in
12 private. We have to be able to use the staff that
13 we have to pass messages on.

14 We're working with the tools that we
15 have. We need to either try to fix the Open
16 Meetings Act or ask the City Council to find a
17 work around, but it is literally impossible for
18 us to have those sorts of deliberations.

19 When we have -- you heard us
20 authorize those series of closed meetings. Those
21 are very for very specific things, things like
22 considering what I hope to be Chief LaKenya
23 White. Right? That is allowable, considering
24 those sorts of things, but we can't just have a

1 closed meeting that's not accessible to the
2 public to deliberate.

3 So I will push back and say that
4 this is a democratic process, and we are doing
5 the best that we can with the tools that we have.

6 COMMISSIONER WORTHAM: So I'm just going to
7 respond to that and say --

8 VICE PRESIDENT RUBI NAVARIJO: I have to
9 speak for the record. Commissioner Wortham,
10 Commissioner Minor, and Commissioner Driver have
11 all made comments. Commissioner Wortham.

12 COMMISSIONER WORTHAM: Thanks. I'm just
13 going to respond to that. I don't disagree about
14 the Open Meetings Act. I'm well versed in
15 understanding the Open Meetings Act and its
16 restrictions, frankly. And you're right, we do a
17 lot of work for a stipended position, but it is
18 what it is.

19 If we're going to do the position,
20 we're going to do it right, then I agree the
21 ordinance leaves a lot to be desired, and maybe it
22 needs to be amended so that we can have the public
23 deliberation. But to say we're subject to the
24 OMA, so we have to run things through staff, so we

1 don't have the public deliberation, I mean, a lot
2 of bad things equal a bad thing. And to me, it's
3 democratic if it's public.

4 To do this all through staff and
5 then we come here, and we say these are the
6 Commission goals, and a person who didn't
7 understand the process would be like, Oh, seven
8 people really agree with these goals. Well, I
9 just don't think that that's fair to the spirit of
10 diversity of perspective for the public to not
11 understand that just because this is what comes
12 out doesn't mean all seven of us agree.

13 I don't disagree with you about the
14 limitations. I have a job, too. But if we're
15 going to do this, then maybe one of our tasks
16 needs to be suggesting to City Council that they
17 open the ordinance and get it right so that we
18 can actually work as a democratic, transparent,
19 publicly deliberating body.

20 VICE PRESIDENT RUBI NAVARIJO: Commissioner
21 Minor, and then we're going to move on to the
22 vote.

23 COMMISSIONER MINOR: Thank so much, Chair,
24 for recognizing me. I actually want to transition

1 into something else, another comment that I
2 prepared. I'm grateful, though, that we're having
3 this conversation because I will say that the
4 current goals process is something that needs some
5 more refinement, and I'm very grateful for our
6 leadership and for the public -- for the closed
7 session that we have authorized at the beginning
8 of the meeting so that we can have more internal
9 discussions about some of the tensions and the
10 quirks that we -- that were identified in this
11 current process.

12 Moreover, I just want to
13 uplift that I'm deeply disheartened that victims
14 services will not be included in this year's
15 goals. I really want to highlight that I've been
16 able to have several -- several community members
17 reach out to me within the last 14 days regarding
18 navigating, you know, CPD's victim services
19 process, as well as applying for resources for the
20 City for victims.

21 I also want to really uplift and
22 tell their stories because I believe that it is
23 very important for you all to understand how
24 critical this position is and the kinds of

1 conversations that community comes to us with.

2 As Commissioner Driver uplifted,
3 this can be a 20- to 30-hour role, but especially
4 if you are out in community, and you're taking it
5 serious, it's lot more because folks have serious
6 concerns that they want addressed by us.

7 I had a community member who first
8 told me that they needed support finding funds to
9 support their loved one that just died due to gun
10 violence. I had another community member call to
11 me and tell me about a family member that they
12 just lost. Their father, who was an elderly man,
13 who essentially went missing for three days.
14 They live in the suburbs, but he was later found
15 three days later in the north side of Chicago
16 dead. Unfortunately, they told both the suburban
17 police where they lived and CPD about their
18 father, and, unfortunately, when they had
19 engagements with some of the detectives in the
20 space, and they asked what steps that they
21 committed to them that they take -- they taken
22 to find the father, they were dismissed from
23 their -- from the district.

24 I had another community member who

1 also faced dismissal when they had recently lost
2 their cousin to gun violence, and they went to
3 their detectives to ask for an update on the
4 case, and, unfortunately, the detective did not
5 give them the information that they were
6 requesting and then dismissed the family.

7 The goals process is so essential to
8 our work because it allows us to have quarterly
9 meetings with the Superintendent and other
10 leaderships of CPD to uplift stories like this,
11 and we can work proactively with a shared
12 understanding that this is something that we both
13 are committed to working on and get answers and
14 get resources to community members.

15 And, unfortunately, when we take
16 these opportunities away from commissioners to
17 have those discussions, we now have an extra
18 layer of bureaucratic hurdles and emails that we
19 now have to send to these other department
20 members in order to get answers from community
21 members, and that is not right.

22 I believe that it is super important
23 that the Commission takes victim services
24 seriously. And I also will call on the

1 Commission to have a hearing on victim services
2 so community members can understand about the new
3 funds that was created on the county and the City
4 and the state level as it relates to victim
5 services. I also believe that it's important
6 that we -- during that time, we talk about
7 pretrial justice as well because there has been a
8 major overhaul in the state as it relates to
9 pretrial justice and victim services.

10 I think that this is an extremely
11 critical time as CPD has just on boarded over 33
12 members to their Victim Services Department and
13 has created a new Family Liaison Office, and I'm
14 actually very excited for all of the productive
15 work that CPD has been doing as it relates to
16 victim services, and I think that it still needs
17 to be at the forefront of conversations with the
18 Commission.

19 So thank you so much for allowing
20 me to have some time to speak up about my
21 grievances, and I look forward to cooperative
22 solutions.

23 VICE PRESIDENT RUBI NAVARIJO: Thank you,
24 Commissioner Minor.

1 Superintendent, I didn't forget
2 about you. We will now give the
3 Superintendent -- I went straight to votes. My
4 first time chairing the meeting. Don't worry
5 about it. So we're going to give you five
6 minutes to discuss the goals, the process, and to
7 indicate whether he accepts and commits to the
8 goals. Superintendent Snelling.

9 SUPERINTENDENT SNELLING: Good evening. And,
10 first of all, thank you, Vice President. I knew
11 you wouldn't forget about me.

12 Just want to touch on a few things,
13 and I'm going to try to keep this as brief as
14 possible.

15 First off, I just want to thank the
16 Commission. A lively debate is always good,
17 especially when we're doing this type of work.
18 We shouldn't always agree on everything. That's
19 how we get to the bottom of things.

20 And for Commissioner Minor, thank
21 you for your -- you know, bringing up victim
22 services. That's been extremely important to us.
23 We've gotten a lot of work done around victim
24 services, and it's one of the reasons that we've

1 seen historic clearance rates in 2025 as a result
2 of that, by reaching out a little more and having
3 people reach back. So that's been extremely
4 important.

5 I'm going to move forward a little
6 bit, and then I'll come back to talk about
7 someone who I think is well deserving of a
8 nomination.

9 First of all, to the first three
10 goals, I accept. And I want to keep this short
11 because I don't want to be redundant. We've
12 already talked about what's in those goals. I
13 want to make clear that goal number 4, as it
14 relates to use of force and pointing incidents.
15 You know, in December, I talked about what we're
16 doing around those pointing incidents, and we
17 will absolutely report out on uses of force. We
18 will make sure that we have those reports
19 available to the Commission and to the public.

20 I do believe in transparency, but we
21 do have further conversation because we've had
22 this conversation about some of the language
23 around the goal, and I looked forward to
24 continuing that conversation. We just want to

1 make sure that everything that we're doing falls
2 within the guidelines of the Consent Decree, so
3 we want to continue to do that; however, I do
4 want to say one thing as it relates to use of
5 force. When we come up with a goal, one of the
6 things that I believe in, especially coming from
7 a training background, we don't to throw
8 something together. We want to make sure that
9 whatever we're doing is comprehensive. We want
10 to make sure that whatever we're doing is going
11 to be effective moving forward, and we want to
12 make sure that there's something in it for
13 everyone, especially our officers who go out
14 there and face these things every day. We want
15 to make sure that our officers are prepared to go
16 out and deal with these situations in the most
17 constitutional, respectful manner possible.

18 So with that, I accept goal number
19 4.

20 You know, in 2025, we saw historic
21 lows in crime, especially violent crime across
22 the board.

23 Low numbers that date back to the
24 '60s, but we still have work to do. And it's

1 like the work that we're doing in the Department
2 when it comes to the Consent Decree, when it
3 comes to reform, we still have work to do because
4 someone once asked me, you know, how many
5 homicides would be an acceptable amount. The
6 number is zero. Was one of the dumbest questions
7 I've ever been asked. Hate to say it that way,
8 but it's the truth.

9 Our dashboard will be available for
10 everyone. I would encourage everyone to go to
11 our website where you can see where we launched a
12 dedicated page for de-escalation response
13 resistance to use of force.

14 This should help educate the public
15 on what it is that police officers do.

16 And I think there's been a lack of
17 education across the board as it relates to the
18 public and the -- and the information and
19 communication coming not only from the Chicago
20 Police Department, but I think from the City of
21 Chicago as a whole.

22 We have to work a lot harder to get
23 that done.

24 I'd like to first address our new

1 nominee as COPA chief, LaKenya White. I've known
2 LaKenya White through work for almost two decades
3 now, and I can tell you she's extremely hard
4 working, extremely professional, and prepared to
5 do the job. And so congratulations on your
6 nomination.

7 You know, with this type of work,
8 when you're in this City, I can tell you the
9 importance of being a resident of this City,
10 having grown up here, having grown up in the
11 neighborhood. I'm not sure -- I'm sure you're a
12 resident of the South Side now, I don't know if
13 it's always been that way, but growing up on the
14 South Side for myself, you know, seeing people
15 who are impoverished, growing up in neighborhoods
16 where we've seen people suffer, we know what
17 people have gone through. We know the history of
18 the City and that's across the board, and I can
19 tell you this right now, 34 years of doing this
20 job, I've seen some change, and I've seen a lot
21 of change. It doesn't mean that we take our foot
22 off the gas. We continue to move forward and do
23 what's right.

24 Working with our new nominee, she

1 has always been fair, but she's always been firm
2 on her decision-making.

3 We don't agree on everything, I can
4 tell you that right now, and that is absolutely
5 healthy. We shouldn't. We should have this back
6 and forth. We should have these conversations so
7 that we get to the best possible outcome.

8 And to everyone who came here and
9 had your comments, I've heard them. I learn
10 something every time I come to one of these
11 meetings. It's extremely important that if we
12 talk about things that there's a respectful
13 discourse. And as long as we are communicating
14 with each other, I think we can find some common
15 ground, even if we disagree.

16 And trust me, we're not always going
17 to agree on everything. But I will tell you
18 this, to LaKenya White, congratulations. Well
19 deserved, and I know, and I feel it in my soul
20 that you will be confirmed, and you will do an
21 excellent job serving this City and the residents
22 of the City of Chicago.

23 To my Chicago police officers going
24 out three every single day working, being

1 screamed at, being yelled at, seeing people at
2 their worst, seeing people who have been
3 seriously harmed and broken, and then you go
4 home, and you have to look at your own families,
5 and you get up, and you go back to work, and you
6 do it all over again. Thank you for that work
7 that you do.

8 There are things that the general
9 public don't necessarily see that you do all the
10 time. I see it. I know it. And you do great
11 work out there trying to keep our residents safe.

12 Lastly, for our Chicago police
13 officers and myself, the number one thing that
14 I'm concerned about, it's not about politics,
15 because when you think about politics, you start
16 to interject your opinion on things. I think
17 about life. I think about human beings and the
18 safety of people. That's our number one concern,
19 and we want to make sure that people are safe in
20 this City, we're going to continue to do that
21 work as we move forward.

22 So as we hear the voices of the
23 public, we will always take everything that
24 you're saying in consideration. But I promise

1 you moving forward, I'm going to do a much better
2 job of educating the public on what needs to be
3 done to make sure that our residents are safe
4 here in the City of Chicago.

5 With that, I want to say thank you
6 to the Commission. Thank you to the everyone
7 who's here. Thank you to the Chicago Police
8 Department, and thank you for all your voices

9 VICE PRESIDENT RUBI NAVARIJO: Thank you,
10 Superintendent Snelling.

11 Is there a motion on the proposed
12 goals for the Superintendent?

13 COMMISSIONER MINOR: Hello. Thank you. In
14 accordance with MCC2-80-050(E), I move to adopt
15 the 2026 goals for the CPD Superintendent and
16 deliver them to the Superintendent.

17 VICE PRESIDENT RUBI NAVARIJO: Commissioner
18 Minor has moved to adopt the 2026 goals for the
19 CPD Superintendent and deliver them to the
20 Superintendent. Do we have a second?

21 COMMISSIONER PIEMONTE: Second.

22 VICE PRESIDENT RUBI NAVARIJO: Commissioner
23 Minor has moved to adopt the goals -- the 2026
24 goals for the CPD Superintendent. Commissioner

1 Piemonte has seconded. Is there any debate on the
2 motion?

3 COMMISSIONER GOTTLIEB: Yes.

4 VICE PRESIDENT RUBI NAVARIJO: Commissioner
5 Gottlieb.

6 COMMISSIONER GOTTLIEB: Thank you. Thank
7 you, Vice President Rubi Navajo. I want to talk
8 briefly about the use-of-force and
9 firearm-pointing goal and why it is important,
10 because we've heard a number of things today.

11 I think everyone should be curious
12 about why last year there were roughly 10,000
13 incidents of force and/or firearm pointing, if
14 you add them together, because they are not
15 considered the same thing.

16 I think that's something we should
17 all be curious about. We've heard various
18 explanations publicly, even in December, for
19 instance, that it's due to better reporting.
20 That very well may be true. We've also heard
21 things like the increase in force against youth
22 is because of things like teen takeovers. That
23 may be true, but we should all actually be
24 curious about whether this is true.

1 And that's what the point of this
2 goal is, it's to actually get the information so
3 that statements are not made public without clear
4 evidence that the public can use to actually
5 determine if their statements are true or not.

6 So that's the point of this goal.
7 It seems incredibly important to me, and, yeah,
8 just wanted to say.

9 VICE PRESIDENT RUBI NAVARIJO: Thank you.

10 SUPERINTENDENT SNELLING: I'm sorry. I
11 didn't know that there was going to be closing
12 remarks about one of my goals, and I want to make
13 this clear, and it seems that the significance is
14 that we're lying, and I want to make clear to
15 everyone here that everything that you can find is
16 on our dashboard.

17 I want to be extremely clear that
18 nothing that I say up here is a lie. And when I
19 told you this in December -- when I told you this
20 in December, it's on our dashboard.

21 Now, one of the things I understand
22 is this. When it comes to the Chicago Police
23 Department, there's always going to be this first
24 factor. And no matter what we say, sometimes

1 people are not going to believe it.

2 This is why I was in agreement with
3 COPA taking the investigations as it relates to
4 ICE. Why? Because right now, BIA is doing that
5 work. So the question is, would anybody in here
6 believe that it's a fair investigation if the
7 Bureau of Internal Affairs is doing the work? I
8 would think not.

9 So I believe that there should be an
10 outside body doing that work. There's the
11 credibility that would come.

12 So I believe in one thing. When we
13 find something wrong, we work on it, and we fix
14 it. And as I told you in December, our pointing
15 incidents are up. They are. And what I've told
16 you is I've assigned our captains to figure out
17 why can that is. Our captains are working
18 directly with our officers to make sure that we
19 work toward bringing that down and making sure
20 that our officers are following the constitution
21 and not doing damage to the image of the -- of
22 the Chicago Police Department and bringing down
23 those levels of public trust.

24 So if we're going to talk about

1 these things, let's talk about them in a
2 respectful manner that don't sound like we just
3 choose to lie. This is why we have a dashboard.
4 This is why in this department you're seeing more
5 transparency than you've ever seen in the history
6 of the Chicago Police Department.

7 I know the history of the Chicago
8 Police Department. I know it. And because I
9 know, I believe that I'm capable of making sure
10 that we work toward doing a much better job of
11 how we deal with the public and building those
12 levels of trust.

13 So if we're going to do this work,
14 we need to do it together. If we're going to
15 take a stance, let's have a conversation about
16 it. Let's have a discussion. What I don't want
17 to do is throw accusations around. I want to do
18 the work and get it done. So this isn't about
19 politics for me. I do not dabble in politics.
20 This is about getting a job done and making sure
21 that we're building that trust between our
22 community members and our police officers so that
23 we continue to drive crime down, so that we can
24 continue to make sure that our residents feel

1 safe. That's what's important moving forward.

2 So when we have these conversations,
3 please, let's have these conversations, you know,
4 not only behind closed doors, but openly, because
5 we have sat, and I've sat with the Commission,
6 and we just had a meeting. We had several
7 meetings, and I believe that those things were
8 fruitful, and I believe that we can continue to
9 do so. But if this is an issue that we want to
10 talk about, let's talk about that issue and let's
11 spend some time getting it done.

12 I told you this in December. I'm
13 willing to have those conversations with you at
14 any given time.

15 Commissioner Gottlieb, we will get
16 this done. So I just want to make sure that it
17 doesn't look like we're showing up and pretending
18 like something is happening that's not.

19 VICE PRESIDENT RUBI NAVARIJO: Excuse me.
20 Thank you, Superintendent. We're going to go with
21 Commissioner Wortham. We're going to move
22 forward.

23 COMMISSIONER WORTHAM: Superintendent, before
24 you leave, just based on something you just said

1 in response to Commissioner Gottlieb, I just want
2 to make sure the record's clear. So you're
3 looking into it. I don't -- same argument when we
4 talk about traffic stops. Am I correct -- I'll
5 ask it this way. Am I correct to understand that
6 the goal is not looking into it to say we want to
7 get the incidents of firearm pointing down, but to
8 understand why they're up, and if there's
9 something wrong, then, of course, we'll address
10 that, but you can't presuppose that they need to
11 go down before we figure out why they're up; is
12 that correct?

13 SUPERINTENDENT SNELLING: Well, this is the
14 reason why I have captains who are directly
15 engaged with officers in the district. So before
16 we had our TRED unit reviewing firearm pointing
17 incidents, those incidents could sit there for
18 periods of time without being looked at,
19 investigated. It takes a while to get to those.

20 In the districts, our captains can
21 immediately address these issues and find out if
22 there are some issues with the pointing
23 incidents.

24 And if and when we find those

1 issues, there will be more training, more
2 supervision around these incidents.

3 COMMISSIONER WORTHAM: Right. I guess my
4 point is just what's important, because you don't
5 know until you look. So if --

6 SUPERINTENDENT SNELLING: You are correct.

7 COMMISSIONER WORTHAM: If you look, and they
8 were all justified pointing incidents, then it's
9 not We need the numbers down, here's why the
10 numbers are up.

11 And I think that's an important
12 distinction in setting the course for what the
13 work is.

14 SUPERINTENDENT SNELLING: Well, that's
15 correct. And this is why we need to have more
16 explanations around what's happening.

17 What we're doing right now is were
18 looking at data and just simple numbers. And if
19 you will open those things up and break those
20 numbers down and see what's happening inside,
21 you'll never know why those numbers are up or
22 down.

23 VICE PRESIDENT RUBI NAVARIJO: Okay.
24 Commissioner Gottlieb. Thank you, Superintendent.

1 COMMISSIONER GOTTLIEB: The goal was written
2 exactly as Commissioner Wortham is saying, that
3 there's no presupposition either way. The point
4 is to figure out why.

5 VICE PRESIDENT RUBI NAVARIJO: So
6 Commissioner Minor did move to adopt the 2026
7 goals for CPD Superintendent and deliver them.

8 Commissioner Piemonte, I believe,
9 is that who -- yeah, Commissioner Piemonte has
10 seconded. We will be moving on in call for this
11 vote. We'll be conducting a roll call vote for
12 this motion. Commissioner Driver.

13 COMMISSIONER DRIVER: Aye.

14 VICE PRESIDENT RUBI NAVARIJO: Commissioner
15 Gottlieb.

16 COMMISSIONER GOTTLIEB: Aye.

17 VICE PRESIDENT RUBI NAVARIJO: Commissioner
18 Minor.

19 COMMISSIONER MINOR: Aye.

20 VICE PRESIDENT RUBI NAVARIJO: Commissioner
21 Piemonte.

22 COMMISSIONER PIEMONTE: Aye.

23 VICE PRESIDENT RUBI NAVARIJO: Commissioner
24 Terry.

1 PRESIDENT TERRY: Aye.

2 VICE PRESIDENT RUBI NAVARIJO: Commissioner
3 Wortham.

4 COMMISSIONER WORTHAM: Aye.

5 VICE PRESIDENT RUBI NAVARIJO: Commissioner
6 Rubi Navajo. Aye.

7 The ayes have it, and the motion
8 carries.

9 The 2026 goals for CPD
10 Superintendent have been adopted and will be
11 delivered. Thank you.

12 Our next order of business will be
13 reports and updates. We will begin with the
14 update regarding traffic stops. Commissioner
15 Wortham.

16 COMMISSIONER WORTHAM: All right. Good
17 evening. All right. The Commission continues to
18 work on traffic stops policy with CPD as discussed
19 in previous meetings about a year ago or a little
20 more than a year ago.

21 The Independent Monitor and the
22 Consent Decree between the City of Chicago and
23 the State of Illinois focused on the Chicago
24 Police. We're going to just skip that.

1 Listen, a little over a year ago, it
2 was recommended that traffic stops be added into
3 the Consent Decree.

4 As many of you know, the CPD policy
5 working group, which includes President Terry and
6 I, in working with our colleagues on the
7 Commission, have been working with CPD, the
8 Illinois Attorney General's Office, the
9 Independent Monitor to come up with an agreement
10 about adding traffic stop policies to the Consent
11 Decree.

12 If they're added to the Consent
13 Decree, of course, they would be monitored
14 pursuant to the Consent Decree.

15 If traffic stops are not added to
16 the Consent Decree, then we would have -- the
17 Commission would retain its normal policy
18 authority.

19 We are working on a draft
20 stipulation. And I think this is my most
21 important thing that I say every month on this.
22 These meetings are happening. The work is
23 ongoing.

24 I'd really encourage the community,

1 all perspectives in the community to continue
2 reaching out with your feedback on traffic stops
3 policy on your thoughts about how the Chicago
4 Police Department should or should not be able to
5 conduct traffic stops.

6 We are still taking public input as
7 we are a public body who should be responsive to
8 all perspective in the City of Chicago.

9 So, please, continue to give us your
10 feedback, and we'll continue to update you on
11 traffic stops policy.

12 VICE PRESIDENT RUBI NAVARIJO: Thank you.

13 Next, we'll have an update
14 regarding CPD/ICE interactions with federal
15 immigration enforcement agencies like ICE and
16 Customs and Border Protection.

17 The Commission held a special
18 meeting on January 8, 2026. Many community
19 members came out to express their concerns.

20 Commissioners are engaged in the
21 next steps. This will be a topic on our agenda
22 at the Commission's February meeting. We will
23 invite CPD, OIG, COPA, and we are working with
24 the District Councilors to figure out who else we

1 would like to be on this panel.

2 Six of seven commissioners signed a
3 letter supporting a City Council ordinance that
4 would give COPA clear authority to investigate
5 incidents where police officers may have violated
6 the Welcoming City Ordinance or related Police
7 Department policies.

8 Are there any questions from the
9 Commission?

10 COMMISSIONER WORTHAM: I just have one thing
11 on this, Vice President Rubi Navajo. So, the Vice
12 President just gave a review of the January 8th
13 meeting. I feel very compelled to say I am very
14 concerned that this Commission has not spoken
15 about the very egregious behavior that was
16 displayed at that meeting.

17 We recognized that people are going
18 through various issues of trauma in this City.
19 Trauma abounds, unfortunately. I completely
20 understand that, but we sat in that meeting for
21 over two hours and condoned, frankly, a repeated
22 violation of every single bylaw we have almost,
23 and it is very important to me that we as a
24 Commission make clear to the public, not just the

1 people who come to our meetings, because largely
2 it's the same people. I mean you're welcome.
3 That's wonderful. Please keep coming. But my
4 concern is that we don't hear different
5 perspectives at our meeting.

6 And from what I have heard from
7 community members, a lot of the reason for that
8 is because some of the behavior we allow at our
9 meetings. That was not a safe space for diverse
10 opinions.

11 We sat here for over two hours while
12 people cursed us out, screamed at us, said all
13 kinds of vile, violent things, and nothing was
14 done about it.

15 That is not appropriate for a public
16 body, not because it hurts my feelings, but
17 because the people watching, the people who saw
18 the news clips who will never come to one of our
19 meetings because they watched that. We serve
20 them, too. We serve everyone in this City.

21 So to condone an environment where
22 you have to have one opinion to be welcomed, to
23 be comfortable, to feel safe is not appropriate.

24 And I think that had to be said.

1 Well, I had say it because we have heard from
2 community members. This Commission has heard
3 from community members who have told us that they
4 felt that was an unsafe environment; that they
5 were disappointed that we allowed the violation
6 of our own bylaws.

7 I want to hear from everybody your
8 trauma, about your concerns, about what you'd
9 like the Commission to do, but I want to hear it
10 in a respectful way, because if we allowed every
11 constituency who is experiencing a particular
12 trauma in this City to come to our meetings and
13 behave in that way, we'd never get anything done,
14 and we're going to continue to have the same
15 perspectives represented at our meetings because
16 people are not going to feel safe. And I think
17 we have to hold ourselves to adherence to our
18 bylaws if we want to be seen as a legitimate body
19 to all Chicagoans.

20 VICE PRESIDENT RUBI NAVARIJO: Commissioner
21 Wortham, thank you. It be there Commissioner
22 Minor, then commissioner -- followed by
23 Commissioner Driver.

24 COMMISSIONER MINOR: I actually have a point

1 of clarification for the report that came right
2 before this on our traffic stop policy.

3 First, I would like to ask, is
4 there anyone in the audience who this is their
5 figures Commission meeting? If so, can you raise
6 your hand? Thank you. Wow. It's pretty
7 significant amount of us.

8 My point of clarification is why was
9 it excluded that the Commission is working with
10 CPD, the Illinois Attorney General's Office, and
11 the Independent Monitor to establish an agreement
12 on traffic stop policies during the report?

13 COMMISSIONER WORTHAM: Actually, I said that
14 part. And you've asked me this question at other
15 meetings, and as I said earlier, these are meeting
16 notes written by staff. I'm not bound to read
17 these. If you feel most comfortable reading
18 during your reports, I'd encourage you to keep
19 doing that. I don't feel most comfortable reading
20 other people's words.

21 So I give the reports based on my
22 information from the work group. I actually said
23 that part though. So if there's something that
24 you're unclear about, I'd be happy to answer a

1 question, but you keep asking me why I don't read
2 the meeting knows, because I don't have to read
3 notes written by other people.

4 VICE PRESIDENT RUBI NAVARIJO: Commissioner
5 Driver. Commissioner Minor. Please. Please.
6 Can we please -- can we move -- let's allow the
7 Commission to deliberate. I appreciate it.

8 COMMISSIONER MINOR: I just want to uplift.
9 I just want to uplift and respond to the last
10 point, and the reason why I continue to make
11 points of clarification as it relates to our
12 meeting notes. I think that is very important
13 that we're transparently updating community, and
14 also we all as Commissioners have an opportunity
15 to provide edits to any of our speaker notes. So
16 if you want to customize those speakers notes,
17 that is perfectly fine, but I think that is very
18 important that we are giving community members
19 clear and up-to-date, current updates as it
20 relates to some of the things that's happening
21 behind closed doors as it relates to traffic stop
22 policy, because it's a matter of public safety and
23 public interest.

24 And what I heard from your report

1 is that a year ago we started the conversation,
2 and then that second piece was currently we're
3 working with these stakeholders. And I think
4 that's very important to be clear and to make sure
5 that that is uplifted to the community members.

6 VICE PRESIDENT RUBI NAVARIJO: Commissioner
7 Driver.

8 COMMISSIONER DRIVER: So, I'll be really
9 brief because I initially felt the same way that
10 you did at that meeting.

11 It was somebody like in the balcony
12 who said something about shooting us. And it was
13 frustrating to me at first, but as I like calmed
14 down, left that meeting, took the time to reflect
15 and took the time to think about what's happening.
16 Nothing about what's happening in our City and in
17 this country is normal. None of it.

18 I have personally -- I'm from Back
19 of the Yards. I was there when ICE agents ran
20 into the Swap-O-Rama. I was down the street, and
21 I didn't know what was happening. Nothing about
22 this is normal. And so as I took the time reflect
23 about it, I became more calm, and I understand
24 like [___] is real right now.

1 Commissioner Driver. We're just going --

2 COMMISSIONER WORTHAM: I just have to.

3 VICE PRESIDENT RUBI NAVARIJO: We're going to
4 move on.

5 COMMISSIONER WORTHAM: He was responding to
6 me. I'm allowed to respond.

7 VICE PRESIDENT RUBI NAVARIJO: He was just
8 making a comment. I think we've spoken enough
9 about --

10 COMMISSIONER WORTHAM: I'm not allowed to
11 speak in --

12 VICE PRESIDENT RUBI NAVARIJO: I'm not saying
13 that. We just have a schedule, and we have a
14 press conference after this.

15 COMMISSIONER WORTHAM: Okay.

16 VICE PRESIDENT RUBI NAVARIJO: So we want to
17 be -- thank you.

18 All right. Now we will move on to
19 adjournment.

20 To connect with the Commission via
21 social media, you can find us at
22 Facebook.com/ChicagoCCPSA or search Community
23 Commission for Public Safety and Accountability
24 on Facebook. Instagram is CCPSA_Chicago.

1 Twitter is CCPSA_Chicago. YouTube,
2 @ChicagoCCPSA.

3 The Commission's next regular
4 meeting will be Thursday, February 26, 2026, at
5 630 p.m. Right now the meeting is scheduled at
6 Hubbard High School, but the location may change.

7 If you aren't on the
8 Commission's mailing list, you can go to our
9 website and sign up, and then you will receive
10 email updates about the location.

11 You could check the website in the
12 middle of the February and see if the meet
13 location has changed.

14 At the February meeting,
15 commissioners will speak with a panel of experts
16 about existing policies and procedures, training,
17 and accountability systems to help ensure CPD
18 complies with the Welcoming City Ordinance and
19 relevant CPD directives.

20 If there are issues with what's in
21 place, we'll talk about potential changes to
22 laws, policies, and procedures, training, and
23 accountability systems in order to increase
24 public safety and compliance.

1 We've invited the police
2 Superintendent and the COPA chief
3 administrative -- I'm sorry, the COPA Interim
4 Chief Administrator and the Inspector General to
5 be on the panel.

6 We're working with DCs and the
7 Noncitizen Advisory Council to help make sure
8 it's an impactful meeting.

9 Thank you for joining us tonight,
10 for bearing with me, in my first meeting as
11 chair.

12 We hope to see you on February 26,
13 and we hope you'll stay engaged and encourage
14 people you know to join us in the work.

15 With that, the meeting is adjourned.

16 (Proceedings adjourned at
17 8:33 p.m.)

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REPORTER'S CERTIFICATE

Re: COMMUNITY COMMISSION for PUBLIC SAFETY and
ACCOUNTABILITY
January 29, 2026, Meeting.

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

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

IN WITNESS WHEREOF, I have hereunto set
my hand of office at Chicago, Illinois this 1 day
of March 2026.

MAUREEN A. WOODMAN, CSR
License No. 084.002740