

City of Chicago
COMMUNITY COMMISSION FOR PUBLIC SAFETY AND ACCOUNTABILITY

MEETING MINUTES

MEETING TYPE	Regular Meeting
MEETING DATE	Thursday, April 27, 2023
MEETING LOCATION	Kennedy-King College
TIME CALLED TO ORDER	6:30 pm

ATTENDANCE:

Commissioner Name	Present or Absent / In-Person or Remote
Rev. Dr. Beth Brown	Present, In-Person
Anthony Driver, Jr. – President, Chair	Present, In-Person
Oswaldo Gomez – Vice President	Present, In-Person
Yvette Loizon	Present, In-Person
Cliff Nellis	Present, In-Person
Remel Terry	Present, In-Person
Isaac Troncoso	Present, In-Person

QUORUM PRESENT: Yes.

Acronyms:

CCPSA = Community Commission for Public Safety and Accountability
COPA = Civilian Office of Police Accountability
CPD = Chicago Police Department

AGENDA

- I. President Driver called the meeting to order.
- II. President Driver called the roll and established the quorum.
- III. The Commission held a public comment session. 2 speakers offered comments. Public comment may be viewed at the Chicago CCPSA YouTube page:
www.youtube.com/@chicagoccpsa.
- IV. New Business

President Driver stated that over the next several months, the commission will be engaging in the process of selecting candidates for publicly held positions as dictated by the ordinance. This will require a series of closed meetings related to those selections, including but not limited to the Police Superintendent and members of the Police Board. President Driver noted that under the Illinois Open Meetings Act, the Commission has the authority to hold closed sessions over the course of three months to consider the following subject:

“The selection of a person to fill a public office, as defined in this Act, including a vacancy in a public office, when the public body is given power to appoint under law or ordinance, or the discipline, performance, or removal of the occupant of a public office, when the public body is given power to remove the occupant under law or ordinance.” 5 ILCS 120/2(c)(3)

The Act authorizes the Commission to take a vote to hold a series of closed meetings over the course of not more than 3 months from the day of the vote, and only for the purposes cited under Section 2(c)(3). 5 ILCS 120/2a

ACTION ITEM #1: AUTHORIZATION OF CLOSED SESSIONS UNDER SECTION 2(c)(3) OF THE ILLINOIS OPEN MEETINGS ACT

A motion was made and seconded to hold a series of closed meetings to take place for the maximum period allowable as authorized by Section 2(c)(3) of the Open Meetings Act.

President Driver asked for debate. There was none. President Driver called for a vote.

Aye: Brown, Driver, Gomez, Loizon, Nellis, Terry, Troncoso

Nay: /

Motion Carries.

ACTION ITEM #2: AMENDMENT TO THE BYLAWS

A motion was made to amend the bylaws to allow for commissioner remote attendance, subject to the requirements of the Open Meetings Act.

President Driver asked for debate. There was none. President Driver called for a vote.

Aye: Brown, Driver, Gomez, Loizon, Nellis, Terry, Troncoso

Nay: /

Motion carries.

V. Reports and Updates

A. Update on Police Board Nominees

Commissioner Troncoso delivered the update.

The mayor appointed Aja Carr-Favors and Andreas Safakas to fill two vacancies on the Police Board. Their appointments were confirmed by the Public Safety Committee on Friday April 14th and the full City Council on Wednesday April 19th. These appointees are the first two who were selected after having gone through the Commission's selection process. Commissioners want to congratulate Aja and Andreas and wish them the best in their new roles. Their terms run through August 10, 2027. Commissioners also want the public to know that they will be opening applications for the Police Board and anticipate that at least one vacancy will be created soon and need to be filled. The application will be available on the Commission's website by the following week. With the assistance of staff, Commissioners will engage in extensive outreach efforts. Commissioner Troncoso then encouraged interested and qualified applicants to apply.

B. Update on CPD Superintendent Search

Commissioners Terry and President Driver delivered the update.

Commissioner Terry began by stating that the Commission is responsible for conducting a nationwide search for the next Superintendent of the Chicago Police Department. The Commission is conducting this search with the assistance of the search firm Public Sector Search. The process began with input from the community and will conclude with the Commission sending three candidates to the Mayor. Ultimately,

it will be the Mayor who hires the new superintendent from the group of three that the Commission provides.

As a part of this process, the Commission is committed to incorporating substantial community input into the selection criteria. Three public meetings have been held. Three more are scheduled:

- Roosevelt High School on May 4th
- Kennedy High School on May 10th
- Beverly Arts Center on May 22nd

Commissioners Terry and President Driver are in the process of planning a Spanish-only forum. The date and location will be provided via social media and the Commission's website when they become available. Commissioner Terry then translated the announcement into Spanish.

Spanish translation: Actualmente estamos en el proceso de planificar un foro solo en Español antes de la próxima reunión ordinaria de la Comisión. La fecha y lugar se anunciarán a través de las redes sociales y nuestro sitio web cuando estén disponibles.

President Driver continued by stating that the intent of these meetings is to give the community a chance to contribute in-person, but this is not the only time the community will have the opportunity to provide input. The Commission developed a survey that is accessible on the Commission's website and can be completed by any Chicagoan, whether or not they are able to attend any of the public meetings.

The purpose of these community forums is to hear what qualities, competencies, and qualifications Chicagoans want in their next superintendent.

President Driver said that the information that is gathered at these forums will inform the interview process, including the questions that are asked and the criteria that are used to narrow the pool of applicants throughout the interview process.

President Driver also stated that the Commission was conducting direct outreach to experts in the field of public safety, and had already spoken to at least 15, policing, police officers, and established groups with an interest in public safety including business, faith, advocacy, and labor groups. He noted that the Commission was working to meet with police sworn and civilian staff.

President Driver further noted that the Commission would begin reviewing applications after May 7th. The Commission had received 9 applications as of the date of the meeting.

The Commission is required to submit its list of three candidates to the Mayor by July 13. The Mayor will then have 30 days to either select a candidate from the list, or to ask that the Commission provide a new list of three candidates and explain in writing why he had declined to select from the list. Once the Mayor makes a selection, it is subject to City Council approval.

President Driver took a point of personal privilege, noting that some community members were organizing around specific candidates. He noted that he appreciates the participation, but that the search is not a popularity contest. The Commission is looking for the best candidates from across the country. President Driver noted whether a person has thousands of supporters or one supporter, it will not weigh on the Commission's decision-making process.

President Driver requested questions from the Commission. Several Commissioners asked questions.

Commissioner Gomez asked for President Driver to provide clarity around the selection of a search firm and criteria used.

President Driver clarified that the Commission had always planned to hire a search firm. Among other things, the search firm has expertise in the field and will also conduct background checks.

Commissioner Terry added that the selected search firm is well-qualified. Commissioner Terry clarified that the search firm was hired to support the search, but the Commission is leading the process.

Commissioner Loizon asked President Driver and Commissioner Terry to elaborate on outreach to and engagement with police officers and staff.

President Driver responded by stating that he and Commissioner Terry had meetings set up with the Sergeant's union, the Fraternal Order of Police, and have been in contact with the Police Department about putting out a survey. President Driver asked Executive Director Adam Gross to fill in any information that he left out. Executive Director Gross said that staff along with President Driver and Commissioner Terry had reached out to all police unions and were working with them to determine the best ways to get feedback from police officers. The two most common ideas were anonymous survey and focus groups.

Commissioner Nellis asked what the purpose of the search firm is and what authority they were given.

President Driver said the firm had whatever authority that the Commission granted, and that any authority could be retracted. The firm is comprised of former police chiefs who have extensive policing knowledge. The firm will provide support in a process that was set up and designed by the Commission.

Commissioner Troncoso noted that the search firm is one of the only search firms in the country that focuses solely on searches for police executives. He also asked what the process would be if a community member wanted to have a listening session in their community.

Commissioner Driver replied that such requests could be emailed to communitycommissionpubliccomment@cityofchicago.org or superintendentsearch@cityofchicago.org. He further stated that there had been a lot of requests. He noted that the Commission was doing its best to accommodate requests, but that Commissioners were also participating in several meetings daily with subject matter experts, focus groups, public forums, and media inquiries. Noting that it would be impossible to get to every area, President Driver encouraged people to come to the meetings that were already scheduled.

There were no further questions.

C. Update on CPD Superintendent Goalsetting

Commissioners Brown and Nellis delivered the update. They met with Interim Superintendent Eric Carter and other senior leadership for the First Quarterly Progress Meeting for Goal Setting and Performance Evaluation. Commissioner Brown stated that since the goals were created, Former Superintendent David Brown resigned and left the department, Interim Superintendent Eric Carter was appointed and later announced plans to resign, and that the Mayor-elect had not yet named the next Interim Superintendent. Commissioner Brown reiterated her and Commissioner Nellis's commitment to continuing to hold CPD accountable to the goals that the Commission had established for the Superintendent.

Commissioner Nellis explained that the Commission planned to meet quarterly with CPD to conduct assessments throughout the year, rather than just at the end of the year, so that if something is not being achieved, there is still time to make changes to reach the goal. Commissioner Nellis noted that he and

Commissioner Brown intend that the process continue to be collaborative as the Commission and CPD work to strengthen the department and improve public safety.

Commissioner Brown reviewed the Vision Statement that is included with the goals (available on the Commission's website), and emphasized that this vision requires the Superintendent and the Superintendent's leadership team to drive the innovation, creativity, and meaningful organizational change necessary to realize the vision.

Commissioner Nellis further stated that the Goals and Performance Evaluation Plan that was created for the Superintendent included the strategies and goals needed to deliver on the vision statement. The Goals and Performance Evaluation Plan contains five distinct strategies with measurable and deliverable goals identified under each strategy. Those five strategies are (1) Management and Infrastructure Strategy, (2) Partnership with Community Strategy, (3) Officer Wellness Strategy, (4) Human Resources Strategy, and (5) Constitutional Community Policing Strategy. Commissioners Nellis and Brown identified three goals under the Management and Infrastructure Strategy, six goals under the Partnership with Community Strategy, one goal under the Officer Wellness Strategy, three goals under the Human Resources Strategy, and three goals under the Constitutional Community Policing strategy.

Commissioner Brown noted that the Superintendent had provided four written responses for the goals that were due by April 1. Commissioner Brown said that she and Commissioner Nellis had requested a follow up meeting with the Interim Superintendent and senior leadership to go over these goals in more depth.

Commissioner Nellis stated that on March 31, 2023, they received a written update from CPD regarding Goal #2 under the Management and Infrastructure Strategy, which requires the Superintendent and/or his designees to complete Strategic Planning training to learn best practices in setting clear vision for the Department coupled with the strategies and goals needed to implement that vision within the Department's annual budget. The goal of completing strategic planning training was to be completed by April 1, 2023, but the strategic planning training CPD selected to attend this year was not offered until May 12, 2023. Commissioners Nellis said that he and Commissioner Brown will accept the new deadline of May 12, 2023, as the date when the training will begin.

The Superintendent has indicated in writing that up to ten members of the Superintendent's office will enroll in the University of Chicago Booth Executive Education program titled "The Advanced Strategy Program." This 7-week, 2 hours per week course begins May 12 and ends June 23. Commissioners Nellis noted that he and Commissioner Brown will provide their written comment on this training, the substance of the training, and who should attend it in the coming month. He noted that they expect that this training is tied to financial management training so that the department's strategies and annual goals are tied to the department's budget.

Commissioner Brown stated that strategic planning training is important because the Superintendent leads and manages an office of 13,000+ staff with an almost \$2 billion annual budget and must be able to set vision, strategies and goals for the organization, measure and evaluate the successful delivery of those goals, evaluate the costs and efficiencies of the department, recruit the best people to complete those goals.

Commissioners noted that the Superintendent's strategic plan needs to measure important policing outcomes such as whether CPD has increased community trust, lowered 911 response times, increased clearance rates, reduced wasted police time on pedestrian and traffic stops finding no illegal activity, recruited and retained the best people for the job, and successfully implemented constitutional community policing practices.

Commissioner Driver requested questions from Commissioners on this subject.

Commissioner Gomez asked if all Superintendents will be accountable to the goals that are set out and whether goals could change.

Commissioner Brown clarified that the goals were written for the office and not the individual.

Commissioner Nellis added that once the new Superintendent is selected and has assumed office, he and Commissioner Brown could meet with the Superintendent to discuss any proposed modifications to the goals.

Commissioner Loizon asked for elaboration on a rubric and benchmarks for assessing progress in meeting the goals.

Commissioner Nellis responded that he and Commissioner Brown, with support from CCPSA staff, are working with CPD to establish ways to quantify and track progress.

Commissioner Driver asked if there is a plan to publicize CPD's progress on these goals.

Commissioner Brown answered in the affirmative.

Commissioner Gomez inquired about progress on the goals with COPA and Police Board.

Commissioner Loizon answered that there had recently been a meeting with COPA on their quarterly goals and that she and Commissioner Brown had been meeting with them regularly. They have not yet met with the Police Board to discuss their goals but there were meetings on the books.

There were no further questions.

D. Miscellaneous

President Driver announced that the District Council inauguration was scheduled for May 2, 2023, at 10am at the Harold Washington Cultural Center. He asked District Councilors to stand to be acknowledged and encouraged everyone to attend District Council meetings.

President Driver announced that the next regularly scheduled Commission meeting is May 25th at 6:30pm at Malcolm X College.

E. Other matters

Commissioner Brown had other business that she wished to discuss. She said that, in response to a question from Commissioner Gomez during the Commission's March 30th public meeting, she stated that COPA still had cases open from its predecessor organizations. She clarified that this was incorrect.

Commissioner Brown stated that when COPA launched in 2017, it inherited approximately 1,000 cases from its predecessor agency, the Independent Police Review Authority (IPRA). It did not inherit any cases from IPRA's predecessor agency, The Office of Professional Standards.

Commissioner Brown added that since 2017, COPA has worked diligently to close the old IPRA cases while simultaneously addressing new complaints that fall within COPA's expanded jurisdiction. In the fall of 2021, during COPA's annual budget hearing before City Council, COPA announced that it closed the

final IPRA cases. So, to set the record straight, Commissioner Brown said that COPA does not have any legacy cases open. COPA is only working on cases that were opened by COPA.

Commissioner Brown added that COPA is still faced with large caseloads, which make the timely resolution of all complaints a challenge. Since the summer of 2020, COPA has worked to reduce the number of open cases and deliver more timely results. COPA is working with Commissioners Loizon and Brown to communicate their strategy, receive feedback from the public, and report on their progress.

Commissioner Loizon and Brown, along with COPA Chief Kersten and her team will have more to report in the coming months about the work being done by COPA and others to reduce COPA's caseload, so that it can deliver more timely investigative findings to complainants and Police Department members.

There were no questions on the matter.

Commissioner Gomez stated that District Council members are tasked with providing guidance to the Commission. He described the system as innovative and a way for the District Council to oversee and be overseen by the Commission.

There were no questions on this matter.

Commissioner Nellis described an inquiry that he, Commissioner Troncoso, and Commissioner Brown launched on "Scorpion-like practices." He described a report released by BPI, a nonprofit law and policy center, regarding traffic stops. Commissioner Nellis described what effective constitutional policing practices could look like.

Commissioner Loizon asked for Commissioner Nellis to be clear when discussing "Scorpion-like" police practices and said that in her knowledge, there have not been "Scorpion-like practices" in Chicago in some time. Commissioner Loizon requested that Commissioner Nellis be clear when he's speaking about it.

Commissioner Nellis confirmed that he' referring to the Scorpion unit in Memphis that conducted a stop and killed Tyre Nichols. Commissioner Nellis also stated that the practices he was referring to include high-volume traffic stops without probable cause or reasonable suspicion.

Commissioner Gomez commented on the utility of data and how to evaluate it.

Commissioner Driver described the personal effect that the conversation was having on him.

VI. Announcement of the Next Meeting

President Driver announced that the next regular meeting will be on Thursday, May 25, 2023, at 6:30 pm.

VII. Adjournment

TIME MEETING WAS ADJOURNED: 8:02 pm