

1

2

3

4

5

6

7

8

9

10

11 CITY OF CHICAGO POLICE BOARD MEETING

12 April 1st, 220

13 4:00 p.m.

14

15

16

17

18

19

20

21

22

23

24

1 PRESIDENT FOREMAN: I've muted the
2 phone call now. So this is unorthodox for
3 everyone, I recognize that. Because we, in
4 theory, could have hundreds of people on the
5 call and there is no way for us to know,
6 right now we are trying to do the best we can
7 do, using the technology that currently
8 exists.

9 And so as a result, what we are
10 going to do is we are first going to have our
11 typical meeting. What I would like to ask,
12 everyone who has joined the call, members of
13 the public, as well as board members, if you
14 can mute your telephones. There potentially
15 could be hundreds of people on the call right
16 now and it would be really difficult for us
17 to have a cogent conversation if we're
18 hearing a lot of background noise and people
19 are interrupting.

20 So we can try to make sure that
21 we do this in the most neighborly way
22 possible for everyone, I would like to ask
23 everyone if they can mute their phones.

24 Steve Flores? Steve Flores, did

1 you join the call?

2 BOARD MEMBER FLORES: Yes, sir.

3 PRESIDENT FOREMAN: Okay, we are going
4 to get started. This is Ghian Foreman,
5 president of the Chicago Police Board. I am
6 calling this meeting to order.

7 To protect the public's health in
8 response to the COVID-19 outbreak and as
9 permitted by Governor Pritzker's Executive
10 Order 2020-07, Section 6, this meeting is
11 taking place entirely via audio conference.
12 This conference call is open to the public.

13 At this time, I ask members of
14 the public to place their phones on mute so
15 that we can cut down on background noise.
16 Throughout this call, I will also be able to
17 mute everyone on the call so that we can
18 minimize noise. I will let you know when I
19 am muting and unmuting all the participants
20 but myself. I will now mute participants.

21 We have a court reporter on the
22 phone so that we can have a transcript of
23 this call. Because we are on the telephone,
24 I will take attendance so we have a record of

1 who from the Police Board is participating in
2 this call. If you are on the call, please
3 say here. I will now unmute so those that
4 those in attendance can respond.

5 Police Board Vice President Paula
6 Wolff.

7 VICE PRESIDENT WOLFF: Here.

8 PRESIDENT FOREMAN: Board Member
9 Matthew Crawl.

10 BOARD MEMBER CROWL: Here, Ghian.

11 PRESIDENT FOREMAN: Board Member
12 Michael Eaddy.

13 BOARD MEMBER EADDY: Here.

14 PRESIDENT FOREMAN: Board Member Steve
15 Flores.

16 BOARD MEMBER FLORES: Here.

17 PRESIDENT FOREMAN: Board Member Jorge
18 Montes.

19 BOARD MEMBER MONTES: Here.

20 PRESIDENT FOREMAN: Okay, again, in
21 order for us to get through this meeting,
22 it's very important that all participants on
23 the call mute their phones. There will be an
24 opportunity for questions and answers and

1 statements after the Police Board gets
2 through its regular business meeting.

3 So if we are going to get through
4 this, I kind of need everyone to take their
5 time and let's go in the right order. I'm
6 going to go back to taking attendance at this
7 point.

8 Board Member John O'Malley.

9 BOARD MEMBER O'MALLEY: Here.

10 PRESIDENT FOREMAN: Board Member Rhoda
11 Sweeney.

12 BOARD MEMBER SWEENEY: Present.

13 PRESIDENT FOREMAN: Board member Andrea
14 Zopp.

15 BOARD MEMBER ZOPP: Here.

16 PRESIDENT FOREMAN: Executive Director
17 Max Caproni.

18 EXECUTIVE DIRECTOR CAPRONI: Here.

19 PRESIDENT FOREMAN: I will now mute
20 participants. We will now proceed to the
21 items on the meeting agenda. We will have
22 time at the end of the call for public
23 comments. Until then, I ask all members of
24 the public not to comment and to keep your

1 phones on mute in order to reduce background
2 noise. After comments from the public and we
3 adjourn the meeting, I will stay on the line
4 and respond to questions from the media.

5 As you know, when there is a
6 vacancy in the position of the superintendent
7 of police, as defined by City ordinance, the
8 Police Board is responsible for nominating
9 three candidates for consideration by the
10 mayor.

11 The board began a national search
12 for a new superintendent on November 21st of
13 last year. We developed a detailed job
14 description, which was posted on our website
15 and sent to a diverse array of organizations,
16 including many community groups and
17 professional law enforcement associations.

18 We also asked individual board
19 members to circulate the description through
20 their networks. Some board members attended
21 professional meetings attended by potential
22 candidates to encourage highly respected
23 people in the field to apply. Our intention
24 was to get as many qualified people as

1 possible to apply so we had a deep pool from
2 which to send candidates to the mayor.

3 Our application process was
4 designed to require each applicant to make a
5 detailed presentation of their experience and
6 leadership abilities based on the criteria
7 set out in the application. We wanted to
8 know as much about each applicant as we
9 could. What each had accomplished, what
10 obstacles they had overcome and what mistakes
11 they had made and what they had learned from
12 those mistakes.

13 An essential part of the search
14 process was a series of listening sessions
15 the Board held across the City. In addition
16 to three, two-hour town hall meetings we had
17 in December on the south, west and north
18 sides of the City, board members and I met
19 with approximately 25 organizations.

20 We heard directly from
21 Chicagoans, their views on the qualifications
22 and experience we should be looking for in
23 the next superintendent. And we brought this
24 invaluable community input into our

1 interviews and deliberations.

2 We set an application deadline of
3 January 13th and we received 25 applications.
4 As I mentioned at the January Police Board
5 public meeting, the applicants came from
6 within and outside of Chicago. And were
7 diverse in experience, gender and racial and
8 ethnic background.

9 The board members each reviewed
10 25 applications in which each candidate
11 addressed a series of questions about what
12 they had done in respect to the skills and
13 experiences the Board had determined, in
14 part, based on our community input, that are
15 essential to being a successful leader in the
16 Chicago Police Department.

17 These included building strong
18 community relations, reducing crime and
19 violence and developing strategies to build
20 the competence of the police force through
21 training and exposure to the most effective
22 policing practices.

23 The board members then met in
24 executive session to discuss the 25

1 applicants and identify the most qualified
2 candidates. We conducted in-depth interviews
3 with nine candidates over several days in
4 late January. We then undertook a thorough
5 review of the candidates' professional
6 accomplishments and reputations.

7 We met and considered all of this
8 information as a group, blended it with our
9 personal insights, based on the interviews
10 with the candidates, and discussed how each
11 person fit the criteria that we had included
12 in our original job description and what we
13 had heard from the community listening
14 sessions.

15 We engaged in hours of
16 deliberations to identify the three
17 candidates best qualified for the position.
18 We will now take final action on the
19 selection of the nominees. I will now unmute
20 the participants.

21 Is there a motion to nominate the
22 following three candidates listed
23 alphabetically for the position of
24 Superintendent of the Chicago Police

1 Department and to submit these nominations to
2 the mayor, David Brown, Ernest Cato III,
3 Kristen Ziman.

4 VICE PRESIDENT WOLFF: This is Paula
5 Wolff, I would like to say so moved.

6 BOARD MEMBER FLORES: This is Board
7 Member Flores. I second the motion.

8 PRESIDENT FOREMAN: I will now call on
9 members of the Board for their votes.

10 Wolff.

11 VICE PRESIDENT WOLFF: Aye.

12 PRESIDENT FOREMAN: Crawl.

13 BOARD MEMBER CROWL: Aye.

14 PRESIDENT FOREMAN: Eaddy.

15 BOARD MEMBER EADDY: Aye.

16 PRESIDENT FOREMAN: Flores.

17 BOARD MEMBER FLORES: Aye.

18 PRESIDENT FOREMAN: Montes.

19 BOARD MEMBER MONTES: Aye.

20 PRESIDENT FOREMAN: O'Malley.

21 BOARD MEMBER O'MALLEY: Aye.

22 PRESIDENT FOREMAN: Sweeney.

23 BOARD MEMBER SWEENEY: Aye.

24 PRESIDENT FOREMAN: Zopp.

1 BOARD MEMBER ZOPP: Aye.

2 PRESIDENT FOREMAN: I also vote in
3 favor of the motion. Voting in favor are
4 Board Members wolf, Crowl, Eaddy, Flores,
5 Montes, O'Malley, Sweeney, Zopp and myself.
6 The motion passes by unanimous vote.

7 A press release and information
8 on the three nominees are available in the
9 news section on the Police Board website,
10 ChicagoPoliceBoard.org.

11 As required by the Illinois Open
12 Meetings Act, we will now have time for
13 comments from the public. I will call upon
14 those members of the public who signed up in
15 advance to speak. As I call your name,
16 please unmute your phone. Each speaker will
17 have up to two minutes to make comments.

18 I would like everyone -- I would
19 like to ask everyone to please mute your
20 phones. I'll call on the members of the
21 public who signed up in advance to speak.

22 A VOICE: People don't know how to mute
23 their phones.

24 PRESIDENT FOREMAN: I don't know how to

1 tell you how to use your phone. I have an
2 iPhone so I know how to tell you how to do it
3 on an iPhone.

4 In order for this to work, in
5 order for us to have a question and answer or
6 a comment period, we are going to have to be
7 respectful of each other, and so let's please
8 let's try this, otherwise I'm going to have
9 to adjourn the meeting and no one will have
10 an opportunity to speak.

11 So I'm going to ask us to work
12 together as neighbors, as Chicagoans. We
13 are -- this is a chance, a good opportunity
14 for us to work together right now as one
15 City. So let's please let's try to refrain
16 from comments while others are speaking.

17 The first speaker I'm going to
18 call on is Tyrone Muhammad. Tyrone Muhammad?
19 Okay. Next speaker Joelle Rodriguez. I'm
20 sorry, Joelle, I apologize, you are going to
21 have background noise. I will try to repeat
22 the question and put everyone on mute.

23 (Inaudible.)

24 PRESIDENT FOREMAN: So I just muted the

1 phone, just so I could repeat the question.
2 So the question was, based on the candidates
3 that we put forward, what is their experience
4 or what are their views on non-cooperation
5 with ICE as it relates to undocumented
6 residents of Chicago.

7 I'm going to ask Jorge Monte,
8 Board Member Montes to handle this question.
9 I am going to unmute now.

10 BOARD MEMBER MONTES: This is member
11 Jorge Montes. With all our candidates that
12 was the first question I asked them each.
13 Can you hear me?

14 (Inaudible.)

15 PRESIDENT FOREMAN: If I mute everyone,
16 then they won't be able to hear you, I will
17 be the only one.

18 BOARD MEMBER MONTES: Can I speak
19 again?

20 PRESIDENT FOREMAN: Yeah, can you just
21 say it again, please.

22 BOARD MEMBER MONTES: Okay. This is
23 Board Member Jorge Montes and during our
24 interviews, we made sure to ask each

1 candidate what level of commitment they had
2 to insuring that Chicago's Sanctuary City
3 Ordinance be respected.

4 And so we went fairly in-depth
5 with each candidate and we got a great sense
6 of commitment from all three of the finalists
7 that they would be engaged with this issue
8 and that they were committed to respecting
9 our City's status as a Sanctuary City.

10 Thank you, Mr. Chairman.

11 PRESIDENT FOREMAN: Thank you. Next
12 speaker, Sandi Schneller.

13 MS. SANDI SCHNELLER: This is Sandi
14 Schneller --

15 PRESIDENT FOREMAN: We can hear you,
16 but it is going to be really difficult, you
17 have to kind of shout.

18 MS. SANDI SCHNELLER: I have no
19 background noise. There is no noise in my
20 background.

21 PRESIDENT FOREMAN: We have potentially
22 hundreds of calls.

23 MS. SANDI SCHNELLER: Okay, here is my
24 question. I had an opportunity to converse

1 with many of the residents from 10 of the 50
2 wards of Chicago. Now the common concern
3 indicated was to decrease crime.

4 Now, with shelter in place
5 because of COVID-19, there is a reduction in
6 crime across our City. But once we return to
7 our lives (inaudible). That said, in the
8 first 120 days on the job, what is your plan
9 that would be at the (inaudible).

10 PRESIDENT FOREMAN: So the question
11 was, has there been a reduction of crime
12 right now, as a result of the shelter in
13 place. We're not in a position to answer
14 that. Our responsibility of the Police Board
15 is to identify three candidates for the mayor
16 to ultimately select the superintendent.

17 So that probably would be a
18 better question for current Interim
19 Superintendent Beck or the new
20 superintendent, but I don't know that the
21 Police Board is in a position to answer that
22 question.

23 MS. SANDI SCHNELLER: That was not my
24 question. That was not the question.

1 PRESIDENT FOREMAN: Can you repeat
2 question? We are having a really difficult
3 time hearing you, so we're trying our best.

4 MS. SANDI SCHNELLER: In the first 120
5 days of the job, what is your plane to
6 mitigate crime in our 77 communities?

7 PRESIDENT FOREMAN: I'm sorry, I can't
8 understand -- we're going to have to go to
9 the next question.

10 A VOICE: Excuse me, is there a way --
11 excuse me. I know that this is difficult,
12 but the only way that this is going to work
13 and people are going to be able to hear is if
14 everybody is muted and the only person that
15 is not muted is the person that is speaking.

16 Is there a way to do that through
17 the conference call system that you're using?
18 Usually they tell you how participants can
19 mute and unmute and you don't do it by your
20 phone. But if everybody is unmuted at the
21 same time, you're never going to hear
22 everybody. It should be the exact opposite,
23 where the only person that is speaking is
24 unmuted.

1 PRESIDENT FOREMAN: I agree with you
2 fully. This is only our second time trying
3 this system we are using. I do not have that
4 as one of the instructions, allowing people
5 to mute and unmute. They have to use their
6 individual phone to do it.

7 A VOICE: The conference call tells you
8 what to do, usually it's star 6 or 7. I
9 tried it and it doesn't work.

10 PRESIDENT FOREMAN: Once again, again,
11 I am currently looking at the instructions
12 from the conference call system. I only have
13 options to mute and unmute everybody but
14 myself, so we are going to have to work
15 together.

16 I recognize that this is new for
17 us. We have all been on Zoom calls all week
18 and Face Time. So right now, we are going to
19 have to use old fashioned courtesy, cover
20 your phone with your hand, put it on mute,
21 somehow, for us to be able to get through
22 this. I am going to unmute again and I am
23 going to call on speakers.

24 Carol Maher.

1 MS. CAROL MAHER: Hi, it's Carol Maher.
2 I was wondering if you have a timeline on
3 when the mayor will be making this decision
4 and is this time of crisis, is this the right
5 time to be considering such a large change to
6 our structure?

7 PRESIDENT FOREMAN: So the question was
8 do we know the time of when the mayor is
9 going to make her final decision from the
10 three candidates and is this the right time?

11 When we originally set out, Mayor
12 gave us a big task, to have this done by
13 March. That was absolutely what our plan was
14 when the pandemic struck. It was our
15 intention to release names at our board
16 meeting a couple of weeks ago. But because
17 this has been -- everything was kind of
18 breaking with the pandemic, we decided to
19 have the meeting via telephone conference,
20 much like this one.

21 At the time nobody knew how long
22 this thing was going to last or anything like
23 that. So we made a decision to postpone it
24 and let's see what happens and there would be

1 an opportunity for us to actually have a
2 press conference.

3 Time went by and we saw that this
4 thing wasn't going to end and we thought that
5 this was an important decision enough that we
6 should make the announcement now, for the
7 mayor and the Police Board to try to solidify
8 the plans for picking -- CPD to identify the
9 leader for the future.

10 MS. CAROL MAHER: Thank you. I hope
11 this is a good transition time with the
12 interim superintendent, who seems to be doing
13 a rock star job, for the handoff and
14 especially because of, you know, it being in
15 the middle of the summer and all the
16 pandemic, so I hope that you do get a good
17 handoff time, transition from one to the
18 other. And thank you for taking my question.

19 PRESIDENT FOREMAN: Thank you, very
20 much. Next speaker, LeVon Stone.

21 MR. LEVON STONE: Thanks again to the
22 police board for this opportunity. My name
23 is LeVon Stone, Senior. I'm the CEO and
24 founder of a 501(c)(3) non-for-profit

1 organization that does violence prevention
2 work at five level one trauma centers and we
3 work in two communities, which is Washington
4 Park and Grand Crossing. And we are in
5 support of the mayor, whichever one the
6 Mayor's decision is on who is going to be the
7 next superintendent.

8 But I would like to ask, I think
9 that one of the qualities that we are hoping
10 that either one of the candidates is, is
11 going to have a ground base on working with
12 communities and community partners to prevent
13 violence on the front end. Thank you.

14 PRESIDENT FOREMAN: Thank you very
15 much. So just to kind of follow-up, the same
16 way we did with Rodriguez, Board Member
17 Eaddy, would you like to comment on that?

18 BOARD MEMBER EADDY: Could you restate
19 it?

20 PRESIDENT FOREMAN: I'll do it, I'll do
21 it Reverend Eaddy.

22 So basically yes, that was one of
23 the major questions that we had. We heard --
24 I'm going to mute so everyone can hear.

1 During our community listening
2 session, the building a relationship between
3 the police and community is one of the major
4 things that we heard. As well as the police
5 department rebuilding its culture and trust
6 and that kind of thing, we heard that from
7 police officers.

8 And so that is one of the
9 questions that we absolutely heard. We think
10 that there is a possibility -- I mean, we
11 know for a fact that all of them do have
12 current experience with dealing with
13 community and outreach organizations, as
14 well.

15 I just got a text message from
16 Alderman David Moore, he said he just tried
17 this. So I'm going to ask everyone, if you
18 can press star 6 on your phone, that will
19 mute you. And then if I call your name, you
20 can press star 6 to unmute. Thank you, very
21 much, Alderman Moore. So we are going to try
22 that, I am going to unmute everyone right
23 now.

24 Can we have everyone star 6 mute?

1 Thank you.

2 MS. SANDI SCHNELLER: I want to ask my
3 question again.

4 PRESIDENT FOREMAN: Absolutely, we can
5 do that.

6 MS. SANDI SCHNELLER: Thank you.

7 PRESIDENT FOREMAN: I am going to give
8 everybody an opportunity. So it's a lot more
9 quiet. Sandy Schneller, can you ask your
10 question again, please.

11 MS. SANDI SCHNELLER: Thank you, very
12 much for revisiting this.

13 As I was saying, just prior to
14 COVID-19 I had an opportunity to converse
15 with residents from 10 of the 50 wards of
16 Chicago. The primary thread concern emanated
17 was to decrease crime.

18 Now, the shelter in place since
19 COVID-19 has seen a reduction of crime across
20 our city. Now, once when we return to our
21 lives we may be filled with crime. That
22 said, here is the question: In the first 120
23 days of the job, what will be the plan that
24 will be at the crux to mitigate crime in our

1 City?

2 PRESIDENT FOREMAN: Is the question
3 what is the plan to keep crime at a lower
4 rate?

5 MS. SANDI SCHNELLER: Yeah, to reduce
6 this crime, not to keep it at the rates we
7 have now. But we need to be cognizant of
8 overall. Because that is one of the major
9 concerns that is threading through our
10 communities.

11 PRESIDENT FOREMAN: Similar to the way
12 I answered before, I'm not sure that the
13 Police Board is in a position to answer that.
14 That probably is a question that is better
15 suited for Interim Chief Beck or whoever the
16 superintendent is. I would have to make an
17 assumption.

18 We asked the question about how
19 would you develop your plan to reduce crime?
20 As well as some other things, other than just
21 crime. What's your plan to build
22 relationships? What is your plan to provide
23 resources and training to the CPD?

24 So I'm not sure the Police Board

1 is prepared to answer the question about what
2 the superintendent's plan will be, but I
3 think that when the mayor makes her
4 selection, we will all, as residents of the
5 City of Chicago, get to hear from the new
6 superintendent on what their plan is.

7 And hopefully we all get an
8 opportunity to work with the new
9 superintendent to make sure we all do our
10 part in keeping crime down. Thank you very
11 much for your question.

12 Next speaker is Reagan Peabody.

13 MR. REAGAN PEABODY: That's me, I'm
14 right here, I got it. My question is, 60
15 percent of the time between 2005 and 2015 the
16 superintendent of the City of Chicago
17 recommended that police officers be fired.

18 You, the Police board, turned
19 around 60 percent of the time and rehired or,
20 in fact, kept that officer on. Why is it
21 that the superintendent's decision is not the
22 one you go with? Why turn around 60 percent
23 of the time?

24 And one more question, too. It

1 looks like Flores has not voted 28 percent of
2 the time. If he's not voting 28 percent of
3 the time, if he does not have time to be on
4 the police board, would he please step down
5 and give it to somebody who does have time
6 more. Because more than one out of every
7 four votes he's not voting.

8 PRESIDENT FOREMAN: So, first, I'm not
9 sure where you got the statistics from about
10 the one every four times. You know, there
11 are --

12 MR. REAGAN PEABODY: That's on CPD --

13 PRESIDENT FOREMAN: Let me answer your
14 question. There are times when board members
15 have to recuse themselves, right? And so
16 that could potentially be one of the reasons
17 why. Board members can only miss two board
18 meetings. So sometimes it could be because
19 of work or whatever the situations is.

20 I can't necessarily recall times
21 when board members missed or haven't voted on
22 meetings and things like that. I'm not sure
23 where you got your information.

24 MR. REAGAN PEABODY: It still has

1 Eva-Dina Delgado on there --

2 PRESIDENT FOREMAN: Let me finish
3 answering. So as far as the ordinance, the
4 City of Chicago ordinance, it gives -- the
5 superintendent does not have the ability to
6 punish the police officers, it's the Police
7 Board's responsibility and it's very similar
8 to a trial, a court trial.

9 The Police Board gets information
10 from both sides. It could be from the police
11 department, it can be from a COPA
12 investigation. It can come from a lot of
13 different -- and that police officer also has
14 representation. He gets to tell his side of
15 the story, right? He has an attorney
16 representing him. The police officer has
17 somebody representing them as well.

18 And so evidence is presented.
19 Police Board --

20 MR. REAGAN PEABODY: I understand how
21 it goes. I understand how it goes. I'm
22 asking you, how come 60 percent of the time
23 you went against the superintendent's advice?
24 The superintendent --

1 PRESIDENT FOREMAN: I would strongly
2 recommend going back and taking a look at
3 some of the decisions that the Police Board
4 has written. Those decisions that you have
5 questions about, they are clearly detailed
6 why we make the decision that we make.

7 MR. REAGAN PEABODY: I understand.
8 Honestly, I was asking for Judge Sweeney to
9 answer it, because the professor at
10 Northwestern said it's run amok, it's a due
11 run amok.

12 PRESIDENT FOREMAN: Well, I don't know
13 that I would necessarily agree with that.
14 But so thank you very much.

15 MR. REAGAN PEABODY: I'm not saying you
16 are, I'm asking Member Sweeney, Judge
17 Sweeney.

18 PRESIDENT FOREMAN: We are going to
19 keep moving for the purpose of time. So
20 thank you.

21 The next question is Anthony C
22 Hawkins. Okay, the next is not a name, but
23 it's a name of an organization, I guess. I'm
24 going to ask if you would like to ask your

1 question now or if you would like to ask your
2 question during the media time, Chicago PD
3 Transparency.

4 A VOICE: Hi, I'm here. Can you hear
5 me?

6 PRESIDENT FOREMAN: I can hear you.
7 Would you like to ask your question now or
8 would you like to ask during the media time?

9 A VOICE: I'll just ask now. Just
10 listening to the names of the next
11 superintendent, my only thought is civilian
12 oversight is the only answer.

13 I wanted to read a speech I wrote
14 to you years ago. And as you know, CPD
15 targeted people just for signing up to speak.
16 Instead, I'm just going to post it on my You
17 Tube channel and invite you to take a look.
18 My you tube channel is Chicago PD
19 Transparency. Thank you very much. That's
20 my comment.

21 PRESIDENT FOREMAN: Thank you. Next
22 speaker Frank Spizz. Next speaker, Aaron
23 Gottlieb.

24 MR. AARON GOTTLIEB: My question is, I

1 want to follow up on the issue of community
2 policing. This was a big thing that was part
3 of the selection process. I want to know if
4 you can share any specifics that the three
5 people that are moving forward in the process
6 said about how they would actually police the
7 community.

8 And also whether any of them
9 expressed ideas of how the public has a say
10 in the actual policymaking process for police
11 policy. Thanks so much for taking my
12 question.

13 PRESIDENT FOREMAN: Thank you, great
14 question. We are not going to talk about any
15 of the specifics of any candidate. But they
16 certainly all have relevant experience. We
17 will be putting out the resume, as well as
18 the videos that were submitted where some of
19 the questions -- where they answered the
20 questions to this.

21 And so you will be able to --
22 this is an interesting technology time, so
23 I'm not exactly sure when we will be able to
24 upload the videos, but we are going to get

1 the videos uploaded so you can hear directly
2 from the candidates their thoughts on
3 community relations, as well as a couple of
4 other issues.

5 Next speaker Esther Bloch.

6 MS. ESTHER BLOCH: My question is, you
7 had said that the Board has spoken with the
8 communities from where the different
9 candidates work. So I'm wondering if you
10 went out to marginalized communities in
11 Aurora and in Dallas and actually talked with
12 community members on what their thoughts were
13 on their -- on the two different candidates.

14 And who in Dallas and Aurora did
15 you all, at the Police Board, talk to to find
16 out more what their communities thought about
17 the candidates.

18 PRESIDENT FOREMAN: Sure. I'm not at
19 liberty to say exactly who we talked with,
20 but absolutely we did due diligence and we
21 are able to speak with, you know, in a lot of
22 different places, not just in Dallas, Aurora
23 and Chicago, But other people who had
24 relationships with the candidates that we

1 ultimately selected.

2 And we felt good that these --
3 the candidates that we chose had relevant
4 experience, were qualified to actually deal
5 with some of the issues that we heard that
6 the City of Chicago said were some of the
7 most important issues for them.

8 MS. ESTHER BLOCH: And then if I could
9 just ask, did you actually speak to community
10 members who live in areas where these people,
11 you know, were policing? Or was it just
12 organizations?

13 Because everybody is talking
14 about community oversight is very important
15 in Chicago. And the way to find out how you
16 think a prospective superintendent has done
17 that and has worked with the community would
18 have been to have spoken with community
19 members, from the communities from where they
20 now currently work. So my question is, did
21 you reach out?

22 PRESIDENT FOREMAN: We did that.
23 Absolutely, we did that.

24 Next speaker, Victoria Grace.

1 MS. VICTORIA GRACE: Hi. Given the
2 present pandemic crisis, we demand that you,
3 as a Chicago Police Board, stop the hiring
4 process of the superintendent so public
5 attention is rightfully diverted.

6 We demand that the Chicago Police
7 Board call on Governor Pritzker to depopulate
8 our jails by taking the necessary executive
9 action to free Darrell Reed and all the
10 elderly, wrongfully convicted, tortured and
11 medically vulnerable people from jails
12 immediately. (Inaudible.)

13 A VOICE: I second that motion.

14 A VOICE: Third.

15 PRESIDENT FOREMAN: I am going to ask
16 someone to mute their phones. Someone has
17 their phone --

18 A VOICE: Excuse me, can I just make a
19 suggestion. If you mute everybody -- sir, if
20 you mute everybody and just have the person
21 speaking unmute, it will not be a problem.

22 PRESIDENT FOREMAN: If I can do that, I
23 would have done that a long time ago.

24 A VOICE: If you can mute everybody,

1 just like the alderman said, they can
2 individually unmute themselves and then
3 speak.

4 PRESIDENT FOREMAN: Next speaker is
5 Lucinda Hall.

6 MS. LUCINDA HALL: Hello?

7 PRESIDENT FOREMAN: Yes, Lucinda Hall.

8 MS. LUCINDA HALL: Yes. Thank you for
9 taking my question. The superintendent will
10 have to make (inaudible). In my opinion, as
11 a Chicago resident, I believe that, from a
12 person that has been with the department
13 would be -- would have the authority and
14 knowledge of the Chicago Police Department to
15 appoint the right people to the right jobs.

16 Which candidate does the Board
17 think has the most intimate knowledge, in
18 your opinion, that can successfully implement
19 his or her policies appropriately?

20 PRESIDENT FOREMAN: Well, the Police
21 Board's role is to select three candidates,
22 all right. We selected the three best
23 candidates that we think are the best
24 criteria for what we heard. The mayor now

1 has the hard job --

2 A VOICE: You have to mute everybody so
3 we can hear you.

4 PRESIDENT FOREMAN: So the question
5 was, who does the Police Board think has the
6 best probability of making the change that is
7 necessary inside the police department.

8 And so the answer is that the
9 Police Board -- our job is to select the top
10 three candidates and it's the mayor's job to
11 interview those candidates and look at their
12 background and think about where the
13 Department is going to go and then it's the
14 mayor's job to select the one candidate.

15 So we didn't have to get into a
16 question or answer period or deliberation
17 about which was the one best candidate, our
18 job was to select the three best candidates
19 and that was what we did. Thank you.

20 Because we are on the phone, I
21 just want to go back and make sure I didn't
22 miss anyone. Tyrone Muhammad?

23 MR. TYRONE MUHAMMAD: I'm here. Hello,
24 can you hear me?

1 PRESIDENT FOREMAN: Yes, I can hear
2 you.

3 MR. TYRONE MUHAMMAD: Thank you for
4 allowing me to speak. Historically, as we
5 all know, black communities haven't had the
6 best relationship with CPD. And as someone
7 who has been on both sides of law, in my
8 current vocation, it is imperative here that
9 the mayor and the City of Chicago get this
10 right. We have to get this right.

11 Therefore, I support this
12 initiative and I would (inaudible) for
13 whomever the superintendent is, if only the
14 mayor, CPD and others would so see the value
15 of having men like myself at that table. And
16 like the other said, in order to stop this
17 violence, it's not coming from the police
18 department, it's coming from grass roots
19 organizations that is out in these streets
20 and communities and actually touching and
21 understanding the culture of these young men
22 and what's going on.

23 So at the end of the day,
24 violence needs to stop and that is one of the

1 ways that we will be able to do that. So I
2 be there to listen as well as support. We
3 have to get this right. Thank you.

4 PRESIDENT FOREMAN: Thank you very
5 much. Mark Carter.

6 MR. MARK CARTER: Yeah, this is Mark
7 Carter. How are we to have any confidence
8 that the mayor is going to go --

9 PRESIDENT FOREMAN: This is not Mark
10 Carter.

11 MR. MARK CARTER: The last mayor turned
12 up his nose at everyone --

13 PRESIDENT FOREMAN: I know Mark
14 Carter's voice. He is a regular speaker at
15 the board meetings, that is not Mark Carter.

16 The next and final speaker is
17 George Blakemore. George Blakemore.

18 A VOICE: Given the present pandemic
19 crisis we demand that you, the Chicago Police
20 Board, hold the hiring process of the --

21 (Cross talk.)

22 PRESIDENT FOREMAN: All members of the
23 public who have signed up in advance to speak
24 have been recognized. We will now adjourn

1 the meeting. After we adjourn, I will stay
2 on the line and be available for questions
3 from the media.

4 Media, if the call -- if we are
5 unable to do this, please contact Max Caproni
6 and we will set up an opportunity for us to
7 do a question and answer period. So I'm
8 going to unmute now. Do we have a motion to
9 adjourn the meeting?

10 VICE PRESIDENT WOLFF: So moved.

11 PRESIDENT FOREMAN: Is there a second?
12 Board Member Flores.

13 BOARD MEMBER FLORES: Second.

14 PRESIDENT FOREMAN: All in favor?

15 (Chorus of ayes.)

16 PRESIDENT FOREMAN: Any opposed? The
17 motion passes and the meeting is now
18 adjourned. As I mentioned, I will now stay
19 on the line, assuming that it's a civil
20 meeting and be available for questions from
21 the media. Thank you very much.

22 (End of meeting at 4:45 p.m.)

23

24

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24

REPORTER'S CERTIFICATE

I, BARBARA PERKOVICH, CSR No. 84-004070, Certified Shorthand Reporter, certify:

That the foregoing proceedings were taken telephonically before me at the time and place therein set forth.

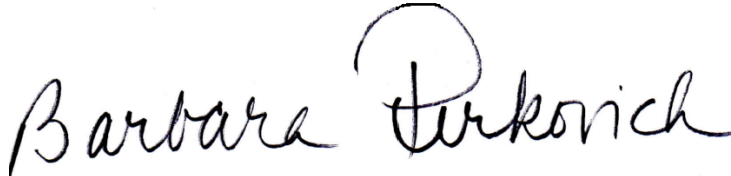
That the proceedings were recorded stenographically by me and were thereafter transcribed;

That the foregoing is a true and correct transcript of my shorthand notes so taken.

I further certify that I am not a relative or employee of any attorney of the parties, nor financially interested in the action.

I declare under penalty of perjury under the laws of Illinois that the foregoing is true and correct.

Dated this 9th day of April, 2020.



BARBARA PERKOVICH, C.S.R. No. 84-004070

<p>1</p> <hr/> <p>10 15:1 22:15 120 15:8 16:4 22:22 13th 8:3</p> <hr/> <p>2</p> <hr/> <p>2005 24:15 2015 24:15 2020-07 3:10 21st 6:12 25 7:19 8:3,10,24 28 25:1,2</p> <hr/> <p>4</p> <hr/> <p>4:45 37:22</p> <hr/> <p>5</p> <hr/> <p>50 15:1 22:15 501(c)(3) 19:24</p> <hr/> <p>6</p> <hr/> <p>6 3:10 17:8 21:18, 20,24 60 24:14,19,22 26:22</p> <hr/> <p>7</p> <hr/> <p>7 17:8 77 16:6</p>	<p>A</p> <hr/> <p>Aaron 28:22,24 abilities 7:6 ability 26:5 absolutely 18:13 21:9 22:4 30:20 31:23 accomplished 7:9 accomplishments 9:6 Act 11:12 action 9:18 32:9 actual 29:10 addition 7:15 addressed 8:11 adjourn 6:3 12:9 36:24 37:1,9 adjourned 37:18 advance 11:15, 21 36:23 advice 26:23 agenda 5:21 agree 17:1 27:13 alderman 21:16, 21 33:1 allowing 17:4 35:4 alphabetically 9:23 amok 27:10,11 Andrea 5:13 announcement 19:6 answering 26:3 answers 4:24 Anthony 27:21</p>	<p>apologize 12:20 applicant 7:4,8 applicants 8:5 9:1 application 7:3, 7 8:2 applications 8:3,10 apply 6:23 7:1 appoint 33:15 appropriately 33:19 approximately 7:19 areas 31:10 array 6:15 associations 6:17 assuming 37:19 assumption 23:17 attendance 3:24 4:4 5:6 attended 6:20,21 attention 32:5 attorney 26:15 audio 3:11 Aurora 30:11,14, 22 authority 33:13 Aye 10:11,13,15, 17,19,21,23 11:1 ayes 37:15</p> <hr/> <p>B</p> <hr/> <p>back 5:6 27:2 34:21 background 2:18 3:15 6:1 8:8</p>	<p>12:21 14:19,20 34:12 base 20:11 based 7:6 8:14 9:9 13:2 basically 20:22 Beck 15:19 23:15 began 6:11 big 18:12 29:2 black 35:5 Blakemore 36:17 blended 9:8 Bloch 30:5,6 31:8 board 2:13 3:2,5 4:1,5,8,10,11,13,14, 16,17,19 5:1,8,9,10, 12,13,15 6:8,11,18, 20 7:15,18 8:4,9,13, 23 10:6,9,13,15,17, 19,21,23 11:1,4,9 13:8,10,18,22,23 15:14,21 18:15 19:7,22 20:16,18 23:13,24 24:18 25:4,14,17,21 26:9, 19 27:3 30:7,15 32:3,7 33:16 34:5,9 36:15,20 37:12,13 Board's 26:7 33:21 breaking 18:18 brought 7:23 Brown 10:2 build 8:19 23:21 building 8:17 21:2 business 5:2</p> <hr/> <p>C</p> <hr/> <p>call 2:2,5,12,15 3:1,12,16,17,23 4:2,</p>	<p>23 5:22 10:8 11:13, 15,20 12:18 16:17 17:7,12,23 21:19 32:7 37:4 calling 3:6 calls 14:22 17:17 candidate 8:10 14:1,5 29:15 33:16 34:14,17 candidates 6:9, 22 7:2 9:2,3,10,17, 22 13:2,11 15:15 18:10 20:10 30:2,9, 13,17,24 31:3 33:21,23 34:10,11, 18 candidates' 9:5 Caproni 5:17,18 37:5 Carol 17:24 18:1 19:10 Carter 36:5,6,7, 10,11,15 Carter's 36:14 Cato 10:2 centers 20:2 CEO 19:23 Chairman 14:10 chance 12:13 change 18:5 34:6 channel 28:17,18 Chicago 3:5 8:6, 16 9:24 13:6 15:2 22:16 24:5,16 26:4 28:2,18 30:23 31:6, 15 32:3,6 33:11,14 35:9 36:19 Chicago's 14:2 Chicagoans 7:21 12:12 Chicagopolice board.org. 11:10</p>
---	---	--	---	---

<p>Chief 23:15 chorus 37:15 chose 31:3 circulate 6:19 city 6:7 7:15,18 12:15 14:2,9 15:6 22:20 23:1 24:5,16 26:4 31:6 35:9 City's 14:9 civil 37:19 civilian 28:11 cogent 2:17 cognizant 23:7 comment 5:24 12:6 20:17 28:20 comments 5:23 6:2 11:13,17 12:16 commitment 14:1,6 committed 14:8 common 15:2 communities 16:6 20:3,12 23:10 30:8,10,16 31:19 35:5,20 community 6:16 7:24 8:14,18 9:13 20:12 21:1,3, 13 29:1,7 30:3,12 31:9,14,17,18 competence 8:20 concern 15:2 22:16 concerns 23:9 conducted 9:2 conference 3:11,12 16:17 17:7, 12 18:19 19:2 confidence 36:7</p>	<p>consideration 6:9 considered 9:7 contact 37:5 conversation 2:17 converse 14:24 22:14 convicted 32:10 COPA 26:11 couple 18:16 30:3 court 3:21 26:8 courtesy 17:19 cover 17:19 COVID-19 3:8 15:5 22:14,19 CPD 19:8 23:23 25:12 28:14 35:6,14 crime 8:18 15:3,6, 11 16:6 22:17,19, 21,24 23:3,6,19,21 24:10 crisis 18:4 32:2 36:19 criteria 7:6 9:11 33:24 cross 36:21 Crossing 20:4 Crowl 4:9,10 10:12,13 11:4 crux 22:24 culture 21:5 35:21 current 15:18 21:12 35:8 cut 3:15</p>	<hr/> <p>D</p> <hr/> <p>Dallas 30:11,14, 22 Darrell 32:9 David 10:2 21:16 day 35:23 days 9:3 15:8 16:5 22:23 deadline 8:2 deal 31:4 dealing 21:12 December 7:17 decided 18:18 decision 18:3,9, 23 19:5 20:6 24:21 27:6 decisions 27:3,4 decrease 15:3 22:17 deep 7:1 defined 6:7 Delgado 26:1 deliberation 34:16 deliberations 8:1 9:16 demand 32:2,6 36:19 department 8:16 10:1 21:5 26:11 33:12,14 34:7,13 35:18 depopulate 32:7 description 6:14,19 9:12 designed 7:4 detailed 6:13 7:5 27:5</p>	<p>determined 8:13 develop 23:19 developed 6:13 developing 8:19 difficult 2:16 14:16 16:2,11 diligence 30:20 directly 7:20 30:1 Director 5:16,18 discuss 8:24 discussed 9:10 diverse 6:15 8:7 diverted 32:5 due 27:10 30:20</p> <hr/> <p style="text-align: center;">E</p> <hr/> <p>Eaddy 4:12,13 10:14,15 11:4 20:17,18,21 effective 8:21 elderly 32:10 emanated 22:16 encourage 6:22 end 5:22 19:4 20:13 35:23 37:22 enforcement 6:17 engaged 9:15 14:7 Ernest 10:2 essential 7:13 8:15 Esther 30:5,6 31:8 ethnic 8:8 Eva-dina 26:1</p>	<p>evidence 26:18 exact 16:22 excuse 16:10,11 32:18 executive 3:9 5:16,18 8:24 32:8 exists 2:8 experience 7:5, 22 8:7 13:3 21:12 29:16 31:4 experiences 8:13 exposure 8:21 expressed 29:9</p> <hr/> <p style="text-align: center;">F</p> <hr/> <p>Face 17:18 fact 21:11 24:20 fairly 14:4 fashioned 17:19 favor 11:3 37:14 felt 31:2 field 6:23 filled 22:21 final 9:18 18:9 36:16 finalists 14:6 find 30:15 31:15 finish 26:2 fired 24:17 fit 9:11 Flores 2:24 3:2 4:15,16 10:6,7,16, 17 11:4 25:1 37:12, 13 follow 29:1 follow-up 20:15</p>
--	--	---	--	---

<p>force 8:20</p> <p>Foreman 2:1 3:3,4 4:8,11,14,17, 20 5:10,13,16,19 10:8,12,14,16,18, 20,22,24 11:2,24 12:24 13:15,20 14:11,15,21 15:10 16:1,7 17:1,10 18:7 19:19 20:14,20 22:4,7 23:2,11 25:8, 13 26:2 27:1,12,18 28:6,21 29:13 30:18 31:22 32:15,22 33:4,7,20 34:4 35:1 36:4,9,13,22 37:11, 14,16</p> <p>forward 13:3 29:5</p> <p>founder 19:24</p> <p>Frank 28:22</p> <p>free 32:9</p> <p>front 20:13</p> <p>fully 17:2</p> <p>future 19:9</p> <hr/> <p style="text-align: center;">G</p> <hr/> <p>gave 18:12</p> <p>gender 8:7</p> <p>George 36:17</p> <p>Ghian 3:4 4:10</p> <p>give 22:7 25:5</p> <p>good 12:13 19:11, 16 31:2</p> <p>Gottlieb 28:23,24</p> <p>Governor 3:9 32:7</p> <p>Grace 31:24 32:1</p> <p>Grand 20:4</p> <p>grass 35:18</p>	<p>great 14:5 29:13</p> <p>ground 20:11</p> <p>group 9:8</p> <p>groups 6:16</p> <p>guess 27:23</p> <hr/> <p style="text-align: center;">H</p> <hr/> <p>hall 7:16 33:5,6,7, 8</p> <p>hand 17:20</p> <p>handle 13:8</p> <p>handoff 19:13,17</p> <p>hard 34:1</p> <p>Hawkins 27:22</p> <p>health 3:7</p> <p>hear 13:13,16 14:15 16:13,21 20:24 24:5 28:4,6 30:1 34:3,24 35:1</p> <p>heard 7:20 9:13 20:23 21:4,6,9 31:5 33:24</p> <p>hearing 2:18 16:3</p> <p>held 7:15</p> <p>highly 6:22</p> <p>hiring 32:3 36:20</p> <p>Historically 35:4</p> <p>hold 36:20</p> <p>Honestly 27:8</p> <p>hope 19:10,16</p> <p>hoping 20:9</p> <p>hours 9:15</p> <p>hundreds 2:4,15 14:22</p>	<hr/> <p style="text-align: center;">I</p> <hr/> <p>ICE 13:5</p> <p>ideas 29:9</p> <p>identify 9:1,16 15:15 19:8</p> <p>Ill 10:2</p> <p>Illinois 11:11</p> <p>immediately 32:12</p> <p>imperative 35:8</p> <p>implement 33:18</p> <p>important 4:22 19:5 31:7,14</p> <p>in-depth 9:2 14:4</p> <p>inaudible 12:23 13:14 15:7,9 32:12 33:10 35:12</p> <p>included 8:17 9:11</p> <p>including 6:16</p> <p>individual 6:18 17:6</p> <p>individually 33:2</p> <p>information 9:8 11:7 25:23 26:9</p> <p>initiative 35:12</p> <p>input 7:24 8:14</p> <p>inside 34:7</p> <p>insights 9:9</p> <p>instructions 17:4,11</p> <p>insuring 14:2</p> <p>intention 6:23 18:15</p> <p>interesting 29:22</p>	<p>interim 15:18 19:12 23:15</p> <p>interrupting 2:19</p> <p>interview 34:11</p> <p>interviews 8:1 9:2,9 13:24</p> <p>intimate 33:17</p> <p>invaluable 7:24</p> <p>investigation 26:12</p> <p>invite 28:17</p> <p>iphone 12:2,3</p> <p>issue 14:7 29:1</p> <p>issues 30:4 31:5, 7</p> <p>items 5:21</p> <hr/> <p style="text-align: center;">J</p> <hr/> <p>jails 32:8,11</p> <p>January 8:3,4 9:4</p> <p>job 6:13 9:12 15:8 16:5 19:13 22:23 34:1,9,10,14,18</p> <p>jobs 33:15</p> <p>Joelle 12:19,20</p> <p>John 5:8</p> <p>join 3:1</p> <p>joined 2:12</p> <p>Jorge 4:17 13:7, 11,23</p> <p>Judge 27:8,16</p> <hr/> <p style="text-align: center;">K</p> <hr/> <p>keeping 24:10</p> <p>kind 5:4 14:17 18:17 20:15 21:6</p>	<p>knew 18:21</p> <p>knowledge 33:14,17</p> <p>Kristen 10:3</p> <hr/> <p style="text-align: center;">L</p> <hr/> <p>large 18:5</p> <p>late 9:4</p> <p>law 6:17 35:7</p> <p>leader 8:15 19:9</p> <p>leadership 7:6</p> <p>learned 7:11</p> <p>level 14:1 20:2</p> <p>Levon 19:20,21, 23</p> <p>liberty 30:19</p> <p>listed 9:22</p> <p>listen 36:2</p> <p>listening 7:14 9:13 21:1 28:10</p> <p>live 31:10</p> <p>lives 15:7 22:21</p> <p>long 18:21 32:23</p> <p>lot 2:18 22:8 26:12 30:21</p> <p>lower 23:3</p> <p>Lucinda 33:5,6, 7,8</p> <hr/> <p style="text-align: center;">M</p> <hr/> <p>made 7:11 13:24 18:23</p> <p>Maher 17:24 18:1 19:10</p> <p>major 20:23 21:3 23:8</p> <p>make 2:20 7:4</p>
---	---	--	---	--

<p>11:17 18:9 19:6 23:16 24:9 27:6 32:18 33:10 34:21</p> <p>makes 24:3</p> <p>making 18:3 34:6</p> <p>March 18:13</p> <p>marginalized 30:10</p> <p>Mark 36:5,6,9,11, 13,15</p> <p>Matthew 4:9</p> <p>Max 5:17 37:5</p> <p>mayor 6:10 7:2 10:2 15:15 18:3,8, 11 19:7 20:5 24:3 33:24 35:9,14 36:8, 11</p> <p>mayor's 20:6 34:10,14</p> <p>media 6:4 28:2,8 37:3,4,21</p> <p>medically 32:11</p> <p>meeting 2:11 3:6,10 4:21 5:2,21 6:3 8:5 12:9 18:16, 19 37:1,9,17,20,22</p> <p>meetings 6:21 7:16 11:12 25:18,22 36:15</p> <p>member 3:2 4:8, 10,11,13,14,16,17, 19 5:8,9,10,12,13, 15 10:6,7,13,15,17, 19,21,23 11:1 13:8, 10,18,22,23 20:16, 18 27:16 37:12,13</p> <p>members 2:12, 13 3:13 5:23 6:19, 20 7:18 8:9,23 10:9 11:4,14,20 25:14, 17,21 30:12 31:10, 19 36:22</p> <p>men 35:15,21</p> <p>mentioned 8:4 37:18</p>	<p>message 21:15</p> <p>met 7:18 8:23 9:7</p> <p>Michael 4:12</p> <p>middle 19:15</p> <p>minimize 3:18</p> <p>minutes 11:17</p> <p>missed 25:21</p> <p>mistakes 7:10, 12</p> <p>mitigate 16:6 22:24</p> <p>Monte 13:7</p> <p>Montes 4:18,19 10:18,19 11:5 13:8, 10,11,18,22,23</p> <p>Moore 21:16,21</p> <p>motion 9:21 10:7 11:3,6 32:13 37:8, 17</p> <p>moved 10:5 37:10</p> <p>moving 27:19 29:5</p> <p>Muhammad 12:18 34:22,23 35:3</p> <p>mute 2:14,23 3:14,17,20 4:23 5:19 6:1 11:19,22 12:22 13:15 16:19 17:5,13,20 20:24 21:19,24 32:16,19, 20,24 34:2</p> <p>muted 2:1 12:24 16:14,15</p> <p>muting 3:19</p> <hr/> <p style="text-align: center;">N</p> <hr/> <p>names 18:15 28:10</p> <p>national 6:11</p>	<p>necessarily 25:20 27:13</p> <p>neighborly 2:21</p> <p>neighbors 12:12</p> <p>networks 6:20</p> <p>news 11:9</p> <p>noise 2:18 3:15, 18 6:2 12:21 14:19</p> <p>nominate 9:21</p> <p>nominating 6:8</p> <p>nominations 10:1</p> <p>nominees 9:19 11:8</p> <p>non-cooperation 13:4</p> <p>non-for-profit 19:24</p> <p>north 7:17</p> <p>Northwestern 27:10</p> <p>nose 36:12</p> <p>November 6:12</p> <hr/> <p style="text-align: center;">O</p> <hr/> <p>O'MALLEY 5:8, 9 10:20,21 11:5</p> <p>obstacles 7:10</p> <p>officer 24:20 26:13,16</p> <p>officers 21:7 24:17 26:6</p> <p>open 3:12 11:11</p> <p>opinion 33:10,18</p> <p>opportunity 4:24 12:10,13 14:24 19:1,22 22:8,14 24:8 37:6</p>	<p>opposed 37:16</p> <p>opposite 16:22</p> <p>options 17:13</p> <p>order 3:6,10 4:21 5:5 6:1 12:4,5 35:16</p> <p>ordinance 6:7 14:3 26:3,4</p> <p>organization 20:1 27:23</p> <p>organizations 6:15 7:19 21:13 31:12 35:19</p> <p>original 9:12</p> <p>originally 18:11</p> <p>outbreak 3:8</p> <p>outreach 21:13</p> <p>overcome 7:10</p> <p>oversight 28:12 31:14</p> <hr/> <p style="text-align: center;">P</p> <hr/> <p>p.m. 37:22</p> <p>pandemic 18:14,18 19:16 32:2 36:18</p> <p>Park 20:4</p> <p>part 7:13 8:14 24:10 29:2</p> <p>participants 3:19,20 4:22 5:20 9:20 16:18</p> <p>participating 4:1</p> <p>partners 20:12</p> <p>passes 11:6 37:17</p> <p>Paula 4:5 10:4</p> <p>PD 28:2,18</p> <p>Peabody 24:12, 13 25:12,24 26:20</p>	<p>27:7,15</p> <p>people 2:4,15,18 6:23,24 11:22 16:13 17:4 28:15 29:5 30:23 31:10 32:11 33:15</p> <p>percent 24:15, 19,22 25:1,2 26:22</p> <p>period 12:6 34:16 37:7</p> <p>permitted 3:9</p> <p>person 9:11 16:14,15,23 32:20 33:12</p> <p>personal 9:9</p> <p>phone 2:2 3:22 11:16 12:1 13:1 16:20 17:6,20 21:18 32:17 34:20</p> <p>phones 2:23 3:14 4:23 6:1 11:20,23 32:16</p> <p>picking 19:8</p> <p>place 3:11,14 15:4,13 22:18</p> <p>places 30:22</p> <p>plan 15:8 18:13 22:23 23:3,19,21,22 24:2,6</p> <p>plane 16:5</p> <p>plans 19:8</p> <p>point 5:7</p> <p>police 3:5 4:1,5 5:1 6:7,8 8:4,16,20 9:24 11:9 15:14,21 19:7,22 21:3,4,7 23:13,24 24:17,18 25:4 26:6,9,10,13, 16,19 27:3 29:6,10 30:15 32:3,6 33:14, 20 34:5,7,9 35:17 36:19</p> <p>policies 33:19</p>
--	---	--	--	---

<p>policing 8:22 29:2 31:11</p> <p>policy 29:11</p> <p>policymaking 29:10</p> <p>pool 7:1</p> <p>position 6:6 9:17,23 15:13,21 23:13</p> <p>possibility 21:10</p> <p>post 28:16</p> <p>posted 6:14</p> <p>postpone 18:23</p> <p>potential 6:21</p> <p>potentially 2:14 14:21 25:16</p> <p>practices 8:22</p> <p>prepared 24:1</p> <p>present 5:12 32:2 36:18</p> <p>presentation 7:5</p> <p>presented 26:18</p> <p>president 2:1 3:3,5 4:5,7,8,11,14, 17,20 5:10,13,16,19 10:4,8,11,12,14,16, 18,20,22,24 11:2,24 12:24 13:15,20 14:11,15,21 15:10 16:1,7 17:1,10 18:7 19:19 20:14,20 22:4,7 23:2,11 25:8, 13 26:2 27:1,12,18 28:6,21 29:13 30:18 31:22 32:15,22 33:4,7,20 34:4 35:1 36:4,9,13,22 37:10, 11,14,16</p> <p>press 11:7 19:2 21:18,20</p> <p>prevent 20:12</p>	<p>prevention 20:1</p> <p>primary 22:16</p> <p>prior 22:13</p> <p>Pritzker 32:7</p> <p>Pritzker's 3:9</p> <p>probability 34:6</p> <p>problem 32:21</p> <p>proceed 5:20</p> <p>process 7:3,14 29:3,5,10 32:4 36:20</p> <p>professional 6:17,21 9:5</p> <p>professor 27:9</p> <p>prospective 31:16</p> <p>protect 3:7</p> <p>provide 23:22</p> <p>public 2:13 3:12, 14 5:22,24 6:2 8:5 11:13,14,21 29:9 32:4 36:23</p> <p>public's 3:7</p> <p>punish 26:6</p> <p>purpose 27:19</p> <p>put 12:22 13:3 17:20</p> <p>putting 29:17</p> <hr/> <p style="text-align: center;">Q</p> <hr/> <p>qualifications 7:21</p> <p>qualified 6:24 9:1,17 31:4</p> <p>qualities 20:9</p> <p>question 12:5,22 13:1,2,8,12 14:24 15:10,18,22,24 16:2,9 18:7 19:18 22:3,10,22 23:2,14,</p>	<p>18 24:1,11,14,24 25:14 27:21 28:1,2, 7,24 29:12,14 30:6 31:20 33:9 34:4,16 37:7</p> <p>questions 4:24 6:4 8:11 20:23 21:9 27:5 29:19,20 37:2, 20</p> <p>quiet 22:9</p> <hr/> <p style="text-align: center;">R</p> <hr/> <p>racial 8:7</p> <p>rate 23:4</p> <p>rates 23:6</p> <p>reach 31:21</p> <p>read 28:13</p> <p>Reagan 24:12,13 25:12,24 26:20 27:7,15</p> <p>reasons 25:16</p> <p>rebuilding 21:5</p> <p>recall 25:20</p> <p>received 8:3</p> <p>recognize 2:3 17:16</p> <p>recognized 36:24</p> <p>recommend 27:2</p> <p>recommended 24:17</p> <p>record 3:24</p> <p>recuse 25:15</p> <p>reduce 6:1 23:5, 19</p> <p>reducing 8:18</p> <p>reduction 15:5, 11 22:19</p>	<p>Reed 32:9</p> <p>refrain 12:15</p> <p>regular 5:2 36:14</p> <p>rehired 24:19</p> <p>relates 13:5</p> <p>relations 8:18 30:3</p> <p>relationship 21:2 35:6</p> <p>relationships 23:22 30:24</p> <p>release 11:7 18:15</p> <p>relevant 29:16 31:3</p> <p>repeat 12:21 13:1 16:1</p> <p>reporter 3:21</p> <p>representation 26:14</p> <p>representing 26:16,17</p> <p>reputations 9:6</p> <p>require 7:4</p> <p>required 11:11</p> <p>resident 33:11</p> <p>residents 13:6 15:1 22:15 24:4</p> <p>resources 23:23</p> <p>respect 8:12</p> <p>respected 6:22 14:3</p> <p>respectful 12:7</p> <p>respecting 14:8</p> <p>respond 4:4 6:4</p> <p>response 3:8</p> <p>responsibility 15:14 26:7</p>	<p>responsible 6:8</p> <p>restate 20:18</p> <p>result 2:9 15:12</p> <p>resume 29:17</p> <p>return 15:6 22:20</p> <p>Reverend 20:21</p> <p>review 9:5</p> <p>reviewed 8:9</p> <p>revisiting 22:12</p> <p>Rhoda 5:10</p> <p>rightfully 32:5</p> <p>rock 19:13</p> <p>Rodriguez 12:19 20:16</p> <p>role 33:21</p> <p>roots 35:18</p> <p>run 27:10,11</p> <hr/> <p style="text-align: center;">S</p> <hr/> <p>Sanctuary 14:2, 9</p> <p>Sandi 14:12,13, 18,23 15:23 16:4 22:2,6,11 23:5</p> <p>Sandy 22:9</p> <p>Schneller 14:12, 13,14,18,23 15:23 16:4 22:2,6,9,11 23:5</p> <p>search 6:11 7:13</p> <p>section 3:10 11:9</p> <p>select 15:16 33:21 34:9,14,18</p> <p>selected 31:1 33:22</p> <p>selection 9:19 24:4 29:3</p> <p>send 7:2</p>
---	---	---	---	--

<p>Senior 19:23 sense 14:5 series 7:14 8:11 session 8:24 21:2 sessions 7:14 9:14 set 7:7 8:2 18:11 37:6 share 29:4 shelter 15:4,12 22:18 shout 14:17 side 26:14 sides 7:18 26:10 35:7 signed 11:14,21 36:23 signing 28:15 similar 23:11 26:7 sir 3:2 32:19 situations 25:19 skills 8:12 solidify 19:7 south 7:17 speak 11:15,21 12:10 13:18 28:15 30:21 31:9 33:3 35:4 36:23 speaker 11:16 12:17,19 14:12 19:20 24:12 28:22 30:5 31:24 33:4 36:14,16 speakers 17:23 speaking 12:16 16:15,23 32:21 specifics 29:4, 15</p>	<p>speech 28:13 Spizz 28:22 spoken 30:7 31:18 star 17:8 19:13 21:18,20,24 started 3:4 statements 5:1 statistics 25:9 status 14:9 stay 6:3 37:1,18 step 25:4 Steve 2:24 4:14 Stone 19:20,21, 23 stop 32:3 35:16,24 story 26:15 strategies 8:19 streets 35:19 strong 8:17 strongly 27:1 struck 18:14 structure 18:6 submit 10:1 submitted 29:18 successful 8:15 successfully 33:18 suggestion 32:19 suited 23:15 summer 19:15 superintenden t 6:6,12 7:23 9:24 15:16,19,20 19:12 20:7 23:16 24:6,9, 16 26:5,24 28:11 31:16 32:4 33:9 35:13</p>	<p>superintenden t's 24:2,21 26:23 support 20:5 35:11 36:2 Sweeney 5:11, 12 10:22,23 11:5 27:8,16,17 system 16:17 17:3,12</p> <hr/> <p style="text-align: center;">T</p> <hr/> <p>table 35:15 taking 3:11 5:6 19:18 27:2 29:11 32:8 33:9 talk 29:14 30:15 36:21 talked 30:11,19 talking 31:13 targeted 28:15 task 18:12 technology 2:7 29:22 telephone 3:23 18:19 telephones 2:14 tells 17:7 text 21:15 theory 2:4 thing 18:22 19:4 21:6 29:2 things 21:4 23:20 25:22 thought 19:4 28:11 30:16 thoughts 30:2, 12 thread 22:16</p>	<p>threading 23:9 time 3:13 5:5,22 11:12 16:3,21 17:2, 18 18:4,5,8,10,21 19:3,11,17 24:15, 19,23 25:2,3,5 26:22 27:19 28:2,8 29:22 32:23 timeline 18:2 times 25:10,14,20 top 34:9 tortured 32:10 touching 35:20 town 7:16 training 8:21 23:23 transcript 3:22 transition 19:11, 17 Transparency 28:3,19 trauma 20:2 trial 26:8 trust 21:5 tube 28:17,18 turn 24:22 turned 24:18 36:11 two-hour 7:16 typical 2:11 Tyrone 12:18 34:22,23 35:3</p> <hr/> <p style="text-align: center;">U</p> <hr/> <p>ultimately 15:16 31:1 unable 37:5 unanimous 11:6</p>	<p>understand 16:8 26:20,21 27:7 understanding 35:21 undertook 9:4 undocumented 13:5 unmute 4:3 9:19 11:16 13:9 16:19 17:5,13,22 21:20,22 32:21 33:2 37:8 unmuted 16:20, 24 unmuting 3:19 unorthodox 2:2 upload 29:24 uploaded 30:1</p> <hr/> <p style="text-align: center;">V</p> <hr/> <p>vacancy 6:6 Vice 4:5,7 10:4,11 37:10 Victoria 31:24 32:1 videos 29:18,24 30:1 views 7:21 13:4 violence 8:19 20:1,13 35:17,24 vocation 35:8 voice 11:22 16:10 17:7 28:4,9 32:13, 14,18,24 34:2 36:14,18 vote 11:2,6 voted 25:1,21 votes 10:9 25:7 voting 11:3 25:2, 7</p>
---	---	--	--	--

vulnerable 32:11	<hr/> Z <hr/>	
<hr/> W <hr/>	Ziman 10:3 Zoom 17:17 Zopp 5:14,15 10:24 11:1,5	
wanted 7:7 28:13		
wards 15:2 22:15		
Washington 20:3		
ways 36:1		
website 6:14 11:9		
week 17:17		
weeks 18:16		
west 7:17		
whichever 20:5		
whomever 35:13		
wolf 11:4		
Wolff 4:6,7 10:4,5, 10,11 37:10		
wondering 18:2 30:9		
work 12:4,11,14 16:12 17:9,14 20:2, 3 24:8 25:19 30:9 31:20		
worked 31:17		
working 20:11		
written 27:4		
wrongfully 32:10		
wrote 28:13		
<hr/> Y <hr/>		
year 6:13		
years 28:14		
young 35:21		