

Police Board Public Meeting  
December 21, 2023

POLICE BOARD  
CITY OF CHICAGO  
PUBLIC MEETING

3510 South Michigan Avenue  
Chicago, Illinois

Thursday, December 21, 2023  
7:30 p.m.

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APPEARANCES:

MEMBERS OF THE POLICE BOARD:

KYLE COOPER, President  
PAULA WOLFF, Vice President  
STEVEN BLOCK  
AJA CARR-FAVORS (Telephonically)  
MAREILÉ CUSACK  
NANETTE DOORLEY (Telephonically)  
MICHAEL EADDY  
GHIAN FOREMAN  
ANDREAS SAFAKAS

ALSO PRESENT:

LARRY SNELLING, Superintendent of the Chicago Police  
Department;  
ANDREA KERSTEN, Chief Administrator of the Civilian  
Office of Police Accountability;  
TOBARA RICHARDSON, Deputy Inspector General for  
Public Safety;  
YOLANDA TALLEY, Chief of the Chicago Police  
Department's Bureau of Internal Affairs;  
SEUNG CHO, Chicago Police Departments Office of  
Legal Affairs;  
MAX CAPRONI, Executive Director of the Chicago  
Police Board;  
JAZMYNE ROLLINS, Executive Administrative Assistant  
Chicago Police Board;  
MEMBERS OF THE PUBLIC.

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1           PRESIDENT COOPER: Good evening. My name is  
2 Kyle Cooper, and I am the newly elected president of  
3 the Chicago Police Board. I want to welcome you all  
4 to the December 21 public meeting and call it to  
5 order.

6                         We thank CAN-TV for covering this  
7 meeting. It is being broadcast on Channel 27 and  
8 live-streamed at CAN-TV.org and on the CAN-TV app.

9                         Board members Carr-Favors and Doorley  
10 are unable to attend this meeting in person due to  
11 medical reasons, and we wish them well, but they are  
12 able to attend remotely.

13                        So at this point, I would ask if  
14 there is a motion to permit them to do so.

15           VICE PRESIDENT WOLFF: So moved. Paula Wolff.

16           BOARD MEMBER CUSACK: Second. Mareilé Cusack.

17           PRESIDENT COOPER: All in favor, raise your  
18 hands and say aye.

19                                 (CHORUS OF AYES.)

20           PRESIDENT COOPER: Any opposed?

21                                 (NO RESPONSE.)

22           PRESIDENT COOPER: The motion passes.

23                                 In addition to the member of the  
24 Police Board, we have the following City officials

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1 here with us this evening: Superintendent of Police  
2 Larry Snelling; Chief Administrator of COPA Andrea  
3 Kersten; Deputy Inspector General for Public Safety  
4 Tobara Richardson; Chief of the Chicago Police  
5 Department's Bureau of Internal Affairs, Yolanda  
6 Talley; Sergeant Seung Cho from Chicago Police  
7 Department's Office of Legal Affairs, and the Police  
8 Board's Executive Director Max Caproni.

9           Before we proceed to the items on the  
10 meeting agenda, I just want to take a moment first  
11 to introduce myself. My name is, again, Kyle  
12 Cooper. I'm a lifelong Chicago resident, and I'm  
13 very much looking forward to working with the  
14 members of the Board and the other members of law  
15 enforcement, but also the community on issues of  
16 public safety, and I thank you for being here today.

17           Just to give you a little bit of  
18 background about my appointment. The mayor -- the  
19 City Council approved my appointment to the Board on  
20 December 13th, and I look forward to serving in this  
21 role for the years to come.

22           We will now proceed to the items on  
23 the meeting agenda, and we will have time at the end  
24 of the meeting for public comments.

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1                   So at this time, I would ask if there  
2 is a motion to approve the draft minutes of the  
3 Board's public and closed meeting held on November  
4 16th?

5           VICE PRESIDENT WOLFF: Paula Wolff. So moved.

6           BOARD MEMBER CUSACK: Mareilé Cusack. Second.

7           PRESIDENT COOPER: All in favor, raise your  
8 hands and say aye.

9                   (CHORUS OF AYES.)

10          PRESIDENT COOPER: Any opposed?

11                   (NO RESPONSE.)

12          PRESIDENT COOPER: The motion passes.

13                   We will next move to report on the  
14 minutes and recordings. Just so everyone is aware,  
15 earlier today, the Board, as required by the  
16 Illinois Open Meetings Act, met and considered  
17 minutes and recordings of all past closed meetings  
18 to determine whether the need for confidentiality  
19 still exists.

20                   The Board members unanimously agreed  
21 that it continues to be necessary to keep  
22 confidential the recordings of its past closed  
23 meetings and portions of the minutes.

24                   The Board does, however, make publicly

1 available portions of its closed-meeting minutes  
2 online. These minutes are included in the City's  
3 Blue Book posted on the Board's website in advance  
4 of every public meeting.

5 And now just to give everybody a  
6 schedule of the meetings for 2024. We'd like to let  
7 you know the schedule of the Board's regularly  
8 monthly meetings for 2024 have been set, and they  
9 will be posted shortly on the Board's website, which  
10 is [Chicago.gov/Police Board](http://Chicago.gov/Police Board).

11 As in past years, the Board will meet  
12 on the third Thursday of the month, and the meetings  
13 will begin as they have today at 7:30 p.m.

14 The next public meeting will take  
15 place on January 18th at 7:30 p.m., and the meeting  
16 will be held here, which is at the Chicago Public  
17 Safety Headquarters.

18 Now, just for a little bit about the  
19 closed meetings, the Police Board meets in executive  
20 session to consider various matters. Those  
21 discussions are closed to the public as authorized  
22 by Section 2(c)(1), Section 4, Section 11, and  
23 Section 21 of the Illinois Open Meetings Act.  
24 Information on matters discussed in executive

1 sessions is included in the minutes of the meeting  
2 posted on the Board's website.

3 Is there a motion to close a series of  
4 future executive sessions as authorized by these  
5 sections of the Open Meetings Act?

6 VICE PRESIDENT WOLFF: So moved. Paula Wolff.

7 BOARD MEMBER CUSACK: Second. Mareilé Cusack.

8 PRESIDENT COOPER: All in favor, raise your  
9 hands and say aye.

10 (CHORUS OF AYES.)

11 PRESIDENT COOPER: Any opposed?

12 (NO RESPONSE.)

13 PRESIDENT COOPER: The motion passes.

14 At this time, we are pleased to have  
15 with us this evening Aileen Robinson. She is the  
16 assistant director of the Chicago Police  
17 Department's crime victim services unit.

18 Ms. Robinson will be giving a  
19 presentation on services to support victims of  
20 officer-involved domestic violence situations.

21 MS. ROBINSON: Good evening, everybody. I want  
22 to thank you for giving me -- I want to thank the  
23 Board for giving me some time this evening to talk  
24 to you a bit about officer-involved domestic

1 violence. I've worked with you for the past 24  
2 years or so, but this is my first official entree,  
3 so I am excited to be here.

4 The Chicago Police Department  
5 responds to an average of 570 calls for domestic  
6 violence service a day. 570 calls for domestic  
7 violence service a day. That's no higher or lower  
8 than any other large city when you're comparing  
9 apples to apples. That also includes calls for  
10 service for our own Department members.

11 PRESIDENT COOPER: Ms. Robinson, would you mind  
12 pausing for one second?

13 EXECUTIVE DIRECTOR CAPRONI: Would you mind  
14 using the microphone? Just so the people on CAN-TV  
15 can hear you. Thank you.

16 PRESIDENT COOPER: The floor is all yours.

17 MS. ROBINSON: I'm sorry. I got a little bit  
18 of power there. So it's no different than any other  
19 large city when you are comparing similar numbers to  
20 other numbers, but also includes calls for service  
21 for officers who are both victims, offenders and  
22 sometimes victim/offender pairs.

23 It would be unrealistic for us to  
24 expect that our officers who sometimes have the same

1 stressors, grew up in the same homes and are subject  
2 to the same myths to expect anything less. We hope  
3 for better, and we're working toward better, but the  
4 reality is they're still members of our community,  
5 and we still need to be available and to provide  
6 service to not only hold them accountable, but for  
7 me who studies victimology, to be sure we're there  
8 to provide supportive services every step of the way  
9 with victims of officer-involved domestic violence.

10           It's important to know about our  
11 services that are extremely unique. We're the most  
12 unique program in the country. Folks try and  
13 duplicate it and replicate it. It is an expensive  
14 program, and no one has been able to do it yet. So  
15 it is a proud accomplishment for the Chicago Police  
16 Department.

17           We meet our victims where they're at.  
18 So what does that mean? If a victim says, I want to  
19 hold the offender wholly accountable, I'm going to  
20 go through the entire system, we walk with them  
21 every step of the way through that process.

22           If the victim says, I don't want to be  
23 involved in this at all, I don't want the offender  
24 to be held accountable, then we also support that



1 victim in making that decision.

2           We make sure they're informed in both  
3 situations of what that might look like. But,  
4 again, we're going to walk that path with them,  
5 whatever that decision they make is, after we  
6 provided them with enough information and answered  
7 any questions they have.

8           Someone can say today, I want to hold  
9 my offender accountable, and two days later,  
10 sometimes they change their mind, and they change  
11 their mind back again. So it's not always a linear  
12 path. But regardless of the path they choose, we're  
13 with them every step of the way, and we empower them  
14 to make the decision that they want that's best for  
15 themselves and their family.

16           I tell you that we meet victims where  
17 they're at, and I mean that literally. So we will  
18 meet victims out in community, out in the suburbs,  
19 whatever time of day, and as well as we have covert  
20 offices.

21           So we have a new Superintendent. He  
22 probably doesn't know I have a covert office. But  
23 he does now. So, anyway, that's how covert it is.  
24 So we always want to be aware that we need to keep

1 this subset of victims. I always say there's no  
2 specialized victims, just victims with special  
3 circumstances, to make sure that we are addressing  
4 every need that they may have to make them  
5 comfortable and to make them safe, and to be sure  
6 that we are providing them exemplary service to help  
7 them make the best decision that's best for them.

8           What are some of services we offer?

9 Starting off the bat, we're looking at crisis  
10 counseling. All of a sudden, somebody went from  
11 maybe having what's going on in the relationship to  
12 have kept to themselves, but not only is it public  
13 now, it's in a public document. Maybe friends and  
14 family are aware. Work may be aware. So we're  
15 doing a lot of that, what needs to happen  
16 immediately to address your concerns, to answer your  
17 questions, to help you be safe, a lot of the  
18 language that we use sometimes is unfamiliar if  
19 you're not familiar with the system. There's a lot  
20 of myths out there. So we're spending a lot of time  
21 initially with that victim to try and address any  
22 questions or concerns they may have.

23           Medical or legal advocacy. Did they  
24 need medical attention? What happened when they

1 went to the hospital? Do they need us to go with  
2 them to the hospital? Do we need to go to court  
3 with them? Are we filing an emergency order of  
4 protection? Are they seeking to get a divorce or  
5 temporary custody of children? What does that look  
6 like to all of a sudden find yourself in this really  
7 large system, oftentimes having to represent  
8 yourself, can really be overwhelming when you really  
9 just lost that sense of self of that relationship.

10 So, again, we're there with them every  
11 step of the way. Some of our victims need to go to  
12 shelter, and sometimes they need to go to shelter  
13 far outside the City. So oftentimes we're trying to  
14 make those arrangements, and then get them to that  
15 place of safety covertly. Make sure that if they're  
16 bringing children with them, what is it that we need  
17 to do for those children's educational needs.

18 So there's a lot of moving pieces  
19 involved when we're working with victims, getting  
20 them emotionally, educationally, and physically to a  
21 place of safety.

22 The service you might be most familiar  
23 with is a meeting such as this evening. So  
24 sometimes we're going to be here sitting with a

1 victim. Sometimes just to be present, to have a  
2 friendly body next to them, as they're sitting in  
3 this room where their stories may be told in some  
4 form or fashion to strangers essentially in front of  
5 this long, kind of stoic-looking Board of members.  
6 Sometimes we have victims who do not want to come to  
7 the Board meeting, and I'll come to the meeting.  
8 I'll listen to what was said, and I'll call them  
9 afterwards to report out. So we also like to give  
10 them that option of having information as soon as  
11 possible, but not necessarily having to be present  
12 on-site.

13           There's a few new services that I want  
14 to mention to you that we offer through our program.  
15 One is, we provide services to victims of officer  
16 sexual misconduct. That service now is about two  
17 years old. Same services are available also in our  
18 covert offices. We also offer services to victims  
19 who are non-targets of search warrants, is the  
20 second program. And then the third new program kind  
21 of under this umbrella of crime victim services is  
22 we provide service to families of persons who die in  
23 police custody.

24           So our program is growing in both

1 services offered, and I'm really excited to say that  
2 next year we're going to go from five domestic  
3 violence advocates to 22.

4 So our ability to offer services and  
5 specialized services is going to grow at an  
6 unbelievable pace next year, and I'm hopefully going  
7 to be able to send you a document to report out on  
8 what that looks like.

9 I know sometimes sitting on this Board  
10 and all the cases that you've heard, you're  
11 sometimes wondering why victims are reluctant to  
12 participate, why they don't want to show up, why  
13 they chose to make a report and then not cooperate  
14 with an investigation.

15 So I just want to share a couple of  
16 thoughts with you from my experience on what it  
17 looks like to be in the audience and what it looks  
18 like when your world really changes on a dime.

19 First and foremost, police culture is  
20 very unique. Police officers oftentimes it's who  
21 they are. That's who their families are. That's  
22 who their children are. And when we're filing a  
23 complaint against an officer for domestic violence,  
24 that's in jeopardy. But that also kind of messes

1 with the paradigm of who the police are.

2 My children, I taught them when  
3 you're in trouble, run to the police, right, go to  
4 the police when you need help. But what happens  
5 when the person who is hurting you is the police?  
6 What happens when you live in a district where his  
7 or her buddies work in that district and that's  
8 where you're running to? So oftentimes there's that  
9 concern.

10 Offenders groom victims, and they tell  
11 them, Nobody's going to believe you. Those are my  
12 friends. This is how it's handled. And they hear  
13 that over and over and over again, and have every  
14 reason to believe what they're being told.

15 Loss of the job may also negatively --  
16 even if it's temporary, may negatively impact the  
17 family in its totality. So if that officer has to  
18 go into a no-pay status, there may be no income  
19 coming into the family. There could be benefits  
20 affected. Just kind of their way of life. Private  
21 school, whatever is going on in that family all of a  
22 sudden may not be happening, and that's a decision  
23 that victims often make. And many times I'll also  
24 talk to teenage children who are really angry when

1 things like that happen. I didn't do this. I'm not  
2 responsible for this. Why is this happening to me?

3           So we've got a lot of moving parts.  
4 It's not just as simple as sitting down, I'm going  
5 to give you an address where you can go, you know,  
6 to stay somewhere that will be safe with an attorney  
7 for you to talk to. There's a lot that goes along  
8 with it. There is a lot of emotional baggage. We  
9 give access to resources of low to no-cost  
10 attorneys, if that's what's needed, and other types  
11 of legal services and tangible services. Some of  
12 our victims actually have to go on government  
13 assistance, and we will take them down to whatever  
14 government office that is to make that application.

15           The other is the very credible threat  
16 that oftentimes when you have someone where being an  
17 officer is so much of who they are, and they're  
18 threatened with that loss, oftentimes will tell  
19 their family members, if I lose my job, I'm going to  
20 kill myself. That's a very credible threat or idea  
21 that can be on the table, and we have to be really  
22 mindful of that, not only for the victim but for  
23 that officer offender as well.

24           At the end of the day, officer

1 offenders know that they may have a lot of power and  
2 control in their home, but they know that the  
3 Department has a bit more power and control than  
4 they do. And it has been my experience -- my 24  
5 years and about 10 days experience being here at  
6 CPD, that not only do we support victims, but we  
7 also do support officer offenders. And I have had  
8 many Department members come to me, Hey, I've seen  
9 this behavior, somebody's stressed out, are you able  
10 to talk to someone? I would love to spend five or  
11 six hours over at Starbucks, not because I have a  
12 coffee addition, which I do. Don't put that on  
13 television. But spending time talking to somebody  
14 about some coping mechanisms and things that they  
15 can do and choices that they can make rather than  
16 choosing violence.

17 That was my seven- or eight-minute  
18 kind of entree to officer-involved domestic  
19 violence.

20 Do any of you have any questions for  
21 me?

22 BOARD MEMBER EADDY: Yeah, I have a question.  
23 And I just want to make sure I heard you clearly.  
24 And my question is, is the offender held accountable



1 if the victim -- you said they choose what path,  
2 course of action they want to be a part of. If the  
3 victim chooses not to fulfill the process, is that  
4 officer still held accountable, meaning is there a  
5 reprimand? Is there a recommendation for  
6 counseling, therapy? Or it just evaporates?

7 MS. ROBINSON: Great question. Nope, it does  
8 not evaporate. So responsibility for committing a  
9 crime is responsibility for committing a crime.

10 As far as the victim being a willing  
11 participant, a witness, having some choice in  
12 decisions they are making for themselves, yes.

13 But it's also very hard for a victim  
14 who does not want to cooperate to be sitting in an  
15 interview and not cooperate. Right? That's really  
16 difficult, because we're taught to cooperate. So we  
17 sit with them in making that decision.

18 But absolutely, Department members  
19 are held accountable. Just like somebody in the  
20 community, we're all accountable for the choices we  
21 make.

22 VICE PRESIDENT WOLFF: So we've had a series of  
23 cases before the Board where there's been an  
24 accusation of some kind of partner violence, and the

1 person who's the victim doesn't show up. What  
2 percentage of the cases that you think coming to the  
3 Board do the victims choose not to cooperate?

4 MS. ROBINSON: That's tough. I became a social  
5 worker because I stink at math. But I'm going to  
6 ballpark it. I'm going to ballpark it. I'm going  
7 to say the percentage that show up, maybe 15  
8 percent. Maybe 15 percent.

9 VICE PRESIDENT WOLFF: That's the way it feels  
10 sitting here, too.

11 MS. ROBINSON: Well, you know, and I get that.  
12 Right? It also can be really frustrating for me --  
13 because I sit there -- I've been doing this work  
14 longer than I've been at CPD, and I kind of can see  
15 sometimes what things look like down the road, and  
16 it's frustrating for me; however, I've got to  
17 empower that person to make a decision that they  
18 have to live with. But this is very public. You  
19 know, tonight if the guy at McDonald's goes home and  
20 slaps his wife, McDonald's wants him flipping  
21 burgers tomorrow and nobody knows. If one of our  
22 officers goes home tonight and commits a domestic  
23 battery against their partner, we don't necessarily  
24 want him showing up for work the next day. It's

1 documented in a police report. There's going to be  
2 an investigation. And aspects of that could be very  
3 public.

4 VICE PRESIDENT WOLFF: May I ask a follow-up  
5 question?

6 MS. ROBINSON: You may.

7 VICE PRESIDENT WOLFF: For those cases where  
8 the victim doesn't choose to show up, do you ever  
9 see the pattern repeated with the same officer? Or  
10 do you frequently see the pattern repeated with the  
11 same officer?

12 MS. ROBINSON: I think without intervention and  
13 without accountability, that patterns tend to  
14 repeat. Just like dieting, Right? I've been on a  
15 few diets in my life. I didn't learn from the first  
16 few, I'm back where I'm at.

17 I'm not fatalistic in believing that  
18 there's not an answer to domestic violence, and I  
19 think with the right level of accountability and  
20 engaging persons in services, but most importantly  
21 having a person who's willing to make change, that  
22 we can see change.

23 VICE PRESIDENT WOLFF: Can I hear that side of  
24 the equation? Is that something that happens

1 through your office?

2 You would like to spend 50 hours at a  
3 Starbucks trying to help somebody. But is there  
4 actually a process available?

5 MS. ROBINSON: Unfortunately, we can't serve  
6 offenders. What I can do is have an initial  
7 conversation with someone and make referrals to a  
8 community-based agency for them to get services. It  
9 really wouldn't be ethical of me. Really when  
10 someone who is a domestic abuser, when they've  
11 already committed that crime, I'm not open to a  
12 conversation. But I am more talking to people who  
13 might be stressed out in a relationship. There are  
14 services for offenders in the community, and there's  
15 actually regimented programming required by the  
16 state that can be offered and is sometimes mandated  
17 as part of a domestic violence case; it's called  
18 Partner Abuse Intervention Programming, and it's a  
19 state-certified program. There's challenges with  
20 PAIP programming for police officers. The philosophy  
21 behind PAIP is, number one, it's in a group setting.  
22 So think about that? There's not just one for  
23 police officers. So you could be in group with  
24 someone you've arrested, or you could be in group

1 with someone that two days from now you're in an  
2 arrest or enforcement situation. So that's a really  
3 dangerous situation that can come up. There's also  
4 limited ability of the PAIP programs, so they're  
5 available when most of the community's available.  
6 So if you have an officer who works for first watch  
7 or who works some off hours, or if you are in days  
8 off, it might be a challenge for them to attend.

9 We have had some success in getting  
10 some officers into some programs and completing  
11 programs successfully. There are a few individuals  
12 that offer one-on-one PAIP, but I'm not sure if that  
13 meets the state mandate, so that might be something  
14 they are just willing to do. But we definitely need  
15 another alternative for those who are wanting to  
16 make the choice to choose non-violence.

17 VICE PRESIDENT WOLFF: Sorry. I have two more  
18 questions. Last one is really quick. Just about  
19 the language you used. But to this last point, are  
20 there other police departments in other  
21 jurisdictions you know that actually run their own  
22 programs to support officers who have been involved  
23 with domestic violence?

24 MS. ROBINSON: There are none that exist. I've

1 done the research. We traveled the country. We  
2 looked at some other programs. I don't know one  
3 that does. Would it be ideal? It would be ideal,  
4 because it would be safe space under that PAIP model  
5 to have a meeting in a group where we know we don't  
6 have offenders or future offenders in group.

7 It is just not something that we have  
8 been able to do yet. I don't know if we will be  
9 able to at some time.

10 I think with the advent of Zoom, and  
11 I'm not a fan of Zoom, but I have thought with the  
12 advent of being able to do these things remotely,  
13 that might be something we're able to revisit in the  
14 future.

15 VICE PRESIDENT WOLFF: So this is my quick  
16 question. Thank you for indulging me on the other  
17 questions. You referred to a new program you have  
18 which are non-targets for -- non-targets of search  
19 warrants. Does that mean somebody a search warrant  
20 was served on shouldn't have been a target? What  
21 does that mean?

22 MS. ROBINSON: No. So a recent case we had was  
23 an elderly woman whose nephew was living on her  
24 couch. The search warrant was for the nephew. It

1 was a good search warrant. You can imagine the  
2 trauma of the aunt when we come into her home to  
3 serve the search warrant, and especially she had no  
4 knowledge of what her nephew was involved in.

5 VICE PRESIDENT WOLFF: Thank you.

6 PRESIDENT COOPER: Any other questions for Ms.  
7 Robinson? Thank you very much for your  
8 presentation, Ms. Robinson.

9 MS. ROBINSON: We brought some bags with some  
10 information. Please grab it on the way out. Have a  
11 safe holiday.

12 PRESIDENT COOPER: We will next turn to police  
13 disciplinary cases. The Police Board hears cases  
14 when the Superintendent files charges recommending  
15 that an officer be discharged from the Chicago  
16 Police Department for violating CPD's rules of  
17 conduct.

18 The Board, as authorized by The Open  
19 Meetings Act, has discussed in a closed meeting two  
20 police disciplinary cases. We will now take final  
21 action on these cases.

22 Regarding case number 22 PB 3007, is  
23 there a motion to find Police Officer Patrick Brown  
24 guilty of charges stemming from an on-duty crash and

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1 to suspend him without pay for a period of two  
2 years?

3 VICE PRESIDENT WOLFF: So moved. Paula Wolff.

4 BOARD MEMBER CUSACK: Second. Mareilé Cusack.

5 PRESIDENT COOPER: I will now call on members  
6 of the Board for their vote. Ms. Wolff.

7 VICE PRESIDENT WOLFF: Aye.

8 PRESIDENT COOPER: Mr. Block.

9 BOARD MEMBER BLOCK: Aye.

10 PRESIDENT COOPER: Ms. Cusack.

11 BOARD MEMBER CUSACK: Aye.

12 PRESIDENT COOPER: Ms. Doorley on the phone.

13 BOARD MEMBER DOORLEY: Aye.

14 PRESIDENT COOPER: Reverend Eaddy.

15 BOARD MEMBER EADDY: Aye.

16 PRESIDENT COOPER: Mr. Foreman.

17 BOARD MEMBER EADDY: I need to -- I'm sorry. I  
18 vote against the motion.

19 PRESIDENT COOPER: For the record, Reverend  
20 Eaddy voted against the motion.

21 Mr. Foreman.

22 BOARD MEMBER FOREMAN: I also vote against the  
23 motion.

24 PRESIDENT COOPER: Mr. Safakas.



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1 BOARD MEMBER SAFAKAS: Aye.

2 PRESIDENT COOPER: I did not participate in  
3 this case, because I was not on the Board when the  
4 case was in executive session. But voting in favor  
5 are Board members, Wolff, Block, Cusack, Doorley,  
6 and Safakas. Board Members Eaddy and Foreman oppose  
7 the motion. The motion passes by a vote of 5 to 2  
8 with Board Member Carr-Favors recusing herself from  
9 the case to avoid the appearance of a conflict of  
10 interest.

11 Is there now a motion to adopt the  
12 written findings and decision and dissents that have  
13 been reviewed by all Board members who participated  
14 in the case?

15 VICE PRESIDENT WOLFF: So moved. Paula Wolff.

16 BOARD MEMBER CUSACK: Second. Mareilé Cusack.

17 PRESIDENT COOPER: All in favor.

18 (CHORUS OF AYES.)

19 PRESIDENT COOPER: Any opposed?

20 (NO RESPONSE.)

21 PRESIDENT COOPER: Hearing none, the motion  
22 passes.

23 The second case we have on our agenda  
24 today is case number 23 PB 3028. In this case, the

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1 Superintendent filed charges against Police Officer  
2 Michael Mancha recommending that he be discharged  
3 from the Chicago Police Department for rule  
4 violations stemming from a vehicle pursuit. Mancha  
5 resigned from the CPD prior to a hearing on the  
6 charges. With that being said, is there a motion to  
7 grant the Superintendent's motion to withdraw the  
8 charges against Officer Mancha because the Board no  
9 longer has jurisdiction due to his resignation from  
10 the Chicago Police Department?

11 VICE PRESIDENT WOLFF: Paula Wolff. So moved.

12 BOARD MEMBER CUSACK: Mareilé Cusack. Second.

13 PRESIDENT COOPER: I will now call on the  
14 members of the Board for their votes. Ms. Wolff.

15 VICE PRESIDENT WOLFF: Aye.

16 PRESIDENT COOPER: Mr. Block.

17 BOARD MEMBER BLOCK: Aye.

18 PRESIDENT COOPER: Ms. Carr-Favors.

19 BOARD MEMBER CARR-FAVORS: Aye.

20 PRESIDENT COOPER: Ms. Cusack.

21 BOARD MEMBER CUSACK: Aye.

22 PRESIDENT COOPER: Ms. Doorley.

23 BOARD MEMBER DOORLEY: Aye.

24 PRESIDENT COOPER: Reverend Eaddy.

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1 BOARD MEMBER EADDY: Aye.

2 PRESIDENT COOPER: Mr. Foreman.

3 BOARD MEMBER FOREMAN: Aye.

4 PRESIDENT COOPER: Mr. Safakas.

5 BOARD MEMBER SAFAKAS: Aye.

6 PRESIDENT COOPER: I also vote in favor of the  
7 motion.

8 Voting in favor are Board Members  
9 Wolff, Block, Carr-Favors, Cusack, Doorley, Eaddy,  
10 Foreman, Safakas, and myself. The motion passes by  
11 a vote of 9 to 0.

12 The written decisions of the cases on  
13 which we took final action this evening will be  
14 entered as of today's date, sent to the parties, and  
15 then posted on the Board's website.

16 There are also two announcements of  
17 rulings in disagreement cases this evening. Board  
18 Members Wolff and Cusack will make these  
19 announcements.

20 VICE PRESIDENT WOLFF: I was randomly selected  
21 from the Police Board's membership to consider one  
22 matter on which the Chief Administrator of the  
23 Civilian Office of Police Accountability and the  
24 Superintendent of Police did not agree regarding the

1 discipline of four officers.

2 In request for review numbers 23-12  
3 through 15, the Chief Administrator recommended that  
4 Detective Douglas Nichols and Police Officers Robert  
5 Gonzalez, Manuel Leano, and Brian Bolton be  
6 discharged from the Chicago Police Department for  
7 failing to report misconduct by Sergeant Ronald  
8 Watts and officers under his supervision in 2006.

9 The Superintendent disagreed with the  
10 Chief Administrator's recommendation for discipline,  
11 stating that the allegations against the four  
12 officers were not proven by a preponderance of  
13 evidence.

14 After considering this matter, it's  
15 my opinion that the Superintendent did not meet the  
16 burden of overcoming the Chief Administrator's  
17 recommendation for discipline.

18 Based on the facts and the  
19 circumstances of this matter, the amount of evidence  
20 at issue, and the many credibility determinations  
21 that must be made, a full evidentiary hearing before  
22 the Police Board is necessary to determine whether  
23 the four officers violated any of the Chicago Police  
24 Department's rules of conduct, and, if so, the

1 appropriate disciplinary action.

2 A copy of my written opinion will be  
3 posted on the Police Board's website. And it was  
4 hard.

5 PRESIDENT COOPER: Thank you, Ms. Wolff.

6 Ms. Cusack.

7 BOARD MEMBER CUSACK: I was randomly selected  
8 from the Police Board's membership to consider one  
9 matter on which the Chief Administrator of the  
10 Civilian Office of Police Accountability and the  
11 Superintendent of Police did not agree regarding the  
12 discipline of a lieutenant.

13 In request for review number 23-16,  
14 the Chief Administrator recommended that Lieutenant  
15 Wilfredo Roman be discharged from the Chicago Police  
16 Department for use of excessive force and other rule  
17 violations stemming from an incident on February  
18 9th, 2021.

19 The Superintendent did not agree that  
20 Lieutenant Roman used excessive force or that he  
21 violated Rule 1 and proposed that he be suspended  
22 for 180 days.

23 After considering this matter, it is  
24 my opinion that the Superintendent did not meet the

1 burden of overcoming the Chief Administrator's  
2 recommendation for discipline.

3 A full hearing before the Police  
4 Board is an appropriate next step that will follow  
5 the Board to -- that will allow the Board to  
6 thoroughly consider all relevant evidence regarding  
7 Lieutenant Roman's conduct.

8 A copy of the written opinion will be  
9 posted on the Board's website.

10 PRESIDENT COOPER: Thank you, Ms. Cusack.

11 The next item on the agenda is appeals  
12 by disqualified applicants to become Chicago police  
13 officers.

14 When a person who applies to become a  
15 Chicago police officer is disqualified and removed  
16 from the eligibility list due to the results of a  
17 background examination, that person has a right to  
18 appeal to the Police Board. The Board, as  
19 authorized by The Open Meetings Act, has discussed  
20 in a closed meeting several appeals. We will now  
21 take final action on these appeals.

22 Is there a motion to affirm the  
23 disqualification decision for the following appeals:  
24 23AA26, 23AA28, 23AA30, and 23AA32?

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1 VICE PRESIDENT WOLFF: So moved. Paula Wolff.

2 BOARD MEMBER EADDY: Second. Michael Eaddy.

3 PRESIDENT COOPER: I will now call on members  
4 of the Board for their votes. Ms. Wolff.

5 VICE PRESIDENT WOLFF: Aye.

6 PRESIDENT COOPER: Mr. Block.

7 BOARD MEMBER BLOCK: Aye.

8 PRESIDENT COOPER: Ms. Carr-Favors.

9 BOARD MEMBER CARR-FAVORS: Aye.

10 PRESIDENT COOPER: Ms. Cusack.

11 BOARD MEMBER CUSACK: Aye.

12 PRESIDENT COOPER: Ms. Doorley.

13 BOARD MEMBER DOORLEY: Aye.

14 PRESIDENT COOPER: Reverend Eaddy.

15 BOARD MEMBER EADDY: Aye.

16 PRESIDENT COOPER: Mr. Foreman.

17 BOARD MEMBER FOREMAN: Aye.

18 PRESIDENT COOPER: Mr. Safakas.

19 BOARD MEMBER SAFAKAS: Aye.

20 PRESIDENT COOPER: I also vote in favor of the  
21 motion.

22 Voting in favor are Board Members  
23 Wolff, Block, Carr-Favors, Cusack, Doorley, Eaddy,  
24 Foreman, Safakas, and myself. The motion passes.

1           The written decisions of these  
2 appeals will be entered as of today's date, sent to  
3 the parties and posted on the Board's website.

4           At this time, I would like to ask  
5 Superintendent Snelling to give his report.

6           SUPERINTENDENT SNELLING: Good evening,  
7 everyone in attendance, community members, our Board  
8 members. I'd like to start off by thanking Aileen  
9 Robinson for her presentation. She is truly  
10 dedicated to domestic violence. I'd also like to  
11 welcome Kyle Cooper to the Board here. So I'm sure  
12 you're going to do great here.

13           What I'd like to first talk about, the  
14 men and women of the Chicago Police Department and  
15 the great work that they've been doing, especially  
16 this year.

17           In 2023, the City saw a reduction in  
18 both shootings and homicides compared to 2022.

19           Through December 19th, 2023, there  
20 were approximately 369 fewer shootings than last  
21 year. That resulted in 86 fewer homicide victims  
22 and 576 fewer shooting victims. That's 576 less  
23 traumatic incidents and 576 less families affected,  
24 and 86 fewer families who had to deal with the loss



1 of a loved one.

2           These declines were driven by the  
3 Department's continued efforts to protect the safety  
4 of all Chicagoans. We will keep strengthening  
5 investigations and strategically allocating  
6 resources tailored to every community area.

7           The ongoing work of our vehicular  
8 hijacking team contributed to a 21 percent reduction  
9 in vehicular highjackings in 2023 compared to 2022.

10           In addition, the organized retail  
11 crime team cleared more than 260 case reports and  
12 recovered more than \$1 million in stolen  
13 merchandise.

14           For the first time, our Family Liaison  
15 Office held several community peace walks and  
16 resource fairs for those affected by violence.

17           The Family Liaison is a household  
18 within the Bureau of Detectives providing support  
19 and services for the families of homicide victims.

20           They recently performed an event at  
21 Maggie Daley Park for children from the south and  
22 west side affected by homicides, gun violence where  
23 they've lost family members. It was a truly  
24 successful event. And we'll be doing more of that

1 as we move along.

2 We're also addressing the needs and  
3 experiences of our members.

4 This year, the Department opened two  
5 additional employee assistance program offices, one  
6 on the north side and one on the south side, so that  
7 our officers can seek out help.

8 As you heard earlier today, there are  
9 times where our officers need to seek out help.

10 Standing with City leaders and  
11 community partners, we also cut the ribbon on the  
12 brand new Public Safety Training Center on the west  
13 side of Chicago. This sits on 30 acres. And the  
14 training resource of the program for Chicago police  
15 officers and Chicago Fire Department is evident in  
16 the training that we provide for our officers.

17 This is helping us through our Consent  
18 Decree. It is helping us reach compliance with  
19 training, which we have. This year we've reached  
20 more than 96 percent compliance in our training. So  
21 we're trying to stay ahead of the game with that,  
22 meeting our compliance with the Consent Decree.

23 In the area of reform, Chicago Police  
24 Department continues its work transforming the

1 Department in alignment with Consent Decree goals  
2 during the eighth independent monitoring period,  
3 which ran from January 1st, 2023, through June 30th,  
4 2023. The Department achieved some level of  
5 compliance in 85 percent in monitorable paragraphs.  
6 This sets the foundation for steady progress through  
7 policy improvement and updates. Public safety is  
8 one of the most crucial aspects of Chicago's future.  
9 I look forward to all that we will do together to  
10 enhance the future.

11 As you see, the Mayor just rolled out  
12 the People's Plan where all, all of the City  
13 agencies will be working together to deal with  
14 public safety. It was a great event, and it was  
15 great to see everyone sitting on that stage pledging  
16 to make sure that everyone is dedicating their  
17 resources and their time and their efforts to  
18 keeping the City of Chicago safe.

19 With that, I turn back to the Police  
20 Board.

21 PRESIDENT COOPER: Thank you, Superintendent  
22 Snelling.

23 At this time, I will now ask the  
24 Chief Administrator of COPA, Ms. Kersten, to give

1 her report.

2 CHIEF KERSTEN: Thank you and good evening.  
3 Hello, community members, members of the Board.  
4 Welcome to our new Board president, Mr. Kyle Cooper.  
5 And thank you to our outgoing president, Mr. Ghian  
6 Foreman. It's been a pleasure to serve alongside of  
7 you and appreciate that opportunity.

8 As I do every month, I try to give  
9 kind of a statistical snapshot of what came in and  
10 out the door in COPA. So for the month of November,  
11 we received 350 complaints and notifications. Of  
12 those, 72 remain under COPA's jurisdiction. Again,  
13 the highest complaint type that was retained under  
14 COPA's jurisdiction were improper search or seizure,  
15 Fourth Amendment violations, which comprised 37  
16 percent of the COPA complaints that we received. We  
17 had three officer-involved shooting notifications  
18 last month and COPA also concluded six  
19 officer-involved shooting cases. We closed around  
20 144 total cases, and of those, approximately 30  
21 percent of our closed cases included some sort of  
22 sustained allegation.

23 We did not have any transparency video  
24 in this last month. And I want to intentionally

1 kind of talk about that for a moment in light of our  
2 recent Office of Inspector General report, which  
3 talked about the City and COPA, CPD and the Office  
4 of Emergency Management, all of our compliance with  
5 the City's video release policy. Many people in the  
6 room know the history of police reform most recently  
7 here in Chicago was really spurred after the murder  
8 of Laquan McDonald when videos of that incident were  
9 not made public for nearly 13 months, and it was in  
10 light of that -- in the aftermath of those events  
11 that the City committed itself to robust  
12 transparency requirements by a video-release policy  
13 that back in 2016 was pretty transformational,  
14 requiring COPA to post all videos of  
15 officer-involved shootings on our website in a  
16 transparent, consistent, unedited, uneditorialized  
17 manner for the public to receive that information,  
18 along with other supporting documents, reports, case  
19 reports, tactical response reports, audio  
20 communications, radio communications, the 911 calls,  
21 et cetera.

22                   Back several years ago, the Office of  
23 Inspector General did its first audit of our ability  
24 to comply with that program, and the results were

1 mixed, I would say. And so now the Office of  
2 Inspector General has come back again several years  
3 later to its original recommendations, and we as a  
4 City, COPA, CPD, and OEMC, have been able to point  
5 to a lot of really good and successful changes  
6 implementing and really embodying what the spirit of  
7 that policy is aimed at, which, of course, is  
8 consistent, unbiased transparency regarding these  
9 critical incidents.

10 So I encourage you to go to the Office  
11 of Inspector General's website in order to read more  
12 about that specifically.

13 Additionally, and I'll conclude with  
14 this, I really appreciated the Board's inclusion of  
15 Aileen Robinson's remarks tonight. I think that's  
16 critically important given the cases you all review  
17 and the important work that she does. She didn't  
18 have a lot of time tonight, so I want to maybe steal  
19 a little time for myself to kind of explain the way  
20 that our agency works with her and her resources and  
21 her staff. I think so often if you are not actually  
22 in the system, it may seem like we're all very  
23 siloed and disconnected. But in actuality, Aileen  
24 and the advocates that she leads, have a lot of

1 communication and dialogue with COPA investigators.  
2 If you are not familiar with how COPA investigates  
3 domestic violence and sexual misconduct cases, we  
4 have a dedicated team of individuals, special  
5 victims investigators led by a supervisor,  
6 supervised by a deputy chief, all of whom have  
7 extensive experience in domestic violence and sexual  
8 misconduct advocacy, support, social work  
9 background, investigative background, attorneys.  
10 Together they have decades of combined experience in  
11 just this kind of work.

12 I, myself, went to law school because  
13 I was working as a family violence advocate and  
14 decided I wanted to do more in order to impact  
15 change for some of our most vulnerable members of  
16 society. That's what led me to law school. That's  
17 what led me to the Cook County State's Attorney's  
18 Office where I almost entirely focused on the  
19 prosecution of domestic violence and sexual  
20 misconduct cases.

21 It is with that level of expertise  
22 that we come to this work. We don't take it  
23 lightly. It's an incredibly important and difficult  
24 area.

1 I would say that I hope we can  
2 continue to have conversations with the Board,  
3 providing education and opportunity to learn more  
4 about the challenges of how to proceed when a victim  
5 or survivor is not willing or able to participate in  
6 the process.

7 You learn as a prosecutor something  
8 that's called evidence-based prosecution in the  
9 context of a domestic violence or a sex case where  
10 the survivor doesn't want to proceed. I always  
11 thought that was a silly term, because all  
12 prosecutions should be based on evidence.

13 What is meant behind that term is that  
14 when a survivor isn't able or isn't willing to  
15 participate, you have to be able to find what other  
16 parts of evidence can hold up in a court of law at a  
17 criminal standard, which is, of course, the highest  
18 standard beyond a reasonable doubt.

19 Here in an administrative setting, we  
20 have a much lower burden of proof, preponderance of  
21 the evidence. But we have the skill and ability at  
22 COPA to be able -- because of our investigative  
23 staff, to be able to draw those same principles in  
24 the way that we approach building a case to come



1 before this Board in an administrative context.

2           So I look forward to working --  
3 continuing our work and to the extent we can  
4 continue to educate the Board about how all of these  
5 City resources work together in order to try to  
6 provide the best and most just outcomes for  
7 survivors, and, frankly, for the officers involved  
8 in these incidents.

9           I just really appreciate your  
10 inclusion tonight and wanted to say thank you to the  
11 Board for that.

12           PRESIDENT COOPER: Thank you, Chief  
13 Administrator.

14           At this point, I will now call upon  
15 members of the public who have signed up in advance  
16 to speak. And just to make sure that we have time  
17 to hear from all speakers, we ask you limit your  
18 remarks to two minutes. So at this time I would  
19 like to call Mr. Matt Brandon.

20           MR. BRANDON: Sometimes let the ladies go  
21 first.

22           First of all, congratulations and  
23 welcome, Kyle.

24           PRESIDENT COOPER: Thank you.

1 MR. BRANDON: And then thank you, Ghian, for  
2 all that you've done.

3 Superintendent, Deputy, Sergeant, and  
4 Board, Kersten, thank you all, and I want to wish  
5 all of you -- well, I'll say merry Christmas. If  
6 you are not a Christian happy holidays, but I will  
7 say merry Christmas to you all.

8 I want to say thank you for the work  
9 that you do, and Ghian in particular and Larry --  
10 Superintendent, I'm sorry, in particular. Because  
11 what you've done is you legitimized small groups  
12 like ours when we go out in the community, and we  
13 try to work hand in hand with the efforts that you  
14 all do. And it would be so easy for organizations  
15 like the Police Department and the Police Board to  
16 just isolate themselves from smaller groups and just  
17 go to those groups that you see out front all the  
18 time, the people that get all the money. So I just  
19 want to say on behalf of those groups who get out  
20 here and walk these streets, thank you. Thank you  
21 for giving us legitimization, and thank you for your  
22 participation in our efforts to work in our  
23 communities.

24 One quick recommendation, because when

1 we come here, we hear all the things that sometimes  
2 are troubling when concerning police officers. And  
3 I would like the Superintendent to consider doing  
4 something like this when you do your Department  
5 commendations and your honorable mentions. You  
6 know, those are usually all done, in the old days,  
7 at the academy. Nobody would see them. A clip on  
8 the news. But let's try to show the police officers  
9 in some good lights that they are in in the  
10 performance of their duties. Yes, we have to deal  
11 with the bad, but we ought to honor the good. And  
12 the public ought to have the same opportunity to see  
13 them in that light that they have to see them in  
14 this light.

15 God bless you all. You do God's work.  
16 Thank you. Stay safe. Happy holidays

17 MR. KYLE: Thank you, Mr. Brandon.

18 Next I would like to call June  
19 Norfleet.

20 MS. NORFLEET: For shorter people. Vertically  
21 challenged. Gentle people, gentlemen, gentle women,  
22 and, again, welcome to Board President Kyle Cooper,  
23 and, again, generous thank you to our outgoing Board  
24 president, Mr. Foreman. It has been a pleasure to

1 work with you and all of the Board. I, too, wish  
2 you all the best of a holiday.

3 I had some prepared comments, but  
4 Superintendent Snelling sent me on a different path  
5 today -- or this evening when he mentioned the  
6 Family Liaison Board or group, division of the  
7 Office of the Detectives working with our families,  
8 being involved at sea level. This work of  
9 governance, this is not the sun shot cloud stuff  
10 that we see. It's down here in the nit and gritty.  
11 This is it. If you're not down there in the nit and  
12 gritty, as Matt and I were today on the corner of  
13 72nd and South Chicago, watching the children be  
14 dismissed for Christmas holiday break, as they  
15 congregate on their way to and fro -- and they're  
16 going to go astray. But we're there on the corner  
17 every week, twice a week, doing the gritty work,  
18 because somebody has got to get in there and talk to  
19 them on the real.

20 Every one of you on the Board, if you  
21 do not include in your regiment of serving on this  
22 Board of getting out, participating at ground level,  
23 I'm sorry, your participation, your renderings on  
24 this Board are hollow. You've got to know what

1 you're talking about, as Ms. Kersten said today. I  
2 know what I'm talking about, because I did the  
3 family service social work. So I wanted to take it  
4 a step higher. Do not do this remotely. Don't  
5 phone this in. How are you going to give  
6 suggestions about situations that matter about  
7 public safety if you don't get out there and do  
8 that? Can't do it every week, can't do it every  
9 day, but please include, please be authentic in your  
10 comings and your goings in dealing with the public  
11 so that you can say, yes, I know what the police  
12 Superintendent is talking about, because I was  
13 there. I've seen what happens on the corners.  
14 Don't just roll your window up when you go past on  
15 43rd and Halsted. Look around, check it out, see  
16 what's going on, see what the officers are having to  
17 deal with.

18 Thank you so much, Superintendent,  
19 for bringing that item to us today. I'm hoping that  
20 that particular unit will be expanded. We've got to  
21 deal with the families. Somebody's got to stand up  
22 and tell the truth. If we don't talk about getting  
23 help for our families so that our young people can  
24 be here and take your place and be able to serve us,

1 we have done a disservice.

2 PRESIDENT COOPER: Thank you, Ms. Norfleet.

3 MS. NORFLEET: Thank you. Happy holidays.

4 PRESIDENT COOPER: Happy holidays.

5 The next person I would like to call  
6 is Robert More. I don't see him here. At this  
7 point, it appears that all members of the public who  
8 signed up to speak have been called. But before I  
9 ask for a motion to adjourn, I'd like to echo the  
10 comments that were made by several members today and  
11 also members of the public in thanking Ghian Foreman  
12 for his service for the last seven years.

13 (AUDIENCE APPLAUSE.)

14 PRESIDENT COOPER: Ghian has been on the Board  
15 for nearly a decade now I think at this point, and  
16 there isn't a room that I've been in with him where  
17 I haven't seen members of the public or elected  
18 officials come up to him and thank him for his  
19 dedicated service to the City, and I can only hope  
20 to follow in his footsteps, because he put the Board  
21 on the right direction and graciously agreed to  
22 stick around so we have at least a quorum for the  
23 next couple of months. I just want to appreciate  
24 and thank Ghian for his service and just to say I

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1 hope I can fulfill your shoes and thank you again.

2 (AUDIENCE APPLAUSE.)

3 PRESIDENT COOPER: And with that being said, is  
4 there a motion to adjourn?

5 VICE PRESIDENT WOLFF: I move. Paula Wolff.

6 PRESIDENT COOPER: Is there a second?

7 BOARD MEMBER CUSACK: Second. Mareilé Cusack.

8 PRESIDENT COOPER: Thank you. All in favor,  
9 raise your hand and say aye.

10 (CHORUS OF AYES.)

11 PRESIDENT COOPER: Any opposed?

12 (NO RESPONSE.)

13 PRESIDENT COOPER: The motion passes and we are  
14 adjourned.

15 (Whereupon, the proceedings were  
16 adjourned at 8:26 p.m.)

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1 STATE OF ILLINOIS )  
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MAUREEN A. WOODMAN, C.S.R., being first duly sworn, says that she is a court reporter doing business in the City of Chicago; that she reported in shorthand the proceedings had at the hearing of said cause; that the foregoing is a true and correct transcript of her shorthand notes, so taken as aforesaid, and contains all the proceedings of said hearing.

  
MAUREEN A. WOODMAN, CSR  
License No. 084.002740



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	<b>2016</b> 37:13	<b>30th</b> 35:3	<b>96</b> 34:20
<hr/>			
<b>\$</b>	<b>2021</b> 29:18	<b>350</b> 36:11	<b>9th</b> 29:18
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<b>\$1</b> 33:12	<b>2022</b> 32:18 33:9	<b>369</b> 32:20	<hr/>
<hr/>			<b>A</b>
<b>0</b>	<b>2023</b> 32:17,19 33:9 35:3,4	<b>37</b> 36:15	<hr/>
<hr/>			<b>ability</b> 13:4 21:4 37:23 40:21
<b>0</b> 27:11	<b>2024</b> 5:6,8	<hr/>	<b>able</b> 2:12 8:14 13:7 16:9 22:8,9,12,13 38:4 40:5, 14,15,22,23
<hr/>		<b>4</b>	<b>absolutely</b> 17:18
<b>1</b>	<b>21</b> 2:4 5:23 33:8	<b>4</b> 5:22	<b>Abuse</b> 20:18
<hr/>			<b>abuser</b> 20:10
<b>1</b> 29:21	<b>22</b> 13:3 23:22	<hr/>	<b>access</b> 15:9
<b>10</b> 16:5	<b>23</b> 25:24	<b>5</b> 25:7	<b>accomplishmen t</b> 8:15
<b>11</b> 5:22	<b>23-12</b> 28:2	<b>50</b> 20:2	<b>accountabilit y</b> 19:13,19 27:23 29:10
<b>13</b> 37:9	<b>23-16</b> 29:13	<b>570</b> 7:5,6	<b>accountable</b> 8:6,19,24 9:9 16:24 17:4,19,20
<b>13th</b> 3:20	<b>23AA26</b> 30:24	<b>576</b> 32:22,23	<b>accusation</b> 17:24
<b>144</b> 36:20	<b>23AA28</b> 30:24	<hr/>	<b>achieved</b> 35:4
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