

Police Board Public Meeting
March 16, 2023

POLICE BOARD
CITY OF CHICAGO
PUBLIC MEETING

Thursday, March 16, 2023
7:30 p.m.

(VIA VIDEO and AUDIO CONFERENCE)

- - - - -

APPEARANCES:

MEMBERS OF THE POLICE BOARD:

GHIAN FOREMAN, President
PAULA WOLFF, Vice President
STEVEN BLOCK
NANNETTE DOORLEY
MAREILÉ CUSACK
JORGE MONTES

ALSO PRESENT:

ERIC CARTER, Interim 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 CPD's Bureau of
Internal Affairs;
ANTOINETTE URSITTI, Chief of CPD's Bureau of
Detectives;
STEVEN CHUNG, Deputy Chief of CPD's Office of
Constitutional Policing and Reform;
SCOTT SPEARS, Assistant General Counsel to the
Superintendent;
FRED MELEAN, Deputy Chief at the Chicago Police
Department;
REMEL TERRY, Commissioner of the Community
Commission for Public Safety and Accountability;
JAZMYNE ROLLINS, Executive Administrator of the
Police Board.

MEMBERS OF THE PUBLIC.

Police Board Public Meeting
March 16, 2023

1 PRESIDENT FOREMAN: Good evening, everyone. My
2 name is Ghian Foreman. I'm the president of the
3 Police Board, and I'm calling the Board's March 16th
4 public meeting to order.

5 To protect the public's health in
6 response to the COVID-19 pandemic, this meeting is
7 taking place remotely.

8 Pursuant to the Illinois Open
9 Meetings Act, I have determined that holding this
10 meeting in person is not practical nor prudent.

11 The City of Chicago remains subject
12 to the Governor's disaster proclamation due to the
13 COVID-19 pandemic and the disease continues to be a
14 threat, especially to the unvaccinated and people
15 with certain health conditions. We are therefore
16 having the meeting remotely this month.

17 This meeting is open to the public via
18 video and audio conference and is being carried live
19 by CAN-TV. Members of the public are on mute in
20 order to reduce background noise and disruptions.
21 We have a court reporter making a transcript of this
22 meeting.

23 In addition to Police Board members,
24 we have several City officials here with us this

Police Board Public Meeting
March 16, 2023

1 evening. I will begin by taking attendance so it is
2 clear who is participating in this meeting. Please
3 say here after I read your name.

4 Police Board Vice President Paula
5 Wolff.

6 VICE PRESIDENT WOLFF: Here.

7 PRESIDENT FOREMAN: Board member Steven Block.

8 BOARD MEMBER BLOCK: Here.

9 PRESIDENT FOREMAN: Board member Mareilé
10 Cusack.

11 BOARD MEMBER CUSACK: Here.

12 PRESIDENT FOREMAN: Board member Nanette
13 Doorley.

14 BOARD MEMBER DOORLEY: Here.

15 PRESIDENT FOREMAN: Board member Jorge Montes.
16 Jorge is going to be joining us. When he gets here,
17 I'll call him out.

18 Interim Superintendent of Police Eric
19 Carter.

20 INTERIM SUPERINTENDENT CARTER: Here. Good
21 evening.

22 PRESIDENT FOREMAN: Chief Administrator of the
23 Civilian Office of Police Accountability Andrea
24 Kersten.

Police Board Public Meeting
March 16, 2023

1 CHIEF KERSTEN: Here.

2 PRESIDENT FOREMAN: Deputy Inspector General
3 for Public Safety Tobara Richardson.

4 DEPUTY INSPECTOR GENERAL RICHARDSON: Here.

5 PRESIDENT FOREMAN: Chief of Chicago Police
6 Department Bureau of Internal Affairs Yolanda
7 Talley.

8 CHIEF TALLEY: Here.

9 PRESIDENT FOREMAN: Chief of CPD's Bureau of
10 Detectives Antoinette Ursitti.

11 CHIEF URSITTI: Here.

12 PRESIDENT FOREMAN: Deputy Chief of CPD's
13 Office of Constitutional Policing and Reform, Steven
14 Chung.

15 DEPUTY CHIEF CHUNG: Here.

16 PRESIDENT FOREMAN: Assistant general counsel
17 to the Superintendent Scott Spears.

18 ASSISTANT GENERAL COUNSEL SPEARS: Here.

19 PRESIDENT FOREMAN: Executive Administrator of
20 the Police Board Jazmyne Rollins.

21 EXECUTIVE ADMINISTRATOR ROLLINS: Here.

22 PRESIDENT FOREMAN: I also see Deputy Chief
23 Fred Melean.

24 DEPUTY CHIEF MELEAN: Here.

Police Board Public Meeting
March 16, 2023

1 PRESIDENT FOREMAN: We have Jorge Montes.
2 Board Member Jorge Montes.

3 And we have the CCPSA Board Member
4 here, as well, Remel Terry. We're going to hear
5 from her a little bit later, too.

6 We will now proceed to the items on
7 the meeting agenda. We'll have time at the end of
8 the meeting for public comments. Once again,
9 members of the public are currently on mute in order
10 to reduce background noise and disruptions.

11 When we get to the public comment
12 portion of the meeting, we will unmute each speaker.

13 Is there a motion to approve the
14 drafts of the minutes of the Board's public meetings
15 and closed meetings held on January 19th and
16 February 16th?

17 VICE PRESIDENT WOLFF: So moved. Paula Wolff.

18 BOARD MEMBER CUSACK: Second. Mareilé Cusack.

19 PRESIDENT FOREMAN: I will now call on members
20 of the Board for their votes. Wolff.

21 VICE PRESIDENT WOLFF: Aye.

22 PRESIDENT FOREMAN: Block. Steven. He is
23 frozen.

24 BOARD MEMBER BLOCK: Aye.

Police Board Public Meeting
March 16, 2023

1 PRESIDENT FOREMAN: Thank you. Cusack.

2 BOARD MEMBER CUSACK: Aye.

3 PRESIDENT FOREMAN: Doorley.

4 BOARD MEMBER DOORLEY: Aye.

5 PRESIDENT FOREMAN: Montes. Jorge. Montes. I
6 know -- and I vote in favor of the motion. I think
7 we lost Jorge. The motion passes.

8 The next regular public meeting will
9 be held Thursday, April 20th, at 7:30 p.m.

10 Whether this will be an in-person
11 meeting or remote meeting will be determined closer
12 to the meeting date.

13 The Police Board meets in executive
14 session to consider various matters. Those
15 discussions are closed to the public as authorized
16 by Sections 2(c)(1), (4), (11), and (21) of the
17 Illinois Open Meetings Act. Information on matters
18 discussed in the executive sessions is included in
19 the minutes of the meetings posted on our website.

20 Is there a motion to close future
21 executive sessions as authorized by these sections
22 of the Open Meetings Act?

23 BOARD MEMBER WOLFF: So moved. Paula Wolff.

24 BOARD MEMBER CUSACK: Second. Mareilé Cusack.

Police Board Public Meeting
March 16, 2023

1 PRESIDENT FOREMAN: I will call on the Board
2 members for their votes. Wolff.

3 VICE PRESIDENT WOLFF: Aye.

4 PRESIDENT FOREMAN: Block.

5 BOARD MEMBER BLOCK: Aye.

6 PRESIDENT FOREMAN: Cusack.

7 BOARD MEMBER CUSACK: Aye.

8 PRESIDENT FOREMAN: Doorley.

9 BOARD MEMBER DOORLEY: Aye.

10 PRESIDENT FOREMAN: Montes. And I vote in
11 favor of the motion. The motion passes.

12 I'm pleased this evening to
13 introduce Commissioner Remel Terry from the CCPSA.
14 She is going to give us an update on the
15 Superintendent search. Commissioner Terry.

16 COMMISSIONER TERRY: Thank you so much,
17 President Foreman, for this opportunity and for the
18 rest of the Police Board.

19 Good evening to all of CPD, COPA, and
20 all of our community residents that are listening
21 in.

22 So, yesterday, we formally made our
23 announcement about the Superintendent process, and
24 so wanted to have an opportunity to share in this

1 space a bit about our process and some of the goals
2 that the Commission has as it relates to the
3 Superintendent -- filling the Superintendent
4 vacancy. So a quick overview of our process. By
5 law, when there is a vacancy for the police
6 superintendent, the Community Commission for Public
7 Safety and Accountability, also known as CCPSA, is
8 responsible for leading the search to find
9 candidates. The Commission has to conduct a
10 national search to fill this position. And from the
11 day the vacancy is created, we have 120 days to ask
12 for applications, review applications, interview any
13 candidates, conduct extensive background checks, and
14 choose the top three candidates that will be
15 presented to the Mayor. Once we send those three
16 finalists to the Mayor, the Mayor will then have 30
17 days to select one of the three candidates or reject
18 all of the candidates and ask the Commission for a
19 new list. And once the Mayor selects a
20 superintendent, there's a Commission meeting where
21 we can give public comment on the Mayor's appointee
22 and the appointee then can answer any questions from
23 the Commission and the public.

24 Then after this, the City Council has

1 a confirmation hearing for the nominee and then it
2 finalizes that vacancy.

3 Superintendent Brown's resignation
4 became official today. So the Commission has, you
5 know, 120 days from today to identify three
6 finalists for the Mayor. So that is no later than
7 July 14th of this year. So a very quick and short
8 timeline. So some of the goals that we have as it
9 relates to our search process, our top goal is to
10 find the best candidate to lead the Chicago Police
11 Department. We're looking for a visionary leader
12 with a proven track record of increasing public
13 safety and working collaboratively with a wide range
14 of people, including black communities, other
15 communities of color, marginalized groups and
16 historically disenfranchised populations. We are
17 also committed to a search process that is
18 inclusive, collaborative, and community driven. So
19 this is definitely a first in the history of this
20 process where it will be open for community input
21 and even other stakeholders as it relates to who
22 will be the next superintendent for the Chicago
23 Police Department.

24 So some of the next steps that we

1 have, today we sent out a request for qualifications
2 to hire people to support the Commission in the
3 search process.

4 Our goal is to have people under
5 contract to support the search within the next 30
6 days. Over the next month, you know, we'll work to
7 ensure the inclusion of diverse voices and
8 perspectives in our search process. We will get
9 input on what qualities, characteristics, and skills
10 people believe we need in a superintendent. We'll
11 hold at least -- so there's likely more, that's why
12 we're saying at least four public meetings to allow
13 Chicago residents to provide recommendations and
14 input, and these will vary across the City. You'll
15 have one meeting on the south side, one on the west
16 side, one on the north side, and also host one
17 virtually. We'll also deeply engage -- engage
18 deeply to get the input from Chicago police
19 officers. Some of that has already been underway.
20 We'll also get opinions and ideas from local and
21 national experts. And after we get feedback, we'll
22 finalize the job description and then begin inviting
23 applications.

24 So our goal is to get the application

1 out in just over a month. And after we have a
2 search form on board, candidates will have about 30
3 days to submit applications, and then the Commission
4 will have around 60 days to narrow down the list,
5 conduct interviews and background checks and just
6 settle on those three finalists that I previously
7 mentioned.

8 As I've already stated, we're
9 committed to working with the next mayor to ensure a
10 successful selection process, and the Commission
11 will remain focused on its mission to serve all of
12 Chicago's residents. Throughout this process, we
13 will keep the public engaged through regular updates
14 at our monthly public meetings and on our CCPSA
15 website. So I definitely encourage you if you are
16 not already following us on all the various social
17 media platforms, as well as YouTube, please do so
18 you can be aware where we are in this process and
19 what's up next.

20 That's all that I have. And I thank
21 you for this opportunity.

22 PRESIDENT FOREMAN: Thank you, Commissioner.
23 Any questions? All right. Thank you so much. We
24 really appreciate it.

1 Next we have police disciplinary
2 cases. We'll take final action. Give me one second
3 here. The Police Board as authorized by the Open
4 Meetings Act has considered in a closed meeting one
5 police disciplinary case. The Board will now take
6 final action on this case.

7 Regarding case number 22 PB 3002, the
8 Superintendent filed charges against Police Officer
9 Ernesto Guzman Sanchez recommending that he be
10 discharged from the Chicago Police Department for
11 charges stemming from domestic incidents while off
12 duty.

13 The Superintendent and the accused
14 officer have agreed to settle the case and have the
15 officer serve a suspension without pay for a period
16 of one year.

17 Is there a motion to approve the
18 settlement agreement and order one-year suspension
19 of Officer Guzman Sanchez?

20 VICE PRESIDENT WOLFF: So moved. Paula Wolff.

21 BOARD MEMBER CUSACK: Second, Mareilé Cusack.

22 PRESIDENT FOREMAN: I will now call on members
23 of the Board for their votes. Wolff.

24 VICE PRESIDENT WOLFF: Aye.

Police Board Public Meeting
March 16, 2023

1 PRESIDENT FOREMAN: Block.

2 BOARD MEMBER BLOCK: Aye.

3 PRESIDENT FOREMAN: Cusack.

4 BOARD MEMBER CUSACK: Aye.

5 PRESIDENT FOREMAN: Doorley.

6 BOARD MEMBER DOORLEY: Aye.

7 PRESIDENT FOREMAN: Montes.

8 BOARD MEMBER MONTES: Aye.

9 PRESIDENT FOREMAN: And I vote in favor of the
10 motion. Voting in favor are Board members Wolff,
11 Block, Cusack, Doorley, Montes, and myself. The
12 motion passes by a vote of 6 to 0. A written order
13 for this case will be drafted, sent to the parties,
14 and then posted on the Board's website.

15 The Police Board, as authorized by the
16 Open Meetings Act, has considered several appeals
17 from applicants for Chicago police officer position
18 who have been removed from the eligibility list due
19 to the result of a background examination. The
20 Board will now take final action on these appeals.
21 Is there a motion to adopt the appeals officer's
22 findings and recommendations and affirm the decision
23 to disqualify the applicant for the following
24 appeals, numbers 22AA06, 08, 09, 10, 13, and adopt

1 the appeals officer's findings and recommendation
2 and reverse the decision to disqualify the applicant
3 for the following appeals, number 22AA12?

4 VICE PRESIDENT WOLFF: So moved. Paula Wolff.

5 BOARD MEMBER CUSACK: Second. Mareilé Cusack.

6 PRESIDENT FOREMAN: I will now call on Board
7 members for their votes. Wolff.

8 VICE PRESIDENT WOLFF: Aye.

9 PRESIDENT FOREMAN: Block.

10 BOARD MEMBER BLOCK: Aye.

11 PRESIDENT FOREMAN: Cusack.

12 BOARD MEMBER CUSACK: Aye.

13 PRESIDENT FOREMAN: Doorley.

14 BOARD MEMBER DOORLEY: Aye.

15 PRESIDENT FOREMAN: Montes.

16 BOARD MEMBER MONTES: Aye.

17 PRESIDENT FOREMAN: And I vote in favor of the
18 motion. Voting in favor are Board members Wolff,
19 Block, Cusack, Doorley, Montes, and myself to
20 22AA10. The motion passes by a vote of 6 to 0.

21 The written decisions of these
22 appeals will be entered as of today's date, sent to
23 the parties, and posted on the Board's website
24 within five days.

1 Due to the COVID-19 pandemic, the
2 Police Board has entered three general omnibus
3 orders on conducting disciplinary hearings via
4 two-way videoconferencing using Zoom. Given
5 declines in the number of COVID cases and Governor
6 Pritzker's recent announcement that the State's
7 public health emergency will formally end on May
8 11th, is there a motion to adopt the draft of a
9 fourth general omnibus order that has been posted on
10 the Board's website along with the agenda for this
11 meeting?

12 VICE PRESIDENT WOLFF: So moved. Paula Wolff.

13 BOARD MEMBER CUSACK: Second. Mareilé Cusack.

14 PRESIDENT FOREMAN: Thank you. I will now call
15 on members of the Board for their votes. Wolff.

16 VICE PRESIDENT WOLFF: Aye.

17 PRESIDENT FOREMAN: Block.

18 BOARD MEMBER BLOCK: Aye.

19 PRESIDENT FOREMAN: Cusack.

20 BOARD MEMBER CUSACK: Aye.

21 PRESIDENT FOREMAN: Doorley.

22 BOARD MEMBER DOORLEY: Aye.

23 PRESIDENT FOREMAN: Montes.

24 BOARD MEMBER MONTES: Aye.

1 PRESIDENT FOREMAN: And I vote in favor of the
2 motion. The motion passes.

3 VICE PRESIDENT WOLFF: Should we quickly say it
4 is about certain conditions under which the hearings
5 can continue to be done remotely, just so people
6 know what we're talking about?

7 PRESIDENT FOREMAN: Sure. So during COVID, we
8 made the decision -- we made the decision to both
9 have hearings but also some of the formal processes
10 that take place for our hearings over Zoom. We did
11 that both for the safety of our hearing officers,
12 for the respondents, and for the Superintendent, for
13 the attorneys. So there are definitely some
14 situations where it still makes sense. Evidentiary
15 hearings, for example, don't necessarily have to be
16 in person. And if there are witnesses who can come
17 and testify via Zoom to make it easier, then those
18 are the things -- assuming no parties disagree with
19 that, if we can come to agreement. And this makes
20 it easier. Still continues to keep people safe. So
21 that's kind of what this order is about, just
22 generally trying to find ways to make it more
23 efficient.

24 We certainly have found that the

1 system has become an efficient tool for us, and it
2 certainly helps to keep people safe. Thank you for
3 that, Paula.

4 Next up. First before we ask for the
5 Superintendent report, just in case he happens to be
6 watching, really wanted to thank you, former
7 Superintendent Brown, for the years of service. I
8 got an opportunity to get to know him during the
9 Superintendent search process, and it was definitely
10 a good opportunity to work with him over the years.
11 And, you know, from a professional perspective as
12 well, as we got to know each other personally, too.
13 So really grateful for your years of service to the
14 City of Chicago. Leaving the Department in really
15 good hands with Interim Superintendent Eric Carter.
16 I've also got an opportunity to get to know you,
17 Interim Supe, for over the last three or four years
18 as well and looking forward to your leadership. So
19 thank you for taking over this very important role,
20 and so we all look forward to working with you. But
21 for now, we'll go with your report.

22 INTERIM SUPERINTENDENT CARTER: Thank you. I'm
23 looking forward to continuing to work with the
24 Police Board as well.

1 Good evening to all the Police Board
2 members and community members present for this
3 month's meeting.

4 As you know, last week was a
5 difficult week for the Chicago Police Department.
6 It was a week filled with newsworthy events, some
7 joyous, some sad. Our members joined the
8 Vasquez-Lasso family to pay our final respects to
9 our fallen brother, Police Officer Andres
10 Vasquez-Lasso, who was killed in the line of duty on
11 March 1st, 2023.

12 We also graduated 276 new police
13 officers. And we continue to prepare for the
14 Department's transition amid Superintendent Brown's
15 announcement of his resignation.

16 I speak on behalf of the Department
17 thanking him for his tireless leadership, for
18 drawing on his deep passion for service in public
19 safety to help impact Chicago. We wish him well in
20 his next chapter.

21 24 hours a day, 7 days a week, the men
22 and women of the Chicago Police Department have
23 continued working to protect the City and its
24 residents. We are dedicated to visibility,

1 engagement, and collaboration by working in the
2 community and with the communities we serve.

3 Our efforts continue to reflect the
4 progress. At the end of February, we mark 12
5 consecutive months of double-digit declines in gun
6 violence citywide. Year to date, homicides are down
7 12 percent, shootings have decreased by 6 percent,
8 and the number of shooting victims fell 3 percent
9 citywide, compared to this time in 2022.

10 Chicago's officers have taken over
11 2,211 guns off the street since January 1st, which
12 is marking a 3 percent increase over the same time
13 period for 2022. We recovered 38 firearms this past
14 weekend alone, and we will keep doing what it takes
15 to combat crime and violence in our streets.

16 Strategic deployments continue in the
17 top 55 beats where more than half of the City's
18 violent crime occurs. And we are committed to
19 ensuring Chicagoans' safety, whether in their homes
20 or in the City or on public transportation.

21 Chicagoans depend on the CTA every
22 day. Our number-one priority is keeping riders
23 safe. Officers are out and visible across the
24 transit system, and they made more than 300 arrests

1 citywide on CTA platforms so far this year. And
2 total crime is down 7 percent across CTA system year
3 to date.

4 Earlier this week, officers made an
5 arrest related to a fatal stabbing incident on the
6 CTA platform. Because of ongoing collaboration and
7 communication between CPD and CTA, including
8 technological resources, we apprehended the offender
9 in just 13 hours after the incident.

10 Officers are putting in the work and
11 it shows. And the Department's efforts to enhance
12 public safety and engage our communities persist in
13 numerous ways.

14 Our recruitment unit has had hard work
15 -- has been hard at work talking to the next
16 generation of police officers around the City of
17 Chicago and across the country.

18 They've also hosted entrance exams
19 across multiple days in both January and February
20 with the latest set for March 24th through the 26th.

21 Last week we welcomed 276 police
22 officers building on our goal of strengthening
23 diversity in the Department. 77 percent of that
24 class are people of color and 35 percent are women.

1 While these numbers are worth
2 celebrating, we still have much work to do. That's
3 why we joined the 30-by-30 initiative pledging to
4 increase the number of women in recruit classes by
5 30 percent nationally by the year 2023.

6 To kick off this week, we made a
7 commitment to advocate and support women in law
8 enforcement and their careers in the Department and
9 across the nation.

10 CPD knows we're in this together and
11 every part for ensuring diversity through enhancing
12 public safety is about growing community trust.

13 I want to thank you all for your
14 service. And back to you, President Foreman.

15 PRESIDENT FOREMAN: Thank you, Superintendent.

16 We would like to take a moment of
17 silence for Officer Vasquez-Lasso and our
18 condolences to the family and our prayers with all
19 of the Chicago Police Department. Moment of
20 silence, please.

21 Thank you.

22 Next, Chief Administrator Kersten.

23 CHIEF KERSTEN: Thank you, President Foreman
24 and members of the Police Board, as well as CPD and

1 other community stakeholders who are present.

2 First of all, I want to also express
3 my appreciation for Superintendent Brown's service
4 during his time and tenure here with the Chicago
5 Police Department. And certainly to congratulate
6 Interim Superintendent Carter.

7 I know from my perspective as leading
8 COPA, it's helpful to understand that those
9 leadership at the helm who knows the inner workings
10 of the Department. Obviously, you have a long
11 career with that agency, and so your leadership will
12 be so critically important during this time of
13 transition, both for the Department and for broader
14 City government. So thank you, Interim
15 Superintendent Carter.

16 Just want to report out on some of the
17 statistics that we always talk about on these
18 meetings. We received at COPA last month 416
19 complaints and notifications. And of those, 81 fell
20 under COPA's jurisdiction and will remain at our
21 agency for further investigation.

22 Again, as we typically see, the
23 highest kind of complaint was Fourth Amendment
24 allegations.

1 Last month we had three
2 officer-involved shooting notifications. And we
3 also concluded five officer-involved shooting
4 investigations.

5 We closed a total of 94 cases last
6 month. Of those, the vast majority of cases, I
7 think 78 of them, were closed after a preliminary
8 investigation determined that there was not
9 sufficient evidence to serve allegations of
10 misconduct.

11 So 78 of the 94 cases closed last
12 month did not result in allegations being served
13 against any officers, but of the cases where
14 officers were served with allegations, more than
15 half of those did have sustained findings.

16 So that keeps our sustained case rate
17 at around 12 percent overall, which is, again, right
18 aligned with the national average of police
19 misconduct investigations.

20 Last month we had one video release
21 that we did under the City's video release policy,
22 12 separate community engagement events, and then
23 something that we are excited about, which I know
24 our First Deputy Ephraim Eaddy spoke about at last

1 month's Police Board meeting, the launch of our
2 first ever COPA People's Academy. We talked about
3 this a little in this forum before. So that's sort
4 of a mini, condensed version of the training that
5 our investigative staff goes through to come into
6 COPA as an employee, giving a little bit of that
7 information and skill-set, sort of opening the doors
8 to our process, to the public that we serve so that
9 they can understand more about civilian oversight.
10 We can answer questions about our qualifications and
11 the subject matter expertise that we bring to this
12 work. And we can also raise awareness both here
13 locally in Chicago but also abroad about civilian
14 oversight and the critically important role it plays
15 in public safety.

16 Happy to report we've got 80 people
17 from within Chicago that are planning to attend our
18 first ever People's Academy. 50 plus people from
19 various institutions and government agencies around
20 the country representing cities all across the
21 country. 14 different civilian oversight entities
22 are going to be joining us remotely, five different
23 academic institutions and six various community and
24 other government organizations from cities outside

1 of Chicago. So we're going to try to speak to two
2 different audiences throughout the six-week course,
3 both the local audience here at home and then our
4 fellow practitioners and people interested in public
5 safety that are looking to Chicago to see and learn
6 from the model that we have here from cities across
7 our country. So we're excited about that and
8 excited for it to be taking place. It will be a
9 hybrid, both virtual and in person, at the Joint
10 Public Safety Training Campus, Bower Plumber
11 Training Campus, and, again, that's about COPA
12 really wanting to recognize that accountability is
13 part of public safety. So for us to have a very
14 small presence in that facility, I think sends an
15 important message to how much Chicago values its
16 accountability system here.

17 Lastly, I do want to take a moment to
18 share some remarks regarding the loss of an officer
19 in the line of duty. I think it's too many times
20 we've had to make remarks and speeches like this,
21 and I think we can all collectively acknowledge the
22 broken hearts that are felt across the City upon his
23 death. There's truly not a greater act of sacrifice
24 than laying down one's life for the safety and

1 protection for all members of the City, and that's
2 certainly a sacrifice we know we ask of each and
3 every police officer and their families. It's a
4 sacrifice that they're willing to make, but it's
5 simply one that shouldn't have to be asked at all.

6 Since his death, all of Chicago has
7 certainly come to learn about the many ways in which
8 Officer Vasquez-Lasso exemplified the very best of
9 us. His love for his family, his friends, his
10 colleagues, his culture, and his City, our City,
11 have been made so clear by those who knew him best.
12 But, truly, it's been his own words, which he shared
13 on social media prior to his death, which I think
14 serve as, perhaps, the most profound reminder to us
15 all, and those words being, part of his quote, "That
16 behind this uniform, there's another human being
17 just like you."

18 Officer Vasquez-Lasso has been
19 described as someone who saw the humanity in the
20 community that he served and someone who understood
21 that as an officer, he had to be an integral part of
22 that community.

23 As our City continues to grieve his
24 loss, I hope that we seek to honor his legacy by

1 remembering that we are one community, fractured and
2 divided at times, differing on perspectives and
3 solutions to our many problems, but one community
4 nonetheless.

5 Peace to the memory of Officer Andre
6 Vasquez-Lasso. Thank you.

7 PRESIDENT FOREMAN: Thank you. I will now call
8 upon members of the public who signed up in advance
9 to speak. To ensure that we have time for all
10 speakers, there's a two-minute time limit on
11 comments. Speakers, unmute yourself by pressing +6.

12 First speaker is Dajae Allen.

13 MS. ALLEN: Hi. I'm a member of a youth
14 council that is based on healing, social justice,
15 police accountability, things like that. So thank
16 you for having me to be able to come and speak.
17 Always a pleasure. And recently we had a
18 ball-to-vote event where we just reached out to
19 community members, mainly on the west side, to try
20 and get them out to have a little community build
21 with a basketball tournament and also getting people
22 registered to vote and also teens involved in the
23 Mikva Challenge so they can be judges.

24 A little bit of update of what we've

1 been doing recently. And we're also looking now to
2 hold another community build on the south side. I
3 think that's really all the updates they wanted me
4 to share. But, yeah.

5 PRESIDENT FOREMAN: Okay. Thank you.

6 Our next speaker Crista Noel. Crista,
7 if you're there, press +6 to unmute.

8 Okay. Our next speaker, Mr. Robert
9 More. Mr. More, you can unmute one of the phones.
10 +6 to unmute. Mr. More. I can see that you're
11 there. Mr. More, you can press +6 to unmute.

12 I hate to adjourn the meeting because
13 I know Mr. More is going to get on me next month if
14 I do so. But having no response, I think I'm left
15 with very little choice.

16 At this time, all members of the
17 public who signed up in advance to speak have been
18 called upon. Is there a motion to adjourn?

19 VICE PRESIDENT WOLFF: So moved. Paula Wolff.

20 PRESIDENT FOREMAN: Steven, Mareilé.

21 BOARD MEMBER BLOCK: Second. Steven Block.

22 PRESIDENT FOREMAN: All right. All in favor,
23 please say aye.

24 (CHORUS OF AYES.)

1 PRESIDENT FOREMAN: Thank you. Motion passes
2 and the meeting is adjourned. Thank you very much.
3 Be safe, everyone.

4 (WHEREUPON, the proceedings
5 were adjourned at 8:01 p.m.)
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24

1 STATE OF ILLINOIS)
) SS:
2 COUNTY OF C O O K)

3
4 MAUREEN A. WOODMAN, C.S.R., being first duly
5 sworn, says that she is a court reporter doing
6 business in the City of Chicago; that she reported
7 in shorthand the proceedings had at the hearing of
8 said cause; that the foregoing is a true and correct
9 transcript of her shorthand notes, so taken as
10 aforesaid, and contains all the proceedings of said
11 hearing.

12
13
14 

15 MAUREEN A. WOODMAN, CSR
16 License No. 084.002740

Police Board Public Meeting
March 16, 2023

(2,211 19:11		accused 12:13
(11) 6:16	2022 19:9,13	4	across 10:14 19:23 20:2,17,19 21:9
(21) 6:16	2023 18:11 21:5	416 22:18	Act 2:9 6:17,22 12:4 13:16
(4) 6:16	20th 6:9	5	action 12:2,6 13:20
0	22 12:7	55 19:17	addition 2:23
0 13:12 14:20	22AA06 13:24	6	Administrator 3:22 4:19,21 21:22
08 13:24	22AA10 14:20	6 13:12 14:20 19:7	adopt 13:21,24 15:8
09 13:24	22AA12 14:3	60 11:4	advocate 21:7
1	24 18:21	7	Affairs 4:6
10 13:24	24th 20:20	7 18:21 20:2	affirm 13:22
11th 15:8	26th 20:20	77 20:23	agency 22:11,21
12 19:4,7 23:17,22	276 18:12 20:21	78 23:7,11	agenda 5:7 15:10
120 8:11 9:5	3 19:8,12	7:30 6:9	agreed 12:14
13 13:24 20:9	30 8:16 10:5 11:2 21:5	8	agreement 12:18 16:19
14th 9:7	30-by-30 21:3	81 22:19	aligned 23:18
16th 2:3 5:16	300 19:24	9	allegations 22:24 23:9, 12,14
19th 5:15	3002 12:7	94 23:5,11	allow 10:12
1st 18:11 19:11	35 20:24	A	Amendment 22:23
2	38 19:13	Accountabilit y 3:23 8:7	amid 18:14
2(c)(1) 6:16			Andrea 3:23

Police Board Public Meeting
March 16, 2023

Andres 18:9	attorneys 16:13	15:17,18	candidate 9:10
announcement 7:23 15:6 18:15	audio 2:18	board 2:3,23 3:4, 7,8,9,11,12, 14,15 4:20 5:2,3,18,20, 24 6:2,4,13, 23,24 7:1,5, 7,9,18 11:2 12:3,5,21,23 13:2,4,6,8, 10,15,20 14:5,6,10, 12,14,16,18 15:2,13,15, 18,20,22,24 17:24 18:1 21:24	candidates 8:9,13,14, 17,18 11:2
answer 8:22	authorized 6:15,21 12:3 13:15		career 22:11
Antoinette 4:10	average 23:18		careers 21:8
appeals 13:16,20,21, 24 14:1,3,22	aware 11:18		carried 2:18
applicant 13:23 14:2	Aye 5:21,24 6:2, 4 7:3,5,7,9 12:24 13:2, 4,6,8 14:8, 10,12,14,16 15:16,18,20, 22,24	Board's 2:3 5:14 13:14 14:23 15:10	Carter 3:19,20 17:15,22 22:6,15
applicants 13:17			case 12:5,6,7,14 13:13 17:5 23:16
application 10:24			cases 12:2 15:5 23:5,6,11,13
applications 8:12 10:23 11:3	B		CCPSA 5:3 7:13 8:7 11:14
appointee 8:21,22	back 21:14	broader 22:13	celebrating 21:2
appreciate 11:24	background 2:20 5:10 8:13 11:5 13:19	brother 18:9	certain 2:15 16:4
appreciation 22:3	beats 19:17	Brown 17:7	certainly 16:24 17:2 22:5
apprehended 20:8	begin 3:1 10:22	Brown's 9:3 18:14 22:3	chapter 18:20
approve 5:13 12:17	behalf 18:16	building 20:22	characteristi cs 10:9
April 6:9	believe 10:10	Bureau 4:6,9	charges 12:8,11
around 11:4 20:16 23:17	best 9:10	C	checks 8:13 11:5
arrest 20:5	bit 5:5 8:1	call 3:17 5:19 7:1 12:22 14:6 15:14	Chicago 2:11 4:5 9:10,22 10:13,18 12:10 13:17 17:14 18:5,
arrests 19:24	black 9:14	calling 2:3	
Assistant 4:16,18	Block 3:7,8 5:22, 24 7:4,5 13:1,2,11 14:9,10,19	CAN-TV 2:19	
assuming 16:18			
attendance 3:1			

Police Board Public Meeting
March 16, 2023

19,22 20:17 21:19 22:4 Chicago's 11:12 19:10 Chicagoans 19:21 Chicagoans' 19:19 Chief 3:22 4:1,5, 8,9,11,12, 15,22,24 21:22,23 choose 8:14 Chung 4:14,15 City 2:11,24 8:24 10:14 17:14 18:23 19:20 20:16 22:14 City's 19:17 23:21 citywide 19:6,9 20:1 Civilian 3:23 class 20:24 classes 21:4 clear 3:2 close 6:20 closed 5:15 6:15 12:4 23:5,7, 11 closer 6:11 collaboration 19:1 20:6 collaborative 9:18	collaborative ly 9:13 color 9:15 20:24 combat 19:15 come 16:16,19 comment 5:11 8:21 comments 5:8 Commission 8:2,6,9,18, 20,23 9:4 10:2 11:3,10 Commissioner 7:13,15,16 11:22 commitment 21:7 committed 9:17 11:9 19:18 communication 20:7 communities 9:14,15 19:2 20:12 community 7:20 8:6 9:18,20 18:2 19:2 21:12 22:1 23:22 compared 19:9 complaint 22:23 complaints 22:19 concluded 23:3 conditions 2:15 16:4 condolences 21:18	conduct 8:9,13 11:5 conducting 15:3 conference 2:18 confirmation 9:1 congratulate 22:5 consecutive 19:5 consider 6:14 considered 12:4 13:16 Constitutiona l 4:13 continue 16:5 18:13 19:3,16 continued 18:23 continues 2:13 16:20 continuing 17:23 contract 10:5 COPA 7:19 22:8,18 COPA's 22:20 Council 8:24 counsel 4:16,18 country 20:17 court 2:21 COVID 15:5 16:7 COVID-19 2:6,13 15:1	CPD 7:19 20:7 21:10,24 CPD's 4:9,12 created 8:11 crime 19:15,18 20:2 critically 22:12 CTA 19:21 20:1, 2,6,7 Cusack 3:10,11 5:18 6:1,2,24 7:6,7 12:21 13:3,4,11 14:5,11,12, 19 15:13,19, 20 <hr/> D <hr/> date 6:12 14:22 19:6 20:3 day 8:11 18:21 19:22 days 8:11,17 9:5 10:6 11:3,4 14:24 18:21 20:19 decision 13:22 14:2 16:8 decisions 14:21 declines 15:5 19:5 decreased 19:7
---	---	--	--

Police Board Public Meeting
March 16, 2023

dedicated 18:24	disease 2:13	20:4	events 18:6 23:22
deep 18:18	disenfranchis ed 9:16	easier 16:17,20	everyone 2:1
deeply 10:17,18	disqualify 13:23 14:2	efficient 16:23 17:1	evidence 23:9
definitely 9:19 11:15 16:13 17:9	disruptions 2:20 5:10	efforts 19:3 20:11	Evidentiary 16:14
Department 4:6 9:11,23 12:10 17:14 18:5,16,22 20:23 21:8, 19 22:5,10, 13	diverse 10:7	eligibility 13:18	examination 13:19
Department's 18:14 20:11	diversity 20:23 21:11	emergency 15:7	exams 20:18
depend 19:21	doing 19:14	encourage 11:15	excited 23:23
deployments 19:16	domestic 12:11	end 5:7 15:7 19:4	executive 4:19,21 6:13,18,21
Deputy 4:2,4,12,15, 22,24 23:24	Doorley 3:13,14 6:3, 4 7:8,9 13:5,6,11 14:13,14,19 15:21,22	enforcement 21:8	experts 10:21
description 10:22	double-digit 19:5	engage 10:17 20:12	express 22:2
Detectives 4:10	draft 15:8	engaged 11:13	extensive 8:13
determined 2:9 6:11 23:8	drafted 13:13	engagement 19:1 23:22	<hr/> F <hr/>
difficult 18:5	drafts 5:14	enhance 20:11	fallen 18:9
disagree 16:18	drawing 18:18	enhancing 21:11	family 18:8 21:18
disaster 2:12	driven 9:18	ensure 10:7 11:9	far 20:1
discharged 12:10	due 2:12 13:18 15:1	ensuring 19:19 21:11	fatal 20:5
disciplinary 12:1,5 15:3	duty 12:12 18:10	entered 14:22 15:2	favor 6:6 7:11 13:9,10 14:17,18 16:1
discussed 6:18	<hr/> E <hr/>	entrance 20:18	February 5:16 19:4 20:19
discussions 6:15	Eaddy 23:24	Ephraim 23:24	feedback 10:21
	Earlier	Eric 3:18 17:15	fell 19:8 22:19
		Ernesto 12:9	
		evening 2:1 3:1,21 7:12,19 18:1	

Police Board Public Meeting
March 16, 2023

filed 12:8	13,15,17 15:14,17,19,	going 3:16 5:4 7:14	held 5:15 6:9
fill 8:10	21,23 16:1,7 21:14,15,23	good 2:1 3:20 7:19 17:10, 15 18:1	helm 22:9
filled 18:6	form 11:2	government 22:14	help 18:19
filling 8:3	formal 16:9	Governor 15:5	helpful 22:8
final 12:2,6 13:20 18:8	formally 7:22 15:7	Governor's 2:12	helps 17:2
finalists 8:16 9:6 11:6	forward 17:18,20,23	graduated 18:12	highest 22:23
finalize 10:22	found 16:24	grateful 17:13	hire 10:2
finalizes 9:2	four 10:12 17:17	groups 9:15	historically 9:16
find 8:8 9:10 16:22	fourth 15:9 22:23	growing 21:12	history 9:19
findings 13:22 14:1 23:15	Fred 4:23	gun 19:5	hold 10:11
firearms 19:13	frozen 5:23	guns 19:11	holding 2:9
first 9:19 17:4 22:2 23:24	future 6:20	Guzman 12:9,19	homes 19:19
five 14:24 23:3	<hr/> G <hr/>	<hr/> H <hr/>	homicides 19:6
focused 11:11	general 4:2,4,16,18 15:2,9	half 19:17 23:15	host 10:16
following 11:16 13:23 14:3	generally 16:22	hands 17:15	hosted 20:18
Foreman 2:1,2 3:7,9, 12,15,22 4:2,5,9,12, 16,19,22 5:1,19,22 6:1,3,5 7:1, 4,6,8,10,17 11:22 12:22 13:1,3,5,7,9 14:6,9,11,	generation 20:16	hard 20:14,15	hours 18:21 20:9
	Ghian 2:2	health 2:5,15 15:7	<hr/> I <hr/>
	give 7:14 8:21 12:2	hear 5:4	ideas 10:20
	Given 15:4	hearing 9:1 16:11	identify 9:5
	goal 9:9 10:4,24 20:22	hearings 15:3 16:4,9, 10,15	Illinois 2:8 6:17
	goals 8:1 9:8		impact 18:19
			important 17:19 22:12

Police Board Public Meeting
March 16, 2023

in-person 6:10	items 5:6	18:4 22:7 23:23	
incident 20:5,9		known 8:7	M
incidents 12:11	J		made 7:22 16:8 19:24 20:4 21:6
included 6:18	January 5:15 19:11 20:19	L	majority 23:6
including 9:14 20:7	Jazmyne 4:20	latest 20:20	make 16:17,22
inclusion 10:7	job 10:22	law 8:5 21:7	makes 16:14,19
inclusive 9:18	joined 18:7 21:3	lead 9:10	making 2:21
increase 19:12 21:4	joining 3:16	leader 9:11	March 2:3 18:11 20:20
increasing 9:12	Jorge 3:15,16 5:1, 2 6:5,7	leadership 17:18 18:17 22:9,11	Mareilé 3:9 5:18 6:24 12:21 14:5 15:13
Information 6:17	joyous 18:7	leading 8:8 22:7	marginalized 9:15
initiative 21:3	July 9:7	Leaving 17:14	mark 19:4
input 9:20 10:9, 14,18	jurisdiction 22:20	line 18:10	marking 19:12
Inspector 4:2,4	K	list 8:19 11:4 13:18	matters 6:14,17
Interim 3:18,20 17:15,17,22 22:6,14	keep 11:13 16:20 17:2 19:14	listening 7:20	mayor 8:15,16,19 9:6 11:9
Internal 4:6	keeping 19:22	little 5:5	Mayor's 8:21
interview 8:12	Kersten 3:24 4:1 21:22,23	live 2:18	media 11:17
interviews 11:5	kick 21:6	local 10:20	meeting 2:4,6,10,16, 17,22 3:2 5:7,8,12 6:8,11,12 8:20 10:15 12:4 15:11 18:3
introduce 7:13	killed 18:10	long 22:10	meetings 2:9 5:14,15
investigation 22:21 23:8	kind 16:21 22:23	look 17:20	
investigation s 23:4,19	know 6:6 9:5 10:6 16:6 17:8, 11,12,16	looking 9:11 17:18, 23	
inviting 10:22		lost 6:7	

Police Board Public Meeting
March 16, 2023

6:17,19,22 10:12 11:14 12:4 13:16 22:18	month's 18:3	north 10:16	once 5:8 8:15,19
meets 6:13	monthly 11:14	notifications 22:19 23:2	one 8:17 10:15, 16 12:2,4,16 23:20
Melean 4:23,24	months 19:5	number 12:7 14:3 15:5 19:8 21:4	one-year 12:18
member 3:7,8,9,11, 12,14,15 5:2,3,18,24 6:2,4,23,24 7:5,7,9 12:21 13:2, 4,6,8 14:5, 10,12,14,16 15:13,18,20, 22,24	motion 5:13 6:6,7, 20 7:11 12:17 13:10, 12,21 14:18, 20 15:8 16:2	number-one 19:22	ongoing 20:6
members 2:19,23 5:9, 19 7:2 12:22 13:10 14:7, 18 15:15 18:2,7 21:24	moved 5:17 6:23 12:20 14:4 15:12	numbers 13:24 21:1	open 2:8,17 6:17, 22 9:20 12:3 13:16
men 18:21	multiple 20:19	numerous 20:13	opinions 10:20
mentioned 11:7	mute 2:19 5:9	<hr/> O <hr/>	opportunity 7:17,24 11:21 17:8, 10,16
minutes 5:14 6:19	<hr/> N <hr/>	Obviously 22:10	order 2:4,20 5:9 12:18 13:12 15:9 16:21
misconduct 23:10,19	name 2:2 3:3	occurs 19:18	orders 15:3
mission 11:11	Nanette 3:12	offender 20:8	overview 8:4
moment 21:16,19	narrow 11:4	Office 3:23 4:13	<hr/> P <hr/>
Montes 3:15 5:1,2 6:5 7:10 13:7,8,11 14:15,16,19 15:23,24	nation 21:9	officer 12:8,14,15, 19 13:17 18:9 21:17	p.m. 6:9
month 2:16 10:6 11:1 22:18 23:1,6,12,20	national 8:10 10:21 23:18	officer's 13:21 14:1	pandemic 2:6,13 15:1
	nationally 21:5	officer-involved 23:2,3	part 21:11
	necessarily 16:15	officers 10:19 16:11 18:13 19:10, 23 20:4,10, 16,22 23:13, 14	participating 3:2
	need 10:10	official 9:4	parties 13:13 14:23 16:18
	newsworthy 18:6	officials 2:24	passes 6:7 7:11 13:12 14:20 16:2
	noise 2:20 5:10	omnibus 15:2,9	
	nominee 9:1		

Police Board Public Meeting
March 16, 2023

passion 18:18	police 2:3,23 3:4, 18,23 4:5,20 6:13 7:18 8:5 9:10,23 10:18 12:1, 3,5,8,10 13:15,17 15:2 17:24 18:1,5,9,12, 22 20:16,21 21:19,24 22:5 23:18	11:22 12:20, 22,24 13:1, 3,5,7,9 14:4,6,8,9, 11,13,15,17 15:12,14,16, 17,19,21,23 16:1,3,7 21:14,15,23	19:20 20:12 21:12
past 19:13			public's 2:5
Paula 3:4 5:17 6:23 12:20 14:4 15:12 17:3			Pursuant 2:8
pay 12:15 18:8		previously 11:6	putting 20:10
PB 12:7		priority 19:22	<hr/>
people 2:14 9:14 10:2,4,10 16:5,20 17:2 20:24	Policing 4:13	Pritzker's 15:6	Q <hr/>
percent 19:7,8,12 20:2,23,24 21:5 23:17	policy 23:21	proceed 5:6	qualification s 10:1
period 12:15 19:13	populations 9:16	process 7:23 8:1,4 9:9,17,20 10:3,8 11:10,12,18 17:9	qualities 10:9
persist 20:12	portion 5:12	processes 16:9	questions 8:22 11:23
person 2:10 16:16	position 8:10 13:17	proclamation 2:12	quick 8:4 9:7
personally 17:12	posted 6:19 13:14 14:23 15:9	professional 17:11	quickly 16:3
perspective 17:11 22:7	practical 2:10	progress 19:4	<hr/>
perspectives 10:8	prayers 21:18	protect 2:5 18:23	R <hr/>
place 2:7 16:10	preliminary 23:7	proven 9:12	range 9:13
platform 20:6	prepare 18:13	provide 10:13	rate 23:16
platforms 11:17 20:1	present 18:2 22:1	prudent 2:10	read 3:3
please 3:2 11:17 21:20	presented 8:15	public 2:4,17,19 4:3 5:8,9, 11,14 6:8,15 8:6,21,23 9:12 10:12 11:13,14 15:7 18:18	received 22:18
pleased 7:12	president 2:1,2 3:4,6, 7,9,12,15,22 4:2,5,9,12, 16,19,22 5:1,17,19, 21,22 6:1,3, 5 7:1,3,4,6, 8,10,17		recent 15:6
pledging 21:3			recommenda tion 14:1
			recommenda tions 10:13 13:22
			recommending 12:9
			record 9:12

Police Board Public Meeting
March 16, 2023

recovered 19:13	resignation 9:3 18:15	saying 10:12	settlement 12:18
recruit 21:4	resources 20:8	Scott 4:17	several 2:24 13:16
recruitment 20:14	respects 18:8	search 7:15 8:8,10 9:9,17 10:3, 5,8 11:2 17:9	share 7:24
reduce 2:20 5:10	respondents 16:12	second 5:18 6:24 12:2,21 14:5 15:13	shooting 19:8 23:2,3
reflect 19:3	response 2:6	sections 6:16,21	shootings 19:7
Reform 4:13	responsible 8:8	see 4:22 22:22	short 9:7
Regarding 12:7	rest 7:18	select 8:17	shows 20:11
regular 6:8 11:13	result 13:19 23:12	selection 11:10	side 10:15,16
reject 8:17	reverse 14:2	selects 8:19	silence 21:17,20
related 20:5	review 8:12	send 8:15	situations 16:14
relates 8:2 9:9,21	Richardson 4:3,4	sense 16:14	skills 10:9
release 23:20,21	riders 19:22	separate 23:22	social 11:16
remain 11:11 22:20	right 11:23 23:17	serve 11:11 12:15 19:2 23:9	south 10:15
remains 2:11	role 17:19	served 23:12,14	space 8:1
Remel 5:4 7:13	Rollins 4:20,21	service 17:7,13 18:18 21:14 22:3	speak 18:16
remote 6:11	<hr/> S <hr/>	session 6:14	speaker 5:12
remotely 2:7,16 16:5	sad 18:7	sessions 6:18,21	Spears 4:17,18
removed 13:18	safe 16:20 17:2 19:23	set 20:20	spoke 23:24
report 17:5,21 22:16	safety 4:3 8:7 9:13 16:11 18:19 19:19 20:12 21:12	settle 11:6 12:14	stabbing 20:5
reporter 2:21	Sanchez 12:9,19		stakeholders 9:21 22:1
request 10:1			State's 15:6
residents 7:20 10:13 11:12 18:24			stated 11:8
			statistics 22:17

Police Board Public Meeting
March 16, 2023

stemming 12:11		23:1	22:8
steps 9:24	<hr/> T <hr/>	Thursday 6:9	underway 10:19
Steven 3:7 4:13 5:22	take 12:2,5 13:20 16:10 21:16	time 5:7 19:9,12 22:4,12	unit 20:14
Strategic 19:16	taken 19:10	timeline 9:8	unmute 5:12
street 19:11	takes 19:14	tireless 18:17	unvaccinated 2:14
streets 19:15	taking 2:7 3:1 17:19	Tobara 4:3	update 7:14
strengthening 20:22	talk 22:17	today 9:4,5 10:1	updates 11:13
subject 2:11	talking 16:6 20:15	today's 14:22	Ursitti 4:10,11
submit 11:3	Talley 4:7,8	tool 17:1	<hr/> V <hr/>
successful 11:10	technological 20:8	top 8:14 9:9 19:17	vacancy 8:4,5,11 9:2
sufficient 23:9	tenure 22:4	total 20:2 23:5	various 6:14 11:16
Supe 17:17	Terry 5:4 7:13,15, 16	track 9:12	vary 10:14
superintenden t 3:18,20 4:17 7:15,23 8:3, 6,20 9:3,22 10:10 12:8, 13 16:12 17:5,7,9,15, 22 18:14 21:15 22:3, 6,15	testify 16:17	transcript 2:21	Vasquez-lasso 18:8,10 21:17
support 10:2,5 21:7	thank 6:1 7:16 11:20,22,23 15:14 17:2, 6,19,22 21:13,15,21, 23 22:14	transit 19:24	vast 23:6
Sure 16:7	thanking 18:17	transition 18:14 22:13	Vice 3:4,6 5:17, 21 7:3 12:20,24 14:4,8 15:12,16 16:3
suspension 12:15,18	things 16:18	transportatio n 19:20	victims 19:8
sustained 23:15,16	think 6:6 23:7	trust 21:12	video 2:18 23:20, 21
system 17:1 19:24 20:2	threat 2:14	trying 16:22	videoconferen cing 15:4
	three 8:14,15,17 9:5 11:6 15:2 17:17	two-way 15:4	violence 19:6,15
		<hr/> U <hr/>	
		understand	

Police Board Public Meeting
 March 16, 2023

<p>violent 19:18</p> <p>virtually 10:17</p> <p>visibility 18:24</p> <p>visible 19:23</p> <p>visionary 9:11</p> <p>voices 10:7</p> <p>vote 6:6 7:10 13:9,12 14:17,20 16:1</p> <p>votes 5:20 7:2 12:23 14:7 15:15</p> <p>Voting 13:10 14:18</p> <hr/> <p style="text-align: center;">W</p> <hr/> <p>want 21:13 22:2, 16</p> <p>wanted 7:24 17:6</p> <p>watching 17:6</p> <p>ways 16:22 20:13</p> <p>website 6:19 11:15 13:14 14:23 15:10</p> <p>week 18:4,5,6,21 20:4,21 21:6</p> <p>weekend 19:14</p> <p>welcomed 20:21</p>	<p>west 10:15</p> <p>wide 9:13</p> <p>witnesses 16:16</p> <p>Wolff 3:5,6 5:17, 20,21 6:23 7:2,3 12:20, 23,24 13:10 14:4,7,8,18 15:12,15,16 16:3</p> <p>women 18:22 20:24 21:4,7</p> <p>work 10:6 17:10, 23 20:10,14, 15 21:2</p> <p>working 9:13 11:9 17:20 18:23 19:1</p> <p>workings 22:9</p> <p>worth 21:1</p> <p>written 13:12 14:21</p> <hr/> <p style="text-align: center;">Y</p> <hr/> <p>year 9:7 12:16 19:6 20:1,2 21:5</p> <p>years 17:7,10,13, 17</p> <p>yesterday 7:22</p> <p>Yolanda 4:6</p> <p>Youtube 11:17</p>	<hr/> <p style="text-align: center;">Z</p> <hr/> <p>Zoom 15:4 16:10, 17</p>
--	---	---